

**FIXATION OF PAY SCALES 2015 AND 2016**

| BPS | Year | Min.             | Incr. | Max.  | Min.  | 1st   | 2nd   | 3rd   | 4th   | 5th   | 6th   | 7th   | 8th   | 9th   | 10th  | 11th  | 12th  | 13th  | 14th  | 15th  | 16th  | 17th  | 18th  | 19th  | 20th  | 21st  | 22nd  | 23rd  | 24th  | 25th  | 26th  | 27th  | 28th  | 29th  | 30th |
|-----|------|------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| 1   | 2015 | 6210-195-12060   |       | 6210  | 6405  | 6600  | 6795  | 6990  | 7185  | 7380  | 7575  | 7770  | 7965  | 8160  | 8355  | 8550  | 8745  | 8940  | 9135  | 9330  | 9525  | 9720  | 9915  | 10110 | 10305 | 10500 | 10695 | 10890 | 11085 | 11280 | 11475 | 11670 | 11865 | 12060 |      |
|     | 2016 | 7640-240-14840   |       | 7640  | 7880  | 8120  | 8360  | 8600  | 8840  | 9080  | 9320  | 9560  | 9800  | 10040 | 10280 | 10520 | 10760 | 11000 | 11240 | 11480 | 11720 | 11960 | 12200 | 12440 | 12680 | 12920 | 13160 | 13400 | 13640 | 13880 | 14120 | 14360 | 14600 | 14840 |      |
| 2   | 2015 | 6335-220-12935   |       | 6335  | 6555  | 6775  | 6995  | 7215  | 7435  | 7655  | 7875  | 8095  | 8315  | 8535  | 8755  | 8975  | 9195  | 9415  | 9635  | 9855  | 10075 | 10295 | 10515 | 10735 | 10955 | 11175 | 11395 | 11615 | 11835 | 12055 | 12275 | 12495 | 12715 | 12935 |      |
|     | 2016 | 7790-275-16040   |       | 7790  | 8065  | 8340  | 8615  | 8890  | 9165  | 9440  | 9715  | 9990  | 10265 | 10540 | 10815 | 11090 | 11365 | 11640 | 11915 | 12190 | 12465 | 12740 | 13015 | 13290 | 13565 | 13840 | 14115 | 14390 | 14665 | 14940 | 15215 | 15490 | 15765 | 16040 |      |
| 3   | 2015 | 6535-260-14335   |       | 6535  | 6795  | 7055  | 7315  | 7575  | 7835  | 8095  | 8355  | 8615  | 8875  | 9135  | 9395  | 9655  | 9915  | 10175 | 10435 | 10695 | 10955 | 11215 | 11475 | 11735 | 11995 | 12255 | 12515 | 12775 | 13035 | 13295 | 13555 | 13815 | 14075 | 14335 |      |
|     | 2016 | 8040-325-17790   |       | 8040  | 8365  | 8690  | 9015  | 9340  | 9665  | 9990  | 10315 | 10640 | 10965 | 11290 | 11615 | 11940 | 12265 | 12590 | 12915 | 13240 | 13565 | 13890 | 14215 | 14540 | 14865 | 15190 | 15515 | 15840 | 16165 | 16490 | 16815 | 17140 | 17465 | 17790 |      |
| 4   | 2015 | 6730-300-15730   |       | 6730  | 7030  | 7330  | 7630  | 7930  | 8230  | 8530  | 8830  | 9130  | 9430  | 9730  | 10030 | 10330 | 10630 | 10930 | 11230 | 11530 | 11830 | 12130 | 12430 | 12730 | 13030 | 13330 | 13630 | 13930 | 14230 | 14530 | 14830 | 15130 | 15430 | 15730 |      |
|     | 2016 | 8280-370-19380   |       | 8280  | 8650  | 9020  | 9390  | 9760  | 10130 | 10500 | 10870 | 11240 | 11610 | 11980 | 12350 | 12720 | 13090 | 13460 | 13830 | 14200 | 14570 | 14940 | 15310 | 15680 | 16050 | 16420 | 16790 | 17160 | 17530 | 17900 | 18270 | 18640 | 19010 | 19380 |      |
| 5   | 2015 | 6985-340-17185   |       | 6985  | 7325  | 7665  | 8005  | 8345  | 8685  | 9025  | 9365  | 9705  | 10045 | 10385 | 10725 | 11065 | 11405 | 11745 | 12085 | 12425 | 12765 | 13105 | 13445 | 13785 | 14125 | 14465 | 14805 | 15145 | 15485 | 15825 | 16165 | 16505 | 16845 | 17185 |      |
|     | 2016 | 8590-420-23000   |       | 8590  | 9010  | 9430  | 9850  | 10270 | 10690 | 11110 | 11530 | 11950 | 12370 | 12790 | 13210 | 13630 | 14050 | 14470 | 14890 | 15310 | 15730 | 16150 | 16570 | 16990 | 17410 | 17830 | 18250 | 18670 | 19090 | 19510 | 19930 | 20350 | 20770 | 21190 |      |
| 6   | 2015 | 7235-375-18485   |       | 7235  | 7610  | 7985  | 8360  | 8735  | 9110  | 9485  | 9860  | 10235 | 10610 | 10985 | 11360 | 11735 | 12110 | 12485 | 12860 | 13235 | 13610 | 13985 | 14360 | 14735 | 15110 | 15485 | 15860 | 16235 | 16610 | 16985 | 17360 | 17735 | 18110 | 18485 |      |
|     | 2016 | 8900-470-23000   |       | 8900  | 9370  | 9840  | 10310 | 10780 | 11250 | 11720 | 12190 | 12660 | 13130 | 13600 | 14070 | 14540 | 15010 | 15480 | 15950 | 16420 | 16890 | 17360 | 17830 | 18300 | 18770 | 19240 | 19710 | 20180 | 20650 | 21120 | 21590 | 22060 | 22530 | 23000 |      |
| 7   | 2015 | 7490-415-19940   |       | 7490  | 7905  | 8320  | 8735  | 9150  | 9565  | 9980  | 10395 | 10810 | 11225 | 11640 | 12055 | 12470 | 12885 | 13300 | 13715 | 14130 | 14545 | 14960 | 15375 | 15790 | 16205 | 16620 | 17035 | 17450 | 17865 | 18280 | 18695 | 19110 | 19525 | 19940 |      |
|     | 2016 | 9220-510-24520   |       | 9220  | 9730  | 10240 | 10750 | 11260 | 11770 | 12280 | 12790 | 13300 | 13810 | 14320 | 14830 | 15340 | 15850 | 16360 | 16870 | 17380 | 17890 | 18400 | 18910 | 19420 | 19930 | 20440 | 20950 | 21460 | 21970 | 22480 | 22990 | 23500 | 24010 | 24520 |      |
| 8   | 2015 | 7750-455-21400   |       | 7750  | 8205  | 8660  | 9115  | 9570  | 10025 | 10480 | 10935 | 11390 | 11845 | 12300 | 12755 | 13210 | 13665 | 14120 | 14575 | 15030 | 15485 | 15940 | 16395 | 16850 | 17305 | 17760 | 18215 | 18670 | 19125 | 19580 | 20035 | 20490 | 20945 | 21400 |      |
|     | 2016 | 9540-560-26340   |       | 9540  | 10100 | 10660 | 11220 | 11780 | 12340 | 12900 | 13460 | 14020 | 14580 | 15140 | 15700 | 16260 | 16820 | 17380 | 17940 | 18500 | 19060 | 19620 | 20180 | 20740 | 21300 | 21860 | 22420 | 22980 | 23540 | 24100 | 24660 | 25220 | 25780 | 26340 |      |
| 9   | 2015 | 8015-495-22865   |       | 8015  | 8510  | 9005  | 9500  | 9995  | 10490 | 10985 | 11480 | 11975 | 12470 | 12965 | 13460 | 13955 | 14450 | 14945 | 15440 | 15935 | 16430 | 16925 | 17420 | 17915 | 18410 | 18905 | 19400 | 19895 | 20390 | 20885 | 21380 | 21875 | 22370 | 22865 |      |
|     | 2016 | 9860-610-28160   |       | 9860  | 10470 | 11080 | 11690 | 12300 | 12910 | 13520 | 14130 | 14740 | 15350 | 15960 | 16570 | 17180 | 17790 | 18400 | 19010 | 19620 | 20230 | 20840 | 21450 | 22060 | 22670 | 23280 | 23890 | 24500 | 25110 | 25720 | 26330 | 26940 | 27550 | 28160 |      |
| 10  | 2015 | 8275-544-24595   |       | 8275  | 8819  | 9363  | 9907  | 10451 | 10995 | 11539 | 12083 | 12627 | 13171 | 13715 | 14259 | 14803 | 15347 | 15891 | 16435 | 16979 | 17523 | 18067 | 18611 | 19155 | 19699 | 20243 | 20787 | 21331 | 21875 | 22419 | 22963 | 23507 | 24051 | 24595 |      |
|     | 2016 | 10180-670-30280  |       | 10180 | 10850 | 11520 | 12190 | 12860 | 13530 | 14200 | 14870 | 15540 | 16210 | 16880 | 17550 | 18220 | 18890 | 19560 | 20230 | 20900 | 21570 | 22240 | 22910 | 23580 | 24250 | 24920 | 25590 | 26260 | 26930 | 27600 | 28270 | 28940 | 29610 | 30280 |      |
| 11  | 2015 | 8540-595-26390   |       | 8540  | 9135  | 9730  | 10325 | 10920 | 11515 | 12110 | 12705 | 13300 | 13895 | 14490 | 15085 | 15680 | 16275 | 16870 | 17465 | 18060 | 18655 | 19250 | 19845 | 20440 | 21035 | 21630 | 22225 | 22820 | 23415 | 24010 | 24605 | 25200 | 25795 | 26390 |      |
|     | 2016 | 10540-740-32710  |       | 10510 | 11250 | 11990 | 12730 | 13470 | 14210 | 14950 | 15690 | 16430 | 17170 | 17910 | 18650 | 19390 | 20130 | 20870 | 21610 | 22350 | 23090 | 23830 | 24570 | 25310 | 26050 | 26790 | 27530 | 28270 | 29010 | 29750 | 30490 | 31230 | 31970 | 32710 |      |
| 12  | 2015 | 9055-650-28555   |       | 9055  | 9705  | 10355 | 11005 | 11655 | 12305 | 12955 | 13605 | 14255 | 14905 | 15555 | 16205 | 16855 | 17505 | 18155 | 18805 | 19455 | 20105 | 20755 | 21405 | 22055 | 22705 | 23355 | 24005 | 24655 | 25305 | 25955 | 26605 | 27255 | 27905 | 28555 |      |
|     | 2016 | 11140-800-35140  |       | 11140 | 11940 | 12740 | 13540 | 14340 | 15140 | 15940 | 16740 | 17540 | 18340 | 19140 | 19940 | 20740 | 21540 | 22340 | 23140 | 23940 | 24740 | 25540 | 26340 | 27140 | 27940 | 28740 | 29540 | 30340 | 31140 | 31940 | 32740 | 33540 | 34340 | 35140 |      |
| 13  | 2015 | 9700-715-31150   |       | 9700  | 10415 | 11130 | 11845 | 12560 | 13275 | 13990 | 14705 | 15420 | 16135 | 16850 | 17565 | 18280 | 18995 | 19710 | 20425 | 21140 | 21855 | 22570 | 23285 | 24000 | 24715 | 25430 | 26145 | 26860 | 27575 | 28290 | 29005 | 29720 | 30435 | 31150 |      |
|     | 2016 | 11930-880-38330  |       | 11930 | 12810 | 13690 | 14570 | 15450 | 16330 | 17210 | 18090 | 18970 | 19850 | 20730 | 21610 | 22490 | 23370 | 24250 | 25130 | 26010 | 26890 | 27770 | 28650 | 29530 | 30410 | 31290 | 32170 | 33050 | 33930 | 34810 | 35690 | 36570 | 37450 | 38330 |      |
| 14  | 2015 | 10340-790-14040  |       | 10340 | 11130 | 11920 | 12710 | 13500 | 14290 | 15080 | 15870 | 16660 | 17450 | 18240 | 19030 | 19820 | 20610 | 21400 | 22190 | 22980 | 23770 | 24560 | 25350 | 26140 | 26930 | 27720 | 28510 | 29300 | 30090 | 30880 | 31670 | 32460 | 33250 | 34040 |      |
|     | 2016 | 12720-980-42120  |       | 12720 | 13700 | 14680 | 15660 | 16640 | 17620 | 18600 | 19580 | 20560 | 21540 | 22520 | 23500 | 24480 | 25460 | 26440 | 27420 | 28400 | 29380 | 30360 | 31340 | 32320 | 33300 | 34280 | 35260 | 36240 | 37220 | 38200 | 39180 | 40160 | 41140 | 42120 |      |
| 15  | 2015 | 10985-905-38135  |       | 10985 | 11890 | 12795 | 13700 | 14605 | 15510 | 16415 | 17320 | 18225 | 19130 | 20035 | 20940 | 21845 | 22750 | 23655 | 24560 | 25465 | 26370 | 27275 | 28180 | 29085 | 29990 | 30895 | 31800 | 32705 | 33610 | 34515 | 35420 | 36325 | 37230 | 38135 |      |
|     | 2016 | 13510-1120-47110 |       | 13510 | 14630 | 15750 | 16870 | 17990 | 19110 | 20230 | 21350 | 22470 | 23590 | 24710 | 25830 | 26950 | 28070 | 29190 | 30310 | 31430 | 32550 | 33670 | 34790 | 35910 | 37030 | 38150 | 39270 | 40390 | 41510 | 42630 | 43750 | 44870 | 45990 | 47110 |      |
| 16  | 2015 | 12910-1035-43960 |       | 12910 | 13945 | 14980 | 16015 | 17050 | 18085 | 19120 | 20155 | 21190 | 22225 | 23260 | 24295 | 25330 | 26365 | 27400 | 28435 | 29470 | 30505 | 31540 | 32575 | 33610 | 34645 | 35680 | 36715 | 37750 | 38785 | 39820 | 40855 | 41890 | 42925 | 43960 |      |
|     | 2016 | 15880-1280-54280 |       | 15880 | 17160 |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |