

PAY SCALE CHART 2017-2018 (SCALE -01)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	2970	90	5670	2970	3060	3150	3240	3330	3420	3510	3600	3690	3780	3870	3960	4050	4140	4230	4320
2016	7640	240	14840	7640	7880	8120	8360	8600	8840	9080	9320	9560	9800	10040	10280	10520	10760	11000	11240
2017	9125	285	17675	9125	9410	9695	9980	10265	10550	10835	11120	11405	11690	11975	12260	12545	12830	13115	13400
1-	BASIC INCREASE			1485	1530	1575	1620	1665	1710	1755	1800	1845	1890	1935	1980	2025	2070	2115	2160
2-	ARA 2017 @ 10 %			913	941	970	998	1027	1055	1084	1112	1141	1169	1198	1226	1255	1283	1312	1340
TOTAL INCREASE				2398	2471	2545	2618	2692	2765	2839	2912	2986	3059	3133	3206	3280	3353	3427	3500
1-	ARA 2010 @ 50%			1485	1485	1485	1485	1485	1485	1485	1530	1575	1620	1665	1710	1755	1800	1845	1890
2-	BF DEDUCTION INCREASE			45	46	47	49	50	51	53	54	55	57	58	59	61	62	63	65
TOTAL DEDUCTION				1530	1531	1532	1534	1535	1536	1538	1584	1630	1677	1723	1769	1816	1862	1908	1955
ACCTUAL INCREASE IN PAY				868	940	1012	1084	1157	1229	1301	1328	1355	1382	1409	1437	1464	1491	1518	1545

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	2970	90	5670		4410	4500	4590	4680	4770	4860	4950	5040	5130	5220	5310	5400	5490	5580	5670
2016	7640	240	14840		11480	11720	11960	12200	12440	12680	12920	13160	13400	13640	13880	14120	14360	14600	14840
2017	9125	285	17675		13685	13970	14255	14540	14825	15110	15395	15680	15965	16250	16535	16820	17105	17390	17675
1-	BASIC INCREASE				2205	2250	2295	2340	2385	2430	2475	2520	2565	2610	2655	2700	2745	2790	2835
2-	ARA 2017 @ 10 %				1369	1397	1426	1454	1483	1511	1540	1568	1597	1625	1654	1682	1711	1739	1768
TOTAL INCREASE					3574	3647	3721	3794	3868	3941	4015	4088	4162	4235	4309	4382	4456	4529	4603
1-	ARA 2010 @ 50%				1935	1980	2025	2070	2115	2160	2205	2250	2295	2340	2385	2430	2475	2520	2565
2-	BF DEDUCTION INCREASE				66	68	69	70	72	73	74	76	77	78	80	81	82	84	85
TOTAL DEDUCTION					2001	2048	2094	2140	2187	2233	2279	2326	2372	2418	2465	2511	2557	2604	2650
ACCTUAL INCREASE IN PAY					1572	1600	1627	1654	1681	1708	1735	1762	1790	1817	1844	1871	1898	1925	1952

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PAY SCALE CHART 2017-2018 (SCALE -02)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	3035	100	6035	3035	3135	3235	3335	3435	3535	3635	3735	3835	3935	4035	4135	4235	4335	4435	4535
2016	7790	275	16040	7790	8065	8340	8615	8890	9165	9440	9715	9990	10265	10540	10815	11090	11365	11640	11915
2017	9310	325	19060	9310	9635	9960	10285	10610	10935	11260	11585	11910	12235	12560	12885	13210	13535	13860	14185
1-	BASIC INCREASE			1520	1570	1620	1670	1720	1770	1820	1870	1920	1970	2020	2070	2120	2170	2220	2270
2-	ARA 2017 @ 10 %			931	964	996	1029	1061	1094	1126	1159	1191	1224	1256	1289	1321	1354	1386	1419
TOTAL INCREASE				2451	2534	2616	2699	2781	2864	2946	3029	3111	3194	3276	3359	3441	3524	3606	3689
1-	ARA 2010 @ 50%			1518	1518	1518	1518	1518	1518	1518	1568	1618	1668	1718	1768	1818	1868	1918	1968
2-	BF DEDUCTION INCREASE			46	47	49	50	52	53	55	56	58	59	61	62	64	65	67	68
TOTAL DEDUCTION				1563	1565	1566	1568	1569	1571	1572	1624	1675	1727	1778	1830	1881	1933	1984	2036
ACCTUAL INCREASE IN PAY				888	969	1050	1131	1212	1293	1374	1405	1436	1467	1498	1529	1560	1591	1622	1653

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	3035	100	6035		4635	4735	4835	4935	5035	5135	5235	5335	5435	5535	5635	5735	5835	5935	6035
2016	7790	275	16040		12190	12465	12740	13015	13290	13565	13840	14115	14390	14665	14940	15215	15490	15765	16040
2017	9310	325	19060		14510	14835	15160	15485	15810	16135	16460	16785	17110	17435	17760	18085	18410	18735	19060
1-	BASIC INCREASE				2320	2370	2420	2470	2520	2570	2620	2670	2720	2770	2820	2870	2920	2970	3020
2-	ARA 2017 @ 10 %				1451	1484	1516	1549	1581	1614	1646	1679	1711	1744	1776	1809	1841	1874	1906
TOTAL INCREASE					3771	3854	3936	4019	4101	4184	4266	4349	4431	4514	4596	4679	4761	4844	4926
1-	ARA 2010 @ 50%				2018	2068	2118	2168	2218	2268	2318	2368	2418	2468	2518	2568	2618	2668	2718
2-	BF DEDUCTION INCREASE				70	71	73	74	76	77	79	80	82	83	85	86	88	89	91
TOTAL DEDUCTION					2087	2139	2190	2242	2293	2345	2396	2448	2499	2551	2602	2654	2705	2757	2808
ACCTUAL INCREASE IN PAY					1684	1715	1746	1777	1808	1839	1870	1901	1932	1963	1994	2025	2056	2087	2118

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PAY SCALE CHART 2017-2018 (SCALE -03)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	3140	120	6740	3140	3260	3380	3500	3620	3740	3860	3980	4100	4220	4340	4460	4580	4700	4820	4940
2016	8040	325	17790	8040	8365	8690	9015	9340	9665	9990	10315	10640	10965	11290	11615	11940	12265	12590	12915
2017	9610	385	21160	9610	9995	10380	10765	11150	11535	11920	12305	12690	13075	13460	13845	14230	14615	15000	15385
1-	BASIC INCREASE			1570	1630	1690	1750	1810	1870	1930	1990	2050	2110	2170	2230	2290	2350	2410	2470
2-	ARA 2017 @ 10 %			961	1000	1038	1077	1115	1154	1192	1231	1269	1308	1346	1385	1423	1462	1500	1539
TOTAL INCREASE				2531	2630	2728	2827	2925	3024	3122	3221	3319	3418	3516	3615	3713	3812	3910	4009
1-	ARA 2010 @ 50%			1570	1570	1570	1570	1570	1570	1570	1630	1690	1750	1810	1870	1930	1990	2050	2110
2-	BF DEDUCTION INCREASE			47	49	51	53	54	56	58	60	62	63	65	67	69	71	72	74
TOTAL DEDUCTION				1617	1619	1621	1623	1624	1626	1628	1690	1752	1813	1875	1937	1999	2061	2122	2184
ACCTUAL INCREASE IN PAY				914	1011	1107	1204	1301	1397	1494	1531	1568	1604	1641	1678	1714	1751	1788	1824

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	3140	120	6740		5060	5180	5300	5420	5540	5660	5780	5900	6020	6140	6260	6380	6500	6620	6740
2016	8040	325	17790		13240	13565	13890	14215	14540	14865	15190	15515	15840	16165	16490	16815	17140	17465	17790
2017	9610	385	21160		15770	16155	16540	16925	17310	17695	18080	18465	18850	19235	19620	20005	20390	20775	21160
1-	BASIC INCREASE				2530	2590	2650	2710	2770	2830	2890	2950	3010	3070	3130	3190	3250	3310	3370
2-	ARA 2017 @ 10 %				1577	1616	1654	1693	1731	1770	1808	1847	1885	1924	1962	2001	2039	2078	2116
TOTAL INCREASE					4107	4206	4304	4403	4501	4600	4698	4797	4895	4994	5092	5191	5289	5388	5486
1-	ARA 2010 @ 50%				2170	2230	2290	2350	2410	2470	2530	2590	2650	2710	2770	2830	2890	2950	3010
2-	BF DEDUCTION INCREASE				76	78	80	81	83	85	87	89	90	92	94	96	98	99	101
TOTAL DEDUCTION					2246	2308	2370	2431	2493	2555	2617	2679	2740	2802	2864	2926	2988	3049	3111
ACCTUAL INCREASE IN PAY					1861	1898	1935	1971	2008	2045	2081	2118	2155	2191	2228	2265	2302	2338	2375

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PAY SCALE CHART 2017-2018 (SCALE -04)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	3240	140	7440	3240	3380	3520	3660	3800	3940	4080	4220	4360	4500	4640	4780	4920	5060	5200	5340
2016	8280	370	19380	8280	8650	9020	9390	9760	10130	10500	10870	11240	11610	11980	12350	12720	13090	13460	13830
2017	9900	440	23100	9900	10340	10780	11220	11660	12100	12540	12980	13420	13860	14300	14740	15180	15620	16060	16500
1-	BASIC INCREASE			1620	1690	1760	1830	1900	1970	2040	2110	2180	2250	2320	2390	2460	2530	2600	2670
2-	ARA 2017 @ 10 %			990	1034	1078	1122	1166	1210	1254	1298	1342	1386	1430	1474	1518	1562	1606	1650
TOTAL INCREASE				2610	2724	2838	2952	3066	3180	3294	3408	3522	3636	3750	3864	3978	4092	4206	4320
1-	ARA 2010 @ 50%			1620	1620	1620	1620	1620	1620	1620	1690	1760	1830	1900	1970	2040	2110	2180	2250
2-	BF DEDUCTION INCREASE			49	51	53	55	57	59	61	63	65	68	70	72	74	76	78	80
TOTAL DEDUCTION				1669	1671	1673	1675	1677	1679	1681	1753	1825	1898	1970	2042	2114	2186	2258	2330
ACCTUAL INCREASE IN PAY				941	1053	1165	1277	1389	1501	1613	1655	1697	1739	1780	1822	1864	1906	1948	1990

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	3240	140	7440		5480	5620	5760	5900	6040	6180	6320	6460	6600	6740	6880	7020	7160	7300	7440
2016	8280	370	19380		14200	14570	14940	15310	15680	16050	16420	16790	17160	17530	17900	18270	18640	19010	19380
2017	9900	440	23100		16940	17380	17820	18260	18700	19140	19580	20020	20460	20900	21340	21780	22220	22660	23100
1-	BASIC INCREASE				2740	2810	2880	2950	3020	3090	3160	3230	3300	3370	3440	3510	3580	3650	3720
2-	ARA 2017 @ 10 %				1694	1738	1782	1826	1870	1914	1958	2002	2046	2090	2134	2178	2222	2266	2310
TOTAL INCREASE					4434	4548	4662	4776	4890	5004	5118	5232	5346	5460	5574	5688	5802	5916	6030
1-	ARA 2010 @ 50%				2320	2390	2460	2530	2600	2670	2740	2810	2880	2950	3020	3090	3160	3230	3300
2-	BF DEDUCTION INCREASE				82	84	86	89	91	93	95	97	99	101	103	105	107	110	112
TOTAL DEDUCTION					2402	2474	2546	2619	2691	2763	2835	2907	2979	3051	3123	3195	3267	3340	3412
ACCTUAL INCREASE IN PAY					2032	2074	2116	2158	2199	2241	2283	2325	2367	2409	2451	2493	2535	2577	2618

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PAY SCALE CHART 2017-2018 (SCALE -05)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	3340	160	8140	3340	3500	3660	3820	3980	4140	4300	4460	4620	4780	4940	5100	5260	5420	5580	5740
2016	8590	420	21190	8590	9010	9430	9850	10270	10690	11110	11530	11950	12370	12790	13210	13630	14050	14470	14890
2017	10260	500	25260	10260	10760	11260	11760	12260	12760	13260	13760	14260	14760	15260	15760	16260	16760	17260	17760
1-	BASIC INCREASE			1670	1750	1830	1910	1990	2070	2150	2230	2310	2390	2470	2550	2630	2710	2790	2870
2-	ARA 2017 @ 10 %			1026	1076	1126	1176	1226	1276	1326	1376	1426	1476	1526	1576	1626	1676	1726	1776
TOTAL INCREASE				2696	2826	2956	3086	3216	3346	3476	3606	3736	3866	3996	4126	4256	4386	4516	4646
1-	ARA 2010 @ 50%			1670	1670	1670	1670	1670	1670	1670	1750	1830	1910	1990	2070	2150	2230	2310	2390
2-	BF DEDUCTION INCREASE			50	53	55	57	60	62	65	67	69	72	74	77	79	81	84	86
TOTAL DEDUCTION				1720	1723	1725	1727	1730	1732	1735	1817	1899	1982	2064	2147	2229	2311	2394	2476
ACCTUAL INCREASE IN PAY				976	1104	1231	1359	1486	1614	1742	1789	1837	1884	1932	1980	2027	2075	2122	2170

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	3340	160	8140		5900	6060	6220	6380	6540	6700	6860	7020	7180	7340	7500	7660	7820	7980	8140
2016	8590	420	21190		15310	15730	16150	16570	16990	17410	17830	18250	18670	19090	19510	19930	20350	20770	21190
2017	10260	500	25260		18260	18760	19260	19760	20260	20760	21260	21760	22260	22760	23260	23760	24260	24760	25260
1-	BASIC INCREASE				2950	3030	3110	3190	3270	3350	3430	3510	3590	3670	3750	3830	3910	3990	4070
2-	ARA 2017 @ 10 %				1826	1876	1926	1976	2026	2076	2126	2176	2226	2276	2326	2376	2426	2476	2526
TOTAL INCREASE					4776	4906	5036	5166	5296	5426	5556	5686	5816	5946	6076	6206	6336	6466	6596
1-	ARA 2010 @ 50%				2470	2550	2630	2710	2790	2870	2950	3030	3110	3190	3270	3350	3430	3510	3590
2-	BF DEDUCTION INCREASE				89	91	93	96	98	101	103	105	108	110	113	115	117	120	122
TOTAL DEDUCTION					2559	2641	2723	2806	2888	2971	3053	3135	3218	3300	3383	3465	3547	3630	3712
ACCTUAL INCREASE IN PAY					2218	2265	2313	2360	2408	2456	2503	2551	2598	2646	2694	2741	2789	2836	2884

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PAY SCALE CHART 2017-2018 (SCALE -06)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	3430	175	8680	3430	3605	3780	3955	4130	4305	4480	4655	4830	5005	5180	5355	5530	5705	5880	6055
2016	8900	470	23000	8900	9370	9840	10310	10780	11250	11720	12190	12660	13130	13600	14070	14540	15010	15480	15950
2017	10615	560	27415	10615	11175	11735	12295	12855	13415	13975	14535	15095	15655	16215	16775	17335	17895	18455	19015
1-	BASIC INCREASE			1715	1805	1895	1985	2075	2165	2255	2345	2435	2525	2615	2705	2795	2885	2975	3065
2-	ARA 2017 @ 10 %			1062	1118	1174	1230	1286	1342	1398	1454	1510	1566	1622	1678	1734	1790	1846	1902
TOTAL INCREASE				2777	2923	3069	3215	3361	3507	3653	3799	3945	4091	4237	4383	4529	4675	4821	4967
1-	ARA 2010 @ 50%			1715	1715	1715	1715	1715	1715	1715	1803	1890	1978	2065	2153	2240	2328	2415	2503
2-	BF DEDUCTION INCREASE			51	54	57	60	62	65	68	70	73	76	78	81	84	87	89	92
TOTAL DEDUCTION				1766	1769	1772	1775	1777	1780	1783	1873	1963	2053	2143	2234	2324	2414	2504	2594
ACCTUAL INCREASE IN PAY				1010	1153	1297	1440	1583	1727	1870	1926	1981	2037	2093	2149	2205	2260	2316	2372

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	3430	175	8680		6230	6405	6580	6755	6930	7105	7280	7455	7630	7805	7980	8155	8330	8505	8680
2016	8900	470	23000		16420	16890	17360	17830	18300	18770	19240	19710	20180	20650	21120	21590	22060	22530	23000
2017	10615	560	27415		19575	20135	20695	21255	21815	22375	22935	23495	24055	24615	25175	25735	26295	26855	27415
1-	BASIC INCREASE				3155	3245	3335	3425	3515	3605	3695	3785	3875	3965	4055	4145	4235	4325	4415
2-	ARA 2017 @ 10 %				1958	2014	2070	2126	2182	2238	2294	2350	2406	2462	2518	2574	2630	2686	2742
TOTAL INCREASE					5113	5259	5405	5551	5697	5843	5989	6135	6281	6427	6573	6719	6865	7011	7157
1-	ARA 2010 @ 50%				2590	2678	2765	2853	2940	3028	3115	3203	3290	3378	3465	3553	3640	3728	3815
2-	BF DEDUCTION INCREASE				95	97	100	103	105	108	111	114	116	119	122	124	127	130	132
TOTAL DEDUCTION					2685	2775	2865	2955	3045	3136	3226	3316	3406	3496	3587	3677	3767	3857	3947
ACCTUAL INCREASE IN PAY					2428	2484	2539	2595	2651	2707	2763	2818	2874	2930	2986	3042	3097	3153	3209

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PAY SCALE CHART 2017-2018 (SCALE -07)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	3530	190	9230	3530	3720	3910	4100	4290	4480	4670	4860	5050	5240	5430	5620	5810	6000	6190	6380
2016	9220	510	24520	9220	9730	10240	10750	11260	11770	12280	12790	13300	13810	14320	14830	15340	15850	16360	16870
2017	10985	605	29135	10985	11590	12195	12800	13405	14010	14615	15220	15825	16430	17035	17640	18245	18850	19455	20060
1-	BASIC INCREASE			1765	1860	1955	2050	2145	2240	2335	2430	2525	2620	2715	2810	2905	3000	3095	3190
2-	ARA 2017 @ 10 %			1099	1159	1220	1280	1341	1401	1462	1522	1583	1643	1704	1764	1825	1885	1946	2006
TOTAL INCREASE				2864	3019	3175	3330	3486	3641	3797	3952	4108	4263	4419	4574	4730	4885	5041	5196
1-	ARA 2010 @ 50%			1765	1765	1765	1765	1765	1765	1765	1860	1955	2050	2145	2240	2335	2430	2525	2620
2-	BF DEDUCTION INCREASE			53	56	59	62	64	67	70	73	76	79	81	84	87	90	93	96
TOTAL DEDUCTION				1818	1821	1824	1827	1829	1832	1835	1933	2031	2129	2226	2324	2422	2520	2618	2716
ACCTUAL INCREASE IN PAY				1046	1198	1351	1504	1656	1809	1961	2019	2077	2134	2192	2250	2307	2365	2423	2480

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	3530	190	9230		6570	6760	6950	7140	7330	7520	7710	7900	8090	8280	8470	8660	8850	9040	9230
2016	9220	510	24520		17380	17890	18400	18910	19420	19930	20440	20950	21460	21970	22480	22990	23500	24010	24520
2017	10985	605	29135		20665	21270	21875	22480	23085	23690	24295	24900	25505	26110	26715	27320	27925	28530	29135
1-	BASIC INCREASE				3285	3380	3475	3570	3665	3760	3855	3950	4045	4140	4235	4330	4425	4520	4615
2-	ARA 2017 @ 10 %				2067	2127	2188	2248	2309	2369	2430	2490	2551	2611	2672	2732	2793	2853	2914
TOTAL INCREASE					5352	5507	5663	5818	5974	6129	6285	6440	6596	6751	6907	7062	7218	7373	7529
1-	ARA 2010 @ 50%				2715	2810	2905	3000	3095	3190	3285	3380	3475	3570	3665	3760	3855	3950	4045
2-	BF DEDUCTION INCREASE				99	101	104	107	110	113	116	119	121	124	127	130	133	136	138
TOTAL DEDUCTION					2814	2911	3009	3107	3205	3303	3401	3499	3596	3694	3792	3890	3988	4086	4183
ACCTUAL INCREASE IN PAY					2538	2596	2653	2711	2769	2826	2884	2942	2999	3057	3114	3172	3230	3287	3345

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PAY SCALE CHART 2017-2018 (SCALE -08)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
2008	3665	210	9965	3665	3875	4085	4295	4505	4715	4925	5135	5345	5555	5765	5975	6185	6395	6605	6815	
2016	9540	560	26340	9540	10100	10660	11220	11780	12340	12900	13460	14020	14580	15140	15700	16260	16820	17380	17940	
2017	11375	665	31325	11375	12040	12705	13370	14035	14700	15365	16030	16695	17360	18025	18690	19355	20020	20685	21350	
1-	BASIC INCREASE				1835	1940	2045	2150	2255	2360	2465	2570	2675	2780	2885	2990	3095	3200	3305	3410
2-	ARA 2017 @ 10 %				1138	1204	1271	1337	1404	1470	1537	1603	1670	1736	1803	1869	1936	2002	2069	2135
	TOTAL INCREASE				2973	3144	3316	3487	3659	3830	4002	4173	4345	4516	4688	4859	5031	5202	5374	5545
1-	ARA 2010 @ 50%				1833	1833	1833	1833	1833	1833	1833	1938	2043	2148	2253	2358	2463	2568	2673	2778
2-	BF DEDUCTION INCREASE				55	58	61	65	68	71	74	77	80	83	87	90	93	96	99	102
	TOTAL DEDUCTION				1888	1891	1894	1897	1900	1903	1906	2015	2123	2231	2339	2447	2555	2664	2772	2880
	ACCTUAL INCREASE IN PAY				1085	1253	1422	1590	1758	1927	2095	2158	2222	2285	2348	2412	2475	2539	2602	2665

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	3665	210	9965		7025	7235	7445	7655	7865	8075	8285	8495	8705	8915	9125	9335	9545	9755	9965
2016	9540	560	26340		18500	19060	19620	20180	20740	21300	21860	22420	22980	23540	24100	24660	25220	25780	26340
2017	11375	665	31325		22015	22680	23345	24010	24675	25340	26005	26670	27335	28000	28665	29330	29995	30660	31325
1-	BASIC INCREASE				3515	3620	3725	3830	3935	4040	4145	4250	4355	4460	4565	4670	4775	4880	4985
2-	ARA 2017 @ 10 %				2202	2268	2335	2401	2468	2534	2601	2667	2734	2800	2867	2933	3000	3066	3133
	TOTAL INCREASE				5717	5888	6060	6231	6403	6574	6746	6917	7089	7260	7432	7603	7775	7946	8118
1-	ARA 2010 @ 50%				2883	2988	3093	3198	3303	3408	3513	3618	3723	3828	3933	4038	4143	4248	4353
2-	BF DEDUCTION INCREASE				105	109	112	115	118	121	124	128	131	134	137	140	143	146	150
	TOTAL DEDUCTION				2988	3096	3204	3312	3421	3529	3637	3745	3853	3961	4069	4178	4286	4394	4502
	ACCTUAL INCREASE IN PAY				2729	2792	2855	2919	2982	3045	3109	3172	3235	3299	3362	3425	3489	3552	3615

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PAY SCALE CHART 2017-2018 (SCALE -09)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	3820	230	10720	3820	4050	4280	4510	4740	4970	5200	5430	5660	5890	6120	6350	6580	6810	7040	7270
2016	9860	610	28160	9860	10470	11080	11690	12300	12910	13520	14130	14740	15350	15960	16570	17180	17790	18400	19010
2017	11770	725	33520	11770	12495	13220	13945	14670	15395	16120	16845	17570	18295	19020	19745	20470	21195	21920	22645
1-	BASIC INCREASE			1910	2025	2140	2255	2370	2485	2600	2715	2830	2945	3060	3175	3290	3405	3520	3635
2-	ARA 2017 @ 10 %			1177	1250	1322	1395	1467	1540	1612	1685	1757	1830	1902	1975	2047	2120	2192	2265
TOTAL INCREASE				3087	3275	3462	3650	3837	4025	4212	4400	4587	4775	4962	5150	5337	5525	5712	5900
1-	ARA 2010 @ 50%			1910	1910	1910	1910	1910	1910	1910	2025	2140	2255	2370	2485	2600	2715	2830	2945
2-	BF DEDUCTION INCREASE			57	61	64	68	71	75	78	81	85	88	92	95	99	102	106	109
TOTAL DEDUCTION				1967	1971	1974	1978	1981	1985	1988	2106	2225	2343	2462	2580	2699	2817	2936	3054
ACCTUAL INCREASE IN PAY				1120	1304	1488	1672	1856	2040	2224	2293	2362	2431	2500	2569	2638	2707	2776	2845

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	3820	230	10720		7500	7730	7960	8190	8420	8650	8880	9110	9340	9570	9800	10030	10260	10490	10720
2016	9860	610	28160		19620	20230	20840	21450	22060	22670	23280	23890	24500	25110	25720	26330	26940	27550	28160
2017	11770	725	33520		23370	24095	24820	25545	26270	26995	27720	28445	29170	29895	30620	31345	32070	32795	33520
1-	BASIC INCREASE				3750	3865	3980	4095	4210	4325	4440	4555	4670	4785	4900	5015	5130	5245	5360
2-	ARA 2017 @ 10 %				2337	2410	2482	2555	2627	2700	2772	2845	2917	2990	3062	3135	3207	3280	3352
TOTAL INCREASE					6087	6275	6462	6650	6837	7025	7212	7400	7587	7775	7962	8150	8337	8525	8712
1-	ARA 2010 @ 50%				3060	3175	3290	3405	3520	3635	3750	3865	3980	4095	4210	4325	4440	4555	4670
2-	BF DEDUCTION INCREASE				113	116	119	123	126	130	133	137	140	144	147	150	154	157	161
TOTAL DEDUCTION					3173	3291	3409	3528	3646	3765	3883	4002	4120	4239	4357	4475	4594	4712	4831
ACCTUAL INCREASE IN PAY					2915	2984	3053	3122	3191	3260	3329	3398	3467	3536	3605	3674	3743	3812	3881

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PAY SCALE CHART 2017-2018 (SCALE -10)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
2008	3955	260	11755	3955	4215	4475	4735	4995	5255	5515	5775	6035	6295	6555	6815	7075	7335	7595	7855	
2016	10180	670	30280	10180	10850	11520	12190	12860	13530	14200	14870	15540	16210	16880	17550	18220	18890	19560	20230	
2017	12160	800	36160	12160	12960	13760	14560	15360	16160	16960	17760	18560	19360	20160	20960	21760	22560	23360	24160	
1-	BASIC INCREASE				1980	2110	2240	2370	2500	2630	2760	2890	3020	3150	3280	3410	3540	3670	3800	3930
2-	ARA 2017 @ 10 %				1216	1296	1376	1456	1536	1616	1696	1776	1856	1936	2016	2096	2176	2256	2336	2416
	TOTAL INCREASE				3196	3406	3616	3826	4036	4246	4456	4666	4876	5086	5296	5506	5716	5926	6136	6346
1-	ARA 2010 @ 50%				1978	1978	1978	1978	1978	1978	1978	2108	2238	2368	2498	2628	2758	2888	3018	3148
2-	BF DEDUCTION INCREASE				59	63	67	71	75	79	83	87	91	95	98	102	106	110	114	118
	TOTAL DEDUCTION				2037	2041	2045	2049	2053	2056	2060	2194	2328	2462	2596	2730	2864	2998	3132	3265
	ACCTUAL INCREASE IN PAY				1159	1365	1571	1777	1984	2190	2396	2472	2548	2624	2700	2776	2852	2928	3005	3081

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	3955	260	11755		8115	8375	8635	8895	9155	9415	9675	9935	10195	10455	10715	10975	11235	11495	11755
2016	10180	670	30280		20900	21570	22240	22910	23580	24250	24920	25590	26260	26930	27600	28270	28940	29610	30280
2017	12160	800	36160		24960	25760	26560	27360	28160	28960	29760	30560	31360	32160	32960	33760	34560	35360	36160
1-	BASIC INCREASE				4060	4190	4320	4450	4580	4710	4840	4970	5100	5230	5360	5490	5620	5750	5880
2-	ARA 2017 @ 10 %				2496	2576	2656	2736	2816	2896	2976	3056	3136	3216	3296	3376	3456	3536	3616
	TOTAL INCREASE				6556	6766	6976	7186	7396	7606	7816	8026	8236	8446	8656	8866	9076	9286	9496
1-	ARA 2010 @ 50%				3278	3408	3538	3668	3798	3928	4058	4188	4318	4448	4578	4708	4838	4968	5098
2-	BF DEDUCTION INCREASE				122	126	130	134	137	141	145	149	153	157	161	165	169	173	176
	TOTAL DEDUCTION				3399	3533	3667	3801	3935	4069	4203	4337	4471	4604	4738	4872	5006	5140	5274
	ACCTUAL INCREASE IN PAY				3157	3233	3309	3385	3461	3537	3613	3689	3766	3842	3918	3994	4070	4146	4222

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PAY SCALE CHART 2017-2018 (SCALE -11)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	4115	275	12365	4115	4390	4665	4940	5215	5490	5765	6040	6315	6590	6865	7140	7415	7690	7965	8240
2016	10510	740	32710	10510	11250	11990	12730	13470	14210	14950	15690	16430	17170	17910	18650	19390	20130	20870	21610
2017	12570	880	38970	12570	13450	14330	15210	16090	16970	17850	18730	19610	20490	21370	22250	23130	24010	24890	25770
1-	BASIC INCREASE			2060	2200	2340	2480	2620	2760	2900	3040	3180	3320	3460	3600	3740	3880	4020	4160
2-	ARA 2017 @ 10 %			1257	1345	1433	1521	1609	1697	1785	1873	1961	2049	2137	2225	2313	2401	2489	2577
TOTAL INCREASE				3317	3545	3773	4001	4229	4457	4685	4913	5141	5369	5597	5825	6053	6281	6509	6737
1-	ARA 2010 @ 50%			2058	2058	2058	2058	2058	2058	2058	2195	2333	2470	2608	2745	2883	3020	3158	3295
2-	BF DEDUCTION INCREASE			62	66	70	74	79	83	87	91	95	100	104	108	112	116	121	125
TOTAL DEDUCTION				2119	2124	2128	2132	2136	2140	2145	2286	2428	2570	2711	2853	2995	3136	3278	3420
ACCTUAL INCREASE IN PAY				1198	1422	1645	1869	2093	2317	2541	2627	2713	2799	2886	2972	3058	3145	3231	3317

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	4115	275	12365		8515	8790	9065	9340	9615	9890	10165	10440	10715	10990	11265	11540	11815	12090	12365
2016	10510	740	32710		22350	23090	23830	24570	25310	26050	26790	27530	28270	29010	29750	30490	31230	31970	32710
2017	12570	880	38970		26650	27530	28410	29290	30170	31050	31930	32810	33690	34570	35450	36330	37210	38090	38970
1-	BASIC INCREASE				4300	4440	4580	4720	4860	5000	5140	5280	5420	5560	5700	5840	5980	6120	6260
2-	ARA 2017 @ 10 %				2665	2753	2841	2929	3017	3105	3193	3281	3369	3457	3545	3633	3721	3809	3897
TOTAL INCREASE					6965	7193	7421	7649	7877	8105	8333	8561	8789	9017	9245	9473	9701	9929	10157
1-	ARA 2010 @ 50%				3433	3570	3708	3845	3983	4120	4258	4395	4533	4670	4808	4945	5083	5220	5358
2-	BF DEDUCTION INCREASE				129	133	137	142	146	150	154	158	163	167	171	175	179	184	188
TOTAL DEDUCTION					3562	3703	3845	3987	4128	4270	4412	4553	4695	4837	4979	5120	5262	5404	5545
ACCTUAL INCREASE IN PAY					3404	3490	3576	3662	3749	3835	3921	4008	4094	4180	4267	4353	4439	4525	4612

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PAY SCALE CHART 2017-2018 (SCALE -12)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
2008	4335	310	13635	4335	4645	4955	5265	5575	5885	6195	6505	6815	7125	7435	7745	8055	8365	8675	8985	
2016	11140	800	35140	11140	11940	12740	13540	14340	15140	15940	16740	17540	18340	19140	19940	20740	21540	22340	23140	
2017	13320	955	41970	13320	14275	15230	16185	17140	18095	19050	20005	20960	21915	22870	23825	24780	25735	26690	27645	
1-	BASIC INCREASE				2180	2335	2490	2645	2800	2955	3110	3265	3420	3575	3730	3885	4040	4195	4350	4505
2-	ARA 2017 @ 10 %				1332	1428	1523	1619	1714	1810	1905	2001	2096	2192	2287	2383	2478	2574	2669	2765
	TOTAL INCREASE				3512	3763	4013	4264	4514	4765	5015	5266	5516	5767	6017	6268	6518	6769	7019	7270
1-	ARA 2010 @ 50%				2168	2168	2168	2168	2168	2168	2168	2323	2478	2633	2788	2943	3098	3253	3408	3563
2-	BF DEDUCTION INCREASE				65	70	75	79	84	89	93	98	103	107	112	117	121	126	131	135
	TOTAL DEDUCTION				2233	2238	2242	2247	2252	2256	2261	2420	2580	2740	2899	3059	3219	3378	3538	3698
	ACCTUAL INCREASE IN PAY				1279	1525	1771	2017	2263	2508	2754	2845	2936	3027	3118	3208	3299	3390	3481	3572

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	4335	310	13635		9295	9605	9915	10225	10535	10845	11155	11465	11775	12085	12395	12705	13015	13325	13635
2016	11140	800	35140		23940	24740	25540	26340	27140	27940	28740	29540	30340	31140	31940	32740	33540	34340	35140
2017	13320	955	41970		28600	29555	30510	31465	32420	33375	34330	35285	36240	37195	38150	39105	40060	41015	41970
1-	BASIC INCREASE				4660	4815	4970	5125	5280	5435	5590	5745	5900	6055	6210	6365	6520	6675	6830
2-	ARA 2017 @ 10 %				2860	2956	3051	3147	3242	3338	3433	3529	3624	3720	3815	3911	4006	4102	4197
	TOTAL INCREASE				7520	7771	8021	8272	8522	8773	9023	9274	9524	9775	10025	10276	10526	10777	11027
1-	ARA 2010 @ 50%				3718	3873	4028	4183	4338	4493	4648	4803	4958	5113	5268	5423	5578	5733	5888
2-	BF DEDUCTION INCREASE				140	144	149	154	158	163	168	172	177	182	186	191	196	200	205
	TOTAL DEDUCTION				3857	4017	4177	4336	4496	4656	4815	4975	5135	5294	5454	5613	5773	5933	6092
	ACCTUAL INCREASE IN PAY				3663	3754	3844	3935	4026	4117	4208	4299	4390	4480	4571	4662	4753	4844	4935

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PAY SCALE CHART 2017-2018 (SCALE -13)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
2008	4645	340	14845	4645	4985	5325	5665	6005	6345	6685	7025	7365	7705	8045	8385	8725	9065	9405	9745	
2016	11930	880	38330	11930	12810	13690	14570	15450	16330	17210	18090	18970	19850	20730	21610	22490	23370	24250	25130	
2017	14255	1050	45755	14255	15305	16355	17405	18455	19505	20555	21605	22655	23705	24755	25805	26855	27905	28955	30005	
1-	BASIC INCREASE				2325	2495	2665	2835	3005	3175	3345	3515	3685	3855	4025	4195	4365	4535	4705	4875
2-	ARA 2017 @ 10 %				1426	1531	1636	1741	1846	1951	2056	2161	2266	2371	2476	2581	2686	2791	2896	3001
TOTAL INCREASE					3751	4026	4301	4576	4851	5126	5401	5676	5951	6226	6501	6776	7051	7326	7601	7876
1-	ARA 2010 @ 50%				2323	2323	2323	2323	2323	2323	2323	2493	2663	2833	3003	3173	3343	3513	3683	3853
2-	BF DEDUCTION INCREASE				70	75	80	85	90	95	100	105	111	116	121	126	131	136	141	146
TOTAL DEDUCTION					2392	2397	2402	2408	2413	2418	2423	2598	2773	2948	3123	3298	3473	3649	3824	3999
ACCTUAL INCREASE IN PAY					1358	1628	1898	2168	2438	2708	2978	3078	3177	3277	3377	3477	3577	3677	3777	3877

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	4645	340	14845		10085	10425	10765	11105	11445	11785	12125	12465	12805	13145	13485	13825	14165	14505	14845
2016	11930	880	38330		26010	26890	27770	28650	29530	30410	31290	32170	33050	33930	34810	35690	36570	37450	38330
2017	14255	1050	45755		31055	32105	33155	34205	35255	36305	37355	38405	39455	40505	41555	42605	43655	44705	45755
1-	BASIC INCREASE				5045	5215	5385	5555	5725	5895	6065	6235	6405	6575	6745	6915	7085	7255	7425
2-	ARA 2017 @ 10 %				3106	3211	3316	3421	3526	3631	3736	3841	3946	4051	4156	4261	4366	4471	4576
TOTAL INCREASE					8151	8426	8701	8976	9251	9526	9801	10076	10351	10626	10901	11176	11451	11726	12001
1-	ARA 2010 @ 50%				4023	4193	4363	4533	4703	4873	5043	5213	5383	5553	5723	5893	6063	6233	6403
2-	BF DEDUCTION INCREASE				151	156	162	167	172	177	182	187	192	197	202	207	213	218	223
TOTAL DEDUCTION					4174	4349	4524	4699	4874	5049	5224	5400	5575	5750	5925	6100	6275	6450	6625
ACCTUAL INCREASE IN PAY					3977	4077	4176	4276	4376	4476	4576	4676	4776	4876	4976	5076	5175	5275	5375

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PAY SCALE CHART 2017-2018 (SCALE -14)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	4920	380	16320	4920	5300	5680	6060	6440	6820	7200	7580	7960	8340	8720	9100	9480	9860	10240	10620
2016	12720	980	42120	12720	13700	14680	15660	16640	17620	18600	19580	20560	21540	22520	23500	24480	25460	26440	27420
2017	15180	1170	50280	15180	16350	17520	18690	19860	21030	22200	23370	24540	25710	26880	28050	29220	30390	31560	32730
1-	BASIC INCREASE			2460	2650	2840	3030	3220	3410	3600	3790	3980	4170	4360	4550	4740	4930	5120	5310
2-	ARA 2017 @ 10 %			1518	1635	1752	1869	1986	2103	2220	2337	2454	2571	2688	2805	2922	3039	3156	3273
TOTAL INCREASE				3978	4285	4592	4899	5206	5513	5820	6127	6434	6741	7048	7355	7662	7969	8276	8583
1-	ARA 2010 @ 50%			2460	2460	2460	2460	2460	2460	2460	2650	2840	3030	3220	3410	3600	3790	3980	4170
2-	BF DEDUCTION INCREASE			74	80	85	91	97	102	108	114	119	125	131	137	142	148	154	159
TOTAL DEDUCTION				2534	2540	2545	2551	2557	2562	2568	2764	2959	3155	3351	3547	3742	3938	4134	4329
ACCTUAL INCREASE IN PAY				1444	1746	2047	2348	2649	2951	3252	3363	3475	3586	3697	3809	3920	4031	4142	4254

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	4920	380	16320		11000	11380	11760	12140	12520	12900	13280	13660	14040	14420	14800	15180	15560	15940	16320
2016	12720	980	42120		28400	29380	30360	31340	32320	33300	34280	35260	36240	37220	38200	39180	40160	41140	42120
2017	15180	1170	50280		33900	35070	36240	37410	38580	39750	40920	42090	43260	44430	45600	46770	47940	49110	50280
1-	BASIC INCREASE				5500	5690	5880	6070	6260	6450	6640	6830	7020	7210	7400	7590	7780	7970	8160
2-	ARA 2017 @ 10 %				3390	3507	3624	3741	3858	3975	4092	4209	4326	4443	4560	4677	4794	4911	5028
TOTAL INCREASE					8890	9197	9504	9811	10118	10425	10732	11039	11346	11653	11960	12267	12574	12881	13188
1-	ARA 2010 @ 50%				4360	4550	4740	4930	5120	5310	5500	5690	5880	6070	6260	6450	6640	6830	7020
2-	BF DEDUCTION INCREASE				165	171	176	182	188	194	199	205	211	216	222	228	233	239	245
TOTAL DEDUCTION					4525	4721	4916	5112	5308	5504	5699	5895	6091	6286	6482	6678	6873	7069	7265
ACCTUAL INCREASE IN PAY					4365	4476	4588	4699	4810	4922	5033	5144	5255	5367	5478	5589	5701	5812	5923

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PAY SCALE CHART 2017-2018 (SCALE -15)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	5220	420	17820	5220	5640	6060	6480	6900	7320	7740	8160	8580	9000	9420	9840	10260	10680	11100	11520
2016	13510	1120	47110	13510	14630	15750	16870	17990	19110	20230	21350	22470	23590	24710	25830	26950	28070	29190	30310
2017	16120	1330	56020	16120	17450	18780	20110	21440	22770	24100	25430	26760	28090	29420	30750	32080	33410	34740	36070
1-	BASIC INCREASE			2610	2820	3030	3240	3450	3660	3870	4080	4290	4500	4710	4920	5130	5340	5550	5760
2-	ARA 2017 @ 10 %			1612	1745	1878	2011	2144	2277	2410	2543	2676	2809	2942	3075	3208	3341	3474	3607
TOTAL INCREASE				4222	4565	4908	5251	5594	5937	6280	6623	6966	7309	7652	7995	8338	8681	9024	9367
1-	ARA 2010 @ 50%			2610	2610	2610	2610	2610	2610	2610	2820	3030	3240	3450	3660	3870	4080	4290	4500
2-	BF DEDUCTION INCREASE			78	85	91	97	104	110	116	122	129	135	141	148	154	160	167	173
TOTAL DEDUCTION				2688	2695	2701	2707	2714	2720	2726	2942	3159	3375	3591	3808	4024	4240	4457	4673
ACCTUAL INCREASE IN PAY				1534	1870	2207	2544	2881	3217	3554	3681	3807	3934	4061	4187	4314	4441	4568	4694

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	5220	420	17820		11940	12360	12780	13200	13620	14040	14460	14880	15300	15720	16140	16560	16980	17400	17820
2016	13510	1120	47110		31430	32550	33670	34790	35910	37030	38150	39270	40390	41510	42630	43750	44870	45990	47110
2017	16120	1330	56020		37400	38730	40060	41390	42720	44050	45380	46710	48040	49370	50700	52030	53360	54690	56020
1-	BASIC INCREASE				5970	6180	6390	6600	6810	7020	7230	7440	7650	7860	8070	8280	8490	8700	8910
2-	ARA 2017 @ 10 %				3740	3873	4006	4139	4272	4405	4538	4671	4804	4937	5070	5203	5336	5469	5602
TOTAL INCREASE					9710	10053	10396	10739	11082	11425	11768	12111	12454	12797	13140	13483	13826	14169	14512
1-	ARA 2010 @ 50%				4710	4920	5130	5340	5550	5760	5970	6180	6390	6600	6810	7020	7230	7440	7650
2-	BF DEDUCTION INCREASE				179	185	192	198	204	211	217	223	230	236	242	248	255	261	267
TOTAL DEDUCTION					4889	5105	5322	5538	5754	5971	6187	6403	6620	6836	7052	7268	7485	7701	7917
ACCTUAL INCREASE IN PAY					4821	4948	5074	5201	5328	5454	5581	5708	5835	5961	6088	6215	6341	6468	6595

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PAY SCALE CHART 2017-2018 (SCALE -16)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2008	6060	470	20160	6060	6530	7000	7470	7940	8410	8880	9350	9820	10290	10760	11230	11700	12170	12640	13110
2016	15880	1280	54280	15880	17160	18440	19720	21000	22280	23560	24840	26120	27400	28680	29960	31240	32520	33800	35080
2017	18910	1515	64360	18910	20425	21940	23455	24970	26485	28000	29515	31030	32545	34060	35575	37090	38605	40120	41635
1-	BASIC INCREASE			3030	3265	3500	3735	3970	4205	4440	4675	4910	5145	5380	5615	5850	6085	6320	6555
2-	ARA 2017 @ 10 %			1891	2043	2194	2346	2497	2649	2800	2952	3103	3255	3406	3558	3709	3861	4012	4164
TOTAL INCREASE				4921	5308	5694	6081	6467	6854	7240	7627	8013	8400	8786	9173	9559	9946	10332	10719
1-	ARA 2010 @ 50%			3030	3030	3030	3030	3030	3030	3030	3265	3500	3735	3970	4205	4440	4675	4910	5145
2-	BF DEDUCTION INCREASE			91	98	105	112	119	126	133	140	147	154	161	168	176	183	190	197
TOTAL DEDUCTION				3121	3128	3135	3142	3149	3156	3163	3405	3647	3889	4131	4373	4616	4858	5100	5342
ACCTUAL INCREASE IN PAY				1800	2180	2559	2938	3318	3697	4077	4221	4366	4510	4655	4799	4944	5088	5232	5377

YEAR	MIN	INC	MAX		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
2008	6060	470	20160		13580	14050	14520	14990	15460	15930	16400	16870	17340	17810	18280	18750	19220	19690	20160
2016	15880	1280	54280		36360	37640	38920	40200	41480	42760	44040	45320	46600	47880	49160	50440	51720	53000	54280
2017	18910	1515	64360		43150	44665	46180	47695	49210	50725	52240	53755	55270	56785	58300	59815	61330	62845	64360
1-	BASIC INCREASE				6790	7025	7260	7495	7730	7965	8200	8435	8670	8905	9140	9375	9610	9845	10080
2-	ARA 2017 @ 10 %				4315	4467	4618	4770	4921	5073	5224	5376	5527	5679	5830	5982	6133	6285	6436
TOTAL INCREASE					11105	11492	11878	12265	12651	13038	13424	13811	14197	14584	14970	15357	15743	16130	16516
1-	ARA 2010 @ 50%				5380	5615	5850	6085	6320	6555	6790	7025	7260	7495	7730	7965	8200	8435	8670
2-	BF DEDUCTION INCREASE				204	211	218	225	232	239	246	253	260	267	274	281	288	295	302
TOTAL DEDUCTION					5584	5826	6068	6310	6552	6794	7036	7278	7520	7762	8004	8246	8488	8730	8972
ACCTUAL INCREASE IN PAY					5521	5666	5810	5955	6099	6244	6388	6532	6677	6821	6966	7110	7255	7399	7544

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PAY SCALE CHART 2017-2018 (SCALE -17)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	
2008	9850	740	24650	9850	10590	11330	12070	12810	13550	14290	15030	15770	16510	17250	
2016	25440	1930	64040	25440	27370	29300	31230	33160	35090	37020	38950	40880	42810	44740	
2017	30365	2300	76365	30365	32665	34965	37265	39565	41865	44165	46465	48765	51065	53365	
1-	BASIC INCREASE				4925	5295	5665	6035	6405	6775	7145	7515	7885	8255	8625
2-	ARA 2017 @ 10 %				3037	3267	3497	3727	3957	4187	4417	4647	4877	5107	5337
TOTAL INCREASE					7962	8562	9162	9762	10362	10962	11562	12162	12762	13362	13962
1-	ARA 2010 @ 50%				4925	4925	4925	4925	4925	4925	4925	5295	5665	6035	6405
2-	BF DEDUCTION INCREASE				148	159	170	181	192	203	214	225	237	248	259
TOTAL DEDUCTION					5073	5084	5095	5106	5117	5128	5139	5520	5902	6283	6664
ACCTUAL INCREASE IN PAY					2889	3478	4067	4655	5244	5833	6422	6641	6860	7079	7298

YEAR	MIN	INC	MAX		11	12	13	14	15	16	17	18	19	20
2008	9850	740	24650		17990	18730	19470	20210	20950	21690	22430	23170	23910	24650
2016	25440	1930	64040		46670	48600	50530	52460	54390	56320	58250	60180	62110	64040
2017	30365	2300	76365		55665	57965	60265	62565	64865	67165	69465	71765	74065	76365
1-	BASIC INCREASE				8995	9365	9735	10105	10475	10845	11215	11585	11955	12325
2-	ARA 2017 @ 10 %				5567	5797	6027	6257	6487	6717	6947	7177	7407	7637
TOTAL INCREASE					14562	15162	15762	16362	16962	17562	18162	18762	19362	19962
1-	ARA 2010 @ 50%				6775	7145	7515	7885	8255	8625	8995	9365	9735	10105
2-	BF DEDUCTION INCREASE				270	281	292	303	314	325	336	348	359	370
TOTAL DEDUCTION					7045	7426	7807	8188	8569	8950	9331	9713	10094	10475
ACCTUAL INCREASE IN PAY					7517	7736	7954	8173	8392	8611	8830	9049	9268	9487

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PAY SCALE CHART 2017-2018 (SCALE -18)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10
2008	12910	930	31510	12910	13840	14770	15700	16630	17560	18490	19420	20350	21280	22210
2016	31890	2400	79890	31890	34290	36690	39090	41490	43890	46290	48690	51090	53490	55890
2017	38345	2865	95645	38345	41210	44075	46940	49805	52670	55535	58400	61265	64130	66995
1- BASIC INCREASE				6455	6920	7385	7850	8315	8780	9245	9710	10175	10640	11105
2- ARA 2017 @ 10 %				3835	4121	4408	4694	4981	5267	5554	5840	6127	6413	6700
TOTAL INCREASE				10290	11041	11793	12544	13296	14047	14799	15550	16302	17053	17805
1- ARA 2010 @ 50%				6455	6455	6455	6455	6455	6455	6455	6920	7385	7850	8315
2- BF DEDUCTION INCREASE				194	208	222	236	249	263	277	291	305	319	333
TOTAL DEDUCTION				6649	6663	6677	6691	6704	6718	6732	7211	7690	8169	8648
ACCTUAL INCREASE IN PAY				3641	4378	5116	5854	6591	7329	8066	8339	8611	8884	9156

YEAR	MIN	INC	MAX		11	12	13	14	15	16	17	18	19	20
2008	12910	930	31510		23140	24070	25000	25930	26860	27790	28720	29650	30580	31510
2016	31890	2400	79890		58290	60690	63090	65490	67890	70290	72690	75090	77490	79890
2017	38345	2865	95645		69860	72725	75590	78455	81320	84185	87050	89915	92780	95645
1- BASIC INCREASE					11570	12035	12500	12965	13430	13895	14360	14825	15290	15755
2- ARA 2017 @ 10 %					6986	7273	7559	7846	8132	8419	8705	8992	9278	9565
TOTAL INCREASE					18556	19308	20059	20811	21562	22314	23065	23817	24568	25320
1- ARA 2010 @ 50%					8780	9245	9710	10175	10640	11105	11570	12035	12500	12965
2- BF DEDUCTION INCREASE					347	361	375	389	403	417	431	445	459	473
TOTAL DEDUCTION					9127	9606	10085	10564	11043	11522	12001	12480	12959	13438
ACCTUAL INCREASE IN PAY					9429	9701	9974	10247	10519	10792	11064	11337	11609	11882

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PAY SCALE CHART 2017-2018 (SCALE -19)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10
2008	19680	970	39080	19680	20650	21620	22590	23560	24530	25500	26470	27440	28410	29380
2016	49370	2560	100570	49370	51930	54490	57050	59610	62170	64730	67290	69850	72410	74970
2017	59210	3045	120110	59210	62255	65300	68345	71390	74435	77480	80525	83570	86615	89660
1-	BASIC INCREASE			9840	10325	10810	11295	11780	12265	12750	13235	13720	14205	14690
2-	ARA 2017 @ 10 %			5921	6226	6530	6835	7139	7444	7748	8053	8357	8662	8966
TOTAL INCREASE				15761	16551	17340	18130	18919	19709	20498	21288	22077	22867	23656
1-	ARA 2010 @ 50%			9840	9840	9840	9840	9840	9840	9840	10325	10810	11295	11780
2-	BF DEDUCTION INCREASE			295	310	324	339	353	368	383	397	412	426	441
TOTAL DEDUCTION				10135	10150	10164	10179	10193	10208	10223	10722	11222	11721	12221
ACCTUAL INCREASE IN PAY				5626	6401	7176	7951	8726	9501	10276	10565	10855	11145	11435

YEAR	MIN	INC	MAX		11	12	13	14	15	16	17	18	19	20
2008	19680	970	39080		30350	31320	32290	33260	34230	35200	36170	37140	38110	39080
2016	49370	2560	100570		77530	80090	82650	85210	87770	90330	92890	95450	98010	100570
2017	59210	3045	120110		92705	95750	98795	101840	104885	107930	110975	114020	117065	120110
1-	BASIC INCREASE				15175	15660	16145	16630	17115	17600	18085	18570	19055	19540
2-	ARA 2017 @ 10 %				9271	9575	9880	10184	10489	10793	11098	11402	11707	12011
TOTAL INCREASE					24446	25235	26025	26814	27604	28393	29183	29972	30762	31551
1-	ARA 2010 @ 50%				12265	12750	13235	13720	14205	14690	15175	15660	16145	16630
2-	BF DEDUCTION INCREASE				455	470	484	499	513	528	543	557	572	586
TOTAL DEDUCTION					12720	13220	13719	14219	14718	15218	15718	16217	16717	17216
ACCTUAL INCREASE IN PAY					11725	12015	12305	12595	12885	13175	13465	13755	14045	14335

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PAY SCALE CHART 2017-2018 (SCALE -20)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10
2008	23345	1510	45995	23345	24855	26365	27875	29385	30895	32405	33915	35425	36935	38445
2016	57410	3750	113660	57410	61160	64910	68660	72410	76160	79910	83660	87410	91160	94910
2017	69085	4505	136660	69085	73590	78095	82600	87105	91610	96115	100620	105125	109630	114135
1- BASIC INCREASE				11675	12430	13185	13940	14695	15450	16205	16960	17715	18470	19225
2- ARA 2017 @ 10 %				6909	7359	7810	8260	8711	9161	9612	10062	10513	10963	11414
TOTAL INCREASE				18584	19789	20995	22200	23406	24611	25817	27022	28228	29433	30639
1- ARA 2010 @ 50%				11673	11673	11673	11673	11673	11673	11673	12428	13183	13938	14693
2- BF DEDUCTION INCREASE				350	373	396	418	441	464	486	509	531	554	577
TOTAL DEDUCTION				12023	12045	12068	12091	12113	12136	12159	12936	13714	14492	15269
ACCTUAL INCREASE IN PAY				6561	7744	8926	10109	11292	12475	13658	14086	14514	14941	15369

YEAR	MIN	INC	MAX		11	12	13	14	15					
2008	23345	1510	45995		39955	41465	42975	44485	45995					
2016	57410	3750	113660		98660	102410	106160	109910	113660					
2017	69085	4505	136660		118640	123145	127650	132155	136660					
1- BASIC INCREASE					19980	20735	21490	22245	23000					
2- ARA 2017 @ 10 %					11864	12315	12765	13216	13666					
TOTAL INCREASE					31844	33050	34255	35461	36666					
1- ARA 2010 @ 50%					15448	16203	16958	17713	18468					
2- BF DEDUCTION INCREASE					599	622	645	667	690					
TOTAL DEDUCTION					16047	16825	17602	18380	19158					
ACCTUAL INCREASE IN PAY					15797	16225	16653	17081	17509					

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PAY SCALE CHART 2017-2018 (SCALE -21)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10
2008	25880	1700	51380	25880	27580	29280	30980	32680	34380	36080	37780	39480	41180	42880
2016	63780	4150	126030	63780	67930	72080	76230	80380	84530	88680	92830	96980	101130	105280
2017	76720	5000	151720	76720	81720	86720	91720	96720	101720	106720	111720	116720	121720	126720
1- BASIC INCREASE				12940	13790	14640	15490	16340	17190	18040	18890	19740	20590	21440
2- ARA 2017 @ 10 %				7672	8172	8672	9172	9672	10172	10672	11172	11672	12172	12672
TOTAL INCREASE				20612	21962	23312	24662	26012	27362	28712	30062	31412	32762	34112
1- ARA 2010 @ 50%				12940	12940	12940	12940	12940	12940	12940	13790	14640	15490	16340
2- BF DEDUCTION INCREASE				388	414	439	465	490	516	541	567	592	618	643
TOTAL DEDUCTION				13328	13354	13379	13405	13430	13456	13481	14357	15232	16108	16983
ACCTUAL INCREASE IN PAY				7284	8608	9933	11257	12582	13906	15231	15705	16180	16654	17129

YEAR	MIN	INC	MAX		11	12	13	14	15					
2008	25880	1700	51380		44580	46280	47980	49680	51380					
2016	63780	4150	126030		109430	113580	117730	121880	126030					
2017	76720	5000	151720		131720	136720	141720	146720	151720					
1- BASIC INCREASE					22290	23140	23990	24840	25690					
2- ARA 2017 @ 10 %					13172	13672	14172	14672	15172					
TOTAL INCREASE					35462	36812	38162	39512	40862					
1- ARA 2010 @ 50%					17190	18040	18890	19740	20590					
2- BF DEDUCTION INCREASE					669	694	720	745	771					
TOTAL DEDUCTION					17859	18734	19610	20485	21361					
ACCTUAL INCREASE IN PAY					17603	18078	18552	19027	19501					

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PAY SCALE CHART 2017-2018 (SCALE -22)

YEAR	MIN	INC	MAX	INITIAL STAGE	1	2	3	4	5	6	7	8	9	10	
2008	27680	1985	57455	27680	29665	31650	33635	35620	37605	39590	41575	43560	45545	47530	
2016	68540	4870	141590	68540	73410	78280	83150	88020	92890	97760	102630	107500	112370	117240	
2017	82380	5865	170355	82380	88245	94110	99975	105840	111705	117570	123435	129300	135165	141030	
1-	BASIC INCREASE				13840	14835	15830	16825	17820	18815	19810	20805	21800	22795	23790
2-	ARA 2017 @ 10 %			8238	8825	9411	9998	10584	11171	11757	12344	12930	13517	14103	
TOTAL INCREASE					22078	23660	25241	26823	28404	29986	31567	33149	34730	36312	37893
1-	ARA 2010 @ 50%			13840	13840	13840	13840	13840	13840	13840	14833	15825	16818	17810	
2-	BF DEDUCTION INCREASE			415	445	475	505	535	564	594	624	654	684	714	
TOTAL DEDUCTION					14255	14285	14315	14345	14375	14404	14434	15457	16479	17501	18524
ACCTUAL INCREASE IN PAY					7823	9374	10926	12478	14029	15581	17133	17692	18251	18810	19369

YEAR	MIN	INC	MAX		11	12	13	14	15					
2008	27680	1985	57455		49515	51500	53485	55470	57455					
2016	68540	4870	141590		122110	126980	131850	136720	141590					
2017	82380	5865	170355		146895	152760	158625	164490	170355					
1-	BASIC INCREASE				24785	25780	26775	27770	28765					
2-	ARA 2017 @ 10 %				14690	15276	15863	16449	17036					
TOTAL INCREASE					39475	41056	42638	44219	45801					
1-	ARA 2010 @ 50%				18803	19795	20788	21780	22773					
2-	BF DEDUCTION INCREASE				744	773	803	833	863					
TOTAL DEDUCTION					19546	20568	21591	22613	23635					
ACCTUAL INCREASE IN PAY					19928	20488	21047	21606	22165					

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