

## FY2012 SOIL CONSERVATION (EXEMPT) PAY SCHEDULE (ES)

Grade	Effective July 10, 2008 - July 4, 2012	
	Minimum	Maximum
ES-01 (NR-07 Equivalent)	\$29,008	\$45,835
ES-02 (NR-09 Equivalent)	\$32,013	\$50,596
ES-03 (NR-12 Equivalent)	\$37,132	\$58,671
ES-04 (NR-16 Equivalent)	\$46,369	\$76,983
ES-05 (NR-18 Equivalent)	\$53,776	\$89,276
ES-06 (NR-20 Equivalent)	\$62,365	\$103,536

**NOTES:**

This pay schedule applies to exempt employees in classifications not represented by a collective bargaining unit agreement and who are in the Soil Conservation District Pay and Benefit Plan.

FY2012 pay schedule reflects no change from the FY2011 schedule. No across-the-board or performance increases for employees are funded in FY2012.

Hourly pay rate determined by dividing annual pay by 2080 hours, rounded to 3 decimal places.