

PERFORMANCE BASED PAY GRADE STRUCTURE
HAY JOB EVALUATION POINTS RANGES

<u>PBSS</u> <u>Grade</u>	<u>Grade Hay Point Range</u>		
	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
20	1,747	1,889	2,031
19	1,484	1,615	1,746
18	1,277	1,380	1,483
17	1,084	1,180	1,276
16	933	1,008	1,083
15	792	862	932
14	681	736	791
13	580	630	680
12	497	538	579
11	424	460	496
10	363	393	423
09	310	336	362
08	266	287	309
07	227	246	265
06	194	210	226
05	165	179	193
04	142	153	164
03	121	131	141
02	105	112	120
01	Below	105	