

<b>STATE (SW) PAY BANDS</b>		
<b>August 10, 2015</b>		
<b>BANDS</b>	<b>RANGE</b>	
	<b>MINIMUM</b>	<b>MAXIMUM</b>
1	\$ 15,992	\$ 38,820
2	\$ 20,894	\$ 49,370
3	\$ 24,969	\$ 58,146
4	\$ 32,619	\$ 74,617
5	\$ 42,614	\$ 96,134
6	\$ 55,672	\$ 124,244
7	\$ 72,731	\$ 160,972
8	\$ 95,013	\$ 208,950
9	\$ 124,128	MARKET

<b>NOVA (FP) PAY BANDS</b>		
<b>August 10, 2015</b>		
<b>BANDS</b>	<b>RANGE</b>	
	<b>MINIMUM</b>	<b>MAXIMUM</b>
1	\$ 15,992	\$ 50,466
2	\$ 20,894	\$ 64,181
3	\$ 24,969	\$ 75,590
4	\$ 32,619	\$ 97,002
5	\$ 42,614	\$ 124,974
6	\$ 55,672	\$ 161,517
7	\$ 72,731	\$ 193,167
8	\$ 95,013	\$ 250,740
9	\$ 124,128	MARKET