

Government of Jammu and Kashmir
Civil Secretariat Finance Department

Notification
Srinagar, the 3rd Sept. 2009

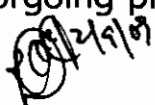
SRO: 204 In exercise of the powers conferred by proviso to Section 124 of the Constitution of Jammu and Kashmir, the Governor is pleased to make the following rules, namely:

1. Short Title and Commencement: These rules shall be called the "Jammu and Kashmir Government Degree Colleges (Adoption of U.G.C. Revised Pay Scales) Rules, 2009".
2. These rules shall come into force on the first day of January 2006 with effective date of implementation from 1st August 2009.
3. Application: These rules shall apply to the employees of Degree Colleges who, on 1.1.2006, were holding in substantive or officiating capacity or, but for their deputation or posting outside their parent cadre, would have held, in substantive or officiating capacity, the permanent or temporary posts of: -
 - a. Assistant Professor, Selection Grade Lecturers (for in-service as on 1.1..2006), Associate Professor and Principals;
 - b. Librarians, Librarians (Senior Scale) and Librarians (Selection scale);
 - c. Instructor in Physical Education, Instructors in Physical Education (Senior Scale) and Instructors in Physical Education (Selection scale).

Provided that with effect from the date of commencement of these rules, the revised hierarchical/organizational structure of teaching faculty of the colleges on the pattern of the UGC shall be as under:

S. No.	CATEGORY	
	Existing	Revised
1	Lecturer	Asstt Prof.
2	Lecturer (Sr Scale)	Asstt Professor
3	Lecturer (Selection Grade)	Associate professor
4	Principal	Principal

Provided further that the revised hierarchy of the faculty as per forgoing proviso first shall be adopted in the Degree Colleges subject

 21/9/09

to such recruitment, promotion and selection processes as have been prescribed for the purpose by the UGC/MHRD.

4. **Definition:** In these rules unless the context otherwise requires: -
- a. "Basic Pay" means the pay as defined in note below Art. 27(aa) of J&K CSRs.
 - b. "College Teacher" means an Assistant Professor, Lecturer (Selection Grade), (in case of in service as on 1.1.2006), Associate Professors, and Principal of a Degree College;
 - c. "Degree College" means a Government Degree College named by the Government as such and includes a Government College of Physical Education;
 - d. "Librarian" means a Librarian of a Degree College as specified in rule 3(b);
 - e. "Instructor in Physical Education" means an Instructor in Physical Education of a Degree College as specified in rule 3(c);
 - f. "Existing Scales" means pay scales as prescribed under the "Jammu and Kashmir Government Degree Colleges (UGC Pay) Rules, 2002'.
 - g. "Existing Rules" means the J&K Government Degree Colleges (Adoption of UGC Revised Pay Scales) Rules, 2002.
 - h. "UGC Pay Scale" means the pay scales prescribed by University Grants Commission and adopted by the Government of India w.e.f. 1.1.2006.

5. **Structure of Pay Scales (1):** The following shall be the revised pay structure of the College Teachers, Librarians and Instructors in Physical Education based on the Pay Scales recommended by the UGC and adopted by the Government of India for the College Teachers, Librarians and Instructors in Physical Education w.e.f 1.1.2006.

Existing category of posts.	Existing Basic Pay	Revised Designation	Revised Pay Structure	
			Pay Band	Academic Grade Pay
Lecturer	8000-13500	Assistant Professor	15600-39100	6000
Lecturer (Sr. Scale)	10000-15200	Assistant Professor	15600-39100	7000

1000-15200

Lecturer (Selection Grade)	12000- 18300	I) Lecturer (S.G) with less than three years service (for in-service as on 1.1.2006)	15600- 39100	8000
		II) Associate Professor with 3 years service as Lecturer Selection Grade	37400 -67000	9000
Principal	16400- 22400	Principal	37400 -67000	10,000
Librarian				
Librarian	8000- 13500	Librarian	15600-39100	6000
Librarian (Sr. Scale)	10000- 15200	Librarian (Sr. Scale)	15600-39100	7000
Librarian (Selection Grade)	12000- 18300	i) Librarian with less than 3 years service	15600-39100	8000
		ii) Librarian with 3 years of service	37400-67000	9000
Physical Training Instructor				
PTI	8000- 13500	PTI	15600-39100	6000
PTI (Sr. Scale)	10000- 15200	PTI (Sr. Scale)	15600-39100	7000
PTI (Selection Grade)	12000- 18300	i) PTI Selection Grade with less than 3 years of service	15600-39100	8000
PTI (Selection Grade)	12000- 18300	i) PTI Selection Grade with less than 3 years of service	15600-39100	8000
		ii) PTI Section Grade with 3 years service	15600-39100	9000

24/09

(2) (a) The minimum qualification and experience for appointment to the posts shown in the third column in the table given above shall be those as prescribed by the UGC from time to time and notified by the State Government as such.

(b) The minimum qualifications for appointment to the posts of Asst Professor, Librarians and Instructors in Physical Education in the pay scale of 15600-39100 as presently laid down by the UGC

6. **Drawal of pay in Revised Scale:** A College Teacher, a Librarian or an Instructor in Physical Education shall draw pay in the Revised UGC Pay band applicable to the post to which he is appointed or is deemed to have been appointed in the manner prescribed under these rules.

7. **College Teachers, Librarians, Instructors in Physical Education appointed from 1-1-2006 to the date of issue of these rules:** College Teachers, Librarians and Instructors in Physical Education appointed as such from 1.1.2006 up to the date of issue of these Rules shall be retrospectively placed in the Revised UGC Pay Scale (as per Rule 5(1)) w.e.f. the date of appointment as such.

8. **Fixation of pay in the UGC Pay Scales:**

The pay fixation formula recommended by 6th Central Pay Commission as accepted by the Central Government shall be applicable for teachers and equivalent positions in the Library and Physical Education Cadres.

The fixation of pay of the above existing incumbents, who were in position as on 1.1.2006, in various categories of posts shall be carried out in terms of the fitment tables annexed with these rules.

9. Increments

(i) Each annual increment shall be equivalent to 3 % of the sum total of pay in the relevant pay band and Academic Grade Pay (AGP) as applicable for the stage in the pay band.

(ii) Each advance increment shall also be @ 3 % of sum total of pay in the relevant pay band and the AGP as applicable and shall be non-compounded.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing Scheme of increments on promotion from lower pay band to a higher pay band. However, there shall be no additional increment on movement from the pay band of Rs. 15600-39100 to the pay band of Rs. 37400-67000.

10. Determination of admissibility and payment of other allowances relating to pay/pay revision arrears.

2/19/18

Payment of other allowances/pay revision arrears shall continue to be regulated on the same lines as admissible to the State Government employees.

11. Incentives for Ph.D/ M.Phil and other higher qualification:

- i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor/Librarians/Instructors in Physical Education to the persons possessing the degree of Phd awarded in the relevant discipline by the University following the process of registration, course-work and external evaluation as prescribed by the UGC.
- ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor/Librarians/Instructors in Physical Education shall be entitled to two non-compounded advance increments.
- iii) Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc. recognized by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level.
- iv) Teachers/Librarians/Instructors in Phy Education who complete their Ph.D degree while in service shall be entitled to three non-compounded increments if such Ph.D is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.
- v) However, Teachers/librarians/Instructors in Physical Education in service who have been awarded Ph.D. at the time of coming into force of this scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- vi) In respect of every other case, a Teacher/Librarian/Instructor in Physical Education who is already enrolled for PhD shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.
- vii) Teachers/Librarians/Instructors in Physical Education in service who have not yet enrolled for PhD, shall therefore derive the benefit of three non-compounded increments on award of PhD while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- viii) Teachers/Librarians/Instructors in Physical Education, who acquire M.Phil degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in

service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in-service candidates shall also entitle them to one advance increment.

- ix) Not withstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D/ M.Phil at the entry level under the earlier Scheme shall not be entitled to the benefit of advance increments under this Scheme.
- x) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil under the earlier Scheme, the benefit of five advance increments for possessing Ph.D/ M.Phil shall be available to only those appointments, which have been made on or after the coming into force of this Scheme.
- xi) Teachers/Librarians/Instructors in Physical Education, who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

12. Career Advancement Scheme

Assistant professors and Associate Professor

- i) Persons entering the teaching profession in Colleges shall be designated as Assistant Professors and placed in the pay band of 15600-39100 with AGP of Rs 6000/-. Lecturers already in services in the pre-revised scale of Rs 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs 6000/-.
- ii) An Assistant Professor/Librarians/Instructors in Physical Education with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs 7000.
- iii) Assistant Professors/Librarians/Instructors in Physical Education possessing M.Phil degree or post graduate degree in professional courses shall be eligible for the AGP of Rs 7,000 after completion of 5 years service as Assistant Professor/Librarians/Instructors in Physical Education.
- iv) Assistant Professors/Librarians/Instructors in Physical Education who do not have Ph.D or M.Phil course shall be eligible for the AGP of Rs 7,000 only after completion of 6 years service as Assistant Professor/Librarians/Instructors in Physical Education.
- v) The upward movement from AGP of Rs 6000 to AGP of Rs 7000 for all Assistant Professors/Librarians/Instructors in Physical Education shall be subject to their satisfying other conditions as laid down by the UGC.
- vi) Assistant Professors/Librarians/Instructors in Physical Education with completed service of 5 years at the AGP of Rs 7000 shall be eligible subject to other requirements laid down by the UGC, to move up to the AGP of Rs 8000.
- vii) Consistently satisfactory performance appraisal reports;
- viii) Participated in one orientation course and one refresher course of at least 3-4 weeks duration or engaged in other appropriate continuing

education programmes of comparable quality as may be specified or approved by the UGC. Those with Ph.D degree would be exempted from one refresher course. However, where the requirement of orientation/refresher course has remained incomplete, the promotion would not be held up but these must be completed within two years from the date of promotion.

- ix) Incumbent Lecturers/Librarians/Instructors in Physical Education (Selection Grade) who have completed 3 years in the current pay scale of Rs 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs 37400-67000 with AGP of Rs 9000 and shall be re-designated as Associate Professor and Librarians/Instructors in Physical Education (Selection Grade) respectively.
- x) Incumbent Lecturer/Librarians/Instructors in Physical Education (Selection Grade) who had not completed three years in the pay scale of Rs 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs 15600-39100 with AGP of Rs 8000 till they complete 3 years of service in the grade of Lecturer/Librarians/Instructors in Physical Education (Selection Grade) and thereafter shall be placed in the higher Pay Band of Rs 37400-67000 with AGP of Rs 9000 and shall be re-designated as Associate Professor and Librarians/Instructors in Physical Education (Selection Grade) respectively.
- xi) Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) in the Pay Band of Rs 15600-39100 with AGP of Rs 8000 until they are placed in the Pay Band of Rs 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.
- xii) Assistant professors completing 3 years of teaching in the AGP of Rs 8000 shall be eligible, subject to other conditions that may be prescribed by the UGC and the University, to move to the Pay Band of Rs 37400-67000 with AGP of Rs 9000 and to be designated as Associate Professor.

13. Promotion to the post of Principal

24/9/8
The posts of principals of Degree Colleges shall be in the Pay Band of Rs 37400-67000 with AGP of Rs 10000 and filled up by Selection from amongst Associate Professors who have completed a minimum period of eight years service.

14. Work Load and teaching norms: Colleges shall strive to arrange teaching work six days a week for thirty weeks in an academic session. This shall be achieved by constantly improvising an academic calendar in order to adjust the length of vacations, number of holidays and examination schedule.

15. It shall be mandatory for college teachers to be available in the colleges for at least five hours a day on each working day and the workload of the college teacher shall not be less than forty hours in a week.

16. Delegation of Powers: Delegation of powers in respect of transfer, sanction of leave etc. shall be exercised in the corresponding revised pay bands by the authorities to whom these powers stand delegated at present.

17. **Over-riding Effect of the rules:** In all cases where the pay of the College Teachers, Librarians and Instructors in Physical Education is regulated under these rules, the provisions of the Jammu and Kashmir Civil Services Regulations regulating Pay and allowances shall not apply to the extent they are inconsistent with these rules.

18. For Leave, TA, Pension and other service rules, the College Teachers shall be governed by JKCSR's.

19. **Repeal and Savings.** On the commencement of these rules relevant provisions of "The Jammu and Kashmir Government Degree Colleges (UGC Pay) Rules, 2002 issued vide Notification SRO-175 dated: 9.5.2002, as amended from time to time, and all other rules and notifications corresponding to these rules which were in force immediately before the issue of these rules shall in so far as they provide for any of the matters contained in these rules cease to operate.

Provided that any order issued or action taken under the said rules and/or notifications issued there under shall be deemed to have been issued or taken under the corresponding provisions contained in these rules.

By Order of the Government of Jammu and Kashmir.

Sd/-
Commissioner/Secretary to Government
Finance Department

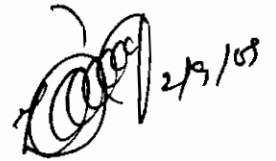
No.: A 170(00)-14-713.

dated: 3-09-09.

Copy to the:

- 2/9/09*
1. Advocate General J&K.
 2. Principal Resident Commissioner, 5-Prithvi Raj Road New, Delhi.
 3. All Financial Commissioners.
 4. All Principal Secretaries to Government.
 5. Principal Secretary to Hon'ble Chief Minister.
 6. Chief Electoral Officer, J&K Jammu.
 7. All Commissioner /Secretaries to Government.
 8. Secretary to HE the Governor.
 9. Divisional Commissioner Kashmir/ Jammu.
 10. Accountant General, J&K Srinagar/ Jammu.
 11. Commissioner of Vigilance, J&K Srinagar.
 12. Secretary to Chief Justice J&K High Courts Srinagar /Jammu.
 13. Registrar General, J&K High Court Srinagar/ Jammu.
 14. All Head of Departments / Managing Directors/ Chief Executive of State PSUs/Autonomous Bodies.
 15. Secretary J&K Public Service Commission.
 16. Secretary, J&K Legislative Assembly / Legislative Council.
 17. All District Development Commissioners.
 18. Director General Budget, Finance Department
 19. Director General, Audit & Inspections.
 20. Director/ Joint Director, Accounts & Treasuries Srinagar /Jammu.
 21. Director/ Joint Director, Funds Organisation Srinagar /Jammu.
 22. FA&CAO, Flood Control Organisation Srinagar /Jammu.
 23. Director Information J&K Srinagar /Jammu.

24. Principal Northern Zonal Accountancy Training Institute Jammu.
25. Principal Accountancy Training School Srinagar.
26. All Financial Advisors & CAOs.
27. All Treasury Officers.
28. General Manager, Government Press for publication in Government Gazette./
29. Chief Accounts Officer, Examiner Local fund Audit Cell.
30. Private Secretary to Hon'ble Ministers/ Hon'ble Ministers of State for information of the Hon'ble Ministers.
31. Principal Private Secretary to Chief Secretary.
32. All officers / Section officers of Finance Department.
33. President Non Gazetted Employees Union Civil Secretariat Srinagar/ Jammu.
34. Government order file (W2scs)



(M. I. Khanday)
Director Codes
Finance Department.

TABLE - 1

Incumbent Assistant Librarian/ College Librarian/
Incumbent Asst. Director of Phy. Edu./ College Director of Physical Education.

Pre-revised scale Rs. 8000-275-13500 (Group A entry)		Revised Pay Band + AGP Rs. 15600-39100+ AGP 6000		
Pre-revised Basic Pay	Revised Pay			
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay	
8000	15600	6000	21600	
8275	15600	6000	21600	
8550	15910	6000	21910	
8825	16420	6000	22420	
9100	16930	6000	22930	
9375	17440	6000	23440	
9650	17950	6000	23950	
9925	18470	6000	24470	
10200	18980	6000	24980	
10475	19490	6000	25490	
10750	20000	6000	26000	
11025	20510	6000	26510	
11300	21020	6000	27020	
11575	21530	6000	27530	
11850	22050	6000	28050	
12125	22560	6000	28560	
12400	23070	6000	29070	
12675	23580	6000	29580	
12950	24090	6000	30090	
13225	24600	6000	30600	
13500	25110	6000	31110	
13775	25630	6000	31630	
14050	26140	6000	32140	
14325	26650	6000	32650	

20/11/03

TABLE - 2

- (i) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)]
- (ii) Incumbent Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)
- (iii) Incumbent Asst. Director of Physical Edu. (Sr. Scale)/ College DPE (Sr. Scale)

Pre-revised scale Rs. 10000-325-15200		Revised Pay Band + AGP Rs. 15600-39100+ AGP 7000		
Pre-revised Basic Pay	Revised Pay			Revised Basic Pay
	Pay in the Pay Band	Academic Grade Pay		
10000	18600	7000	25600	
10325	19210	7000	26210	
10650	19810	7000	26810	
10975	20420	7000	27420	
11300	21020	7000	28020	
11625	21630	7000	28630	
11950	22230	7000	29230	
12275	22840	7000	29840	
12600	23440	7000	30440	
12925	24050	7000	31050	
13250	24650	7000	31650	
13575	25250	7000	32250	
13900	25860	7000	32860	
14225	26460	7000	33460	
14550	27070	7000	34070	
14875	27670	7000	34670	
15200	28280	7000	35280	
15525	28880	7000	35880	
15850	29490	7000	36490	
16175	30090	7000	37090	

(Signature) 2/19/09

TABLE - 3

(i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service

(ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with less than 3 years of Service

(iii) Incumbent Dy. DPE/ Asst. DPE(SG)/ College DPE(SG) with less than 3 years of Service

Pre-revised scale Rs. 12000-420 - 18300	Revised Pay Band + AGP Rs. 15600-39100+ AGP 8000
--	---

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390


 2/9/18

TABLE - 4

- (i) Incumbent Readers and Lecturers (SG) with 3 years of Service
- (ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with 3 years of Service
- (iii) Incumbent Dy. DPE/ Asst. DPE(SG)/ College DPE(SG) with 3 years of Service

Pre-revised scale Rs. 12000-420-18300		Revised Pay Band + AGP Rs. 37400-67000+AGP 9000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700


 2/9/5

TABLE - 6
Incumbent Principals of UG Colleges

Pre-revised scale Rs. 12000-12018500
(minimum to be fixed at Rs. 12840)
Revised Pay Band + Academic Grad Pay Rs. 37400-67000+ AGP 10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12840	37400	10000	47400
13260	37400	10000	47400
13680	37400	10000	47400
14100	37400	10000	47400
14520	37400	10000	47400
14940	38530	10000	48530
15360	38530	10000	48530
15780	39690	10000	49690
16200	39690	10000	49690
16620	40890	10000	50890
17040	40890	10000	50890
17460	42120	10000	52120
17880	42120	10000	52120
18300	43390	10000	53390
18720	43390	10000	53390
19140	44700	10000	54700
19560	44700	10000	54700

2/1/23

TABLE - 7

incumbent employees of State and Government Universities fully funded by the Central Government

Pre-revised scale Rs. 16400-450-20900-500-22400 (Rs. 10000-525)		Revised Pay Band + GP Rs. 37400+67000+GP 10000		
Pre-revised Basic Pay	Revised Pay			Revised Basic Pay
	Pay in the Pay Band	Grade Pay		
16400	40890	10000		50890
16850	40890	10000		50890
17300	42120	10000		52120
17750	42120	10000		52120
18200	43390	10000		53390
18650	43390	10000		53390
19100	44700	10000		54700
19550	44700	10000		54700
20000	46050	10000		56050
20450	46050	10000		56050
20900	47440	10000		57440
21400	47440	10000		57440
21900	48870	10000		58870
22400	48870	10000		58870
22900	50340	10000		60340
23400	50340	10000		60340
23900	51860	10000		61860

TABLE - 8

(i) Incumbent Dy. Registrar/ Dy. Finance Officer/ Dy. Controller of Examination with less than 5 years of Service Universities and Deemed to be Universities fully funded by the Central Government

Pre-revised scale Rs. 12000-420- 18300		Revised Pay Band + GP Rs. 15600-39100+ GP 7600	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12000	22320	7600	29920
12420	23110	7600	30710
12840	23890	7600	31490
13260	24670	7600	32270
13680	25450	7600	33050
14100	26230	7600	33830
14520	27010	7600	34610
14940	27790	7600	35390
15360	28570	7600	36170
15780	29360	7600	36960
16200	30140	7600	37740
16620	30920	7600	38520
17040	31700	7600	39300
17460	32480	7600	40080
17880	33260	7600	40860
18300	34040	7600	41640
18720	34820	7600	42420
19140	35610	7600	43210
19560	36390	7600	43990

(Signature) 2/1/8

TABLE - 9

(A) Incumbent Dy. Registrar / Dy. Finance Officer / Dy. Controller of Examination with 5 years of Service in Universities and Deemed to be Universities fully funded by the Central Government.

Pre-revised Basic Pay Rs. 12000-420-18300		Revised Pay Band + GP Rs. 37400-67000+GP 8700		
Pre-revised Basic Pay	Revised Pay			Revised Basic Pay
	Pay in the Pay Band	Grade Pay		
14100	37400	8700		45100
14520	37400	8700		46100
14940	38530	8700		47230
15360	38530	8700		47230
15780	39690	8700		48390
16200	39690	8700		48390
16620	40890	8700		49590
17040	40890	8700		49590
17460	42120	8700		50820
17880	42120	8700		50820
18300	43390	8700		52090
18720	43390	8700		52090
19140	44700	8700		53400
19560	44700	8700		53400

(Signature) 2/19/18