

**EXECUTIVE EXCLUDED
YEAR 3 SALARY SCHEDULE**

Effective 2012 03 24 Through 2013 03 22

Effective 2012 03 24 Through 2012 10 05

DEPUTY MINISTER 1	105,951	109,677	113,724	117,961	122,311	126,964
DR1	4,061.45	4,204.28	4,359.43	4,521.83	4,688.58	4,866.93
	56.02	57.99	60.13	62.37	64.67	67.13

Effective 2012 10 06 Through 2013 03 22

DEPUTY MINISTER 1	105,951	109,677	113,724	117,961	122,311	126,964	129,498
DR1	4,061.45	4,204.28	4,359.43	4,521.83	4,688.58	4,866.93	4,964.08
	56.02	57.99	60.13	62.37	64.67	67.13	68.47

Effective 2012 03 24 Through 2012 10 05

DEPUTY MINISTER 2	113,724	117,961	122,311	126,964	131,862	137,082
DR2	4,359.43	4,521.83	4,688.58	4,866.93	5,054.70	5,254.80
	60.13	62.37	64.67	67.13	69.72	72.48

Effective 2012 10 06 Through 2013 03 22

DEPUTY MINISTER 2	113,724	117,961	122,311	126,964	131,862	137,082	139,824
DR2	4,359.43	4,521.83	4,688.58	4,866.93	5,054.70	5,254.80	5,359.93
	60.13	62.37	64.67	67.13	69.72	72.48	73.93

Effective 2012 03 24 Through 2012 10 05

DEPUTY MINISTER 3	131,862	137,082	142,132	147,598	153,291	159,154
DR3	5,054.70	5,254.80	5,448.38	5,657.90	5,876.13	6,100.88
	69.72	72.48	75.15	78.04	81.05	84.15

Effective 2012 10 06 Through 2013 03 22

DEPUTY MINISTER 3	131,862	137,082	142,132	147,598	153,291	159,154	162,331
DR3	5,054.70	5,254.80	5,448.38	5,657.90	5,876.13	6,100.88	6,222.68
	69.72	72.48	75.15	78.04	81.05	84.15	85.83

Effective 2012 03 24 Through 2012 10 05

EXECUTIVE OFFICER 1	95,095	98,556	102,282	105,951	109,677	113,724
EX1	3,645.30	3,777.98	3,920.80	4,061.45	4,204.28	4,359.43
	50.28	52.11	54.08	56.02	57.99	60.13

Effective 2012 10 06 Through 2013 03 22

EXECUTIVE OFFICER 1	95,095	98,556	102,282	105,951	109,677	113,724	115,994
EX1	3,645.30	3,777.98	3,920.80	4,061.45	4,204.28	4,359.43	4,446.43
	50.28	52.11	54.08	56.02	57.99	60.13	61.33

**EXECUTIVE EXCLUDED
YEAR 3 SALARY SCHEDULE**

Effective 2012 03 24 Through 2012 10 05

EXECUTIVE OFFICER 2	102,282	105,951	109,677	113,724	117,961	122,311
EX2	3,920.80	4,061.45	4,204.28	4,359.43	4,521.83	4,688.58
	54.08	56.02	57.99	60.13	62.37	64.67

Effective 2012 10 06 Through 2013 03 22

EXECUTIVE OFFICER 2	102,282	105,951	109,677	113,724	117,961	122,311	124,751
EX2	3,920.80	4,061.45	4,204.28	4,359.43	4,521.83	4,688.58	4,782.10
	54.08	56.02	57.99	60.13	62.37	64.67	65.96

Effective 2012 03 24 Through 2012 10 05

EXECUTIVE OFFICER 3	105,951	109,677	113,724	117,961	122,311	126,964
EX3	4,061.45	4,204.28	4,359.43	4,521.83	4,688.58	4,866.93
	56.02	57.99	60.13	62.37	64.67	67.13

Effective 2012 10 06 Through 2013 03 22

EXECUTIVE OFFICER 3	105,951	109,677	113,724	117,961	122,311	126,964	129,498
EX3	4,061.45	4,204.28	4,359.43	4,521.83	4,688.58	4,866.93	4,964.08
	56.02	57.99	60.13	62.37	64.67	67.13	68.47

Effective 2012 03 24 Through 2012 10 05

SENIOR MANAGER 1	79,340	82,574	86,074	89,781	93,525	97,478
XM1	3,041.38	3,165.35	3,299.48	3,441.58	3,585.13	3,736.65
	41.95	43.66	45.51	47.47	49.45	51.54

Effective 2012 10 06 Through 2013 03 22

SENIOR MANAGER 1	79,340	82,574	86,074	89,781	93,525	97,478	99,426
XM1	3,041.38	3,165.35	3,299.48	3,441.58	3,585.13	3,736.65	3,811.33
	41.95	43.66	45.51	47.47	49.45	51.54	52.57

Effective 2012 03 24 Through 2012 10 05

SENIOR MANAGER 2	85,563	88,702	91,861	95,095	98,556	102,282
XM2	3,279.90	3,400.25	3,521.33	3,645.30	3,777.98	3,920.80
	45.24	46.90	48.57	50.28	52.11	54.08

Effective 2012 10 06 Through 2013 03 22

SENIOR MANAGER 2	85,563	88,702	91,861	95,095	98,556	102,282	104,325
XM2	3,279.90	3,400.25	3,521.33	3,645.30	3,777.98	3,920.80	3,999.10
	45.24	46.90	48.57	50.28	52.11	54.08	55.16

Effective 2012 03 24 Through 2012 10 05

SENIOR MANAGER 3	88,702	91,861	95,095	98,556	102,282	105,951
XM3	3,400.25	3,521.33	3,645.30	3,777.98	3,920.80	4,061.45
	46.90	48.57	50.28	52.11	54.08	56.02

**EXECUTIVE EXCLUDED
YEAR 3 SALARY SCHEDULE**

Effective 2012 10 06 Through 2013 03 22

SENIOR MANAGER 3	88,702	91,861	95,095	98,556	102,282	105,951	108,069
XM3	3,400.25	3,521.33	3,645.30	3,777.98	3,920.80	4,061.45	4,142.65
	46.90	48.57	50.28	52.11	54.08	56.02	57.14

Effective 2012 03 24 Through 2012 10 05

SENIOR OFFICER 1	79,340	82,574	86,074	89,781	93,525	97,478
SF1	3,041.38	3,165.35	3,299.48	3,441.58	3,585.13	3,736.65
	41.95	43.66	45.51	47.47	49.45	51.54

Effective 2012 10 06 Through 2013 03 22

SENIOR OFFICER 1	79,340	82,574	86,074	89,781	93,525	97,478	99,426
SF1	3,041.38	3,165.35	3,299.48	3,441.58	3,585.13	3,736.65	3,811.33
	41.95	43.66	45.51	47.47	49.45	51.54	52.57

Effective 2012 03 24 Through 2012 10 05

SENIOR OFFICER 2	82,423	85,563	88,702	91,861	95,095	98,556
SF2	3,159.55	3,279.90	3,400.25	3,521.33	3,645.30	3,777.98
	43.58	45.24	46.90	48.57	50.28	52.11

Effective 2012 10 06 Through 2013 03 22

SENIOR OFFICER 2	82,423	85,563	88,702	91,861	95,095	98,556	100,523
SF2	3,159.55	3,279.90	3,400.25	3,521.33	3,645.30	3,777.98	3,853.38
	43.58	45.24	46.90	48.57	50.28	52.11	53.15

Effective 2012 03 24 Through 2012 10 05

SENIOR OFFICER 3	85,563	88,702	91,861	95,095	98,556	102,282
SF3	3,279.90	3,400.25	3,521.33	3,645.30	3,777.98	3,920.80
	45.24	46.90	48.57	50.28	52.11	54.08

Effective 2012 10 06 Through 2013 03 22

SENIOR OFFICER 3	85,563	88,702	91,861	95,095	98,556	102,282	104,325
SF3	3,279.90	3,400.25	3,521.33	3,645.30	3,777.98	3,920.80	3,999.10
	45.24	46.90	48.57	50.28	52.11	54.08	55.16

Effective 2012 03 24 Through 2012 10 05

SENIOR OFFICER 4	95,095	98,556	102,282	105,951
SF4	3,645.30	3,777.98	3,920.80	4,061.45
	50.28	52.11	54.08	56.02

Effective 2012 10 06 Through 2013 03 22

SENIOR OFFICER 4	95,095	98,556	102,282	105,951	108,069
SF4	3,645.30	3,777.98	3,920.80	4,061.45	4,142.65
	50.28	52.11	54.08	56.02	57.14

**EXECUTIVE EXCLUDED
YEAR 3 SALARY SCHEDULE**

Effective 2012 03 24 Through 2012 10 05

SENIOR OFFICER 5	98,556	102,282	105,951	109,677	113,724	117,961
SF5	3,777.98	3,920.80	4,061.45	4,204.28	4,359.43	4,521.83
	52.11	54.08	56.02	57.99	60.13	62.37

Effective 2012 10 06 Through 2013 03 22

SENIOR OFFICER 5	98,556	102,282	105,951	109,677	113,724	117,961	120,325
SF5	3,777.98	3,920.80	4,061.45	4,204.28	4,359.43	4,521.83	4,612.45
	52.11	54.08	56.02	57.99	60.13	62.37	63.62

Effective 2012 03 24 Through 2012 10 05

SENIOR OFFICER 6	102,282	105,951	109,677	113,724	117,961	122,311
SF6	3,920.80	4,061.45	4,204.28	4,359.43	4,521.83	4,688.58
	54.08	56.02	57.99	60.13	62.37	64.67

Effective 2012 10 06 Through 2013 03 22

SENIOR OFFICER 6	102,282	105,951	109,677	113,724	117,961	122,311	124,751
SF6	3,920.80	4,061.45	4,204.28	4,359.43	4,521.83	4,688.58	4,782.10
	54.08	56.02	57.99	60.13	62.37	64.67	65.96

Effective 2012 03 24 Through 2012 10 05

SENIOR OFFICER 7	109,677	113,724	117,961	122,311	126,964	131,862
SF7	4,204.28	4,359.43	4,521.83	4,688.58	4,866.93	5,054.70
	57.99	60.13	62.37	64.67	67.13	69.72

Effective 2012 10 06 Through 2013 03 22

SENIOR OFFICER 7	109,677	113,724	117,961	122,311	126,964	131,862	134,491
SF7	4,204.28	4,359.43	4,521.83	4,688.58	4,866.93	5,054.70	5,155.48
	57.99	60.13	62.37	64.67	67.13	69.72	71.11

Effective 2012 03 24 Through 2012 10 05

SENIOR OFFICER 8	126,964	131,862	137,082	142,132	147,598	153,291
SF8	4,866.93	5,054.70	5,254.80	5,448.38	5,657.90	5,876.13
	67.13	69.72	72.48	75.15	78.04	81.05

Effective 2012 10 06 Through 2013 03 22

SENIOR OFFICER 8	126,964	131,862	137,082	142,132	147,598	153,291	156,355
SF8	4,866.93	5,054.70	5,254.80	5,448.38	5,657.90	5,876.13	5,993.58
	67.13	69.72	72.48	75.15	78.04	81.05	82.67

Effective 2012 03 24 Through 2012 10 05

SR ENGINEERING MANAGER 1	85,809	89,308	93,090	97,100	101,185	105,441
EM1	3,289.33	3,423.45	3,568.45	3,722.15	3,878.75	4,041.88
	45.37	47.22	49.22	51.34	53.50	55.75

**EXECUTIVE EXCLUDED
YEAR 3 SALARY SCHEDULE**

Effective 2012 10 06 Through 2013 03 22

SR ENGINEERING MANAGER 1	85,809	89,308	93,090	97,100	101,185	105,441	107,559
EM1	3,289.33	3,423.45	3,568.45	3,722.15	3,878.75	4,041.88	4,123.08
	45.37	47.22	49.22	51.34	53.50	55.75	56.87

Effective 2012 03 24 Through 2012 10 05

SR ENGINEERING MANAGER 2	92,561	95,946	99,369	102,868	106,613	110,641
EM2	3,548.15	3,677.93	3,809.15	3,943.28	4,086.83	4,241.25
	48.94	50.73	52.54	54.39	56.37	58.50

Effective 2012 10 06 Through 2013 03 22

SR ENGINEERING MANAGER 2	92,561	95,946	99,369	102,868	106,613	110,641	112,854
EM2	3,548.15	3,677.93	3,809.15	3,943.28	4,086.83	4,241.25	4,326.08
	48.94	50.73	52.54	54.39	56.37	58.50	59.67

Effective 2012 03 24 Through 2012 10 05

SR ENGINEERING MANAGER 3	95,946	99,369	102,868	106,613	110,641	114,575
EM3	3,677.93	3,809.15	3,943.28	4,086.83	4,241.25	4,392.05
	50.73	52.54	54.39	56.37	58.50	60.58

Effective 2012 10 06 Through 2013 03 22

SR ENGINEERING MANAGER 3	95,946	99,369	102,868	106,613	110,641	114,575	116,864
EM3	3,677.93	3,809.15	3,943.28	4,086.83	4,241.25	4,392.05	4,479.78
	50.73	52.54	54.39	56.37	58.50	60.58	61.79

Effective 2012 03 24 Through 2012 10 05

SR LEGAL OFFICER 1	118,188	122,481	126,831	130,689
LE1	4,530.53	4,695.10	4,861.85	5,009.75
	62.49	64.76	67.06	69.10

Effective 2012 10 06 Through 2013 03 22

SR LEGAL OFFICER 1	118,188	122,481	126,831	130,689	133,299
LE1	4,530.53	4,695.10	4,861.85	5,009.75	5,109.80
	62.49	64.76	67.06	69.10	70.48

Effective 2012 03 24 Through 2012 10 05

SR LEGAL OFFICER 2	122,311	126,755	131,295	135,210
LE2	4,688.58	4,858.95	5,032.95	5,183.03
	64.67	67.02	69.42	71.49

Effective 2012 10 06 Through 2013 03 22

SR LEGAL OFFICER 2	122,311	126,755	131,295	135,210	137,914
LE2	4,688.58	4,858.95	5,032.95	5,183.03	5,286.70
	64.67	67.02	69.42	71.49	72.92

**EXECUTIVE EXCLUDED
YEAR 3 SALARY SCHEDULE**

Effective 2012 03 24 Through 2012 10 05

SR LEGAL OFFICER 3	126,604	131,219	135,872	139,957
LE3	4,853.15	5,030.05	5,208.40	5,365.00
	66.94	69.38	71.84	74.00

Effective 2012 10 06 Through 2013 03 22

SR LEGAL OFFICER 3	126,604	131,219	135,872	139,957	142,756
LE3	4,853.15	5,030.05	5,208.40	5,365.00	5,472.30
	66.94	69.38	71.84	74.00	75.48

Effective 2012 03 24 Through 2012 10 05

SR LEGAL OFFICER 4	131,011	135,796	140,638	144,818
LE4	5,022.08	5,205.50	5,391.10	5,551.33
	69.27	71.80	74.36	76.57

Effective 2012 10 06 Through 2013 03 22

SR LEGAL OFFICER 4	131,011	135,796	140,638	144,818	147,711
LE4	5,022.08	5,205.50	5,391.10	5,551.33	5,662.25
	69.27	71.80	74.36	76.57	78.10

Effective 2012 03 24 Through 2012 10 05

SR MEDICAL OFFICER 1	152,950	156,109	159,418	162,766	166,189	169,669
MX1	5,863.08	5,984.15	6,111.03	6,239.35	6,370.58	6,503.98
	80.87	82.54	84.29	86.06	87.87	89.71

Effective 2012 10 06 Through 2013 03 22

SR MEDICAL OFFICER 1	152,950	156,109	159,418	162,766	166,189	169,669	173,055
MX1	5,863.08	5,984.15	6,111.03	6,239.35	6,370.58	6,503.98	6,633.75
	80.87	82.54	84.29	86.06	87.87	89.71	91.50

Effective 2012 03 24 Through 2012 10 05

SR MEDICAL OFFICER 2	158,284	161,612	165,017	169,669	171,996	175,627
MX2	6,067.53	6,195.13	6,325.63	6,503.98	6,593.15	6,732.35
	83.69	85.45	87.25	89.71	90.94	92.86

Effective 2012 10 06 Through 2013 03 22

SR MEDICAL OFFICER 2	158,284	161,612	165,017	169,669	171,996	175,627	179,145
MX2	6,067.53	6,195.13	6,325.63	6,503.98	6,593.15	6,732.35	6,867.20
	83.69	85.45	87.25	89.71	90.94	92.86	94.72