## MARKET REFERENCE POINT

**2007-2008 Classified Pay Structure**  
**Effective 7/1/07**

<table>
<thead>
<tr>
<th>Grade</th>
<th>PRIMARY ZONE</th>
<th></th>
<th>LEADING ZONE</th>
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<td>Market</td>
<td>Ref.</td>
<td>Zone</td>
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<td>Value</td>
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<td>$87,896 42.26</td>
<td>$98,883 47.54</td>
<td>$109,869 52.82</td>
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<td>$24,742 11.89</td>
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### Market Reference Value

- **Primary Zone**: 80% - $87,896 42.26
- **Market Zone**: 90% - $98,883 47.54
- **Leading Zone**: 110% - $109,869 52.82
- **High Performance Zone**: 130% - $120,856 58.10

*% of Market Reference Value