

# AVHCWD Salary Schedule

Approved: February 2013

Start/Probation		One (1) Year		Two (2) Years		Three (3) Years		Four (4) Years		Range	
Range #	Step 1 Start		Step 2 Six Months		Step 3 One Year		Step 4 One Year		Step 5 One Year		#
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	
1	\$1,395	\$8.05	\$1,466	\$8.46	\$1,537	\$8.87	\$1,615	\$9.32	\$1,697	\$9.79	1
2	\$1,432	\$8.26	\$1,503	\$8.67	\$1,577	\$9.10	\$1,655	\$9.55	\$1,740	\$10.04	2
3	\$1,466	\$8.46	\$1,537	\$8.87	\$1,617	\$9.33	\$1,697	\$9.79	\$1,782	\$10.28	3
4	\$1,503	\$8.67	\$1,579	\$9.11	\$1,657	\$9.56	\$1,740	\$10.04	\$1,827	\$10.54	4
5	\$1,539	\$8.88	\$1,617	\$9.33	\$1,699	\$9.80	\$1,782	\$10.28	\$1,872	\$10.80	5
6	\$1,579	\$9.11	\$1,659	\$9.57	\$1,742	\$10.05	\$1,829	\$10.55	\$1,921	\$11.08	6
7	\$1,619	\$9.34	\$1,699	\$9.80	\$1,784	\$10.29	\$1,874	\$10.81	\$1,966	\$11.34	7
8	\$1,659	\$9.57	\$1,744	\$10.06	\$1,829	\$10.55	\$1,922	\$11.09	\$2,016	\$11.63	8
9	\$1,700	\$9.81	\$1,785	\$10.30	\$1,875	\$10.82	\$1,967	\$11.35	\$2,066	\$11.92	9
10	\$1,744	\$10.06	\$1,830	\$10.56	\$1,922	\$11.09	\$2,018	\$11.64	\$2,118	\$12.22	10
11	\$1,785	\$10.30	\$1,875	\$10.82	\$1,971	\$11.37	\$2,068	\$11.93	\$2,174	\$12.54	11
12	\$1,832	\$10.57	\$1,924	\$11.10	\$2,019	\$11.65	\$2,120	\$12.23	\$2,226	\$12.84	12
13	\$1,877	\$10.83	\$1,971	\$11.37	\$2,068	\$11.93	\$2,174	\$12.54	\$2,283	\$13.17	13
14	\$1,926	\$11.11	\$2,019	\$11.66	\$2,122	\$12.24	\$2,227	\$12.85	\$2,340	\$13.50	14
15	\$1,973	\$11.38	\$2,070	\$11.94	\$2,175	\$12.55	\$2,285	\$13.18	\$2,397	\$13.83	15
16	\$2,021	\$11.66	\$2,123	\$12.25	\$2,229	\$12.86	\$2,342	\$13.51	\$2,458	\$14.18	16
17	\$2,071	\$11.95	\$2,177	\$12.56	\$2,285	\$13.18	\$2,399	\$13.84	\$2,520	\$14.54	17
18	\$2,123	\$12.25	\$2,231	\$12.87	\$2,343	\$13.52	\$2,460	\$14.19	\$2,583	\$14.90	18
19	\$2,177	\$12.56	\$2,286	\$13.19	\$2,401	\$13.85	\$2,522	\$14.55	\$2,647	\$15.27	19
20	\$2,231	\$12.87	\$2,345	\$13.53	\$2,461	\$14.20	\$2,583	\$14.90	\$2,713	\$15.65	20
21	\$2,288	\$13.20	\$2,402	\$13.86	\$2,524	\$14.56	\$2,649	\$15.28	\$2,782	\$16.05	21
22	\$2,345	\$13.53	\$2,463	\$14.21	\$2,584	\$14.91	\$2,714	\$15.66	\$2,850	\$16.44	22
23	\$2,402	\$13.86	\$2,524	\$14.56	\$2,650	\$15.29	\$2,782	\$16.05	\$2,921	\$16.85	23
24	\$2,463	\$14.21	\$2,586	\$14.92	\$2,716	\$15.67	\$2,851	\$16.45	\$2,993	\$17.27	24
25	\$2,525	\$14.57	\$2,652	\$15.30	\$2,784	\$16.06	\$2,922	\$16.86	\$3,070	\$17.71	25
26	\$2,588	\$14.93	\$2,718	\$15.68	\$2,853	\$16.46	\$2,995	\$17.28	\$3,146	\$18.15	26
27	\$2,652	\$15.30	\$2,785	\$16.07	\$2,924	\$16.87	\$3,071	\$17.72	\$3,224	\$18.60	27
28	\$2,720	\$15.69	\$2,853	\$16.46	\$2,997	\$17.29	\$3,148	\$18.16	\$3,305	\$19.07	28
29	\$2,787	\$16.08	\$2,926	\$16.88	\$3,073	\$17.73	\$3,226	\$18.61	\$3,387	\$19.54	29
30	\$2,855	\$16.47	\$2,999	\$17.30	\$3,149	\$18.17	\$3,307	\$19.08	\$3,470	\$20.02	30
31	\$2,928	\$16.89	\$3,075	\$17.74	\$3,227	\$18.62	\$3,389	\$19.55	\$3,559	\$20.53	31
32	\$3,000	\$17.31	\$3,151	\$18.18	\$3,309	\$19.09	\$3,474	\$20.04	\$3,647	\$21.04	32
33	\$3,077	\$17.75	\$3,229	\$18.63	\$3,390	\$19.56	\$3,560	\$20.54	\$3,739	\$21.57	33
34	\$3,153	\$18.19	\$3,312	\$19.11	\$3,475	\$20.05	\$3,649	\$21.05	\$3,831	\$22.10	34
35	\$3,233	\$18.65	\$3,392	\$19.57	\$3,562	\$20.55	\$3,741	\$21.58	\$3,928	\$22.66	35
36	\$3,314	\$19.12	\$3,477	\$20.06	\$3,650	\$21.06	\$3,834	\$22.12	\$4,027	\$23.23	36
37	\$3,394	\$19.58	\$3,565	\$20.57	\$3,742	\$21.59	\$3,931	\$22.68	\$4,127	\$23.81	37
38	\$3,479	\$20.07	\$3,654	\$21.08	\$3,836	\$22.13	\$4,028	\$23.24	\$4,231	\$24.41	38

Ranges Separated by 2.5% differential. Steps separated by 5% differential.

All calculations based on average month of 21.6667 work days using a 260 work day calendar.  
Hourly rate = Monthly rate/21.6667/8

Standard OT rates apply

**Minimum Callout Pay**  
hourly rate times (x) 2