

**2016 JCCP SWD Pay Structure
(Effective January 1, 2016)**

Grade	Minimum	Market Average	Maximum
A	\$15,080.00	\$20,345.52	\$23,499.07
B	\$16,000.00	\$21,973.16	\$25,379.00
C	\$16,919.33	\$24,170.47	\$27,916.90
D	\$18,611.26	\$26,587.52	\$31,639.15
E	\$20,472.39	\$29,246.27	\$34,803.06
F	\$22,519.63	\$32,170.90	\$38,283.37
G	\$24,771.59	\$35,387.99	\$43,350.29
H	\$27,248.75	\$38,926.79	\$47,685.32
I	\$29,973.63	\$42,819.47	\$52,453.85
J	\$32,970.99	\$47,101.41	\$57,699.23
K	\$36,268.09	\$51,811.56	\$63,469.15
L	\$40,982.94	\$58,547.06	\$71,720.15
M	\$46,310.72	\$66,158.17	\$81,043.76
N	\$52,331.12	\$74,758.74	\$91,579.45
O	\$59,134.16	\$84,477.37	\$103,484.78
P	\$66,821.60	\$95,459.43	\$116,937.80
Q	\$75,508.41	\$107,869.16	\$132,139.72
R	\$85,324.50	\$121,892.15	\$149,317.88
S	\$96,416.69	\$137,738.13	\$168,729.21
T	\$108,950.86	\$155,644.08	\$190,664.00