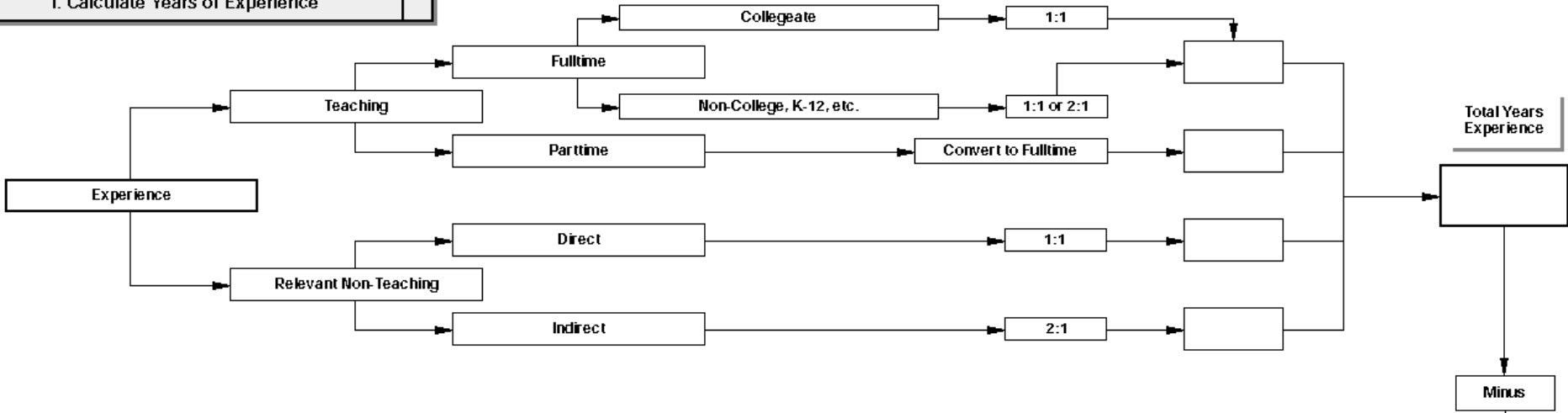


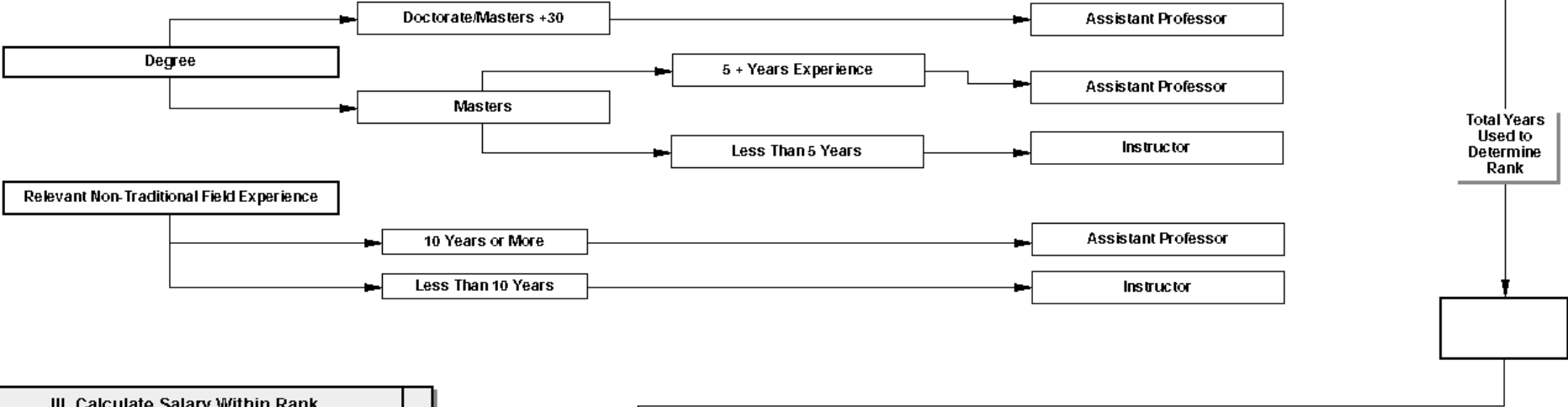
# Steps Used to Determine Initial Placement

For: \_\_\_\_\_

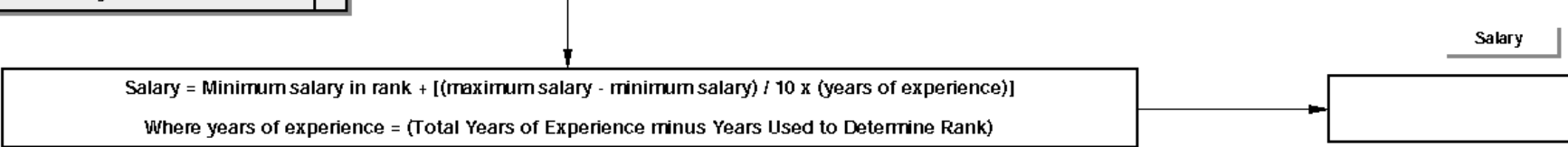
## I. Calculate Years of Experience



## II. Determine Rank



## III. Calculate Salary Within Rank



Approval: \_\_\_\_\_ Date: \_\_\_\_\_