

Circular No. 4
Ref. No. 59/20^{VII}

Ministry of Finance and the Public Service
Public Service Establishment Division
30 National Heroes Circle
Kingston 4

April 22, 2008

To: Permanent Secretaries
Heads of Departments

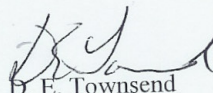
2008/2010 Revision of Salaries - Monthly Paid Staff

In keeping with the Memorandum of Understanding arrived at between the Jamaica Confederation of Trade Unions and the Government of Jamaica, the rates of pay for the classification groups listed on the attached schedule are to be revised with effect from April 1, 2008 and April 1, 2009.

Conversion to the new salary scales is to be on a point-to-point basis starting from minimum to minimum. The new rates effective April 1, 2008 and retroactive amounts are to be paid in June 2008.

Details of the additional funds required to implement the increases should be submitted to the Public Expenditure Division and copied to the Public Service Establishment Division (Compensation Unit) of this Ministry. The costing is to be broken down by the number of positions involved at each classification grade/level and should be submitted in accordance with the formats attached. Please ensure that all the forms are fully completed and returned.

In any case of doubt or difficulty, please contact the Compensation Unit of this Ministry BEFORE payment is made.


D. E. Townsend
for Financial Secretary

SALARIES COSTING SUBMISSION
DATA CAPTURE FORM 1

Example

No.	Classification/Grade/Level	Existing Cost as at March 31 st , 2008 (per annum)	New Cost as at April 1 st , 2008 (per annum)	Additional Cost as at April 1 st , 2008 (per annum)	Retroactive Cost for April – May 2008
50	PIDG/RJM 3	\$32,689,350.00	\$37,592,750.00	\$4,903,400.00	\$817,233.00
30	GMG/SEG 1	\$36,552,240.00	\$42,035,070.00	\$5,482,830.00	\$913,804.00
Total:80		\$69,241,590.00	\$79,627,820.00	\$10,386,230.00	\$1,731,037.00

N.B Please note that the figures stated above are for representational purposes only.

STATUTORY DEDUCTIONS COSTING SUBMISSION
DATA CAPTURE FORM 2

Example

Employer's Contribution - N.I.S. as at March 31 st , 2008	Employer's Contribution - N.I.S. as at April 1 st , 2008 (per annum)	Employer's Contribution - N.H.T. as at March 31 st , 2008	Employer's Contribution - N.H.T. as at April 1 st , 2008	Employer's Contribution - Education Tax as at March 31 st , 2008	Employer's Contribution - Education Tax as at April 1 st , 2008
\$1,000,000.00	\$1,000,000.00	\$2,077,247.70	\$2,388,834.60	\$2,047,247.70	\$2,358,834.60

N.B Please note that the figures stated above are for representational purposes only.

NOTE: THIS FORM SHOULD BE SUBMITTED ON JULY 1, 2008

OVERTIME & HONORARIUM COSTING

Example

Total Overtime paid as at March 31 st , 2008	Total Overtime paid April - May 2008 at existing rate (07/08)	Total Additional due for Overtime for April - May 2008 at new rates (08/09)	Total Honorarium paid as at March 31 st , 2008	Total Honorarium paid for April - May 2008 at 2007/2008 rate	Total Honorarium for April - May 2008 at new rate

N.B Please note that the figures stated above are for representational purposes only

2008/2010 REVISION OF SALARIES

S A L A R Y S C A L E S

EXECUTIVE MANAGEMENT GROUP (GMG/EMG)

FINANCIAL SECRETARY
CABINET SECRETARY
AUDITOR GENERAL
PERMANENT SECRETARY

	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.
Existing	3,816,876	3,912,298	4,010,105	4,110,358	4,213,117	4,318,445	4,426,406	4,537,066	4,650,493	4,766,755	
With Effect From 1/4/2008	4,389,407	4,499,143	4,611,621	4,726,912	4,845,084	4,966,212	5,090,367	5,217,626	5,348,067	5,481,768	
With Effect From 1/4/2009	4,696,666	4,814,083	4,934,435	5,057,795	5,184,240	5,313,846	5,446,693	5,582,860	5,722,431	5,865,492	

Chief Technical Director (GMG/CTD)

Existing	3,816,876	3,912,298	4,010,105	4,110,358	4,213,117	4,318,445	4,426,406	4,537,066		
With Effect From 1/4/2008	4,389,407	4,499,143	4,611,621	4,726,912	4,845,084	4,966,212	5,090,367	5,217,626		
With Effect From 1/4/2009	4,696,666	4,814,083	4,934,435	5,057,795	5,184,240	5,313,846	5,446,693	5,582,860		

GENERAL MANAGEMENT GROUP

Senior Executive Series (GMG/SEC)

SEG 6										
Existing	2,759,616	2,828,606	2,899,322	2,971,805	3,046,100	3,122,252	3,200,309	3,280,316		
With Effect From 1/4/2008	3,173,538	3,252,897	3,334,220	3,417,575	3,503,015	3,590,590	3,680,355	3,772,364		
With Effect From 1/4/2009	3,395,707	3,480,600	3,567,615	3,656,806	3,748,226	3,841,931	3,937,980	4,036,429		

SEG 5										
Existing	2,365,392	2,424,527	2,485,140	2,547,268	2,610,950	2,676,224	2,743,130	2,811,708		
With Effect From 1/4/2008	2,720,201	2,788,206	2,857,911	2,929,359	3,002,593	3,077,658	3,154,599	3,233,464		
With Effect From 1/4/2009	2,910,615	2,983,380	3,057,965	3,134,414	3,212,774	3,293,094	3,375,421	3,459,806		

SEG 4										
Existing	2,007,000	2,057,175	2,108,604	2,161,319	2,215,352	2,270,736	2,327,505	2,385,692		
With Effect From 1/4/2008	2,308,050	2,365,751	2,424,895	2,485,517	2,547,655	2,611,347	2,676,630	2,743,546		
With Effect From 1/4/2009	2,469,614	2,531,354	2,594,638	2,659,504	2,725,991	2,794,141	2,863,995	2,935,594		

SEG 3										
Existing	1,615,956	1,656,355	1,697,764	1,740,208	1,783,713	1,828,306	1,874,014	1,920,864		
With Effect From 1/4/2008	1,858,349	1,904,808	1,952,428	2,001,239	2,051,270	2,102,552	2,155,116	2,208,993		
With Effect From 1/4/2009	1,988,434	2,038,145	2,089,098	2,141,326	2,194,859	2,249,730	2,305,974	2,363,623		

2008/2010 REVISION OF SALARIES

Senior Executive Series (GMG/SEG) Cont'd		S A L A R Y S C A L E S									
		\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.
SEG 2	Existing	1,326,060	1,359,212	1,393,192	1,428,022	1,463,722	1,500,315	1,537,823	1,576,269		
	With Effect From 1/4/2008	1,324,969	1,363,093	1,602,171	1,642,225	1,683,280	1,725,362	1,768,497	1,812,709		
	With Effect From 1/4/2009	1,631,717	1,672,510	1,714,322	1,757,181	1,801,110	1,846,138	1,892,291	1,939,599		
SEG 1	Existing	1,025,004	1,050,629	1,076,895	1,103,817	1,131,413	1,159,698	1,188,690	1,218,408		
	With Effect From 1/4/2008	1,178,735	1,208,223	1,238,429	1,269,390	1,301,125	1,333,653	1,366,994	1,401,169		
	With Effect From 1/4/2009	1,261,267	1,292,799	1,325,119	1,358,247	1,392,203	1,427,008	1,462,684	1,499,251		
Administrative Management (GMG/AM)											
AM 4	Existing	912,768	935,587	958,977	982,951	1,007,525	1,032,713	1,058,531	1,084,994		
	With Effect From 1/4/2008	1,049,683	1,075,925	1,102,823	1,130,394	1,158,654	1,187,620	1,217,311	1,247,743		
	With Effect From 1/4/2009	1,123,161	1,151,240	1,180,021	1,209,522	1,239,760	1,270,754	1,302,522	1,335,086		
AM 3	Existing	758,268	777,225	796,655	816,572	836,986	857,911	879,338	901,342		
	With Effect From 1/4/2008	872,008	893,808	916,154	939,057	962,534	986,597	1,011,262	1,036,544		
	With Effect From 1/4/2009	933,049	956,375	980,284	1,004,791	1,029,911	1,055,659	1,082,051	1,109,102		
AM 2	Existing	610,212	625,467	641,104	657,132	673,560	690,399	707,659	725,350		
	With Effect From 1/4/2008	701,744	719,287	737,270	755,701	774,594	793,959	813,808	834,153		
	With Effect From 1/4/2009	750,866	769,638	788,878	808,600	828,815	849,536	870,774	892,544		
AM 1	Existing	498,336	510,794	523,564	536,653	550,070	563,821	577,917	592,365		
	With Effect From 1/4/2008	573,086	587,414	602,099	617,151	632,580	648,395	664,605	681,220		
	With Effect From 1/4/2009	613,202	628,533	644,246	660,352	676,861	693,782	711,127	728,905		
Programme Management & Administration (GMG/PMA)											
PMA 5	Existing	720,972	738,996	757,471	776,408	795,818	815,714	836,106	857,009		
	With Effect From 1/4/2008	829,118	849,846	871,092	892,869	915,191	938,071	961,522	985,561		
	With Effect From 1/4/2009	887,136	909,335	932,068	955,370	979,254	1,003,736	1,028,829	1,054,550		
PMA 4	Existing	615,876	631,273	647,055	663,231	679,812	696,807	714,227	732,083		
	With Effect From 1/4/2008	708,257	725,964	744,113	762,716	781,784	801,328	821,361	841,895		
	With Effect From 1/4/2009	757,835	776,781	796,201	816,106	836,509	857,421	878,857	900,828		

2008/2010 REVISION OF SALARIES

Programme Management & Administration (GMG/PMA)		Cont'd	S A L A R Y			S C A L E S		
		\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.
PMA 3								
Existing		525,456	538,592	552,057	565,859	580,005	594,505	609,368
With Effect From 1/4/2008		604,274	619,381	634,866	650,737	667,006	683,681	700,773
With Effect From 1/4/2009		646,574	662,738	679,306	696,289	713,696	731,539	749,827
PMA 2								
Existing		447,492	458,679	470,146	481,900	493,947	506,296	518,954
With Effect From 1/4/2008		514,616	527,481	540,668	554,185	568,040	582,241	596,797
With Effect From 1/4/2009		550,639	564,405	578,515	592,978	607,802	622,997	638,572
PMA 1								
Existing		386,460	396,122	406,025	416,175	426,580	437,244	448,175
With Effect From 1/4/2008		444,429	455,540	466,928	478,601	490,566	502,831	515,401
With Effect From 1/4/2009		475,539	487,428	499,613	512,104	524,906	538,029	551,479
								565,266

THIS IS THE FINAL TIME THAT ANY SCALE WILL BE ISSUED FOR THE PROGRAMME MANAGEMENT AND ADMINISTRATION SERIES (GMG/PMA). PLEASE ENSURE THAT ANY REMAINING JOB DESCRIPTIONS, INCLUDING VACANT POSITIONS, ARE SENT TO THE PUBLIC SERVICE ESTABLISHMENT DIVISION FOR ASSESSMENT BEFORE THE EXPIRATION OF THE 2008-2010 CONTRACT PERIOD.

Court Administration Series (GMG/CAS)

CAS 3								
Existing		1,326,060	1,359,212	1,393,192	1,428,022	1,463,722	1,500,315	1,537,823
With Effect From 1/4/2008		1,524,969	1,563,093	1,602,171	1,642,225	1,683,280	1,725,362	1,768,497
With Effect From 1/4/2009		1,631,717	1,672,510	1,714,522	1,757,181	1,801,110	1,846,138	1,892,291
								1,939,599
CAS 2								
Existing		1,025,004	1,050,629	1,076,895	1,103,817	1,131,413	1,159,698	1,188,690
With Effect From 1/4/2008		1,178,755	1,208,223	1,238,429	1,269,390	1,301,125	1,333,653	1,366,994
With Effect From 1/4/2009		1,261,267	1,292,799	1,325,119	1,358,247	1,392,203	1,427,008	1,462,684
								1,499,251
CAS 1								
Existing		848,076	869,278	891,010	913,285	936,117	959,520	983,508
With Effect From 1/4/2008		975,287	999,670	1,024,661	1,050,278	1,076,535	1,103,448	1,131,034
With Effect From 1/4/2009		1,043,558	1,069,646	1,096,388	1,123,797	1,151,892	1,180,690	1,210,207
								1,240,462

FOREIGN SERVICE GROUP (FSG)

Foreign Service Officers (FSG/FSO)

FSO 8								
Existing		2,759,616	2,828,606	2,899,322	2,971,805	3,046,100	3,122,252	3,200,309
With Effect From 1/4/2008		3,173,558	3,252,897	3,334,220	3,417,575	3,503,015	3,590,590	3,680,355
With Effect From 1/4/2009		3,395,707	3,480,600	3,567,615	3,656,806	3,748,226	3,841,931	3,937,980
								4,036,429

Compensation Unit
PSGD/MOTPS
4/23/2008

2008/2010 REVISION OF SALARIES

Foreign Service Officers (FSG/FSO) Cont'd

Foreign Service Officers (FSG/FSO) Cont'd									
	S A L A R Y S C A L E S								
	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.
FSO 7									
Existing	2,365,392	2,424,527	2,485,140	2,547,268	2,610,950	2,676,224	2,743,130	2,811,708	
With Effect From 1/4/2008	2,720,201	2,788,206	2,857,911	2,929,359	3,002,593	3,077,658	3,154,599	3,233,464	
With Effect From 1/4/2009	2,910,615	2,983,380	3,057,965	3,134,414	3,212,774	3,293,094	3,375,421	3,459,806	
FSO 6									
Existing	2,007,000	2,057,175	2,108,604	2,161,319	2,215,352	2,270,736	2,327,505	2,385,692	
With Effect From 1/4/2008	2,308,050	2,365,751	2,424,895	2,485,517	2,547,655	2,611,347	2,676,630	2,743,546	
With Effect From 1/4/2009	2,469,614	2,531,354	2,594,638	2,659,504	2,725,991	2,794,141	2,863,995	2,935,594	
FSO 5									
Existing	1,615,956	1,656,355	1,697,764	1,740,208	1,783,713	1,828,306	1,874,014	1,920,864	
With Effect From 1/4/2008	1,858,349	1,904,808	1,952,428	2,001,239	2,051,270	2,102,552	2,155,116	2,208,993	
With Effect From 1/4/2009	1,988,434	2,038,145	2,089,098	2,141,326	2,194,859	2,249,730	2,305,974	2,363,623	
FSO 4									
Existing	1,326,060	1,359,212	1,393,192	1,428,022	1,463,722	1,500,315	1,537,823	1,576,269	
Proposed With Effect From 1/4/2008	1,524,969	1,563,093	1,602,171	1,642,225	1,683,280	1,725,362	1,768,497	1,812,709	
Proposed With Effect From 1/4/2009	1,631,717	1,672,510	1,714,322	1,757,181	1,801,110	1,846,138	1,892,291	1,939,599	
FSO 3									
Existing	1,025,004	1,050,629	1,076,895	1,103,817	1,131,413	1,159,698	1,188,690	1,218,408	
With Effect From 1/4/2008	1,178,755	1,208,223	1,238,429	1,269,390	1,301,125	1,333,653	1,366,994	1,401,169	
With Effect From 1/4/2009	1,261,267	1,292,799	1,325,119	1,358,247	1,392,203	1,427,008	1,462,684	1,499,251	
FSO 2									
Existing	848,076	869,278	891,010	913,285	936,117	959,520	983,508	1,008,096	
With Effect From 1/4/2008	975,287	999,670	1,024,661	1,050,278	1,076,535	1,103,448	1,131,034	1,159,310	
With Effect From 1/4/2009	1,043,558	1,069,646	1,096,388	1,123,797	1,151,892	1,180,690	1,210,207	1,240,462	
FSO 1									
Existing	690,600	707,865	725,562	743,701	762,293	781,351	800,884	820,906	
With Effect From 1/4/2008	794,190	814,045	834,396	855,256	876,637	898,553	921,017	944,042	
With Effect From 1/4/2009	849,783	871,028	892,804	915,124	938,002	961,452	985,488	1,010,125	
FINANCIAL MANAGEMENT GROUP									
Audit Series (FMG/AS)									
FMG/AS 7									
Existing	2,759,616	2,828,606	2,899,322	2,971,805	3,046,100	3,122,252	3,200,309	3,280,316	
With Effect From 1/4/2008	3,173,558	3,252,897	3,334,220	3,417,575	3,503,015	3,590,590	3,680,355	3,772,364	
With Effect From 1/4/2009	3,395,707	3,480,600	3,567,615	3,656,806	3,748,226	3,841,931	3,937,980	4,036,429	

2008/2010 REVISION OF SALARIES

Audit Series (FMG/AS) Cont'd		S A L A R Y S C A L E S									
		\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.
FMG/AS 6											
Existing		2,007,000	2,057,175	2,108,604	2,161,319	2,215,352	2,270,736	2,327,505	2,385,692		
With Effect From 1/4/2008		2,308,050	2,365,751	2,424,895	2,485,517	2,547,655	2,611,347	2,676,630	2,743,546		
With Effect From 1/4/2009		2,469,614	2,531,354	2,594,638	2,659,504	2,725,991	2,794,141	2,863,995	2,935,594		
FMG/AS 5											
Existing		1,615,956	1,656,355	1,697,764	1,740,208	1,783,713	1,828,306	1,874,014	1,920,864		
With Effect From 1/4/2008		1,858,349	1,904,808	1,952,428	2,001,239	2,051,270	2,102,552	2,155,116	2,208,993		
With Effect From 1/4/2009		1,988,434	2,038,145	2,089,098	2,141,326	2,194,859	2,249,730	2,305,974	2,363,623		
FMG/AS 4											
Existing		1,326,060	1,359,212	1,393,192	1,428,022	1,463,722	1,500,315	1,537,823	1,576,269		
With Effect From 1/4/2008		1,524,969	1,563,093	1,602,171	1,642,225	1,683,280	1,725,362	1,768,497	1,812,709		
With Effect From 1/4/2009		1,651,717	1,672,510	1,714,322	1,757,181	1,801,110	1,846,138	1,892,291	1,939,599		
FMG/AS 3											
Existing		1,025,004	1,050,629	1,076,895	1,103,817	1,131,413	1,159,698	1,188,690	1,218,408		
With Effect From 1/4/2008		1,178,755	1,208,223	1,238,429	1,269,390	1,301,125	1,333,653	1,366,994	1,401,169		
With Effect From 1/4/2009		1,261,267	1,292,799	1,325,119	1,358,247	1,392,203	1,427,008	1,462,684	1,499,251		
FMG/AS 2											
Existing		855,084	876,461	898,373	920,832	943,853	967,449	991,635	1,016,426		
With Effect From 1/4/2008		983,347	1,007,930	1,033,129	1,058,957	1,085,431	1,112,566	1,140,381	1,168,890		
With Effect From 1/4/2009		1,052,181	1,078,485	1,105,448	1,133,084	1,161,411	1,190,446	1,220,207	1,250,712		
FMG/AS 1											
Existing		610,068	625,320	640,953	656,977	673,401	690,236	707,492	725,179		
With Effect From 1/4/2008		701,578	719,118	737,096	755,523	774,411	793,771	813,616	833,956		
With Effect From 1/4/2009		750,689	769,456	788,692	808,410	828,620	849,335	870,569	892,333		
Audit Clerk (FMG/AUC)											
FMG/AUC 1											
Existing		383,088	392,665	402,482	412,544	422,888	433,521	444,542	455,888		
With Effect From 1/4/2008		440,551	451,565	462,854	474,425	486,288	498,448	510,905	523,669		
With Effect From 1/4/2009		471,390	483,175	495,254	507,635	520,316	533,297	546,578	560,159		
Professional Accounting Series(FMG/P/A)											
FMG/P/A 5											
Existing		2,759,616	2,828,606	2,899,322	2,971,805	3,046,100	3,122,252	3,200,309	3,280,316		
With Effect From 1/4/2008		3,173,558	3,252,897	3,334,220	3,417,575	3,503,015	3,590,590	3,680,355	3,772,364		
With Effect From 1/4/2009		3,305,707	3,480,600	3,567,615	3,656,806	3,748,226	3,841,931	3,937,980	4,036,429		

2008/2010 REVISION OF SALARIES

Professional Accounting Series (FMG/PA) Cont'd		S A L A R Y				S C A L E S			
	Sp.a	Sp.a	Sp.a	Sp.a	Sp.a	Sp.a	Sp.a	Sp.a	Sp.a
FMG/PA 4									
Existing	2,007,000	2,057,175	2,108,604	2,161,319	2,215,352	2,270,736	2,327,505	2,385,692	
With Effect From 1/4/2008	2,308,050	2,365,751	2,424,895	2,485,517	2,547,655	2,611,347	2,676,630	2,743,546	
With Effect From 1/4/2009	2,469,614	2,531,354	2,594,638	2,659,504	2,725,991	2,794,141	2,863,995	2,935,594	
FMG/PA 3									
Existing	1,615,956	1,656,355	1,697,764	1,740,208	1,783,713	1,828,306	1,874,014	1,920,864	
With Effect From 1/4/2008	1,858,549	1,904,808	1,952,428	2,001,239	2,051,270	2,102,552	2,155,116	2,208,993	
With Effect From 1/4/2009	1,988,434	2,038,145	2,089,098	2,141,326	2,194,859	2,249,730	2,305,974	2,363,623	
FMG/PA 2									
Existing	1,326,060	1,359,212	1,393,192	1,428,022	1,463,722	1,500,315	1,537,823	1,576,269	
With Effect From 1/4/2008	1,524,969	1,563,093	1,602,171	1,642,225	1,683,280	1,725,362	1,768,497	1,812,709	
With Effect From 1/4/2009	1,651,717	1,672,510	1,714,322	1,757,181	1,801,110	1,846,138	1,892,291	1,939,599	
FMG/PA 1									
Existing	850,008	871,258	893,040	915,266	937,946	961,082	984,678	1,008,734	
With Effect From 1/4/2008	977,509	1,001,947	1,026,996	1,052,670	1,078,987	1,105,962	1,133,611	1,161,945	
With Effect From 1/4/2009	1,045,935	1,072,083	1,098,885	1,126,718	1,205,311	1,327,694	1,360,886	1,394,908	
Accounting Technician Series (FMG/AT)									
FMG/AT 3									
Existing	717,588	735,528	753,916	772,764	792,083	811,885	832,182	852,987	
With Effect From 1/4/2008	825,226	845,857	867,003	888,678	910,895	933,668	957,009	980,935	
With Effect From 1/4/2009	882,992	905,067	927,694	950,886	974,658	999,024	1,024,000	1,049,600	
FMG/AT 2									
Existing	563,436	577,522	591,960	606,759	621,928	637,476	653,413	669,748	
With Effect From 1/4/2008	647,951	664,150	680,754	697,773	715,217	733,098	751,425	770,211	
With Effect From 1/4/2009	693,308	710,641	728,407	746,617	765,282	784,414	804,025	824,125	
FMG/AT 1									
Existing	482,904	494,977	507,351	520,035	533,036	546,362	560,021	574,021	
With Effect From 1/4/2008	555,340	569,223	583,454	598,040	612,991	628,316	644,024	660,124	
With Effect From 1/4/2009	594,213	609,069	624,295	639,903	655,900	672,298	689,105	706,333	
Accounting Clerk Series (FMG/AC)									
FMG/AC 2									
Existing	453,588	464,928	476,551	488,465	500,676	513,193	526,023	539,174	
With Effect From 1/4/2008	521,626	534,667	548,034	561,734	575,778	590,172	604,926	620,050	
With Effect From 1/4/2009	558,140	572,094	586,396	601,056	616,082	631,484	647,271	663,453	

2008/2010 REVISION OF SALARIES

Accounting Clerk Series (FMG/AC) Cont'd		S A L A R Y		S C A L E S	
	\$p.a.	\$p.a.	\$p.a.	\$p.a.	\$p.a.
FMG/AC 1					
Existing	380,364	389,873	399,620	409,610	419,851
With Effect From 1/4/2008	437,419	448,354	459,563	471,052	482,828
With Effect From 1/4/2009	468,038	479,739	491,732	504,026	516,626
Cashier Series (FMG/CS)					
FMG/CS 2					
Existing	421,524	432,062	442,864	453,935	465,284
With Effect From 1/4/2008	484,753	496,871	509,293	522,026	535,076
With Effect From 1/4/2009	518,685	531,652	544,944	558,567	572,532
FMG/CS 1					
Existing	363,504	372,592	381,906	391,454	401,240
With Effect From 1/4/2008	418,030	428,480	439,192	450,172	461,426
With Effect From 1/4/2009	447,292	458,474	469,936	481,684	493,726
MASS COMMUNICATION GROUP					
Audio Visual Production Series (MCG/AVP)					
MCG/AVP 6					
Existing	1,615,956	1,656,355	1,697,764	1,740,208	1,783,713
With Effect From 1/4/2008	1,858,349	1,904,808	1,952,428	2,001,239	2,051,270
With Effect From 1/4/2009	1,988,434	2,038,145	2,089,098	2,141,326	2,194,859
MCG/AVP 5					
Existing	1,326,060	1,359,212	1,393,192	1,428,022	1,463,722
With Effect From 1/4/2008	1,524,969	1,563,093	1,602,171	1,642,225	1,683,280
With Effect From 1/4/2009	1,631,717	1,672,510	1,714,322	1,757,181	1,801,110
MCG/AVP 4					
Existing	1,025,004	1,050,629	1,076,895	1,103,817	1,131,413
With Effect From 1/4/2008	1,178,755	1,208,223	1,238,429	1,269,390	1,301,125
With Effect From 1/4/2009	1,261,267	1,292,799	1,325,119	1,358,247	1,392,203
MCG/AVP 3					
Existing	739,200	757,680	776,622	796,038	815,938
With Effect From 1/4/2008	850,080	871,332	893,115	915,443	938,329
With Effect From 1/4/2009	909,586	932,325	955,633	979,524	1,004,012
MCG/AVP 2					
Existing	624,696	640,313	656,321	672,729	689,547
With Effect From 1/4/2008	718,400	736,360	754,769	773,639	792,980
With Effect From 1/4/2009	768,688	787,906	807,603	827,793	848,488
Compensation Unit					
PS&D/MORPS					
4/23/2008					