

# **MEMORANDUM OF UNDERSTANDING**

**2024 – 2028**

**PROFESSIONAL UNIT**

**COUNTY OF SAN BERNARDINO**

**AND**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**



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## PREAMBLE

The parties to this Agreement affirm their mutual commitment to the goals of effective and efficient public service, high employee morale, sound and responsible management of County business, and amicable employer-employee relations. The parties acknowledge that productivity improvement can only be achieved as a by-product to valuing people.

The parties encourage the highest possible degree of friendly cooperative relationships between their respective representatives at all levels and with and between all employees.

## RECOGNITION

Pursuant to the provisions of the Employee Relations Code of the County of San Bernardino and applicable State law, the Service Employees International Union, Local 721 (SEIU) was certified, on March 16, 2015, as the exclusive recognized employee organization for County employees in the Professional Unit.

The County hereby recognizes SEIU as the exclusive recognized employee organization for the Professional Unit. The Professional Unit is comprised of those classifications listed in the Appendix, and as may be modified consistent with the Employee Relations Code, subject to approval by the Board of Supervisors.

## ACCESS TO PERSONNEL RECORDS

Employees currently employed by the County of San Bernardino, and/or their representatives if designated by the employee in writing, will be allowed to review the employee's personnel records during regular business hours at a time scheduled by the County.

Employees shall not have the right to inspect letters of reference and those matters exempted by law.

Information may be purged from the personnel records maintained by either the Department or Human Resources, subject to legal constraints, at the sole discretion of Human Resources. An employee or the appointing authority may request that such information be purged; however, such requests shall be subject to approval of Human Resources. An employee shall be notified of any purged information when the request to remove such information was made by the appointing authority.

Employees desiring to review such records shall make such request in writing at least twenty-four (24) hours in advance to their appointing authority or Human Resources as appropriate.

## ACCESS TO WORK LOCATIONS

### **Section 1 – Access for the Investigation of Grievances/Discipline**

SEIU non-employee labor relations representatives will be granted access to County facilities to investigate grievances as follows:

Access to a work area and/or non-work area during an employee's working hours shall be subject to reasonable advance notice from the labor relations representative of the general nature of the business, and prior approval from the County.

Access to a work area and/or non-work non-public area (e.g., break room, lunch room) during an employee's non-working hours (e.g., breaks, lunch) or a non-work non-public area during business hours shall be subject to reasonable advance notice from the labor relations representative of the general nature of the business to the County.

Access to a public non-work area (e.g., public lobby) during an employee's non-working time shall not require advance notice to the appointing authority or designated management representative if access to such public non-work area does not require passage through a non-work non-public area. If access to such public non-work area requires passage through a non-work non-public area, then reasonable advance notice from the labor relations representative to the appointing authority or designated management representative shall be required.

Access to a public area (e.g., library) during an employee's working hours shall be subject to reasonable advance notice from the labor relations representative of the general nature of the business, and prior approval from the County.

SEIU non-employee labor relations representatives granted access to work locations shall limit such visits to a reasonable period of time, taking into consideration the nature of the grievance or appeal.

### **Section 2 – Access for Other Matters**

SEIU non-employee labor relations representatives may be granted access to work locations subject to reasonable advance notice from the labor relations representative of the general nature of the business, and prior approval from the County. SEIU understands that certain work locations may require a county representative to accompany the labor relations representative during such visit.

The County may deny access or terminate access to work locations if, in its judgment, it is deemed that the visit would interfere with the efficiency, safety, or security of County operations, but shall work with SEIU to establish alternative arrangements.

SEIU agrees that its representatives will not interfere with operations of departments or any facility thereof. SEIU, shall give the Human Resources Director a written list of all authorized representatives, which list shall be kept current by SEIU.

## **ACCIDENTAL DEATH AND DISMEMBERMENT**

Any employee may purchase the Accidental Death and Dismemberment Insurance coverage selected and offered by the County for themselves and/or dependents through payroll deduction.

## **AUTHORIZED EMPLOYEE REPRESENTATIVES**

### **Section 1 – Authorized Employee Representatives**

SEIU may designate employees as authorized employee representatives or alternates to represent employees in the processing of grievances or during disciplinary proceedings subject to the following rules and procedures:

- (a) SEIU may designate at least one (1) authorized employee representative in each work location for which the County maintains a work force. SEIU shall be entitled to designate up to two (2) alternates for each authorized employee representative, provided that the alternate shall be located at the same major geographic location as the designated representative.
- (b) If there is no employee representative or alternate at the work location, representation may be provided by an employee representative from another location.
- (c) SEIU will designate only employees who have obtained regular status.
- (d) SEIU shall file with the affected Department Head and Human Resources Director a written list of all employees designated as authorized employee representatives and alternates, such list to be kept current by SEIU.
- (e) Time spent by authorized employee representatives or alternates during their regularly scheduled work hours

in representing an employee shall only be compensated by the County at such representative's or alternate's base rate of pay.

- (f) Grievants shall only be compensated for attendance at hearings and meetings conducted during their regularly scheduled working hours. Such compensation shall be at the employee's base hourly rate.
- (g) Except as provided below, County vehicles, equipment, and supplies may not be used in implementing the provisions of this Article if such use would unduly interfere with the efficiency, safety, or security of the County operations and result in costs to the County.
- (h) Limited, occasional or incidental use of the County e-mail system may occur, as long as such use is consistent with the County e-mail policy and any message sent is not disruptive or detrimental to County operations. Such use shall be limited to brief communications to SEIU related to individual grievances, disciplinary matters, or Union business. For those authorized employee representatives or alternates who are assigned a County vehicle, limited use of County vehicles may be permitted subject to prior approval from the Department.

### **Section 2 – Handling of Grievances and Disciplinary Proceedings**

- (a) At the request of an employee, an authorized employee representative or alternate may investigate a formal grievance and represent the employee at the resulting proceedings or represent the employee during disciplinary proceedings.
- (b) Prior to participating in a grievance or disciplinary proceeding, the authorized employee representative or alternate shall first obtain authorization from their immediate supervisor. The immediate supervisor may deny such requests if it is deemed that such a request would interfere with the efficiency, safety, or security of County operations. If the request is denied, the immediate supervisor will establish an alternate time convenient to the County and employees when the authorized employee representative or alternate and affected employee can reasonably expect to be released from their work assignment.
- (c) Employees must use the authorized employee representative or alternate assigned to their work location and representation unit, except as provided in Section 1(b) above.

### **Section 3 – Steward Council Committee**

Up to nine (9) authorized employee representatives or alternates will be permitted to attend Steward Council Committee meetings on County time; provided, however, that no such employee shall be released for more than two (2) hours per month. In January of each year of this Agreement, representatives of SEIU and the County will review the maximum number of attendees in this Section.

Monthly, SEIU shall notify the County of the employee representatives who attended the previous Employee Representative Committee meeting.

## **CLASSIFICATION**

### **Section 1 – Purpose**

Classification review is a management tool to ensure the accurate reflection of tasks and duties involved in each County position for the purpose of recruitment, compensation, and organizational structuring. The County shall notify SEIU in writing of all classification and salary changes to classifications allocated to this Unit within two (2) working days after such changes have been approved by the Board of Supervisors. Whenever positions are subject to any change as a result of a classification review, such change will be determined by the County, subject to the classification appeal procedure. New and revised classification specifications shall be furnished to SEIU in a timely manner.

**Section 2 – Implementation of Classification Study Results****(a) Upgradings**

An upgrading is the reclassification of a position from one classification to another classification having a higher base salary range. Whenever an incumbent employee is upgraded as a result of such reclassification, pursuant to the Personnel Rules, such employee's step placement in the new salary range shall be governed by the Article on "Promotions."

**(b) Downgradings**

A downgrading is the reclassification of a position from one classification to another classification having a lower base salary range. When a position is downgraded, the incumbent employee may continue at the same salary rate payment where the salary rate is within the new base salary range. Where an incumbent receives a salary rate payment greater than the maximum of the new base salary range, the Director of Human Resources may authorize continuation of the same salary rate payment to the incumbent employee that the employee received prior to the downgrading of the position by placing the employee on an "X" step, provided that the employee shall receive no future salary rate increases until the salary range maximum of the new classification exceeds the "X" step. In accordance with San Bernardino County Personnel Rule 3, Section 3.6(b), upon request, an employee with regular status occupying a position which has been downgraded shall be placed on an eligibility list for any classification equivalent to their former classification for a period of two (2) years. Equivalent classification is hereby defined as one requiring all of the following: (1) the same kind and amount of experience; (2) the same degree of skills, knowledge, and abilities; and (3) a salary level no higher than the employee's former classification.

**(c) Salary Rate (Equity) Adjustment**

A salary rate (equity) adjustment is a change in the salary range assignment of an existing classification as a result of a compensation study. Step placement for incumbent employees whose classification is assigned to a higher base salary range shall be determined as follows:

The employee shall be placed on the step in the new range that is approximately a five percent (5%) salary increase, not to exceed the maximum step of the new range. The employee shall be eligible to advance to the next step, if applicable, upon completion of 1,040 service hours at the new range and step, in accordance with the requirements of the Merit Advancements Article. Subsequent step advances shall be administered in accordance with the Salary Rates and Step Advancements and Merit Advancements Articles of this Agreement.

**Section 3 – Classification Appeals**

In accordance with Personnel Rule 3, Section 3.5, appeals of recommended allocations may be filed by incumbents in positions included in a classification study or by their representative. The burden of proof on any classification appeal rests with the appellant to establish why the recommended allocation is not appropriate. The content of and decision on classification appeals shall be restricted to consideration of the recommended and the requested classification. All classification appeals shall be limited to a discussion of duties and responsibilities performed at the time the position was studied.

Classification appeals are heard by a mediator with classification expertise. The decision of the mediator shall be advisory. If the decision of the mediator has an economic impact, the decision of the mediator shall be in the form of a recommendation to the Board of Supervisors for final action. The mediator shall follow the appeal procedure established by the County and SEIU, and provide written justification to the aforementioned parties on classification appeal recommendations. An employee/appellant not represented by SEIU shall be obligated to pay half the total cost for the mediator. Any decisions awarded in those cases where SEIU does not represent the appellant shall be limited to that singular case and the decision may not be cited as precedent by the County, SEIU or any other appellant representative in subsequent proceedings.

Step 1 – At the conclusion of the classification study, Human Resources will make a written recommendation to the appointing authority, unless the mediator’s recommendation would have an economic impact. In such cases, the Board of Supervisors would take final action.

Step 2 – The appointing authority will notify position incumbent(s) of study results and the timeframes for filing an appeal.

Step 3

- (a) Employees may file a classification appeal individually or in groups provided that all positions represented were allocated to the same class and appealed to the same class. The appeal form should thoroughly explain why the incumbent believes that the allocation is not appropriate and why the requested class is more appropriate. Appeals must be based on the duties performed at the time the position was studied. Changes subsequent to the study will be considered under Personnel Rule 3, Section 3.4(c) upon withdrawal of the appeal.
- (b) An appeal to a non-existent class must clearly show that no existing classification describes the duties and functional responsibilities of the position.
- (c) Disagreements on title of a class, or on the format and wording of class specifications, are not bases for an appeal. Requests for revisions will be presented in writing to Human Resources for review.
- (d) Revisions to a class specification may be appealed to the mediator in cases where it is alleged that a class specification was so significantly revised as to change the grade determinants of a class.
- (e) Disagreements on salary matters for new classifications are excluded from this procedure and will be considered in the context of the meet and confer process. The salary of a classification for which a technical title change has been approved by the Board of Supervisors is not appealable. No salary action can be taken on an existing classification to the meet and confer process that would have the effect of reopening this Agreement. Salaries for new classes will be set by management, unless changes are made by an appeal and recommended by the meet and confer process.
- (f) Disagreements on representation unit designations are excluded from this procedure.

Step 4 – The position incumbent completes the Classification Appeal Form and files it within fifteen (15) working days of Board of Supervisors’ approval; or within fifteen (15) working days from the appointing authority’s notification to the employee.

Step 5

- (a) The appeal will be reviewed by Human Resources for changes in job duties or other substantial changes to the position description on which the allocation was based.
- (b) Human Resources staff will respond in writing to the Appeal within fifteen (15) working days. Copies of the response will be sent to all involved parties.

Step 6 – A mandatory prehearing conference will be scheduled within a twenty (20) workday period from the date of Human Resources’ response. Appellants, exclusive employee organization staff representatives, and Human Resources staff will meet and attempt to reach a settlement. At the request of parties involved, additional personnel may attend to offer clarification of job duties performed by the appellant(s). If no resolution is reached at this conference, the appellant(s) and Human Resources will stipulate the issue(s) in dispute.

Step 7 – Following the prehearing conference, Human Resources staff and the appellant/appellant’s representative will consider the information exchanged. Human Resources may revise its allocation recommendation, and

appellant(s) may withdraw appeals.

Step 8 – Any additional supporting documentation must be filed with the mediator by both appellant(s) and Human Resources staff fifteen (15) workdays subsequent to the prehearing conference. Lists of witnesses and all written materials/exhibits that are to be discussed at the hearing must be included in this final brief. All parties will receive copies of these briefs.

Step 9 – All of the aforementioned timeframes may be lengthened or shortened upon the joint concurrence of Human Resources and the employee organization involved.

Step 10 – Appeals which have not been resolved through the preceding steps will be forwarded to the mediator.

Step 11 – Appeals presentations will be limited to the incumbent employees or spokespersons elected from the group of appellants, exclusive recognized employee organization staff representatives, and members of Human Resources staff. Witnesses may be heard for the purpose of clarifying technical aspects of job duties.

- (a) Prior to the appeal hearing, the mediator will have reviewed copies of the appeal documentation submitted by both parties.
- (b) Appellants will present arguments first. The burden of proof is with the appellant why the recommended classification allocation is not an appropriate recommendation. Twenty (20) minutes will be allowed for presentation. Time not taken for presentation will be forfeited. Arguments should be centered around why the classification allocation was not appropriate and what classification would be the most appropriate.
- (c) Human Resources staff will present arguments. Twenty (20) minutes will be allowed for presentation of this argument. Time not taken will be forfeited.
- (d) The mediator will have twenty (20) minutes for questions.

#### Step 12

Decisions of the mediator will be limited to the class recommended by Human Resources or the class requested by the appellant on the Classification Appeal Form.

A written decision shall be given within thirty (30) days of the hearing, indicating the basis for the decision.

Step 13 – Following the appeal hearing, the mediator shall forward the written recommendations to Human Resources and the SEIU. Both parties will be allowed a two (2) week review period prior to submission of the decision to the Board of Supervisors.

Step 14 – Parties will agree to support the recommendations of the mediator unless there is a failure to act in good faith in implementing the spirit and intent of these procedures.

Step 15 – This procedure shall remain in effect until it is changed through the meet and confer process. Requests for changes to the procedure may be presented at any time.

## COUNTY ISSUED IDENTIFICATION/ACCESS CARDS AND EQUIPMENT

- (a) Identification/Access Cards: The County will provide identification/access cards to all employees. Employees shall carry and display such cards at all times while engaged in County business and in connection with such business shall produce cards for inspection to any County official.

- (b) Equipment: The County may issue bargaining unit employees County-owned equipment (e.g., computers, cell phones, etc.) to assist employees in the performance of their duties.
- (c) Replacement of Identification/Access Cards and Equipment: County issued identification /access cards and equipment will be replaced without charge if damaged due to normal wear and tear while used in the course of duty. In the event an employee identification/access card or County-issued equipment is lost, stolen or destroyed, for reasons such as negligence or lack of proper care by the employee, an employee may be charged the reasonable cost of replacing said card(s) and equipment, and may be subject to appropriate disciplinary action.
- (d) Separation: Employees shall surrender County-issued identification/access cards and equipment upon separation from County Department(s) and/or upon separation from County employment.

## COUNTY MANAGEMENT RIGHTS

Nothing in this agreement shall be deemed to limit or restrict the County in any way in the exercise of the customary functions of management. All management rights and functions shall remain vested exclusively with the County except those which are clearly and expressly limited or relinquished in this Agreement. It is recognized merely by way of illustration that such management rights, functions, and discretion include but are not limited to:

- (a) The right to determine the mission and organizational structure of each of its agencies, departments, institutions, boards, and commissions.
- (b) The right to determine all policy matters.
- (c) The right of full and exclusive control of the management of the County; supervision of all operations including making changes as the County deems necessary by it for efficient and economical operations; determination of the methods, processes, and means of performing any and all work; and composition, assignment, direction, location, and determination of the size and mission of the work force.
- (d) The right to determine the work to be done by the employees, including establishment of levels of service and staffing patterns.
- (e) The right to place employees on paid or unpaid administrative leave as appropriate during the pendency of an investigation.
- (f) The right to determine the nature, extent, type, quality, and level of service.
- (g) The right to establish and allocate budgets and resources.
- (h) The right to change or introduce new or improved operations, methods, means or facilities; to reorganize operations; establish, modify, consolidate, expand, or discontinue programs, services and classifications/jobs/duties; or to sub-contract or contract for work to be done; provided, however, that the parties shall meet and confer over the impacts of any contract proposed to be awarded which would contract for services currently being provided exclusively by Unit employees.
- (i) The right to determine, change, maintain, reduce or alter the technology, equipment, tools, or materials used.
- (j) The right to prescribe qualifications for employment and determine whether they are met; to hire, set and enforce qualification and performance standards, and promote employees; to establish, revise, interpret, and enforce work rules, policies, and procedures; to schedule work time and time off; to establish the number of hours to be worked, and length of the normal workday; to require overtime and determine the necessity for overtime; to transfer, assign, reassign, and lay off employees; to suspend, reduce in step, demote, discharge or

otherwise discipline employees for cause; and to otherwise maintain orderly, effective, and efficient operations.

- (k) The right to determine whether and where an emergency exists and the right to take immediate and unilateral actions as the County deems necessary in an emergency.
- (l) The right to restrict the activities of employee organizations on County property and/or County time.
- (m) The right to take all steps to carry out or protect any County service, operation, function, equipment, facility, or employee or member of the public during any work stoppage, strike, work slowdown, or other job action against the County by its employees, or during any emergency.
- (n) The right to determine, and/or change, productivity, performance, programs, and standards, including, but in no way limited to, the quality and quantity of work to be performed by employees.

This Article neither establishes nor grants any rights or benefits to the Union or employees covered by this Agreement, and the County shall be free to exercise its rights under this provision without negotiation with or challenge from the Union or employees except where it can be demonstrated that such exercise is contrary to a specific limitation placed upon the County in this MOU.

The County's failure to exercise any management right reserved to it or the exercise of any such management right in a particular manner, shall not be considered a waiver of the County's ability to exercise such management rights.

## DEFERRED COMPENSATION

### Section 1 – Participation

All bargaining unit employees shall be eligible to participate in the County's 457(b) Deferred Compensation Plan.

### Section 2 – Salary Deferral Enrollment

All employees in the Unit shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plans, subject to all legal requirements and constraints. Prior to the first salary deferral deduction, employees shall be provided a 30-day period during which the employee may decline in writing to be enrolled and no salary deferral deduction shall be taken. Thereafter, after being enrolled into the County's 457 Deferred Compensation Plan employees may withdraw at any time.

The Human Resources Employee Benefits and Services Division shall establish the forms and guidelines for the salary deferral declination of enrollment and administer the deduction according to the applicable Plan Document(s) and/or Human Resources Benefits procedures.

### Section 3 – County Matching Contribution

Effective the pay period following board approval, employees who have completed one (1) year of continuous service in a regular position shall be eligible to receive a County match contribution not to exceed one percent (1%) of the employee's biweekly base salary. For example, an employee who contributes \$10.00 per pay period shall receive a County contribution of \$10.00 per pay period, provided that \$10.00 does not exceed one percent (1%) of the employee's base bi-weekly salary.

County contributions to the Plan will be deposited in the County's 401(a) Defined Contribution Plan and shall not be considered earnable compensation.



## DEFINITIONS

Listed below are definitions of terms commonly used in this Agreement.

Appointing Authority – Refers to the department head of the employee’s department. It includes any person who is designated as acting department head, employees acting for the department head during absence, and/or employees delegated all authority to act on behalf of the appointing authority on a regular basis.

Base Rate of Pay or Base Hourly Rate – Refers to the employee’s base hourly wage, excluding differentials and other pay above the base hourly wage (See Appendix C).

Base Bi-weekly Salary – Refers to the employee’s base hourly rate, excluding any differentials or other pay above the base hourly rate multiplied by the base hours paid (e.g., REG, SCK, VAC, etc.) each pay period.

Calendar Year - Refers to pay period 1 through 26 consecutively (or 27 when applicable).

County Service or Continuous Service – Refers to the total length of service from an employee’s beginning (hire) date in a regular position with no separation from County employment.

Date of Hire or Hire Date – Refers to the effective date of the most recent date of hire in a regular position.

Director of Human Resources – Refers to the incumbent in the Director of Human Resources’ position. It also includes any person who has been designated as acting Director of Human Resources, employees acting for the Director during absence, and/or employees delegated authority approval on a regular basis by the Director of Human Resources.

Fiscal Year – Ordinarily refers to pay period 15 of one year through pay period 14 of the following year.

Paid Hours – Shall mean hours actually worked or the use of accrued leave time such as vacation, sick, holiday, or compensatory time. It does not include unpaid hours or disability payments such as Short Term Disability or workers compensation.

Paid Status – Refers to any pay period in which an employee codes paid hours.

Regular Position – Refers to a position authorized by the Board of Supervisors, that may be budgeted at either full-time or part-time level, and may be in either the Classified or Unclassified Service. Regular positions do not include recurrent, extra-help, ordinance, contract and other contingent positions.

Regular Status – Refers to an employee’s status upon the completion of a required probationary period in a regular classified position in the employee’s current or prior position as applicable.

Service Date – Refers to the first day of the pay period in which the employee begins work.

Service Hours – Refers to paid hours in a regular County position from an employee’s most recent date of hire and during an employee’s regular tour of duty, up to 80 hours per pay period. Time without pay, disability payments, Medical Emergency Leave, and overtime hours do not count as service hours.

Working Days – Refers to the days that the County is normally open to conduct business, i.e., Monday through Friday, excluding County holidays.

## DEMOTIONS

A demotion is the appointment of an employee from an incumbent position to a position in a different classification for which the maximum rate of pay is lower.

A promoted employee who returns to their former classification during the probationary period shall be placed on the same step within the base salary range for the former classification that the employee was on at time of promotion. No credit shall be granted for hours worked at the promoted level for the purposes of their next step advance due date.

A probationary employee who voluntarily demotes to a different classification from which the employee was promoted shall be placed on a step closest to, but no less than, their current base rate of pay on the salary range of the classification to which the employee demotes. However, if the salary rate is higher than the top step of the lower classification, the employee shall be placed at the top step of the base salary range of the lower classification.

An employee with regular status who voluntarily demotes to a lower classification shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demotes. However, if the salary rate is higher than the top step of the lower classification, the employee shall be placed at the top step of the base salary range of the lower classification.

An employee who demotes to a trainee classification for which the journey level classification is higher than the classification they demoted from, shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demoted. Employees whose current base rate of pay exceeds the top of the salary range to which the employee demoted shall be placed on the "X" step and retain their current base rate of pay. Provided that the "X" step continues to be above the top step of the demoted classification range, the employee shall receive no future salary rate increases until the employee has promoted to the journey level classification.

An employee who demotes to a trainee classification for which the journey level classification is lower than the classification they demoted from shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demoted, provided that the salary rate does not exceed the top step of the journey level classification. However, if the salary rate is higher than the top step of the journey level classification, the employee shall be placed at the top step of the base salary range of the lower journey level classification.

An employee whose position is downgraded as a result of a classification study shall be retained at the same salary rate, provided that the salary rate does not exceed the top step of the new lower classification. If the salary rate is higher than the top step of the new lower classification, the employee shall be placed at the top step of the base salary range of the new lower classification.

An employee demoted for disciplinary reasons shall be placed on the step within the base salary range of the class to which demoted as provided in the Order of Demotion.

If the employee held prior regular status in the demoted to classification, the employee shall resume said status. If the employee did not have prior regular status in the classification, the employee shall be required to serve a probationary period, unless waived by the Director of Human Resources. When considering whether to waive the probationary period the Director of Human Resources will take into consideration many factors, including whether the classification the employee is demoting from has the same duties that classification the employee is demoting to but is distinguished by higher level complexities (e.g., Laboratory Technologist III to Laboratory Technologist II).

## DEPENDENT CARE ASSISTANCE PLAN AND FLEXIBLE SPENDING ACCOUNT

The purpose of this Section 125 Dependent Care Assistance Plan (DCAP) and Section 125 Medical Expense Reimbursement Flexible Spending Account (FSA) is to permit eligible employees to make an election to pay for qualifying medical care and/or dependent care expenses in accordance with the Internal Revenue Code (IRC) and regulations issued pursuant thereto. DCAP and FSA shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law.

DCAP and FSA will be administered by the County Human Resources Department, Employee Benefits and Services, consistent with said IRC Sections and the County's Plan Documents.

- (a) To be eligible for these benefits, an employee must be in a regular position.
- (b) Enrollment in each Plan is required every Plan year and is limited to the annual open enrollment period or no later than sixty (60) days following the date of becoming eligible due to a mid-year Change in Status event.
- (c) Eligible employees may contribute on a pre-tax basis, to the DCAP and/or FSA, each bi-weekly pay period, an amount not to exceed the established annual maximum pursuant to the IRC. An employee election to participate in the Plan(s) shall be irrevocable for the remainder of the Plan year. Once a salary reduction has begun, in no event will changes to elections or discontinuation of contributions be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and the County's Plan Documents.

Employees who select the County-sponsored Blue Shield Access + HMO Plan, the Kaiser Choice HMO Plan and elect to enroll in the FSA shall be eligible for up to a \$10.00 per pay period match to the FSA to be credited on a quarterly basis.

- (d) Any unused amounts remaining in an employee's account at the end of the Plan year must be forfeited except as permitted by the IRC and the County's Plan Documents. The County will use any forfeited amounts to help defray the Plan's administrative expenses.

## DIFFERENTIALS

### Section 1 – Bilingual Compensation

Employees in positions designated by the appointing authority which require employees as a condition of employment to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such translation. Employees in such positions must be certified as competent in translation skills by Human Resources to be eligible for compensation. There are three (3) levels of competency certification solely determined and administered by Human Resources: Level 1 - verbal skill level: the use of English and a second language in verbal contexts which may require interpretation of simple documents in the second language; Level 2 - written skill level: reading, writing and speaking English and a second language; and Level 3 - technical skill level: reading, writing and speaking English and a second language using medical or legal terminology. Compensation per pay period shall be effective as follows: verbal skill level at fifty dollars (\$50.00) per pay period, written skill level at fifty-five dollars (\$55.00) per pay period, and technical skill level at sixty dollars (\$60.00) per pay period.

### Section 2 – Clinical Therapists Detention Facilities Differential

Clinical Therapists regularly assigned to detention facilities shall be paid a differential of one dollar (\$1.00) per hour over and above their base hourly rate for all hours actually worked, not to exceed eighty (80) hours per pay period.

### Section 3 – Inpatient Assignment Compensation

Employees in the following classifications with a continuous, full-time assignment for work in the Behavioral Health Inpatient Unit of Arrowhead Regional Medical Center shall receive inpatient assignment compensation:

- Clinical Therapist Pre-licensed Trainee
- Clinical Therapist Pre-licensed
- Clinical Therapist I
- Clinical Therapist II
- Psychologist I - Pre-licensed
- Psychologist I
- Psychologist II
- Occupational Therapist I
- Occupational Therapist II
- Lead Occupational Therapist

The appointing authority shall designate those positions eligible to receive inpatient assignment compensation of one dollar and twenty-five cents (\$1.25 per hour over and above their base hourly rate for all hours actually worked, not to exceed (80) hours per pay period.

### Section 4 – Laboratory Technologist Night Standby Duty Pay

The following rates of pay and working conditions have been established for the Laboratory Technologists on night standby duty.

- (a) The hours included on night standby duty shall be from 11:30 p.m. to 7:30 a.m., seven (7) days each week.
- (b) The first Laboratory Technologist must be in residence at the Arrowhead Regional Medical Center, in a room assigned to the Laboratory, during the hours of standby duty. This Laboratory Technologist shall be paid ten dollars (\$10.00) per call.
- (c) A second Laboratory Technologist may be designated for night standby duty at the Technologist's normal place of residence. This second Laboratory Technologist shall be paid sixteen dollars (\$16.00) for standby duty, if not called. If called, this Laboratory Technologist shall be paid thirty-two dollars (\$32.00) which shall include the first call and ten dollars (\$10.00) for each subsequent call.
- (d) The provisions for night standby duty pay shall not apply to any Laboratory Technologist assigned to work the 11:30 p.m. to 7:30 a.m. shift.

Classifications eligible for this provision shall include: Laboratory Technologist I, Laboratory Technologist II, and Laboratory Technologist III.

### Section 5 – Shift Differentials

Unless otherwise provided in the Memorandum of Understanding, shift differential compensation shall not be included in the base rate of pay when computing overtime, or call-back pay. Such differential will be included in computing overtime for employees who are not exempt under the Fair Labor Standards Act.

Employees shall be eligible to receive shift differential compensation when the majority of hours worked are covered by a shift differential. Where the hours worked overlap more than one shift differential, the employee will receive the applicable shift differential based on the majority of shift worked, for the total number of hours worked during that shift.

Overtime worked is in addition to an employee's assigned schedule and is compensated separately in accordance with the overtime provisions of this Memorandum of Understanding.

(a) Evening and Night Shift Differentials

The purpose of this provision to compensate employees, who are required as part of their assigned schedule to work evening or night shifts, over and above the established base rates of pay when working the evening or night shift. Employees assigned to a continuous or rotating evening or night shift schedule shall be eligible for shift differential compensation. Further, employees who provide relief work for other employees assigned to continuous or rotating evening or night shift schedule shall receive shift differential compensation for all hours actually worked while providing relief work, provided that the majority of hours worked are covered by this shift differential, with prior approval of the appointing authority.

- (1) Evening Shift – Employees who work an assigned shift where the majority of hours, including mealtime and at least four (4) hours, are worked between 6:00 p.m. and 12:00 a.m. (midnight), shall receive one dollar and thirty-five cents (\$1.35) per hour over and above their base hourly rate.
- (2) Night Shift – Employees who work an assigned shift where the majority of hours, including mealtime and at least four (4) hours, are worked between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive one dollar and eighty-five cents (\$1.85) per hour over and above their base hourly rate.
- (3) As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work from 12:30 p.m. to 10:00 p.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30 minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.
- (4) When hours worked overlap more than one shift differential, employees shall receive the applicable shift differential based on the majority of shift worked, for the total number of hours during that shift. For example, an employee is assigned to work from 8:00 p.m. to 5:30 a.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 5.5 hours less the 30 minute meal period) are worked during the period of time covered by the Night Shift differential, the employee would receive the Night Shift differential (i.e., REG3) for all hours during that shift (i.e., 9 hours).
- (5) Employees who are assigned to a continuous evening or night shift shall receive such differential in addition to base pay when computing paid leave compensation.
- (6) Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

(b) Child Abuse Hotline Weekend Day Shift Differential

Employees in the Child Abuse Hotline (CAHL), Department of Children’s Services, who work on a weekend day as part of their assigned schedule, shall receive a weekend day shift differential of one dollar and fifty cents (\$1.50) per hour over and above their base hourly rate for all hours actually worked during that shift.

“Weekend day” for purposes of this provision is Saturday and Sunday between 8:00 a.m. and 6:00 p.m. The purpose of this provision is to provide a differential for “weekend day” hours that are not covered by another shift differential. In no event shall an employee receive the Weekend Day Shift differential and another shift differential for the same shift.

As provided above, employees shall receive the applicable shift differential amount based on the majority of shift worked, for the total number of hours worked during that shift. For example, an employee is assigned to

work Saturday from 11:30 a.m. to 10:00 p.m. (i.e., a 10 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 6.5 hours less the 30 minute meal period) are worked during the period of time covered by the Weekend Day Shift differential, the employee would receive the Weekend Day Shift differential (i.e., CAHL) for all hours actually worked during that shift (i.e., 10 hours).

(c) Medical Support Shift Differentials

- (1) Employees designated in this paragraph assigned to hospital, mental, or correctional institutions who work an assigned shift where the majority of hours, including meal time and at least four (4) hours, are worked between 6:00 p.m. and 12:00 a.m. (midnight), shall receive two dollars (\$2.00) per hour over and above their base hourly rate.
- (2) Those eligible employees who work an assigned shift, where the majority of hours, including meal time, and at least four (4) hours, are worked between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive three dollars and thirty five cents (\$3.35) per hour over and above their base hourly rate.
- (3) Employees in the following classifications shall be eligible for this differential:

Clinical Therapist I, II, and Pre-licensed  
 Psychologist I, Psychologist II, and Pre-licensed  
 Dietitian  
 Lead Dietitian  
 Laboratory Technologist I, II, and III  
 Respiratory Care Practitioner III

As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work from 12:30 p.m. to 10:00 p.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30 minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

- (4) When hours worked overlap more than one shift differential, employees shall receive the applicable shift differential based on the majority of shift worked, for the total number of hours during that shift. For example, an employee is assigned to work from 7:00 p.m. to 3:30 a.m. (i.e., an 8 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 4.5 hours less the 30 minute meal period) are worked during the period of time covered by the Evening Shift differential, the employee would receive the Evening Shift differential (i.e., REG2) for all hours during that shift (i.e., 8 hours).
- (5) Employees who are assigned to a continuous evening or night shift shall receive such differential in addition to base pay when computing paid leave compensation.
- (6) Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

(d) Medical Support Weekend Differential

Employees designated in this paragraph assigned to hospital, mental, or correctional institutions, who work on a scheduled weekend day off, shall be paid an additional three dollars (\$3.00) per hour over and above their base hourly rate for all hours actually worked. "Weekend" for purposes of this provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend that the

employee was regularly scheduled to work. Employees in the following classifications shall be eligible for this differential:

Clinical Therapist I, II, and Pre-licensed  
Psychologist I, Psychologist II, and Pre-licensed  
Dietitian  
Lead Dietician  
Laboratory Technologist I, II, and III

Employees who receive this differential are not eligible to receive other shift differentials (e.g., Evening and Night Shift differentials) for hours worked during the weekend shift.

(e) After Hours Response Center Shift Differential

- (1) The purpose of this provision is to compensate employees, who are required as part of their assigned schedule to work evening or night shifts in the After Hours Response Center (ARC), over and above the established base rates of pay when working the evening or night shift in the ARC. Further, employees who provide relief work for other employees assigned to continuous or rotating evening or night shift schedule shall receive shift differential compensation for all hours actually worked while providing relief work, provided that the majority of hours worked are covered by this shift differential, with prior approval of the appointing authority.
- (2) ARC Evening Shift – The established evening shifts are as follows: Monday through Thursday 2:00 p.m. to 12:30 a.m.; Friday 11:00 a.m. to 11:00 p.m.; and Saturday and Sunday 10:00 a.m. to 10:00 p.m. Employees who work an assigned evening shift where the majority of hours, including mealtime and at least four (4) hours, are worked between an established evening shift, shall receive one dollar and thirty-five cents (\$1.35) per hour over and above their base hourly rate.
- (3) ARC Night Shift - The established night shifts are as follows: Monday through Thursday 10:00 p.m. to 8:30 a.m.; Friday through Sunday 10:00 p.m. to 10:00 a.m. Employees who work an assigned night shift where the majority of hours, including mealtime and at least four (4) hours, are worked between an established night shift, shall receive one dollar and eighty-five cents (\$1.85) per hour over and above their base hourly rate.
- (4) As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work Thursday from 8:00 a.m. to 5:30 p.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30 minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.
- (5) In no event shall an employee receive the After Hours Response Center Differential and another shift differential for the same hours.

(f) After Hours Children Awaiting Placement Night Shift Differential

- (1) The purpose of this provision is to compensate employees, who are assigned to work night shifts for the purposes of supervising children who are awaiting placement, over and above the established base rates of pay when working such night shift.
  - (i) After Hours Children Awaiting Placement Night Shift – Night Shift for the purposes of this differential is from the hours of 6:00 p.m. to 6:00 a.m. Employees who work an assigned night shift where the majority of hours, including mealtime and at least four (4) hours, are worked between the established night shift for the After Hours Children Awaiting Placement Differential, shall receive one dollar and

eighty-five cents (\$1.85) per hour over and above their base hourly rate.

- (ii) As provided above, employees shall be eligible to receive this shift differential compensation only when the majority of hours worked are covered by this shift differential. For example, an employee is assigned to work Thursday from 2:00 p.m. to 8:00 p.m. (i.e., a 6-hour shift). Since the majority of hours worked (i.e., 4 hours) are not covered by this shift differential, the employee is not eligible to receive this shift differential compensation.
- (iii) In no event shall an employee receive the After Hours Children Awaiting Placement Night Shift and another shift differential for the same hours.

**Section 6 – Longevity Pay Differential**

The County established a Longevity Pay Differential above the base rate of pay, as indicated below. Total completed service shall be based on total hours of completed continuous service with the County; provided however, that employees in Unit on July 12, 2016 who had previously separated County service for 180 days or less but who have completed a total of at least fifteen (15) or more years of combined service as of December 10, 2016 shall be eligible to receive the differential.

The Longevity Pay Differential shall not be considered when determining the appropriate rate of pay for a promotion or demotion.

| TOTAL COMPLETED SERVICE                     | COMPENSATION |
|---|--------------|
| 20,800 Continuous Service Hours<br>10 years | 1.0%         |
| 31,200 Continuous Service Hours<br>15 years | 3.00%        |

For purposes of the longevity pay differential only, a year of completed County service is defined as 2,080 service hours with the County.

**Section 7 – Board Certified Psychiatrist Differential**

The County established a differential for Psychiatrists who are certified as a Diplomate by the American Board of Psychiatry and Neurology. Psychiatrists in the Unit who are certified as a Diplomate by the American Board of Psychiatry and Neurology shall receive a five percent (5.00%) differential above the employee’s base rate of pay. The differential shall be paid for all hours actually worked up to eighty (80) hours per pay period.

**Section 8 – Psychiatrist Detention Center Differential**

Psychiatrists regularly assigned to work in a designated Correctional Mental Health Services facility are eligible to receive an assignment differential of five dollars (\$5.00) per hour for all hours actually worked while assigned this duty.

**Section 9 – Community Crisis Response Team (CCRT)**

Employees in the classifications of Clinical Therapist I Pre-License Trainee, Clinical Therapist I Pre-License, Clinical Therapist I, and Clinical Therapist II who are regularly assigned to the Community Crisis Response Team (i.e., the usual assignment where the employee performs their work duties) shall receive a differential of two and fifty cents dollars (\$2.50) per hour over and above their base hourly rate for all hours actually worked, up to their standard hours per pay period.



**Section 10 – EPIC Lead Differential**

The County established a 4% EPIC Lead Differential for EPIC Clinical Analyst II who is assigned as an EPIC Lead. The differential shall be paid for all hours actually worked while performing as the assigned EPIC Lead, up to the employee's standard hours per pay period.

**Section 11 – Preceptor Pay**

Regular employees in the classifications of Licensed Clinical Therapist I/II and Licensed Psychologist I/II who are assigned to the Department of Behavioral Health, who are assigned to perform as a preceptor shall receive additional compensation of one dollar (\$1.00) per hour above their base hourly rate. The additional compensation shall only apply for hours actually worked in the preceptor assignment in which the employee precepts pre-licensed employees in the same classification.

An employee shall be paid Preceptor Pay for the period of time determined by the County for precepting duties as part of a formalized preceptor program. The employee will not be eligible for Preceptor Pay to work with or orient newly hired or current employees in different classifications.

**DIRECT DEPOSIT (ELECTRONIC FUND TRANSFER)**

All employees must make and maintain arrangements for the direct deposit of paychecks and expense reimbursements into the financial institution of their choice via electronic fund transfer. Employees who do not attempt to make such arrangements by the end of the 4th pay period after their date of hire shall be subject to disciplinary action, including termination.

In cases where an employee is unable to make arrangements for electronic fund transfer, the County, at its discretion, may allow an exception to this Article. If an exception is granted, such employees shall receive paychecks and/or expense reimbursements via pay card. Any exceptions granted may be reviewed periodically for continuation, subject to the approval of the County.

**DISASTER SERVICE WORKERS AND ASSIGNMENTS DURING EMERGENCIES****Section 1 – Disasters**

All employees covered by this Agreement are public employees, and, as such, are to serve as disaster service workers subject to such service activities as may be assigned to them by their superiors or by law, pursuant to Government Code Section 3100 et seq.

**Section 2 – Emergencies**

In cases of emergency, management shall have the right to make temporary assignments to different or additional locations, shifts, or work duties for the purpose of meeting such emergency. However, an emergency assignment shall not extend beyond the period of such emergency. Emergencies shall be defined as an unforeseen combination of circumstances beyond the control of the County which call for immediate action, to include such things as acts of God or situations which threaten to impair operations materially.

**DISPUTE RESOLUTION**

The County or SEIU, prior to filing a lawsuit, an unfair labor practice, or any action involving an administrative or judicial body (other than the Civil Service Commission or the Equal Employment Opportunity Commission) shall initiate a meeting with the other party to attempt to resolve the matter in question with the intent of reaching a mutually acceptable solution.

## DUAL APPOINTMENTS

The appointment of two (2) full-time employees to the same budgeted regular position may be authorized by the Director of Human Resources to facilitate training, to make assignments to a position which is vacant due to extended authorized leave of absence, or in an emergency. The most recently hired dual appointee shall enjoy all of the benefits of regular employees except regular status, unless the most recently appointed dual appointee has regular status in the classification. The most recently appointed employee shall be notified in writing by the appointing authority of the benefits to which that employee is entitled. Upon return of the initial appointee or completion of the training period or emergency, the following procedure shall apply. If the most recently appointed dual appointee has regular status in the same classification, they shall be placed in a vacant position in the same classification in the department. If no position is available, the employee shall be laid off; provided, however, that the initial appointee shall be excluded from the order of layoff. If the most recently appointed dual appointee does not have regular status in the classification, they may be appointed to a vacant position in the same classification in the department, however, they shall be required to serve a probationary period unless waived by the Director of Human Resources. If the most recently appointed dual appointee held prior regular status in a lower classification immediately preceding the dual appointment, they shall have the right to return to the former classification and department. If they has not held prior regular status in a lower level classification, they shall be terminated.

## DEDUCTIONS & INDEMNIFICATION

### (a) Deductions

The County will honor and rely on employee authorizations for deductions as required by provisions of the Government Code. The authorizations will be maintained by the SEIU Local 721.

Employee requests to cancel membership dues deductions shall be directed to SEIU Local 721, not the County.

Each pay period, the Employer shall send to the Union a list of all employees in the bargaining unit including: each employee's first name, middle initial, last name; employee identification number; residential address; work and personal email address (if available); work phone number (if available); personal cell phone (if available); employee hire date; employee job classification; employment status (ex: active, on leave of absence, etc.); work status (ex: full time, part time, hourly, seasonal, etc.); base salary earned per pay period; hourly rate; salary step; department code; department name; and total hours worked in the pay period. This information shall be sent in Excel format to [dues@seiu721.org](mailto:dues@seiu721.org) within seven (7) business days of each payday.

Each pay period, the Union shall provide the employer with an "authorized deduction report" which includes bargaining unit members who have authorized the deduction of Union dues and other deductions and the deduction amounts.

The Employer shall make the dues and other applicable deductions from the employees' paychecks and remit such itemized deductions to the Union via Electronic Funds Transfer (EFT) within seven (7) business days of each payday. The Employer shall also provide the breakdown of each amount remitted (i.e. Dues, Supplementary Benefits, etc.) in Excel format to [dues@seiu721.org](mailto:dues@seiu721.org) within seven (7) business days of each payday.

SEIU shall keep adequate itemized records or financial transactions and expenditures as required by applicable law.

### (b) Indemnification

SEIU shall defend, indemnify and hold harmless the County of San Bernardino and its officers and employees from any claim, loss, liability, cause of action or administrative proceeding arising out of the operation of this Article. SEIU shall pay all sums awarding damages or costs pursuant to a compromise or settlement between the parties, or a final order or judgement by a Court of competent jurisdiction.

## EQUITY

- (a) The County shall provide equity adjustments to the following classifications effective the pay period following board approval. The following classifications will be placed at range that is approximately:

| Job Code | Classification                        | Approx % Increase | Range |
|----------|---------------------------------------|-------------------|-------|
| 03570    | Cytotechnologist                      | 5.0%              | 61A   |
| 04221    | Lead Dietitian                        | 2.5%              | 56    |
| 05146    | Environmental Health Spec Trainee     | 2.5%              | 48T   |
| 05147    | Environmental Health Spec I           | 2.5%              | 56T   |
| 12020    | Clinical Laboratory Scientist I       | 5.0%              | 65T   |
| 12021    | Clinical Laboratory Scientist II      | 5.0%              | 67CE  |
| 12022    | Clinical Laboratory Scientist III     | 5.0%              | 70    |
| 12026    | Per Diem – Clinical Lab Scientist     | 5.0%              | -     |
| 13127    | Psychologist, Pre-Licensed            | 5.0%              | 59T   |
| 13128    | Psychologist I                        | 2.5%              | 63E   |
| 13129    | Psychologist II                       | 2.5%              | 65E   |
| 13131    | Clinical Therapist I                  | 1.25%             | 58    |
| 13132    | Clinical Therapist Pre-License        | 5.0%              | 53T   |
| 13133    | Clinical Therapist II                 | 1.25%             | 60    |
| 13268    | Multimedia Coordinator                | 5.0%              | 47    |
| 13272    | Multimedia Production Specialist II   | 1.25%             | 51A   |
| 15005    | Occupational Therapist I              | 5.0%              | 62    |
| 16145    | Physical Therapist I                  | 5.0%              | 62    |
| 16196    | Pre Registered Occupational Therapist | 2.5%              | 44    |
| 16362    | Public Health Epidemiologist          | 5.0%              | 58    |
| 16368    | Public Health Microbiologist 1        | 5.0%              | 53T   |
| 16369    | Public Health Microbiologist 2        | 2.5%              | 57    |
| 16371    | Public Health Microbiologist 3        | 2.5%              | 61    |
| 16397    | Per Diem - Occupational Therapist I   | 5.0%              | -     |
| 16398    | Per Diem - Occupational Therapist II  | 5.0%              | -     |
| 16399    | Per Diem - Clinical Therapist I       | 5.0%              | -     |
| 16400    | Per Diem - Clinical Therapist II      | 5.0%              | -     |
| 16404    | Per Diem - Dietitian                  | 5.0%              | -     |
| 16405    | Public Health Veterinarian            | 2.5%              | 78A   |
| 16412    | Per Diem - Physical Therapist I       | 5.0%              | -     |
| 16413    | Per Diem - Physical Therapist II      | 5.0%              | -     |
| 16414    | Per Diem - Speech Therapist           | 5.0%              | -     |
| 18121    | Respiratory Care Practitioner 3       | 2.5%              | 55E   |
| 19290    | Occupational Therapist II             | 3.25%             | 66    |
| 19291    | Lead Occupational Therapist           | 1.25%             | 66AAE |
| 19292    | Lead Speech Therapist                 | 5.0%              | 67    |
| 19300    | Physical Therapist II                 | 3.25%             | 66    |
| 20003    | Telecommunications Engineer II        | 2.5%              | 59E   |
| 20024    | Speech Therapist                      | 2.5%              | 66CE  |

(b) The County shall provide equity adjustments to the following classifications effective August 9, 2025:

| Job Code | Classification                      | Approx % Increase | Range |
|----------|-------------------------------------|-------------------|-------|
| 03570    | Cytotechnologist                    | 5.0%              | 63A   |
| 13127    | Psychologist, Pre-Licensed          | 5.0%              | 61T   |
| 13132    | Clinical Therapist Pre-License      | 5.0%              | 55T   |
| 13268    | Multimedia Coordinator              | 5.0%              | 49    |
| 15005    | Occupational Therapist I            | 5.0%              | 64    |
| 16145    | Physical Therapist I                | 5.0%              | 64    |
| 16362    | Public Health Epidemiologist        | 2.5%              | 59    |
| 16397    | Per Diem - Occupational Therapist I | 5.0%              | -     |
| 16404    | Per Diem - Dietitian                | 3.75%             | -     |
| 16412    | Per Diem - Physical Therapist I     | 5.0%              | -     |
| 16414    | Per Diem - Speech Therapist         | 5.0%              | -     |
| 19292    | Lead Speech Therapist               | 5.0%              | 69    |

## EXTRA-HELP/RECURRENT EMPLOYEES

The County shall provide the Union, upon its request, a report each quarter of the department, employee name and total hours worked during the year of employees working in an extra-help capacity in SEIU-represented classifications.

## FITNESS FOR DUTY

The parties agree that physical and mental fitness of County employees are reasonable requirements to perform the duties of the job and instill public confidence. Recognizing these important factors, the parties agree that during the term of this Agreement the County, with clearly articulated reasons, may require medical and psychological assessments of employees provided the County pays and provides time off without loss of pay for such assessments. All such assessments shall be done by appropriately qualified health care professionals. Any remedial or treatment action shall be the full responsibility of the employee, except as otherwise provided by law.

## FULL UNDERSTANDING, MODIFICATION AND WAIVER

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the full right and adequate opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, and that the understandings arrived at after the exercise of that right are set forth in this Agreement. The express provisions of this Agreement for its duration therefore constitute the complete and total contract between the County and SEIU with respect to wages, hours, and other terms and conditions of employment. Any prior or existing agreement between the parties, whether formal or informal, regarding any such matters are hereby superseded and terminated in their entirety. Therefore the County and SEIU for the life of this Agreement, each voluntarily waives the right to meet and confer in good faith with respect to any subject or matter covered in this Agreement.

This Article shall not act as a waiver of any reserved or customary management rights or act as a waiver of SEIU's right to bargain the impact of the County's exercise of its exclusive management's rights if legally required to do so. The County's failure to exercise any management rights, shall not be considered a waiver of the County's ability to exercise such reserved and/or customary management rights. The waiver of any breach, term, or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of such terms or conditions.

## GRIEVANCE/ARBITRATION PROCEDURE

### Section 1 – Purpose

The County and SEIU fully realize the importance of a viable Grievance Procedure to aid in the resolution of disputes among employees, supervisors, and management. It is recognized that conditions may arise which can create employee dissatisfaction, and that to maintain high employee morale and harmonious relations, an orderly method of processing grievances is necessary. This Grievance Procedure is intended to establish a systematic means for obtaining answers and decisions regarding employee complaints. This procedure is not intended to be used to effect changes in the terms of this Agreement or those matters not covered by this Agreement. The Board of Supervisors and SEIU have pledged that their representatives at all levels will extend active, aggressive and continuing efforts to secure prompt disposition of grievances. The initiation of a grievance in good faith by an employee shall not cause any adverse reflection on the employee's standing with immediate supervisors or loyalty as a County employee.

### Section 2 – Definition of a Grievance

A grievance is a disagreement between County management and an employee, group of employees, or SEIU concerning the interpretation, application, or alleged violation of a specific Article(s) of this Agreement. SEIU may not independently submit or process a formal grievance, unless it alleges that at least one (1) employee within the Unit has suffered detriment as a result of the aggrieved contract provision. Group grievances are defined as, and limited to, those grievances that allege more than one (1) employee suffered harm under similar fact and circumstances within the grievance filing period. Group grievances shall name all harmed employees and/or classifications and identify the departments and/or work locations of such employees. Where a group grievance is filed, one (1) employee in the group shall be selected by SEIU Local 721 to process the grievance. However, all members of the grievance class shall have the opportunity to submit information relative to their individual circumstances, including written/oral testimonies, statements, and/or affidavits. A grievant shall be entitled to SEIU 721 representation at any step under this Grievance Procedure.

### Section 3 – Jurisdiction

The Director of Human Resources or designee, in consultation with the County Labor Relations Chief, shall have the sole authority within the County structure to provide the official management interpretation or application to any and all provisions of this Agreement. The arbitrator has the final authority within the County structure to adjudicate all grievances, as defined or otherwise provided herein. The arbitrator holds no jurisdiction over a grievance where the remedy has been granted.

### Section 4 – Exclusions

In accordance with the applicable eligibility requirements of the Personnel Rules, any covered dispute which may arise between parties involving the application, meaning, or interpretation of the Personnel Rules shall be settled by the Civil Service Commission in accordance with the appropriate appeal procedure established in the Personnel Rules except as modified by the parties in this Agreement via Section 11 of this Article. All matters are excluded from this procedure which deal with the County Management Rights Article; Non-Discrimination Article (this does not preclude an employee from filing a discrimination claim in the appropriate forum (e.g., County EEO office, EEOC, DFEH etc.)); federal or state statutes, rules or regulations; or County Charter.

The appeal processes for which the Civil Service Commission has jurisdiction, and the Memoranda of Understanding grievance/arbitration procedure are mutually exclusive remedy bodies. Accordingly, there shall be no double or multiple requests or appeals for a same case/same set of circumstances where a grievance has already been filed. If any of the provisions of the Personnel Rules are in conflict with the provisions of this Agreement, this Agreement shall be controlling.

**Section 5 – Representation**

Aggrieved employee(s) may represent themselves, or may be represented by an authorized SEIU employee representative, or by a SEIU Labor Relations Representative. This representation may commence at any step in the Grievance Procedure. A representative of Human Resources may be in attendance at any step in the Grievance Procedure. The County agrees within reasonable limits to compensate the aggrieved employee(s) for time spent during their regularly scheduled hours in the handling of real and prospective grievances.

Service Employees International Union, CTW, CLC, Local 721 shall be the sole, exclusive and fair representative of all County employees represented by the Union in this Agreement and in all adjudicatory proceedings between the County and represented employees. SEIU shall have the sole responsibility as to which matters are adjudicated on behalf of those represented employees and the cost of the same for employees not members of SEIU. The only exception to the sole, exclusive and fair representation by SEIU is the instance of disciplinary action and its proceedings which are governed by Rule 10 and Rule 11 of the Personnel Rules where such representation must be declined in writing by the employee(s) and where the employee may represent himself or herself as well as utilize external representation. Said written employee request for self-representation shall be submitted to both the County and SEIU. The employee shall sign a waiver and release to be provided by SEIU if the employee elects to exercise their right of self-representation.

**Section 6 – Consolidation of Grievances**

In order to avoid the necessity of processing numerous similar grievances at one time, similar grievances shall be consolidated whenever possible.

**Section 7 – Time Limitations and Notification**

Time limitations are established to settle a grievance quickly. Time limits may be modified only by agreement of the parties. If at any step of this Grievance Procedure the grievant is dissatisfied with the decision rendered it shall be the grievant's responsibility to initiate the action which submits the grievance to the next level of review within the time limits specified. Failure to submit the grievance within the time limits imposed shall terminate the grievance process and the matter shall be considered resolved. For purposes of this Grievance Procedure, notification to a party may be given either personally, by U.S. mail, telephonically, by facsimile, or via E-mail.

The grievant shall promptly proceed to the next step if a reviewing official does not respond within the time limits specified. A grievance may be entertained or advanced to any step beyond Step 2, Employee Relations Division, if the parties jointly so agree. A copy (e.g., electronic copy, etc.,) of such agreements shall be submitted to the Employee Relations Division of Human Resources.

When notice is mailed to an employee, it shall be sent to the employee's current address of record. For the purpose of this procedure, notice by mail shall be deemed to have been completed on the fifth calendar day following deposit of notice with the United States Postal Service, unless the party can establish that notice was not actually received as a result of circumstances beyond the party's control.

**Section 8 – Steps in the Grievance Procedure**

The procedures outlined herein constitute the steps necessary to resolve an employee's grievance. The attempt of settlement of grievances filed on behalf of an individual employee(s) at the employee-supervisor level is required. However, with mutual written agreement of the parties steps in the grievance procedure can be bypassed. The grievance must be submitted in writing to the Employee Relations Division at Step 2 within fifteen (15) working days after the employee is aware, or reasonably should have become aware, of the conditions precipitating the grievance.

**Step 1 – Immediate Supervisor.** Initially the employee having a grievance shall on a personal face-to-face basis discuss the complaint with the immediate supervisor. At this step, it is the responsibility of the employee to inform the supervisor that they are initiating the grievance process. Within three (3) working days the immediate supervisor shall give the decision to the employee in writing. The grievant may elect to advance the grievance to the next step

if the immediate supervisor does not respond within the time limits specified.

Step 2 – Employee Relations Division. If a mutually acceptable solution has not been reached in Step 1, the grievant shall submit the grievance in writing on appropriate forms supplied by the Employee Relations Division which shall provide a detailed statement of the grievance, including dates, names, and places, applicable Agreement articles, and the specific remedy or action requested. The written grievance shall be filed with the Employee Relations Division within five (5) working days of oral notification of the immediate supervisor's decision. The Employee Relations Division shall make a determination of whether the grievance is a matter for which the Grievance Procedure is appropriate. In making such determination, the Employee Relations Division shall determine if: (1) the grievance has been filed in a timely manner; (2) the initial step has been followed; (3) if the grievance alleges that a specific Memorandum of Understanding article(s) has been misinterpreted, misapplied, or violated; and (4) The matter complained of in the grievance is covered by a specific provision of the MOU. The determination and notification to the grievant and SEIU will be made within five (5) working days of receipt of the grievance. SEIU may appeal this determination directly to an arbitrator in accordance with the provisions of this procedure within five (5) working days following notification by the Employee Relations Division and the sole issue before the Arbitrator shall be to determine the grievability of the grievance.

If objection is made to the procedural and/or substantive grievability of a grievance at this step or any other step of the grievance procedure, the parties may mutually agree to continue processing the grievance on the merits. However, it is expressly agreed that such objections to the procedural and/or substantive grievability of a grievance are preserved in any arbitration hearing and that no waiver will result from the subsequent processing and discussion of the grievance on the merits.

Step 3 – Division Level. If the grievance is accepted, or the parties agree to hold in abeyance any objections to the procedural and/or substantive grievability of the grievance, the grievant shall submit the written grievance to the division level within five (5) working days of notification of the Employee Relations Division's determination. The Division/Section Head shall meet with the grievant and thoroughly discuss the grievance. The Division/Section Head shall submit a written response to the grievant within ten (10) working days of meeting with the grievant.

Step 4 – Employee Relations Division. If a mutually acceptable solution has not been reached, SEIU or the grievant shall submit the written grievance to the Employee Relations Division within five (5) working days of the receipt of written response of the Division/Section Head.

Following a review of the grievance with the appointing authority, the Director of Human Resources or designee, in consultation with the County Labor Relations Chief, shall have full and final authority on behalf of the County to mutually resolve the grievance with the employee/employee's representative within ten (10) working days of receipt of meeting with the grievant. Such notification shall be rendered in writing to the grievant, SEIU and the appointing authority.

Step 5 – Pre-Arbitration Process. If a grievance has not been satisfactorily resolved at Step 4, a written appeal to arbitration must be filed with the Employee Relations Division by SEIU within ten (10) working days of notification of the decision by the Director of Human Resources or designee. Individual employees may not advance a grievance to arbitration. At the same time and upon mutual agreement of the parties, the grievance may advance to mediation in accordance with Section 10 of this Article, while concurrently seeking an arbitrator. The appeal must be presented on the aforementioned grievance form along with a copy of any pertinent documents.

Grievances shall only be advanced to arbitration by SEIU. The cost for hearing all grievances advanced to arbitration shall be split equally between the County Department of the grievant and SEIU, including any cancellation fee if both parties are mutually responsible, otherwise the party responsible shall pay the entire cancellation fee.

Pre-arbitration conferences are to be mandatory and no grievances shall be forwarded to the arbitration process without the same. Within twenty (20) working days of the approval to advance a grievance to arbitration, both parties are required to meet in such conference with the goal of resolving mutually identified grievance issues, and

if resolution is not attained, striking for arbitrators. However, within the twenty (20) working day period of the approval to advance a grievance to arbitration, either party may request an extension of up to an additional twenty (20) days, for up to a total of forty (40) working days from the approval to advance a grievance to arbitration, to hold the Pre-arbitration conference.

No less than twenty (20) days prior to the commencement of the first scheduled day of arbitration both parties shall meet to jointly or individually declare stipulations, identify witnesses and exchange exhibits that will be carried forward to the arbitration process, the intent being full disclosure by both sides prior to the arbitration process.

#### Step 6 – Arbitration

At the discretion of SEIU, grievances that occur during the term of this agreement that are not resolved at a prior step in the process can proceed to arbitration. The Employee Relations Division and SEIU shall select an arbitrator by mutual agreement from a mutually established list of seven (7) arbitrators. Where mutual agreement cannot be made, the arbitrator shall be determined following a striking process. The determination as to which party strikes first shall be based on a coin flip. If the last remaining person on the list is not available, the previously stricken person(s) shall be contacted in reverse order until one is available. The parties shall contact the arbitrator to establish a hearing date acceptable to both parties.

- (a) In reaching a decision and award the arbitrator shall limit himself to the allegations contained in the grievance presented in relation to the express provisions of the agreement alleged to have been violated. Further, the arbitrator shall have no authority to amend, change, add to, subtract from, or ignore any provisions of this Agreement. Lastly the arbitrator shall not substitute his judgment for that of the County on matters pertaining to the exercise of managerial discretion except where it can be shown by the grievant/SEIU that the County abused its discretion.
- (b) The decision of the arbitrator will be in writing and transmitted to the parties within thirty (30) calendar days after the close of the hearing. This decision may require an appointing authority or a subordinate to cease and desist from the action, which is the subject of the grievance. The arbitrator may also require the appointing authority to take whatever action is necessary, within the control of the appointing authority, to remedy the grievance or take other action to relieve the loss, if any, to the employee. Under no conditions can the arbitrator order relief that exceeds the relief requested by the grievant and shall be limited to making the grievant whole. In the event the arbitrator determines that monetary relief is an appropriate remedy, they shall limit any retroactive award, including interest, to a date that is no earlier than fifteen (15) working days from the date the grievance was filed.
- (c) The arbitrator's decision shall be transmitted to the Employee Relations Division and SEIU with a copy to the grievant.
- (d) All settlement discussions that occur during the course of the grievance procedure shall be treated as confidential and no publicity will be given.
- (e) The decision by the arbitrator shall be final and binding on all parties unless there is a financial impact of greater than ten thousand dollars (\$10,000), in which case it shall be subject to approval of the Board of Supervisors.
- (f) For a grievance decision with a financial impact of greater than ten thousand dollars (\$10,000), the Employee Relations Division will submit the grievance decision to the next practicable meeting of the Board of Supervisors. If the Board of Supervisors fails to act within thirty (30) days following receipt of formal notice of the decision of the arbitrator, it shall become final and binding. A copy of the decision shall be filed with the Employee Relations Division of Human Resources, SEIU and the grievant.



**Section 9 – Mediation**

Prior to Step 5 – Pre-Arbitration. The parties (Director of Human Resources or designee and SEIU) may by mutual agreement utilize mediation for grievances filed under the provisions of this Agreement. Additionally, prior to the Prehearing Conference provided for by the Personnel Rules, the parties (Director of Human Resources or designee and SEIU) may by mutual agreement utilize mediation for disciplinary appeals accepted for hearing under the Personnel Rules by the Civil Service Commission. The mediation process described in this Section may be invoked only by the two parties identified herein and is expressly an exception to the language contained in Section 5 of this Article.

The parameters of the mediation process, where mutual resolution of the grievance or disciplinary appeal is sought, are as follows:

- (a) The parties (Director of Human Resources or designee and SEIU) shall exchange in writing the agreement to refer a specific grievance or disciplinary appeal to mediation.
- (b) The grievant/appellant shall have the right to be present, represented by SEIU as the sole, exclusive bargaining agent.
- (c) The grievant/appellant shall have SEIU as the singular spokesperson and the County a representative from the Human Resources Employee Relations Division, with neither side allowed the presence of an attorney.
- (d) Any written material submitted to the mediator shall be returned to the party providing the material at the conclusion of the mediation meeting.
- (e) The mediation process shall be as follows:
  - (1) The mediation meeting shall be an informal process, limited to a one (1) hour presentation for each side, not restricted to the rules of evidence, no retention of a proceedings record.
  - (2) The mediator will meet jointly with the parties and separately, if necessary.
  - (3) The mediator has no authority to compel resolution of the matter mediated.
  - (4) The oral advisory opinion of the mediator shall be given at the conclusion of the meeting and the parties may opt to agree in writing to the opinion, reject the same mutually or singularly and proceed to the next step of the usual process, or remove the matter from the process by mutual agreement.
  - (5) The advisory opinion accepted in writing by the two parties does not constitute a precedent and is not admissible as evidence in any future process governed by this Agreement or Personnel Rules.

Where possible the parties shall utilize the mediation services provided by the California State Mediation and Conciliation Service. In the event that the mediation process would result in fees for service rendered by the State or by use of a private hearing officer, such costs shall be equally divided between the employee's department and SEIU.

The post-mediation process is restricted by the following:

- (1) No person serving in the capacity as a mediator may serve as the hearing officer/arbitrator for the same case should the same be forwarded to arbitration or a Personnel Rules disciplinary hearing.
- (2) No reference to a matter mediated may be utilized in a subsequent arbitration or hearing unless stated in writing at a step prior to the mediation. The penalty for violation of this understanding shall be forfeiture

of the hearing or appeal by the party violating the same.

This procedure may be modified by mutual agreement of both parties.

### **Section 10 – Disciplinary Hearings**

The parties agree that in the cases of “major discipline” (as defined in this Section) brought against an employee or employees represented by SEIU, the costs for disciplinary hearing to be conducted by a hearing officer per Section 11.3 of the Personnel Rules shall be shared equally between the County Department of the appellant(s) and SEIU when the appellant is represented by SEIU. Upon mutual agreement of the parties, a case involving major discipline may be heard by the Civil Service Commission.

For the purposes of this Section, “major discipline” includes termination, demotion, suspension of 30 or more calendar days, reduction in step equivalent in lost pay to a suspension of thirty (30) or more calendar days, or deduction of accrued leave equivalent to twenty (20) or more working days. For all other disciplinary cases, either party may request the use of a hearing officer with costs to be shared equally. If only one party elects the use of a hearing officer, the party requesting the hearing officer will pay all hearing costs. For all disciplinary cases heard by a hearing officer, the parties shall jointly select a hearing officer from the list of hearing officers approved by the Civil Service Commission and utilize the striking process when a mutual selection of a hearing officer cannot be reached.

The Civil Service Commission shall either accept or reject the hearing officer’s findings and recommendations in its entirety within thirty (30) days of receipt by the Commission. The only basis the Civil Service Commission can use to reject the hearing officer’s decision in its entirety, is for one or more of the following reasons:

- (a) The recommendation was procured by corruption, fraud, or other undue means.
- (b) There was corruption in the hearing officer.
- (c) The rights of a party were substantially prejudiced by the misconduct of the neutral hearing officer.
- (d) The hearing officer exceeded their powers on the matter submitted.
- (e) The rights of a party were substantially prejudiced by the refusal of the hearing officer to postpone the hearing upon sufficient cause being shown therefore, or by the refusal of the hearing officer to properly include or exclude evidence material to the controversy.

Should such be the case, the Commission must state in writing specific reason(s) for the decision (a, b, c, d or e) and subsequently conduct and complete a full and fair evidentiary hearing on the disciplinary appeal within thirty (30) days of rejecting the hearing officer’s findings and recommendations unless the hearing cannot for good cause be completed within thirty (30) days.

## **HOURS OF WORK**

The appointing authority shall establish work schedules, including determining the number of hours that comprises a scheduled shift and the number of hours in a pay period, for each position. The appointing authority may modify or change work schedules and the number of hours in a shift to meet the needs of service upon reasonable notice to the employee. Employees shall be required to work during such hours as necessary to carry out the duties of their position, as designated by the appointing authority, and such hours may be varied so long as the work requirements and efficient operations of the County are assured. Employees shall be present at the assigned work location and ready to begin work at the start of their shift. Employees may request established alternate work schedules (i.e., 9/80, 4/10). The County shall not arbitrarily deny requests for alternate work schedules.

For payroll purposes, a regularly scheduled shift, which commences before midnight and ends the following day (i.e., after midnight) shall be reported as time worked for the day in which the shift began. Assigned schedules (e.g., evening and night shift) shall be made at the discretion of the appointing authority.

## HYBRID PENSION OPTION

Thirty (30) days following Board approval of a successor MOU, the County and SEIU Local 721 shall establish a working group, along with SBCERA, to discuss a hybrid pension option for newly hired employees in classifications at ARMC who prefer a hybrid pension in lieu of the traditional pension option. No employee shall be required to choose a hybrid pension in lieu of the traditional pension option. If the parties agree, they shall support legislation necessary for the establishment of a hybrid pension option. It is expressly understood that a hybrid pension option shall not go into effect unless the county and SEIU Local 721 agree.

## IMPLEMENTATION

Any changes to this Memorandum of Understanding, which do not have specific effective dates, become effective on the date of Board of Supervisors approval. Any economic changes to this Memorandum of Understanding, which do not have specific effective dates, become effective the beginning of the pay period following Board of Supervisors approval.

## JOB SHARING AND PART-TIME EMPLOYMENT

At the discretion of the appointing authority, an employee may be allowed to job share or to work on a part-time basis in a regular position. Job share is defined as two employees sharing one regular position. Part-time employment is defined as an employee working in a regular position that is scheduled for less than eighty (80) hours per pay period. The County shall not arbitrarily deny requests for job sharing.

All fringe benefits for job sharing and part-time employees shall be pro-rated on regularly scheduled hours except as may otherwise be provided in a specific article. For example, an employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave.

An appointing authority may discontinue part-time or job share status with a written notice at least two (2) pay periods prior to the effective date of the change.

## LAYOFF

### Section 1 – General Provisions

- (a) “Layoff” Definition - A layoff is the involuntary separation longer than thirty (30) days or reduction of a regular employee to a position in a lower classification without fault of the employee. Layoff applies only to regular positions. A layoff occurs only when there is a surplus of employees, a position is to be deleted from the authorized table of organization, or when funds are withdrawn from a previously funded position.
- (b) “Temporary Layoff” Definition – An involuntary separation not to exceed thirty (30) consecutive work days. Prior to temporary layoff, the employee(s) and SEIU Local 721 shall be given ten days advance notice. Temporary Layoff applies only to regular positions. At the conclusion of a temporary layoff the employee(s) shall be returned to his/her former classification in the same department.

### Section 2 – Notification

Whenever an appointing authority believes that a layoff will be necessary, the appointing authority shall submit a layoff plan to the Director of Human Resources for approval. The layoff plan shall include the anticipated number, classification, and position number of employees to be laid off and seniority list by classification of all affected

employees. SEIU shall be provided with a copy of the layoff plan immediately upon approval by the Director of Human Resources. Once such a plan is approved, and an affected employee receives formal notification providing options of alternate positions, if applicable, the employee shall be entitled to two (2) work days to return decision to the appointing authority or designee. Employees shall receive ten (10) working days notification prior to layoff.

### **Section 3 – Order of Layoff**

Layoffs as defined in Section 1(a) of this Article shall be made by classification within a department at the time of layoff.

- (a) Layoffs among regular employees shall be made on the basis of seniority determined by the employee's current beginning (hire) date of continuous service in a regular position with the County. In the event of a tie in total time of continuous County service in a regular position with the County between two (2) or more employees, the order of layoff shall be determined on the basis of total time of continuous County service in that particular classification. In the event of a tie in total time of continuous County service in that particular classification between two (2) or more employees, the order of layoff shall be determined at the discretion of the appointing authority.
- (b) Before any reduction in the work force of regular employees occurs, all extra-help, recurrent, provisional, probationary, unclassified or other individuals without regular status in the affected classifications within the affected department shall be terminated. For purposes of layoff, trainees and most recently hired dual appointments shall be treated the same as probationary employees. Employee status will be determined as of the date the layoff plan is approved by the Director of Human Resources.
- (c) Probationary employees and employees assigned to a vacant higher level position, pursuant to the Temporary Performance of Higher Level Duties Article, who have regular status in another classification, shall be returned to their former classification where they will be subject to layoff under provisions applicable to other employees in that classification. Underfills shall have layoff rights in the underfill classification.
- (d) When a classification has a dual concept or multiple options the Director of Human Resources may authorize layoffs by specialty or option within the classification.
- (e) Regular employees whose positions have been deleted shall be allowed to exercise their options, based on seniority, to select either a vacant position or to bump into any one of the filled junior positions within their current classification. Filled junior positions will be defined as the number of filled positions within the affected classification equal to the number of positions identified for deletion within that classification in the approved layoff plan, but not less than 20, if they exist. An employee who elects not to bump into any position within the collective group of vacant and filled junior positions, thereby retaining his/her existing classification, shall be provided the opportunity to select from those options identified in (i) of this Article.
- (f) If a regular employee whose position is to be deleted does not have sufficient seniority to bump another employee in their current classification within the department and has previously held regular status in a lower classification, reduction in classification (bumping) within the affected department shall be approved. Reductions in classification shall first be made to the next lower classification in which the employee has regular status. For purposes of bumping, the number of positions filled by the least senior employees in the affected classification(s) equal to the number of employees bumping into the classification shall be identified. Additionally, all vacant positions in the affected classification shall be made available to the affected employees. This collective group of positions shall then be subject to the bumping process.
- (g) In the event a junior employee is bumped pursuant to (e) or (f) above, the junior employee being bumped will be separated or reduced in classification. If the classification to which an eligible employee is first considered for reduction is not authorized in the department, or if the employee does not have seniority in that classification, reduction shall then be made to the next lower classification in which the employee has regular

status. This procedure shall continue until all reductions in classification and the ultimate separations are completed.

- (h) Employees in unclassified positions do not have a right to bump employees in classified positions. A classified employee may refuse to bump into an unclassified position without waiving the right to bump a more junior employee in the same or lower classification.
- (i) If bumping results in an assignment which the employee considers to be undesirable, such employee may request:
  - (1) A voluntary demotion to a vacant position.
  - (2) A leave of absence without right to return to work, but placement on an eligible list.
  - (3) To voluntarily resign.

Options (1) and (2) require the approval of the Director of Human Resources or designee.

#### **Section 4 – Exception to Order of Layoff**

Whenever an appointing authority believes that the best interest of the service requires the retention of an employee with special qualifications, characteristics, and fitness for the work, the appointing authority may request that such employee be exempted from the bumping procedures. Such requests must be in writing and approved by the Director of Human Resources. If approved, SEIU shall be immediately provided with a copy of the request.

#### **Section 5 – Employee’s Rights While on Layoff**

- (a) During the first two (2) years following a layoff, laid-off regular employees or an employee who is reduced in classification as a result of a layoff shall be assured the right of an interview for vacant positions for which they meet certification requirements prior to final selection and appointment to said vacant positions within their previous department in the same classification to the one in which the employee has previously held regular status.
- (b) Any regular employee who is laid-off or reduced in classification as a result of a layoff may request that their name be placed on appropriate eligible lists for a period of two (2) years by submitting such a request and an application to the Director of Human Resources for determination of eligibility. Approval of such requests only entails placement on the list and does not guarantee employment or carry any bumping privileges. Placement on the eligible list shall be made pursuant to the provisions for requalification contained in the Personnel Rules.

#### **Section 6 – List Placement and Training**

Pursuant to Rule 5, Section 5.3 of the Personnel Rules, the County will make every effort to place laid-off employees, or employees reduced in classification as a result of layoff, on current eligible lists, either related or non-related to their former classification, for which the salary is equivalent or lower and for which they meet the minimum qualifications. When departments hire layoff affected employees for positions non-related to their former job classifications, the department will be encouraged to consider the probationary period for training purposes in the non-related field.

#### **Section 7 – Reemployment from Layoff**

A regular employee who has been laid off from County employment and is subsequently rehired to a regular position shall be reemployed in the same manner as described in the Reemployment Article in this Agreement.

## LEAVE PROVISIONS

Unless otherwise provided in this Leave Provisions article, employees shall not be eligible to code paid leave during hours the employee is not scheduled to work (e.g., it is the employee's normal day off, the employee is off work pursuant to an FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.).

### Section 1 – Sick Leave

#### (a) Definitions

- (1) Sick Leave – Sick leave with pay is an insurance or protection provided by the County to be granted in circumstances of adversity to promote the health of the individual employee. It is not an earned right to time off from work. Sick leave is defined to mean the authorized absence from duty of an employee because of physical or mental illness, injury, pregnancy, confirmed exposure to a serious contagious disease, for a medical, optical, or dental appointment, for certain purposes related to being a victim of domestic violence, sexual assault, or stalking, or other purpose authorized herein.
- (2) Family Member – Family Member is defined by Labor Code section 245.5 as a parent, child, or spouse, registered domestic partner, grandparent, grandchild, sibling, or any person designated by the employee at the time the employee requests paid sick leave. An employee shall not identify more than one "designated person" as a family member in a 12-month period from the first day of designation. Child means a biological, foster, or adopted child, a step child, a legal ward, a child of a domestic partner or a child of a person standing in loco parentis. Parent means a biological, foster, or adoptive parent, a stepparent, legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child. Domestic Partner is defined by Family Code section 297.
- (3) Extended Family – Extended family is defined as a sibling-in-law, aunt, uncle, niece, nephew, or any step relations as defined herein.

(b) Accumulation – Employees in regular positions shall accrue sick leave for each payroll period completed, prorated on the basis of eighty-eight (88) hours per year, or 3.39 hours per pay period, except as provided in Section 5 of this Article. Earned sick leave shall be available for use the first day following the payroll period in which it is earned. Employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive sick leave accumulation on a pro-rata basis. There shall be no limit on sick leave accumulation.

(c) Compensation – Approved sick leave with pay shall be compensated at the employee's base rate of pay, except as otherwise provided in this Agreement. The minimum charge against accumulated sick leave shall be fifteen (15) minutes.

#### (d) Administration

- (1) Investigation – It shall be the responsibility and duty of each appointing authority to investigate each request for sick leave and to allow sick leave with pay where the application is determined to be proper and fitting, subject to approval of the Director of Human Resources.
- (2) Notice of Sickness – In twenty-four (24) hour departments and for employees whose work assignment requires leaving their assigned work site together with one or more other employees shortly after reporting to work (e.g., clinic staff), the appointing authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled shift of a sickness on the first day of absence. In other departments, the appointing authority or designee must be notified within one-half (1/2) hour after the

start of the employee's scheduled shift of a sickness on the first day of absence.

It is the responsibility of the employee to keep the appointing authority informed as to continued absence beyond the first day for reasons due to sickness or occupational disability. Failure to make such notification shall result in denial of sick leave with pay. If the employee receives a doctor's off-work order and provides notice of same to the appointing authority, the employee is not required to contact the department daily. If the employee does not have an off-work order or has not notified the appointing authority that one has been issued, the employee shall be required to contact the department daily in accordance with the applicable timeframe above.

- (3) Review/Proof – The Department may review and determine the justification for any request for sick leave with pay and may, at any time, in the interest of the County, require a medical report or other adequate proof from a doctor to support a claim for sick leave pay if misuse of sick leave is suspected. Generally, requests for proof of illness will be made only after the second consecutive absence and in compliance with the California Labor Code.
- (4) Improper Use – Evidence substantiating the use of sick leave for willful injury, gross negligence, intemperance, trivial indispositions, instances of misrepresentation, or violation of the rules defined herein will result in denial of sick leave with pay and shall be construed as grounds for disciplinary action including termination.

(e) Sick Leave for Other than Personal Illness/Injury

- (1) Family Sick Leave – A maximum of one-half (1/2) of the employee's annual accrual of earned sick leave per calendar year may be used for attendance upon family members of the employee who require the attention of the employee.

Upon approval of the appointing authority, the employee may use part of this annual allowance for attendance upon members of the employee's extended family residing in the employee's household who require the attention of the employee.

- (2) Bereavement – A maximum of three (3) days earned sick leave may be used per occurrence for bereavement due to the death of a family member or a member of the employee's extended family, as defined in Section 1(a) of this Article, or any relative who resided with the employee.
- (3) Birth/Adoption – A maximum of forty (40) hours earned sick leave may be used per occurrence for arrival of an adoptive child at the employee's home. An employee may utilize on an annual basis no more than forty (40) hours of accumulated sick leave per calendar year for the birth of their child.
- (4) Medical, Optical or Dental Appointments – The employee may use sick leave for medical, dental or optical appointments; however, every effort should be made to schedule the appointments at a time of day that will minimize the employee's time off work.

(f) Return-to-Work Medical Clearance

- (1) Under any of the following circumstances, all employees who have been off work due to an illness or injury will report to the San Bernardino County Center for Employee Health and Wellness for a medical evaluation of their condition and authorization to return to work before returning to work.
  - (i) Employees whose treating physician or other qualified medical provider has ordered job modification(s) as a condition for either continuing to work or for returning to work after an illness or injury. This applies to both occupational and non-occupational illness or injury.

- (ii) Employees who have been off work due to communicable diseases such as, but not limited to, chicken pox and measles.
    - (iii) Employees who have been absent on account of a serious medical condition, when so directed by their appointing authority.
  - (2) Employees are required to attend return-to-work medical appointments at the Center for Employee Health and Wellness on their own time; however, mileage for attending such appointments are eligible for reimbursement pursuant to the Expense Reimbursement Article.
  - (3) It is the responsibility of the employees covered by (1) (i) - (iii) above to obtain written notice from their medical provider of their authorization to return to work with or without job modification. To ensure all necessary and relevant medical information is provided, the County shall make available forms to be completed by the medical provider. It is the responsibility of employees to provide verbal notice to their appointing authority immediately upon receipt of their medical provider's authorization to return to work, and no later than 24 hours after receipt of the notice. The appointing authority or designee will schedule an appropriate medical evaluation for the employee with the Center for Employee Health and Wellness prior to the employee's return to work. Employees shall provide their medical provider's written notice of authorization to return to work to the Center for Employee Health and Wellness at or prior to the employee's scheduled appointment time.
  - (4) Exceptions to the above requirements may be made on a case-by-case basis by the Medical Director or designee for the Center for Employee Health and Wellness.
  - (5) The employee is obligated to attend the appointment as scheduled under the conditions outlined above. If the employee fails to adhere to the procedure, the employee is required to use sick leave or leave without pay for any work hours missed. If required notice has been provided and there is a delay between the employee's appointment with the Center for Employee Health and Wellness and the start of their scheduled shift on the day that they were released to return to work, the County will pay for work hours missed, without charge to the employee's leave balances.
  - (6) The final decision on the employee's ability to return to work rests with the medical provider at the Center for Employee Health and Wellness. In the event the employee is not released to return to work by the medical provider at the Center for Employee Health and Wellness, the employee's status would continue on sick leave or, where there is no balance, leave without pay.
- (g) Workers' Compensation
- (1) "40-Time". Employees shall receive full salary in lieu of Workers' Compensation benefits and paid sick leave for up to forty (40) hours following an occupational injury or illness, if authorized off work by order of an accepted physician under the Workers' Compensation sections of the California Labor Code. The forty (40) hours (often referred to as "40-Time") shall be eligible to be used to cover the three (3) day waiting period as provided by Labor Code 4652 and any subsequent follow-up appointments (e.g., doctor's appointments to remove a cast, physical therapy, etc.) related to that specific approved claim.
  - (2) Leave Integration. Employees may choose to use accumulated paid leave (e.g., vacation leave, sick leave, PTO, etc.) on a prorated basis to supplement such temporary disability compensation payments, provided that the total amount shall not exceed the regular gross salary of the employee.
- (h) Separation – Unused sick leave shall not be payable upon separation of the employee, except as provided in the Retirement Medical Trust Fund Article.
- (i) Perfect Attendance – Regular employees, regularly scheduled at least seventy-two (72) hours per pay period,



who do not utilize any sick leave, any leave (e.g., vacation) in lieu of sick leave, or benefits in lieu of sick leave (e.g., workers’ compensation, Short-Term disability partial/full integration, etc.) in pay periods 1 through 26 consecutively (or 27, when applicable), and who do not record any sick leave without pay, Medical Emergency Leave, Military Leave unless required by law, or absent without pay during that calendar year, shall be eligible for Perfect Attendance. Employees who qualify for Perfect attendance shall be reimbursed up to a maximum of \$299 for an annual individual (employee only) health club membership or utilization of perfect attendance leave. In lieu of the reimbursement, the employee has the option of utilizing sixteen (16) hours of perfect attendance leave, no cash out provision, from the period of time the perfect attendance leave is granted until the end of the calendar year it was granted. Perfect Attendance benefits shall be prorated for employees scheduled less than eighty (80) hours per pay period. For example, an employee who is regularly scheduled 72 hours per pay period would be eligible for a \$269 health club reimbursement or 14.4 hours of perfect attendance leave. Failure to utilize perfect attendance leave by pay period 26 (or 27 when applicable) of the year in which it was credited to the employee’s leave balances or if the employee is appointed to a position in an occupational unit that does not contain a perfect attendance leave provision shall result in forfeiture of the same.

- (j) Sick Leave Conversion Option – Employees who have used less than forty (40) hours of sick leave in a fiscal year (i.e., pay period 15 through pay period 14 of the following year) may, at the employee’s option, convert sick leave to vacation leave by the following formula: Hours of sick leave used are subtracted from forty (40). Sixty percent (60%) of the remainder, or a portion thereof, may be added to vacation leave to be utilized in the same manner as other accrued vacation leave.

| Sick Leave Hours Used | Hours to be Converted | Vacation |
|-----------------------|-----------------------|----------|
| 0                     | 40                    | 24.0     |
| 8                     | 32                    | 19.2     |
| 16                    | 24                    | 14.4     |
| 24                    | 16                    | 9.6      |
| 32                    | 8                     | 4.8      |
| 40                    | 0                     | 0.0      |

**Section 2 – Bereavement Leave**

Employees in regular positions may use up to two (2) days paid bereavement leave, not charged to the employee’s accrued paid leave balances, per occurrence for bereavement due to the death of a family member of the employee’s as defined in Section 1(a) of this Article except for a person “designated’ by the employee for sick leave purposes. All employees are entitled to a total of 5 unpaid days of bereavement leave per occurrence. Employees may elect to be compensated through the use of the provisions of this Section, Section 1(e)(2) of this Article, other leave time or unpaid.

One (1) additional paid day, not charged to the employee’s personal leave balances, shall be granted if the employee travels over seven hundred fifty (750) miles from his/her residence to the bereavement service(s).

An employee who has been with the County for 30 days or more may utilize Bereavement Leave for each occurrence of reproductive loss. Reproductive loss includes failed adoption, failed surrogacy, miscarriage, stillbirth, and unsuccessful assisted reproduction as defined by California Government Code section 12945.6. The leave may be non-consecutive, but must be taken within 3 months of the event as defined by California Government Code section 12945.6(a)(7). If an employee experiences more than one reproductive loss event in a 12-month period, Bereavement Leave for reproductive loss shall not exceed 20 days within a 12-month period.

**Section 3 – Vacation Leave**

- (a) Definition – Vacation is a right, earned as a condition of employment, to a leave of absence with pay for the recreation and well-being of the employee. If an employee has exhausted sick leave, vacation leave may be used for sick leave purposes upon a special request of the employee and with the approval of the appointing authority.

- (b) Accumulation – Employees in regular positions shall accrue, on a pro-rata basis, vacation leave for each pay period. Except as provided in Section 5 of this Article, employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive vacation leave accumulation on a pro-rata basis; provided, however, that there shall be no prorating of the maximum accumulations.

Such vacation allowance shall be available for use on the first day following the pay period in which it is earned, provided an employee has completed 1,600 hours of continuous service from the employee’s hire date.

| Length of Service From Hire Date            | Annual Vacation Allowance | Maximum Allowed Unused Balance |
|---|---------------------------|--------------------------------|
| From Hire Date through 8,320 service hours  | 80 hours                  | 160 hours                      |
| Over 8,320 and through 18,720 service hours | 120 hours                 | 240 hours                      |
| Over 18,720 service hours                   | 160 hours                 | 340 hours                      |

(c) Administration

- (1) Scheduling – Vacation periods should be taken annually with the approval of the appointing authority at such time as will not impair the work schedule or efficiency of the department but with consideration given to the well-being of the employee. No employee shall lose earned vacation leave time because of work urgency. If an employee has reached the maximum allowed unused balance and is unable to take vacation leave because of work urgency, the appointing authority will notify the Auditor- Controller/Treasurer/Tax Collector’s office of the situation and approve a waiver of the maximum allowed unused balance for a period not to exceed one (1) thirteen (13) pay period waiver per calendar year.

Written request for vacation leave shall receive a written response from the appointing authority within two (2) weeks of submission. In instances where a vacation leave request has received written, advance approval and is rescinded due to work urgency by the supervisor, that decision may be appealed to the Department Head for an immediate review. In those instances where the direct supervisor is the Department Head the rescission due to work urgency may be appealed to the Director of Human Resources for immediate review. In those instances where a financial hardship would occur because pre-approval resulted in prepayment by the employee, a vacation would only be canceled under the most extreme work emergency.

- (2) Minimum Charge – The minimum charge against accumulated vacation leave shall be fifteen (15) minutes. Vacation leave shall be compensated at the employee’s base rate of pay, except as otherwise provided in this Memorandum of Understanding.
- (3) Holiday During Vacation – When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee’s earned vacation benefits.
- (4) Vacation Leave and Termination Date – Employees not planning to return to County employment at the expiration of a vacation leave, except those retiring, shall be compensated in a lump sum payment for accrued vacation at the employee’s then base rate of pay and shall not be carried on the payroll. Retiring employees may elect to use vacation leave or be compensated in a lump sum payment for accrued vacation leave, provided that each pay period the employee charges the number of their regularly scheduled hours.
- (5) Vacation Cash-Out – On one occasion each calendar year until the expiration of this contract, an employee who had used eighty (80) or more hours of PTO/vacation leave during the preceding calendar year may

elect to convert up to sixty (60) hours of accrued vacation leave into a cash payment, at the base rate of pay in effect at the time of the cash-out. In order to sell back vacation leave, an employee must make an irrevocable election (i.e., pre-designation) during the month of December (beginning in December of 2016), specifying the number of hours to be sold back from the next year’s vacation leave accrual. During the calendar year following the pre-designation, no more than three (3) requests may be made to cash out the vacation leave in a single block of not less than eight (8) hours and no more than sixty (60) hours. An employee shall be eligible to cash-out vacation leave hours accrued up to the preceding pay period in which they requested the cash-out. For example, an employee who requests a cash-out in pay period 15 can only cash-out the vacation leave accrued through pay period 14. The number of hours requested for cash-out shall not exceed an amount equal to or less than the amount accrued. For example, an employee in December 2016 makes a pre-designation to cash-out 25 hours. The employee accrues 4.61 hours of vacation leave per pay period. At the end of pay period 2 the employee can request to cash-out the 8 hours of vacation leave that they had accrued, but is not yet eligible to cash-out the entire 25 pre-designated hours because the employee has yet to accrue 25 hours of vacation leave. Once an election is made, if the employee does not request that the designated number of hours be sold back by pay period 25 of the calendar year in which the election is effective, the hours will be automatically converted to cash in pay period 26. The vacation leave cash-out shall sunset upon the expiration of the agreement.

- (d) Prior Service – New employees hired into the County in regular positions who have been employed in a public jurisdiction or in a private hospital in a comparable position may receive credit for up to four (4) years (full time equivalent) previous experience in the former agency(s) in determining their vacation accrual rate. Private hospital experience shall only be considered for positions assigned to the Arrowhead Regional Medical Center. Such determination as to the comparability of previous experience and amount of credit to be granted rests solely with the Director of Human Resources. Requests for prior service credit should be made at the time of hire or as soon as possible thereafter but in no event later than one (1) year from the employee’s hire date.

**Section 4 – Holiday Leave**

- (a) Fixed Holidays – All employees in regular positions shall be entitled to the following holidays:

|                           |                           |
|---------------------------|---------------------------|
| January 1 <sup>st</sup>   | November 11 <sup>th</sup> |
| Third Monday in January   | Thanksgiving Day          |
| Third Monday in February  | Day after Thanksgiving    |
| Last Monday in May        | December 24 <sup>th</sup> |
| June 19 <sup>th</sup>     | December 25 <sup>th</sup> |
| July 4 <sup>th</sup>      | December 31 <sup>st</sup> |
| First Monday in September |                           |
| Second Monday in October  |                           |

County agrees to meet and confer to discuss the impact should the County adopt the Cesar Chavez (March 31<sup>st</sup>) Holiday during the term of this contract.

- (b) Floating Holidays – Employees in regular positions shall be entitled to accrue one floating holiday (eight (8) hours holiday time) during the first pay period prior to the third Monday in January, provided that the employee is not on unpaid leave for the entire pay period and is in a paid status on the payroll.

Floating holidays accrued shall be available for use on the first day following the pay period in which they are accrued, with the approval of the appointing authority. Appointing authorities have the right to schedule employees’ time off for accrued holidays to meet the needs of the service but with consideration given to the well-being of the employee. Employees in regular positions budgeted less than eighty (80) hours per pay period

or job-shared positions shall receive floating holiday accruals on a pro-rata basis.

- (c) Eligibility for Holiday Pay – Except as provided in Section 5 of this Article, to receive holiday pay for a fixed holiday, each of the following conditions must be met during the pay period in which the fixed holiday fell:
- (1) The employee must have been hired prior to or at the start of the pay period and not have separated prior to the end of the pay period in which such fixed holiday fell; and,
  - (2) The employee must be paid for at least one-half (1/2) of his/her regularly scheduled hours; and,
  - (3) The employee must have been on an approved leave of absence for any unpaid hours; and,
  - (4) The employee must have not had any unauthorized leave.
- (d) Holiday During Vacation – When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee's earned vacation benefits. As such, the employee shall receive holiday pay for any fixed holiday that falls within a vacation period, provided the employee is eligible for that fixed holiday pay. For example, an employee has approved vacation leave from Tuesday through Thursday and Wednesday is a fixed holiday. Tuesday and Thursday would be coded as vacation leave but Wednesday would be coded as holiday leave.
- (e) Holiday Falling on a Scheduled Day Off - Whenever a fixed holiday falls on an employee's regularly scheduled day off the employee shall accrue, on an hour for hour basis, up to a total of eight (8) hours floating holiday time. At the request of the employee, and with approval of the appointing authority, straight time payment can be made in lieu of accrual provided such compensation is approved during the pay period in which it is worked.
- (f) Working on a Holiday – Whenever an employee is required to work on a fixed holiday the employee shall be compensated at straight time, up to a total of eight (8) hours, at the employee's base rate of pay. Such hours shall not be considered as time actually worked.
- (g) Weekend Holidays – When a fixed holiday falls on a Saturday, the previous Friday will be observed as the fixed holiday except that when the preceding Friday is also a fixed holiday, the preceding Thursday will be observed as the fixed holiday. When a fixed holiday falls on a Sunday, the following Monday will be observed as the fixed holiday except that when the following Monday is also a fixed holiday, the following Tuesday will be observed as the fixed holiday.

For those County department operations which operate six (6) and seven (7) days per week facilities, fixed holidays which fall on either a Saturday or Sunday shall be observed on those days by employees of those operations scheduled to work.

- (h) Holiday Time Accrual
- (1) Upon retirement or termination, employees shall be compensated for any unused accrued holiday time at the then current base rate equivalency.
  - (2) An employee may code vacation or other appropriate accrued paid leave time on a fixed holiday only under the following circumstances:
    - (i) An employee on an alternate work schedule such as a 9/80 or 4/10 may code accrued vacation hours on a fixed holiday that falls on a workday up to an amount that if combined with his/her fixed holiday accrual would equal the total number of hours the employee would have been scheduled for that day (e.g., an employee on a 4/10 work schedule normally works ten (10) hours on Mondays, when the fixed holiday falls on a Monday the employee codes eight (8) hours of holiday and may code up to two (2)

hours of vacation).

- (ii) An employee in a regular part-time or job share position who does not accrue eight (8) hours of holiday leave due to the employee's reduced work schedule may code accrued vacation leave hours on a fixed holiday that falls on a normal workday up to an amount that if combined with the employee's fixed holiday accrual would equal the total number of hours the employee would have been scheduled for that day (e.g., an employee due to his/her reduced work schedule accrued four (4) hours of holiday, but normally would have worked eight (8) hours on the day in which the holiday occurred, may code four (4) hours of accrued vacation leave in addition to the four (4) hours of holiday.

#### **Section 5 – Leave Accruals While on Disability Leave**

Employees on short-term disability, Workers' Compensation, or other disability leaves may choose to fully integrate, partially integrate, or not integrate accrued paid leave time with these disability payments.

The maximum amount the employee receives from integrating leave time with disability payments shall not exceed 100% of the employee's base bi-weekly salary. Accrued paid leave time coded on the employee's time sheet will be limited to the amount of leave necessary to integrate benefits to the level designated by the employee. When the exact amount is not known, a good faith estimate may be made and the amount will be adjusted later as necessary. If any overpayments are made, the employee will be required to repay that amount in accordance with the Payroll Adjustments Article. Employees who knowingly receive payment in excess of their regular base bi-weekly salary are required to report it to their Departmental payroll clerk.

Employees who are fully integrating accrued leave time with disability benefits shall be eligible to receive full accruals of vacation and sick leave. Employees who are not fully integrating accrued leave time with disability benefits shall only earn prorated vacation and sick leave accruals based upon the amount of paid leave time coded on their time sheet.

Employees who are fully integrating paid leave time with disability benefit(s) will be eligible for fixed holiday pay provided that they are on the payroll for the entire pay period and have no unapproved leave for the pay period. Employees who are partially integrating or not integrating paid leave time with disability benefits will be paid for holidays in accordance with the holiday leave provisions in Section 4 of this Article.

#### **Section 6 – Compulsory Leave**

If, in the opinion of the appointing authority, employees are unable to perform the duties of their position for physical or psychological reasons, they may be removed from duty without pay, unless the employee is permitted to use appropriate accrued paid leave for which they are eligible. In addition, such employees may be required to submit to an examination by either a physician or other competent authority designated by the Director of Human Resources or by their own physician or other practitioner, as appropriate. If the examination report of the competent authority (e.g., physician, appropriate practitioner) shows the employee to be in an unfit condition to perform the duties required of the position, the appointing authority shall have the right to compel such employee to take sufficient leave of absence with or without pay, to transfer to another position without reduction in compensation, and/or follow a prescribed treatment regimen until medically qualified to return to unrestricted duty. An employee who has been removed from duty for physical or psychological reasons by the appointing authority, and the employee was required to submit to an examination, may not return to duty until such time as medical clearance has been obtained.

Additionally, if an employee is otherwise determined to be ineligible to work for any reason (e.g., fails to maintain required licensure/certification), said employee shall be removed from duty without pay, unless the employee is permitted to use appropriate accrued paid leave for which the employee is eligible. Nothing herein is intended to preclude the employer from taking appropriate administrative action with regard to the employee.

### **Section 7 – Political Leave**

Any employee who is a declared candidate for public office (i.e., a candidate who has filed the appropriate documents) shall have the right to a leave of absence without pay for a reasonable period to campaign for the election. Such leave is subject to the conditions governing special leaves of absence without pay contained under section 8 of this Article.

### **Section 8 – Special Leaves of Absence Without Pay**

#### (a) General Provisions

A special leave of absence without pay for a period not exceeding one (1) year may be granted to an employee who:

- (1) Is medically incapacitated to perform the duties of the position.
- (2) Desires to engage in a relevant course of study, which will enhance the employee's value to the County.
- (3) Takes a leave of absence pursuant to the federal Family Medical Leave Act, the California Family Rights Act, and/or Pregnancy Disability Leave provisions under the Fair Employment and Housing Act (FEHA).
- (4) For any reason considered appropriate by the appointing authority and the Director of Human Resources.

#### (b) Types of Leaves of Absence

There are four (4) types of leaves of absences. All requests must be in writing and require the approval of the appointing authority and the Director of Human Resources. Upon request, the appointing authority and the Director of Human Resources may grant successive leaves of absence. All benefits shall be administered in accordance with the appropriate Article of this Agreement.

##### (1) Leaves of Absence With Right to Return

Leaves of absence with right to return may be granted to employees in regular positions for a period not exceeding one (1) year. The employee remains in his/her position.

##### (2) Family Leave

Leaves of absence will be granted in accordance with the federal Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA) and/or Pregnancy Disability Leave (PDL) provision under Fair Employment and Housing Act (FEHA). This leave can be concurrent with use of paid leave or leave of absence without pay with right to return.

An employee on an approved leave of absence without pay under this provision will continue to receive the health benefits as provided by applicable law. Certification from a health care provider is required for all instances of medical leave under this provision. Employees are required to inform supervisors of the need for leave at least thirty (30) days before commencement where possible.

#### (c) Leaves of Absence Without Right to Return

- (1) Definition – Leaves of absence without right to return may be granted to employees with regular status for a period not exceeding one (1) year. Employees without right to return shall be removed from their position but not separated from County service. As such, the employee's accrued paid leave, if any, shall not be cashed out to the employee. Retirement contributions shall remain in the system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase medical benefits pursuant to federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

- (2) Return Process – An employee may return to the same department in the classification from which the employee took the leave of absence with the approval of the appointing authority and the Director of Human Resources. Alternatively, the employee may apply through Human Resources by the last day of the leave of absence. The employee will be placed on the eligible list for the classification from which they took the leave of absence without examination. Placement on the eligible list will be administered in accordance with the requalification provisions of the Personnel Rules. If the employee does not return to a regular position within ninety (90) calendar days of the expiration of such a leave the employee shall be terminated from County service, unless the approval is granted by the Director of Human Resources to extend such leave.
- (3) Benefits Upon Return – An employee who returns to a regular position within ninety (90) days after the expiration of the leave of absence without right to return shall retain hire date for purposes of leave accruals and step advances.
- (4) To retain the above benefits, the employee must return to a position no later than ninety (90) calendar days after the date of expiration of the leave of absence. The ninety (90) days shall run concurrently with the first ninety (90) days of the one (1) year period provided in the Reemployment Article.

(d) Long-Term Medical Leave of Absence

- (1) Definition – An employee with regular status who suffers from a serious condition may be placed on a medical leave of absence for up to one (1) year, only after FMLA, CFRA and/or PDL have been exhausted. However, if an employee meets the service requirements for eligibility for a disability retirement, the Long-Term Medical Leave of Absence shall be extended. The employee is responsible for providing documentation from a qualified health practitioner prior to approval. The County retains the right to request medical documentation regarding the employee’s continued incapacity to return to work.

The employee will be removed from his/her position so that the department may fill behind the employee. Retirement contributions shall remain in the system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase medical benefits pursuant to the federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

Upon the employee’s ability to return to work or the expiration of the leave of absence, whichever comes first, the employee will have the right to return to the classification within the department from which they took a leave of absence when a funded vacancy for which the employee meets the qualifications is available. If a funded vacancy for which the employee meets the qualifications is unavailable, the Long-Term Medical Leave of Absence may be extended for up to ninety (90) days.

If the employee is unable or unwilling to return to work by the expiration date of the leave, or the soonest date after that for which the department has a vacancy (but in no event later than ninety (90) days following the expiration of the medical leave of absence), the employee relinquishes the right to return.

- (2) Upon return from a medical leave of absence, the employee shall retain hire date for purposes of leave accruals and step advances.

### **Section 9 – Jury Duty Leave**

Employees in regular positions who are ordered/summoned to serve jury duty including Federal Grand Jury duty shall be entitled to base pay for those hours of absence from work, provided the employee waives fees for service, other than mileage. Such employees will further be required to deliver a “Jury Duty Certification” form at the end of the required jury duty to verify such service. If an employee is required to report to jury duty during hours the employee is not scheduled to work (e.g., it is the employee’s normal day off, the employee is off work pursuant to an FMLA, CFRA, or workers’ compensation leave, the employee is not in a paid status for the pay period, etc.) the

employee is not entitled to Jury Duty Leave for those hours. When practicable, the appointing authority will convert an employee's regular shift to a day shift during the period of jury duty. Employees required to serve on a jury must report to work before and after jury duty provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after the employee has completed jury duty and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued "leave bank." Employees volunteering to serve on a Grand Jury shall be granted a leave of absence without pay to perform the duties of a member of the Grand Jury, in the same manner as provided in Section 7 of this Article.

#### **Section 10 – Examination Time**

Employees having regular status in regular positions at the time of application, or employees who do not have regular status but have previously held regular status and continuously remained a County employee, shall be entitled to a reasonable amount of time off with pay for the purpose of attending all examination processes (e.g., selection interviews) required for selection to a different County position. Employees are responsible for notifying and obtaining approval from their immediate supervisor prior to taking such leave. Examination time off shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. An employee is not entitled to compensation if the employee is able to complete the examination on his/her own non-working time (e.g., online exams). Employees must report to work before and after examination time provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after Examination Time and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued "leave bank."

#### **Section 11 – Blood Donations**

Employees in regular positions who donate blood without receiving compensation for such donation, may have up to a total of two (2) hours off with pay to donate blood and to recover, if necessary, from such blood donation with prior approval of the immediate supervisor for each such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work, any time in excess of two (2) hours for the blood donation and recovery may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each donation must be presented to the appointing authority to receive this benefit.

Employees in regular positions who are apheresis donors may have up to a total of four (4) hours off with pay for the apheresis donation and to recover, if necessary, from such apheresis donation with prior approval of the immediate supervisor for each such donation, provided no compensation is received for such donation.

This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work, any time in excess of four (4) hours for the apheresis donation and recovery may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each apheresis donation must be presented to the appointing authority to receive this benefit.

#### **Section 12 – Time Off for Voting**

- (a) If an employee does not have sufficient time outside of working hours to vote at a statewide election, the employee may, without loss of pay, take off enough working time that, when added to the voting time available outside of working hours, will enable the employee to vote.
- (b) No more than two (2) hours of the time taken off for voting shall be without loss of pay. The time off for voting shall be only at the beginning or end of the regular working shift, whichever allows the most free time for voting and the least time off from the regular working shift, unless otherwise mutually agreed.
- (c) If the employee on the third working day prior to the day of election knows or has reason to believe that time off will be necessary to be able to vote on Election Day, the employee shall give the employer at least two (2) working days' notice that time off for voting is desired, in accordance with this section.



**Section 13 – Witness Leave**

Employees in regular positions shall be entitled to a leave of absence from work when subpoenaed to testify as a witness, such subpoena being properly issued by a court, agency, or commission legally empowered to subpoena witnesses. This benefit shall not apply in any case in which the subpoenaed employee is a party to the action or the subpoena has arisen out of the employee’s scope of employment. Witness leave shall not be charged against any accumulated leave balances and shall be compensated at the employee’s base hourly rate. This benefit will be paid only if the employee has demanded witness fees at the time of service of the subpoena, and such fees are turned over to the County.

**LIFE INSURANCE**

- (a) The County agrees to pay the premium for a term life insurance policy for each employee based on scheduled work hours according to the table below. Life insurance will become effective on the first day of the pay period following the employee’s first pay period in which the employee is in paid status and shall continue for each pay period in which the employee is in paid status. For pay periods in which the employee is not in paid status, the employee shall have the option of continuing life insurance coverage at the employee’s expense.

| Amount of Life Insurance      |                               |
|-------------------------------|-------------------------------|
| Scheduled Hours from 40 to 60 | Scheduled Hours from 61 to 80 |
| \$25,000                      | \$50,000                      |

- (b) The County further agrees to make available to each employee a group term life insurance program wherein the employee may purchase additional term life insurance in the amounts specified in the Certificate of Insurance. New employees shall become initially eligible to participate in this program on the first day of the pay period following the pay period in which the employee works and receives pay for one half plus one of their regularly scheduled hours.
- (c) The County agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance.

**LOCAL 721 JOINT LABOR-MANAGEMENT TASK FORCES**

The parties recognize that delivery of public services in the most efficient and effective manner is of paramount importance and interest to the County and SEIU. Maximized productivity is recognized to be a mutual obligation of both parties within their respective roles and responsibilities.

To this end, the parties agree that Labor-Management Task Forces comprised of equal numbers of management and employees shall be created as necessary to address issues which affect the efficient and effective delivery of public services appropriate to each department and Unit employees. The purpose of such task force shall be to:

- (a) Review and provide input on proposed departmental policies and procedures;
- (b) Develop, review, and prioritize work simplification project proposals;
- (c) Develop and review solutions to specific program problems;
- (d) Training;
- (e) Technological training/advancements;
- (f) Workload Distribution;
- (g) Work processes and efficiencies;
- (h) Safety;

- (i) Discuss any other ongoing matters.

The composition of each task force shall be determined by the appointing authority in conjunction with the Employee Relations Division of Human Resources and the Union. The chairperson(s) of each task force shall be selected by the appointing authority. Meetings will be held as often as necessary to discharge the functions of each task force. Each task force will establish reasonable time frames for the accomplishment of its charges.

Each task force shall have the authority to develop its own internal procedures, including the scheduling of meetings and use of consultants. Management shall provide pertinent information to the Union as requested as issues are discussed.

Recommendations of each task force will be arrived at by consensus and shall be submitted in writing to the appointing authority for final action, subject to review and approval. The task forces shall not have any right or authority to abrogate representation rights of SEIU or County Management Rights.

### LOW CENSUS TIME OFF

If during the term of this agreement the County determines that conditions exist that, due to low patient census, would require the County to implement measures to deal with such conditions, the parties shall meet and confer in good faith regarding the impact of addressing those conditions.

If the parties are unable to reach agreement on ways to address the impact of such conditions, either party may request the assistance of a mediator to bring final resolution to the matter.

### MEAL AND BREAK PERIODS

#### **Meal Periods**

Meal periods are nonpaid and nonworking time and shall not be less than one-half (1/2) hour, or greater than one (1) hour when scheduled. Every effort will be made to schedule such meal period during the middle of the shift when possible. A second nonpaid and nonworking meal period of no less than one-half (1/2) hour, may be taken if an employee works more than four (4) hours above their scheduled hours. If a regularly scheduled tour of duty does not include a duty-free meal period, appointing authorities shall allow employees a maximum of twenty (20) minutes per shift to eat a meal. Such time shall be considered work time.

#### **Break Periods**

Employees shall be entitled to rest periods in accordance with the schedule contained herein. Rest periods shall be scheduled in accordance with the requirements of the department, but in no instance shall rest periods be scheduled within one (1) hour of the beginning or ending of a tour of duty or meal period, nor shall such time be accumulative or used to report to work late or leave early. Rest periods shall be considered as time worked. Employees required to work beyond their regular tour of duty shall be granted a ten (10) minute rest period for each two (2) hours of such work. Rest periods may not be divided so as to increase the total number of rest periods taken. For example, a twenty (20) minute rest period may not be divided by the employee into two rest periods of ten (10) minutes duration.

| <b>Regularly Scheduled Tour of Duty</b> | <b>Number and Limit of Rest Period</b>                         |
|---|--|
| After 3 hours and through 6 hours       | One - 15 Minute Rest Period                                    |
| After 6 hours and through 8 hours       | Two - 15 Minute Rest Periods                                   |
| After 8 hours and through 10 hours      | Two - 20 Minute Rest Periods                                   |
| After 10 hours                          | One - 25 Minute Rest Period and<br>One - 20 Minute Rest Period |

## MEDICAL, DENTAL AND VISION COVERAGE

### Section 1 – Medical and Dental Coverage

- (a) All eligible employees scheduled to work forty (40) hours or more per pay period in a regular position must enroll in a medical and dental plan offered by the County. Employees who fail to elect medical and dental plan coverage will be automatically enrolled in the medical and dental plan with the lowest bi-weekly premium rates available in the geographical location of the employee's primary residence. Medical and dental plan coverage will become effective on the first day of the pay period following the first pay period in which the employee is scheduled to work for forty (40) hours or more and in paid status.
- (b) To continue enrollment in a County-sponsored medical and dental plan, an employee must remain in a regular position scheduled to work for a minimum of forty (40) hours per pay period and in paid status, or be on approved leave for which continuation of medical and dental coverage is expressly provided under Section 5 of this Article, or be eligible for and have timely paid the premium for COBRA continuation coverage.
- (c) Eligible employees may elect to enroll their dependents upon initial eligibility for medical and dental insurance. Thereafter, newly eligible dependents may be enrolled within sixty (60) days of obtaining eligibility status, such as birth, adoption, or marriage.
- (d) A dependent must be removed mid-Plan year when the dependent becomes ineligible for coverage under the insurance plan eligibility rules (e.g., divorce or over age dependent). Employees are responsible for notifying the County within sixty (60) days of a dependent's change in eligibility for the County plans.
- (e) Enrollment elections must remain in effect for the remainder of the Plan year unless an employee experiences a mid-year qualifying event.
- (f) Notification of a mid-year qualifying event must be submitted to the Human Resources Employee Benefits and Services Division in accordance with procedures adopted by the County. Employees are responsible for notifying the County within sixty (60) days of any change in eligibility for the County's plans.
- (g) Premiums for coverage will be automatically deducted from the employee's pay warrant. In specific circumstances, in the absence of sufficient earnings to cover the deduction for premiums, the employee may be given another payment option. Failure to pay premiums will result in loss of coverage for the employee and/or the dependents

### Section 2 – Opt-out and Waive

- (a) Employees eligible for medical and dental plan coverage who are also enrolled in a comparable group medical and/or dental plan sponsored by their spouse's, domestic partner's, or parent's employer may elect to opt-out of County-sponsored medical and/or dental coverage (opt-out).
- (b) Employees eligible for medical and dental plan coverage who are covered by a spouse, domestic partner, or parent who is also employed by the County may elect to waive their County-sponsored medical and/or dental plan (waive).
- (c) To receive the opt-out or waive amounts of this Section the employee must be in paid status.

Employees scheduled to work 61 to 80 hours per pay period who prior to fiscal year 2005 elected to opt-out of County-sponsored medical plan coverage and continue to opt-out during the term of this MOU will receive one hundred thirty-three dollars and eighty-five cents (\$133.85) per pay period; employees scheduled for 40 to 60 hours per pay period who prior to fiscal year 2005 elected to opt-out of County-sponsored medical coverage and continue to opt-out during the term of this MOU, shall receive sixty-six dollars and ninety-three cents (\$66.93) per pay period.

- (d) Employees who opt-out or waive County-sponsored medical coverage effective beginning with the fiscal year in 2005 and any time thereafter and are scheduled for 61 to 80 hours per pay period will receive forty dollars (\$40.00) per pay period; employees who opt-out or waive County-sponsored medical coverage and are scheduled for 40 to 60 hours shall receive twenty dollars (\$20.00) per pay period.

The rules and procedures for electing to opt-out or waive County-sponsored medical and dental plan coverage are established and administered by the Employee Benefits and Services Division.

- (1) Employees may elect to opt-out or waive County-sponsored medical and/or dental plan(s) coverage within sixty (60) calendar days of the effective date of coverage of another employer-sponsored group plan. Proof of initial gain of other employer group coverage is required at the time the opt-out or waive is elected.
- (2) Employees may also elect to opt-out or waive County-sponsored medical and/or dental plan(s) coverage during an annual open enrollment period. All employees who are newly opting-out or waiving during an open enrollment period must provide verification of other employer group coverage.
- (3) Employees who voluntarily or involuntarily lose their other employer group medical and/or dental plan coverage must enroll in a County-sponsored medical and/or dental plan within sixty (60) calendar days. Enrollment in the County-sponsored medical and/or dental plan will be provided in accordance with the requirements of the applicable plan. If the employee elects not to enroll his/her eligible dependents, the dependents may only be added at a subsequent annual open enrollment period or within sixty (60) calendar days from a mid-year qualifying event.
- (4) There must be no break in the employee's medical and dental plan coverage between the termination date of the other employer group coverage and enrollment in a County-sponsored medical and/or dental plan. The retroactive enrollment period and premiums required to implement coverage are subject to the terms and conditions of the applicable plan. Failure to notify the County of loss of group coverage within sixty (60) calendar days will require the employee to pay his/her insurance premiums retroactively on an after-tax basis.

### **Section 3 – Medical and Dental Premium Subsidies**

- (a) The County has established a Medical Premium Subsidy (MPS) in an amount that shall offset a portion of the cost of medical plan premiums charged to eligible employees. The MPS shall be applied to medical insurance premiums only and shall not be applicable to dental insurance premiums. The applicable MPS amount shall be paid directly to the provider of the County-sponsored medical plan in which the eligible employee has enrolled. The MPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association. In no case shall the MPS exceed the cost of the medical insurance premium for the coverage selected.
- (b) The County has established a Dental Premium Subsidy (DPS) in an amount that would offset a portion of the cost of dental plan premiums charged to eligible employees. The DPS shall be applied to dental insurance premiums only and shall not be applicable to medical insurance premiums. The applicable DPS amount shall be paid directly to the provider of the County-sponsored dental plan in which the eligible employee has enrolled. The DPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association. In no case, shall the DPS exceed the cost of the dental insurance premium for the coverage selected.
- (c) Eligibility - Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a County-sponsored medical plan, are eligible to receive the MPS towards the cost of medical coverage. Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a County-sponsored medical and dental plan, are eligible to receive the DPS towards the cost of dental coverage. However, employees must be in paid status in order to actually receive the benefits of this

Section.

For purposes of this Sub-section (3), paid hours shall not include disability payments such as short-term disability and workers' compensation.

(d) Employees shall receive a Medical Premium Subsidy in the following amounts per pay period as provided below:

(1) Effective the pay period following board approval, the MPS amounts for employees in unit shall be the following amounts per pay period:

| Coverage Type | Scheduled 40 to 60 Hours | Scheduled 61 to 80 Hours |
|---------------|--------------------------|--------------------------|
| EE Only       | \$153.01                 | \$306.01                 |
| EE + 1        | \$297.63                 | \$595.22                 |
| EE + 2        | \$420.60                 | \$841.19                 |

(2) Effective July 12, 2025, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the County's Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years. Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

(3) Effective July 11, 2026, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the County's Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years. Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

(4) Effective July 10, 2027, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the County's Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years. Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

(5) Employees covered by this MOU shall receive a Dental Premium Subsidy in the following amounts per pay period:

| Coverage Type | Scheduled for 40 to 60 Hours | Scheduled for 61 to 80 Hours |
|---------------|------------------------------|------------------------------|
| Employee Only |                              |                              |
| Employee + 1  | \$4.73                       | \$9.46                       |
| Employee + 2  |                              |                              |

**Section 4 – Needles Medical Premium Subsidy**

(a) For employees assigned to work in the Needles, Trona, and Baker work locations, the County will establish a "Needles Subsidy." To be eligible for the Needles Subsidy the employee must be enrolled in a medical plan and receive MPS. The Needles Subsidy will be paid by the employee's Department and will be equal to the amount of the premium difference between the indemnity medical plan offered in these specific work locations and the HMO medical plan with the most comparable benefit design (e.g., similar copayment amounts, out-of-pocket maximums, etc.) provided by the County. The applicable Subsidy amount shall be paid directly to the provider of the County-sponsored medical plan in which the eligible employee has enrolled. This Subsidy will be

established each year when premiums change for the County-sponsored medical plans. The Subsidy will be discontinued when the HMO medical plan with the most comparable benefit design becomes available to the employees.

- (b) Employees assigned to work in Needles, Trona, or Baker work locations who are subsequently reassigned to a different work location, but whose eligible dependents do not relocate from the Needles, Trona, or Baker locations, shall be eligible to continue to receive the Needles Subsidy until the next open enrollment period or until the employee's eligible dependents relocate whichever occurs sooner.

Employees who do not relocate their primary residence after being assigned to work in Needles, Trona, or Baker work locations will not be eligible for the Needles Subsidy.

### **Section 5 – Eligibility for MPS and DPS While on Leave**

- (a) FMLA/CFRA - Employees who are on approved leave, pursuant to FMLA/CFRA and whose paid hours in a pay period are less than the required number of hours designated in Sub-section 3(c) above will continue to be enrolled in a County-sponsored medical plan and receive MPS and DPS in accordance with applicable law.

An employee who does not otherwise meet the requirements for FMLA and/or CFRA (e.g., an employee who has not actually worked 1,250 hours during the applicable twelve (12) month rolling period) after the employee has received the MPS and DPS as provided by law, shall not be eligible for continuation of the MPS and DPS in the subsequent year. For example, an employee who is off work continuously for two years, and received the MPS and DPS as provided by law, shall not be eligible for the continuation of the MPS and DPS in the next rolling year.

- (b) Pregnancy Disability Leave (PDL) – An employee on an approved Pregnancy Disability Leave is eligible for continuation of MPS and DPS in accordance with PDL law.
- (c) Workers' Compensation - Employees who are on an approved leave based on an approved workers' compensation claim shall continue to receive the MPS and DPS for up to twenty (20) pay periods while off work due to that work injury, inclusive of any FMLA leave, providing the employee has been receiving MPS and DPS immediately prior to the leave of absence and as long as the employee pays his/her portion of the premiums on time. Should any subsequent workers' compensation claims occur during the initial twenty (20) pay periods, the remaining MPS eligibility from the original claim shall run concurrent with any additional approved workers' compensation claims that occur during the initial claim. For example, if the employee is receiving the MPS and DPS for twenty (20) pay periods for an injury and after ten (10) pay periods another workers' compensation claim is approved and the employee is eligible to receive the MPS and DPS for an additional twenty (20) pay periods, ten (10) pay periods will run concurrent with the initial claim, for a total of 30 pay periods.

Employees who are still on workers' compensation after the expiration of the initial twenty (20) pay periods shall continue to receive MPS and DPS provided the employee is fully integrating appropriate paid leave time.

- (d) Short Term Disability - Employees who are integrating paid leave time with Short-Term Disability (STD) insurance provided by the County shall continue to receive the MPS and DPS.

### **Section 6 – Vision Care Insurance**

Subject to carrier requirements, the County will pay the premiums for vision care insurance for all employees (and eligible dependents if applicable) in a regular position and in paid status per pay period or if the County is required to continue such paid coverage pursuant to applicable law (e.g., FMLA). If an employee is no longer eligible for County-paid vision care insurance, the employee will have the option of enrolling in COBRA continuation coverage.

## MEDICAL EMERGENCY LEAVE

The particulars of this Medical Emergency Leave policy are as follows:

- (a) The employee must have regular status with the County or one (1) year of continuous service in a regular position with the County.
- (b) The employee must meet all of the following criteria before they becomes eligible for Medical Emergency Leave donation: (1) be on an approved medical leave of absence for at least thirty (30) consecutive calendar days (160 working hours) exclusive of an absence due to a work related injury/illness; (2) submit a doctor's off work order verifying the medical requirement to be off work for a minimum of thirty (30) calendar days (160 working hours); (3) have exhausted all useable leave balances prior to initial eligibility for Medical Emergency Leave donations – subsequent accruals will not affect eligibility; and (4) have also recorded at least forty (40) hours of sick leave without pay during the current period of disability.
- (c) An employee is not eligible for Medical Emergency Leave if they are receiving Workers' Compensation benefits. An employee eligible for State Disability and/or Short-Term Disability must agree to integrate these benefits with Medical Emergency Leave.
- (d) Vacation or holiday leave as well as compensatory time, may be donated by employees only on a voluntary and confidential basis, in increments of eight (8) hours (or in the case of holiday leave only four (4) hours) not to exceed a total of fifty percent (50%) of an employee's annual vacation, holiday, or compensatory time accrual per employee. The donation may be made for a specific employee on the time frames established by the Human Resources Department. The employee (donee) using/coding the Medical Emergency Leave will be taxed accordingly.
- (e) The donation is to be for the employee's Medical Emergency Leave only; the donation to one (1) employee is limited to a total of 1,040 hours per fiscal year. The maximum of 1,040 hours shall be prorated for those scheduled less than 40 hours per week. Example: An employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave.
- (f) The definition of Medical Emergency Leave is an approved Leave of Absence due to a verifiable, long- term illness or injury, either physical or mental impairment of the employee. Medical Emergency Leave is not for use to care for a member of the employee's family. Job and/or personal stress (not the result of a diagnosed mental disorder) is specifically excluded for receipt by the employee of Medical Emergency Leave. A statement from the employee's treating physician, subject to review by the Center for Employee Health and Wellness or medical designee, is required. The County retains the right to request medical documentation regarding the employee's continued incapacity to return to work. An employee shall be eligible to utilize and receive Medical Emergency Leave during the period they are on the approved long term leave of absence.
- (g) The employee on an approved Medical Leave of Absence who is receiving Medical Emergency Leave can continue to earn benefit monies (i.e., MPS, Opt-out, and Waive amounts) per the minimum paid hours per pay period requirement of the Medical and Dental Plan Article, or the requirement of the Federal and State Family Leave Acts, as applicable to the individual employee.
- (h) An employee using/coding leave under this program is not eligible for receipt of any accruals such as vacation leave, sick leave or retirement credit.
- (i) Medical Emergency Leave hours will count towards the accountable hours used to determine holiday leave eligibility.
- (j) Donor hours shall be contributed at the donor's hourly base salary rate and be converted to the donee's hourly

base salary, exclusive in both instances of overtime, differentials and the like as the singular purpose of this program is to provide financial assistance.

- (k) Any donated time unused by the employee for the medical emergency shall remain in the donee's accruals or shall be returned to the donor employee(s) as follows:
  - (1) Employees who resign while on Medical Emergency Leave (i.e., an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee) shall be paid at one hundred percent (100%) of their base hourly rate of pay for all unused Medical Emergency Leave up to 176 hours at time of resignation in accordance with payroll procedures established by the County Auditor-Controller/Treasurer/Tax Collector. In the case of employees who die while on Medical Emergency Leave, the employee's spouse, unless otherwise specified on the Beneficiary Designation For Last Will and Testament form on file with ATC, shall be paid at one hundred percent (100%) of the deceased employee's base hourly rate of pay for all unused Medical Emergency Leave up to 176 hours at the time of employee's death in accordance with payroll procedures established by the County Auditor/Controller. Any unused Medical Emergency Leave in excess of 176 hours shall be returned to the donor(s), in accordance with procedures established by the County.
  - (2) An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to full time work shall be eligible to retain up to 176 hours unused Medical Emergency Leave. Such hours shall only be used for the same purpose and in the same manner as Sick Leave and in accordance with the applicable Sick Leave provision of the Agreement, however, such hours shall not be eligible for conversion (e.g., cash-out). Any unused Medical Emergency Leave in excess of 176 hours shall be returned to the donor(s) in accordance with procedures established by the County.
  - (3) An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to work on a part-time basis (less than the employee's normally scheduled hours of work per pay period) may record a combined total of work time and Medical Emergency Leave not to exceed each pay period the lesser of eighty (80) hours or the employee's normally scheduled hours of work. However, should the employee accrue sick leave while working part-time on Medical Emergency Leave, the employee is required to use those sick leave accruals before utilizing Medical Emergency Leave hours (i.e., Medical Emergency Leave hours may not be used in place of accrued sick leave).
- (l) The donation shall be administered on a specific basis where so designated with instances charged to the Medical Emergency Leave donation for the actual administrative costs.
- (m) Solicitation of donors shall be regulated by the Human Resources Department, names of donors are to be confidential, the privacy rights of the donee upheld per legal requirements.
- (n) All donors and donee shall sign release forms designed, retained and effected by the Human Resources Department.

## MERIT ADVANCEMENTS

### Section 1 – General

Employees shall receive merit advancements within their base salary range, as provided below and in the Salary Rates and Step Advancements Article.



**Section 2 – Probationary Employees and Other Employees Without Regular Status**

- (a) Probationary employees or other employees without regular status shall receive a merit advancement the pay period following 1,040 service hours, unless the employee receives a probationary progress report with an overall rating of “Below Job Standards”.
- (b) If the employee receives an overall rating of “Below Job Standards”, the step will not be granted until the pay period in which the employee receives an overall evaluation of at least “Meets Job Standards.”

**Section 3 – Regular Employees**

- (a) Regular employees shall receive step advancements in accordance with the Salary Rates and Step Advancements Article.
- (b) Regular employees shall be evaluated within six (6) pay periods prior to their annual step advance eligibility date when applicable.
- (c) If the employee receives an evaluation with an overall rating of “Below Job Standards”, the step advance may be denied or suspended as follows:
  - (1) If the supervisor had given the employee written notice of inadequate work performance at least three (3) pay periods prior to the employee’s receipt of the Work Performance Evaluation and the employee received an overall rating of “Below Job Standards”, the employee’s merit advancement shall be denied.
  - (2) If the supervisor did not provide the employee such notice, the merit advancement shall be granted effective the pay period following the completion of 1,040 service hours. In this case, the supervisor must evaluate the employee after three (3) pay periods following the original date of the evaluation. If the new evaluation indicates the employee is “Below Job Standards”, the employee shall receive not future step advancements until the employee is deemed to be meeting job standards.
- (d) In cases where no Work Performance Evaluation is filed, an employee should contact the supervisor, who must complete and file the evaluation within five (5) working days.

**Section 4 – Denied Steps**

If an employee’s step is denied, the employee may be re-evaluated after three (3) or more pay periods after receiving a “Below Job Standards” evaluation. Upon receiving a “Meets Standards” evaluation (or better), the employee shall be granted the merit advancement, effective at the beginning of the pay period in which said evaluation was administered.

**Section 5 – Disputes**

An employee with regular status may appeal the content of a Work Performance Evaluation with an overall rating of “Below Job Standards” in accordance with the appeal procedure in the Personnel Rules.

**MILITARY LEAVE**

As provided in the California Military and Veterans Code Section 395 et seq., and any amendment thereto, and the federal Uniformed Services Employment and Reemployment Rights Act of 1994, bargaining unit employees may be entitled to the following rights concerning military leave:

- (a) Definition – Military leave is defined as the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training (weekend drills), full-time National Guard duty, and a period for which an employee is absent for the purpose of an examination to determine the fitness of the person to perform any such duty.

- (b) Notice and Orders – All employees shall provide advance notice of military service unless military necessity prevents the giving of notice or the giving of notice is impossible or unreasonable. Where available, copy of military orders must accompany the request for leave.
- (c) Temporary Active Duty – Any employee who is a member of the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled to temporary military leave of absence for the purpose of active military training provided that the period of ordered duty does not exceed one hundred eighty (180) calendar days, including time involved in going to and returning from such duty. While on paid status, an employee on temporary military leave shall receive the same vacation, holiday, and sick leave, step advances and benefits that would have been enjoyed had the employee not been absent, providing such employee has been employed by the County for at least one (1) year immediately prior to the date such leave begins. In determining the one (1) year employment requirement, all time spent in recognized military service, active or temporary, shall be counted. An exception to the above is that an uncompleted probationary period must be completed upon return to the job. Any employee meeting the above one (1) year employment requirement shall be entitled to receive his/her regular salary or compensation, pursuant to Section (e) of this Article.
- (d) Full-Time Active Duty – Employees who resign from their positions to serve in the Armed Forces for more than one hundred eighty (180) days, shall have a right to return to their former classification upon serving written notice to the appointing authority, no later than ninety (90) days after completion of such service. Returning employees are subject to a physical/psychological examination.

Should such employee's former classification have been abolished, then the employee shall be entitled to a classification of comparable functions, duties, and compensation if such classification exists, or to a comparable vacant position for which the employee is qualified.

The right to return to former classification shall include the right to be restored to such civil service status as the employee would have if the employee had not so resigned; and no other person shall acquire civil service status in the same position so as to deprive such employee of this right to restoration.

Eligible employees are also entitled to the reemployment and benefit rights as further described in the Uniformed Services and Employment and Reemployment Rights Act, 38 U.S.C. Sections 4301-4333. Specifically, a returning employee will receive restoration of original hire date, salary step, vacation accrual rate, sick leave balance (unless the employee has received payment for unused sick leave in accordance with provisions contained herein), the retirement plan contribution rate and retirement system contributions (provided the employee complies with any requirements established by the Retirement Board). However, such employee will not have accrued vacation, sick leave, or other benefit while absent from County employment, except as provided in the temporary duty provision.

- (e) Compensation – This provision does not include an employee's attendance for inactive duty, commonly referred to as weekend reserve meetings or drills. Employees must use their own time to attend such meetings. Should the meetings unavoidably conflict with an employee's regular working hours, the employee is required to use vacation or holiday leave, leave without pay, or make up the time. Employees who are called in for a medical examination to determine physical fitness for military duty must also use vacation leave, leave without pay, or make up the time. Employees cannot be required to use their accrued leave. Any employee meeting the requirements in (c) and (d) shall be entitled to receive his/her regular salary or compensation for the first thirty (30) calendar days of any such leave. Pay for such purposes shall not exceed thirty (30) days in any one fiscal year and shall be paid only for the employee's regularly scheduled workdays that fall within the thirty (30) calendar days.
- (f) Extension of Benefits – The County recognizes the increased requirements of the military due to the current threats facing the United States of America and, as such, has established a program under which employees may be eligible for an extension of benefits. Employees who are called to active duty as a result of the activation of military reservists beginning in September 2001, and who are eligible to receive the thirty (30) calendar day

military leave compensation, and meet the requirements established by the Board shall receive the difference between their base County salary and their military salary starting on the 31st calendar day of military leave. The difference in salary shall continue for the period approved by the Board of Supervisors. During this period, the County will continue to provide the employee the benefits and all leave accruals as was provided prior to such active duty. Retirement contributions and credit will be granted if the employee had enough pay to cover the entire contribution. If the employee does not get enough pay to cover the retirement contribution, no contribution or credit will be given. Employees should note that the Accidental Death and Dismemberment (AD&D) plan contains a war exclusion.

If the employee becomes eligible for full County payment for the first thirty (30) days of military leave provided in (c) of this Article, the extended payments provided under this Section shall be suspended and shall be continued after the 30 days compensation has been completed.

No compensation shall be paid beyond the thirty (30) day leave period, unless such compensation is expressly approved by the Board of Supervisors. The County may unilaterally extend the benefits of this subsection upon the approval of the Board of Supervisors.

- (g) Vacation and Military Leave – Employees shall not be permitted to take vacation or other accrued leave in lieu of the military leave provisions provided in Section (c) of the Article. Employees may elect to use accrued leave time, except sick leave, in lieu of the integrated pay in Section (f) of this Article under the following conditions:
- (1) The employee must decline in writing the benefits of Section (f) of this Article prior to the due date of the Time and Labor Report (TLR). The employee must include the dates for which they are declining the benefit.
  - (2) The employee must use accrued leave time for the entire pay period (i.e., County pay will not be integrated with military pay for partial pay periods).
  - (3) Such written declination cannot be revoked or amended at a later date for a pay period for which the TLR has already been submitted.
  - (4) Benefits, leave accruals, and pay will be administered per normal procedures for vacation pay; no additional benefits otherwise granted under this Article will be available. Employees may elect to use accrued leave time, except sick leave, once all paid benefits have been exhausted.

## MODIFIED BENEFIT OPTION

### Section 1 – General Provisions

- (a) All regular classified full-time employees in the classifications listed in Appendix B, and any other agreed upon classifications, shall be provided an opportunity to convert from a regular position with full benefits to a regular position with modified benefits and a wage differential.
- (b) Employees may choose to enroll in the MBO at hire or during the annual open enrollment period, and may choose to change to the full benefit option during subsequent open enrollment periods.
- (c) Employees who select the Modified Benefit Option must commit to work a minimum of 1,560 hours per calendar year.
- (d) Employees in regular positions who choose the MBO may retain or attain civil service rights in the position in accordance with applicable provisions or rules concerning probationary periods.
- (e) In order to receive the benefits and wage differential of the Modified Benefit Option, the employee must specifically choose the Option.

**Section 2 – Modified Benefit Option Wage Differential**

Employees who select the MBO shall receive a wage differential of \$1.75/hour above the base rate of pay. The wage differential shall be paid on all paid hours (e.g., REG, PTO, etc.).

The wage differential shall be considered as part of the base hourly rate when calculating the following: the County contribution to the employee’s Retirement Medical Trust (RMT) account, differentials paid on a percentage basis, longevity, sick leave cash-outs (if any) pursuant to the RMT Article, and leave cash-outs. Provided below is an example of how the County’s contribution to the RMT would be calculated:

EX: An employee with 11 years of continuous County service and an 80-hour per pay period schedule selects the MBO. The employee’s base hourly rate is \$35 per hour. This employee is eligible for a County contribution to the RMT equal to 1.50% of the employee’s base bi-weekly salary. The County contribution to the RMT is calculated as follows:

$$80 \text{ hours} \times (\$35.00 \text{ per hour} + \$1.75 \text{ MBO Wage Differential}) = \$2,940 \text{ base bi-weekly salary for purposes of County contribution to the RMT}$$

$$\$2,940 \times 1.50\% \text{ Contribution Rate} = \$44.10$$

The County will contribute \$44.10 to the RMT on behalf of the employee that pay period.

**Section 3 – Benefits and Leaves**

Except as provided in this Section 3, employees who select the MBO shall receive the same benefits and leaves that employees who select the full benefit option receive in the MOU.

- (a) Medical Coverage: Employees who select the MBO shall have the same medical plan options as employees who select the full benefit option. In addition, employees who select the MBO may enroll in the Blue Shield PPO Bronze Plan.
- (b) Medical Premium Subsidy: Effective the pay period following board approval through the term of the MOU, the MPS amounts for employees enrolled in the MBO will be based on a percent of the MPS amounts for the Traditional Benefit Option (i.e., 71% Employee Only; 82% Employee + 1; 82% Employee +2).
- (c) Dental Premium Subsidy: Employees who select the MBO shall be eligible to receive DPS in the following amounts per pay period:

| Coverage Type | DPS    |
|---------------|--------|
| Employee Only |        |
| Employee + 1  | \$9.46 |
| Employee + 2  |        |

- (d) Flexible Spending Account (FSA): Employees who select the MBO shall be eligible to participate in the FSA as provided in the FSA Article; provided, however, that employees who select the MBO, enroll in the Blue Shield PPO Bronze Plan, and elect to enroll in the FSA shall be eligible for up to a \$25.00 per pay period match to the FSA, to be credited on a quarterly basis. Employees who select both the Blue Shield PPO Bronze Plan and enroll in the FSA shall not receive the County contribution to the Retirement Medical Trust.
- (e) Retirement Medical Trust: Employees who select the MBO and enroll in the Blue Shield PPO Bronze Plan and the FSA shall not receive a County contribution to the Retirement Medical Trust, but shall be eligible for a County match to the FSA as provided in part (d) above.

(f) Deferred Compensation 457(b): Employees shall be eligible to participate in the County’s 457(b) Deferred Compensation Plan, but shall not receive a County match.

(g) Paid Time Off (PTO)/Leave Time:

(1) Definition: Paid Time Off (PTO) is granted to employees who select the MBO in lieu of any other Vacation, Sick, or Holiday accrual leave provisions, except as provided in this Section 3 (g)(3)(ii).

(2) Accumulation: Employees who select the MBO shall accrue PTO each pay period and shall be eligible for prior service credit as provided in Section 3 (d) of the Leave Provisions article. Employees who have standard hours of less than eighty (80) hours per pay period shall accumulate PTO on a pro-rata basis; provided, however, that the maximum allowed combined unused vacation and PTO balance shall not be prorated. PTO shall be available for use on the first day following the pay period in which it is earned.

(i) Employees in Classifications that are Regularly Scheduled to Work Holidays – Employees in classifications that are regularly scheduled to work on holidays (e.g., Laboratory Technologist II) shall accrue PTO each pay period as provided in the chart below.

| Service Hours                  | PTO Allowance (Assumes 80-hour Schedule) | Accrual Rate Per Pay Period (Assumes 80-Hour Schedule) | Maximum Allowed Unused PTO Balance | Maximum Allowed Combined Unused Vacation and PTO Balance for All Employees Who Convert to the Modified Benefit Option |
|--------------------------------|--|--|------------------------------------|---|
| 0 through 10,400 service hours | 180 hours                                | 6.93 hours   | 270 hours                          | 320 hours**   |
| Over 10,400 service hours      | 216 hours                                | 8.31 hours   | 324 hours                          | 404 hours**   |

\*\*The employee’s maximum allowed PTO balance may not exceed 270 or 324 hours, as applicable.

(ii) Employees in Classifications that are Not Regularly Scheduled to Work Holidays – Employees in classifications that are not regularly scheduled to work on holidays (e.g., Public Works Engineer I/II) shall accrue PTO each pay period as provided in the chart below and shall receive holiday pay as provided in this Section 3 (g)(3)(ii).

| Service Hours                           | PTO Allowance (Assumes 80-hour Schedule) | Accrual Rate Per Pay Period (Assumes 80-Hour Schedule) | Maximum Allowed Unused PTO Balance | Maximum Allowed Combined Unused Vacation and PTO Balance for All Employees Who Convert to the Modified Benefit Option |
|---|--|--|------------------------------------|---|
| 0 through 8,320 service hours           | 112 hours                                | 4.31 hours   | 169 hours                          | 201 hours**   |
| Over 8,320 through 18,720 service hours | 152 hours                                | 5.85 hours   | 229 hours                          | 272 hours**   |
| Over 18,720 service hours               | 192 hours                                | 7.39 hours   | 289 hours                          | 343 hours**   |

\*\*The employee’s maximum allowed PTO balance may not exceed 169, 229, or 289 hours, as applicable.

(3) Holiday Pay:

- (i) Employees in Classifications that are Regularly Scheduled to Work Holidays - Employees in classifications that are regularly scheduled to work on holidays (e.g., Laboratory Technologist II), shall not accrue any holiday leave, but shall be paid twice their base hourly rate for all hours actually worked on the following holidays:

|                           |                           |
|---------------------------|---------------------------|
| January 1 <sup>st</sup>   | Thanksgiving Day          |
| Last Monday in May        | Day after Thanksgiving    |
| June 19 <sup>th</sup>     | December 24 <sup>th</sup> |
| July 4 <sup>th</sup>      | December 35 <sup>th</sup> |
| First Monday in September |                           |
| November 11 <sup>th</sup> | December 31 <sup>st</sup> |

- (ii) Employees in Classification that are Not Regularly Scheduled to Work Holidays – Employees in classifications that are not regularly scheduled to work holidays (e.g., Public Works Engineer I/II), shall receive holiday pay according to the Holiday Leave section of the Leave Provisions Article of this MOU, except such employees will not be eligible for the floating holiday.

(4) Administration

- (i) PTO for Vacation Leave Purposes – When PTO has been requested for vacation leave purposes, PTO shall be administered according to the Vacation Leave section of the Leave Provisions Article of the MOU.
- (ii) PTO for Sick Leave Purposes – When PTO has been requested for sick leave purposes, PTO shall be administered according to the Sick Leave section of the Leave Provisions Article of this MOU.
- (5) PTO Cash-Out - On one occasion each calendar year until the expiration of this contract, an employee who had used eighty (80) or more hours of specified leave (i.e., vacation leave and/or PTO) during the preceding calendar year may elect to convert up to sixty (60) hours of accrued PTO into a cash payment, at the base rate of pay in effect at the time of the cash-out. In order to sell back PTO, an employee must make an irrevocable election (i.e., pre-designation) during the month of December, specifying the number of hours to be sold back from the next year's PTO accrual. During the calendar year following the pre-designation, no more than three (3) requests may be made to cash out the PTO in a single block of not less than eight (8) hours and no more than sixty (60) hours. An employee shall be eligible to cash-out PTO hours accrued up to the preceding pay period in which they requested the cash-out. For example, an employee who requests a cash-out in pay period 15 can only cash-out the PTO accrued through pay period 14. The number of hours requested for cash-out shall not exceed an amount equal to or less than the amount accrued. For example, an employee in December 2019 makes a pre-designation to cash-out 25 hours. The employee accrues 4.31 hours of PTO per pay period. At the end of pay period 2 the employee can request to cash-out the 8 hours of PTO that they had accrued, but is not yet eligible to cash-out the entire 25 pre-designated hours because the employee has yet to accrue 25 hours of PTO. Once an election is made, if the employee does not request that the designated number of hours be sold back by pay period 25 of the calendar year in which the election is effective, the hours will be automatically converted to cash in pay period 26. The PTO cash-out shall sunset upon the expiration of the agreement.
- (6) Separation: Employees separating from County employment shall have any unused PTO administered in the same manner that Vacation Leave is administered at separation according to the Vacation Leave section of the Leave Provisions Article of the MOU.

Employees who are hired into a position in a bargaining unit (except for employees who are hired into the Per Diem Nurses Unit) that does not contain the MBO, shall carry over their existing PTO balance and begin accruing vacation, holiday, and sick leave immediately. Employees who are hired into a position in the Per Diem Nurses Unit shall have any existing leave balances (e.g., PTO, vacation, sick, etc.) administered in the same manner as an employee who is in the Full Benefit Option who is hired into a Per Diem position.

(7) Accrual Carryover Following Benefit Change

- (i) Full Benefit Option to Modified Benefit Option - Employees who convert from the full benefit option to the MBO shall carry over and may utilize their existing vacation, holiday, and sick leave balances; provided, however, that the employee shall no longer accrue vacation, holiday, and sick leave after converting to the MBO, except as provided in this Section 3 (g)(3)(ii).

After converting to the MBO the employee shall be immediately eligible to accrue PTO; however, the employee's combined Vacation and PTO balance shall not exceed the applicable caps established in the chart above. For example, if an employee with less than 10,400 service hours and in a classification that is regularly scheduled to work holidays carries over 200 Vacation Leave hours the employee shall only be eligible to accrue up to 120 PTO hours. If such employee then uses some Vacation Leave or PTO, the employee shall be eligible to accrue additional PTO hours, not to exceed the applicable cap.

However, an employee with a previously approved waiver of the maximum allowed unused vacation balance as provided in the Vacation Leave section of the Leave Provisions Article may temporarily exceed the caps in the chart above.

An employee who carries over Vacation Leave hours shall be eligible to accrue the maximum amount of PTO once the employee has exhausted all of his/her carried over Vacation Leave hours.

- (ii) Modified Benefit Option to Full Benefit Option - Employees who convert from the MBO to the full benefit option shall carry over and may utilize their existing PTO balance (if any) and begin accruing vacation, holiday, and sick leave immediately; however, the employee's combined Vacation and PTO balance shall not exceed the applicable vacation caps established in the Vacation Leave section of the Leave Provisions article. For example, if an employee with less than 18,720 service hours carries over 270 PTO hours and 30 Vacation Leave hours the employee shall only be eligible to accrue up to 20 Vacation Leave hours since the maximum allowed unused Vacation Leave is 320 hours. If such employee then uses some Vacation Leave or PTO, the employee shall be eligible to accrue additional Vacation Leave, not to exceed established cap.

- (8) Vacation Cash-Out: Employees who met the eligibility requirements for the vacation cash-out prior to selecting the MBO, and pre-designated to cash-out vacation leave during the required pre-designation period while in the full benefit option, shall remain eligible to cash-out vacation leave. However, employees enrolled in the MBO shall not be eligible to pre-designate to cash-out vacation leave while enrolled in the MBO.

## NON-DISCRIMINATION

SEIU agrees to represent all employees in this Unit in their employer-employee relations with the County.

Neither the County nor the Union shall discriminate against any employee because of race, color, ancestry, sex, sexual orientation, age, physical or mental disability, medical condition, national origin, political, religion, or labor organization affiliations, or other basis as required by federal, state, or local law.

The parties agree to support and promote the objectives of the County's Equal Employment Opportunity program.

## OBLIGATION TO SUPPORT

The parties agree that, subsequent to the execution of this Agreement and during the period of time any tentatively agreed-upon successor, amendment, addition, or deletion to this Agreement is before the Board of Supervisors (i.e., after ratification by the Union but before the Board of Supervisors take action), neither SEIU nor County Administration, nor their authorized representatives, will appear before the Board of Supervisors individually or collectively to advocate any further amendment, addition or deletion to the terms and conditions of this Agreement. It is further understood that this Article shall not preclude the parties from appearing before the Board of Supervisors nor meeting with individual members of the Board of Supervisors to advocate or urge the adoption and approval of any tentatively agreed-upon successor, amendment, addition, or deletion to this Agreement in its entirety.

## OVERTIME

(a) Policy – It is the policy of the County to discourage overtime except when necessitated by abnormal or unanticipated workload situations. It is the responsibility of the appointing authority to arrange for the accomplishment of workload under their jurisdiction within a reasonable period of time. The County has the right to require overtime to be worked as necessary.

(b) Definition – Unless otherwise provided herein, overtime shall be defined as all hours actually worked in excess of eighty (80) hours during a pay period. For employees in classifications covered by the Fair Labor Standards Act, overtime shall be defined as all hours actually worked in excess of forty (40) hours during a work week. For purposes of overtime, paid leave time, excluding sick leave as provided in part “(c)” below, shall be considered as time actually worked; provided, however, that for employees exempt from the Fair Labor Standards Act, time spent attending conferences, seminars and training programs shall not be considered as time actually worked.

Overtime shall be reported in increments of full fifteen (15) minutes and is non-accumulative and non-payable when incurred in units of less than fifteen (15) minutes. Employees shall not accrue leave on overtime.

(c) Sick leave that is not pre-approved and sick leave used by employees on leave restriction shall not be considered as time actually worked for the purpose of calculating overtime. “Pre-approved” shall mean notice (e.g., prescheduled doctor’s appointment or sick leave for bereavement purposes) to management at least forty-eight (48) hours prior to the appointment.

(d) Employees who have scheduled a pre-approved medical or dental appointment must report to work before and after the medical or dental appointment if there is an opportunity for at least one (1) hour of actual work time.

(e) Overtime Compensation

Except as provided below, any employee authorized by the appointing authority or authorized representative to work overtime shall be compensated at straight time at the employee’s base rate of pay compensating time off. Cash payment at the employee’s base rate of pay shall automatically be paid for any compensating time off accumulated in excess of eighty (80) hours, or immediately prior to promotion, demotion or termination of employment. Employees covered by the Fair Labor Standards Act shall be compensated for overtime at one and one-half (1-1/2) times the employee’s regular rate of pay. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.

(f) Variable Work Schedule

The appointing authority shall have the right to direct an employee to take such time off as is necessary to insure that an employee’s actual time worked does not exceed eighty (80) hours within any given work period, or in the case of Social Service Practitioners and employees covered by the Fair Labor Standards Act, forty (40) hours



within a given work week.

(g) Special Provisions

(1) Social Service Practitioners

- (i) Employees in the classification of Social Service Practitioner authorized by the appointing authority or authorized representative to work overtime shall be compensated at premium rates, i.e., one and one-half (1-1/2) times the employee's regular rate of pay. Overtime shall be defined as all hours worked in excess of forty (40) hours in a work week. For purposes of overtime, paid leave time, excluding sick leave as provided in "(c)" above, shall be considered as time actually worked. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.
- (ii) In lieu of cash payment, upon request of the employee and approval of the appointing authority, an employee may accrue compensating time off at premium hours. Except as provided below, cash payment at the employee's base rate of pay shall automatically be paid for any compensating time, which exceeds eighty (80) hours, or for any hours on record immediately prior to promotion, demotion or termination of employment.

- (2) Medical Support – Employees assigned to the hospital, mental or correctional institutions and who are clinical therapists, psychologists, laboratory technologists, physical therapists, occupational therapists, clinical biochemists, dietitians, or respiratory care practitioners shall be compensated for time worked in excess of their regularly scheduled tour of duty or eighty (80) hours per pay period at premium rates, i.e., one and one-half (1-1/2) times the employee's base hourly rate. Further, such employees shall be compensated for time worked in excess of four (4) hours over and above their regularly scheduled shift at double time rates, i.e., two (2) times the employee's base hourly rate.

In lieu of cash payment, and upon mutual agreement of the appointing authority and the employee, an employee may accrue compensating time off at premium hours. Cash payment at the employee's base rate of pay shall automatically be paid for any compensating time off accumulated in excess of eighty (80) hours, or immediately prior to said employee being promoted.

- (3) Notwithstanding any other provisions of this Agreement, the Chief Executive Officer may authorize overtime compensation at time and one-half rates for those classifications which receive straight time overtime (including retroactively for emergencies as defined in Section 13.0202 of the County Code) to be paid to any employee in order to carry out the intent of a Board-approved program, to respond to an emergency, or to compensate for hours of work performed above that normally expected of such employee.

## PAY PERIOD

A pay period shall be comprised of fourteen (14) calendar days. The first pay period under this Agreement shall commence September 21, 2024, and shall end at 12:00 a.m. (midnight) on the second Friday thereafter. Each subsequent fourteen (14) day period shall commence on the succeeding Saturday at 12:01 a.m. and shall end at midnight on the second Friday thereafter. The pay period and work week may be adjusted in accordance with FLSA requirements, as applicable.

## PAYROLL ADJUSTMENTS

If an overpayment is made to a County employee, the employee is obligated to repay the amount of overpayment within the time frame the overpayment was received by the employee. In the event of an overpayment totaling

twenty-five dollars (\$25) or less, the overpayment will be recovered in one pay period. Extensions to the period for repayment of the overage may be requested by the employee, subject to the approval of the County's Auditor-Controller/Treasurer/Tax Collector. Extensions will be approved only in the case of extreme hardship, and the extended period for repayment will generally not be longer than one and one-half times as long as the overpayment period. If the amount owed is greater than the employee's final pay, the Auditor-Controller/Treasurer/Tax Collector shall initiate a process to collect the overpayment from the employee.

In situations involving underpayment to an employee by the County, the employee shall receive the balance due in the next pay period the adjustment can be made, following timely submission of appropriate documentation to the Auditor-Controller/Treasurer/Tax Collector's Office, including necessary approval of the appointing authority and the Director of Human Resources.

If an employee has been underpaid by seven and one-half percent (7-1/2%) or more of his/her base pay in the immediately preceding pay period, through no fault of his/her own, the employee may request an on-demand payment to correct the error. Base pay shall be determined by multiplying the employee's base rate of pay by the number of hours in his/her usual work schedule.

The Director of Human Resources must authorize payroll adjustments to correct any payroll errors occurring more than thirteen (13) pay periods prior to the request for payroll adjustment.

## PREHEARING DISCUSSIONS

The parties agree that prior to submitting any matter within the appeal jurisdiction of the Civil Service Commission for adjudication other than disciplinary matters; prior to filing any Unfair Labor Practice charge; or prior to the filing of a civil lawsuit, both parties shall discuss such matters at the earliest moment.

All parties agree to provide full disclosure and to extend good faith efforts to resolve disputes through these discussions. Such discussions on offers of settlement may not be revealed at subsequent hearing.

Upon declaration of impasse by either or both parties on any matter within the appeal jurisdiction of the Civil Service Commission, the matter may be submitted to the Civil Service Commission within five (5) working days of such declaration.

Nothing in this Article shall serve to waive the rights of the appellants or their representatives to the appeal procedure due to a lapse of time resulting from such prehearing discussions.

## PROBATIONARY PERIOD AND TRAINEE APPOINTMENTS

### Section 1 – Probationary Period

Employees in this unit in non-trainee classifications shall serve a probationary period. The probationary period for employees in such non-trainee classifications shall be 1,600 hours.

The probationary period ends at the end of the day in which the employee has completed the required number of service hours.

The probationary period will be automatically extended for each hour during which the employee is on military leave or is on leave without pay, including absences while receiving disability payments. In situations where the employee is temporarily performing the duties of a higher level classification, is on modified duty, or is continuously absent for eighty (80) or more consecutive hours while coding sick leave, the probationary period may be extended at the discretion of the appointing authority. Such extension is in addition to the fifteen (15) pay period extension allowed by the Personnel Rules.

## Section 2 – Trainee Appointments

- (a) A trainee appointment is an underfill appointment to a regular position made from an appropriate eligible list of a lower classification for a prescribed period, as provided at the time of appointment, during which the employee must qualify for the higher classification or be terminated. Employees terminated for failure to qualify for the higher classification may request a meeting with the Human Resources Business Partner to review the basis for the termination but may not otherwise appeal such termination.
- (b) Clinical Therapist Pre-License and Psychologist Pre-License: Despite not attaining regular status, the County agrees that after 4,160 service hours, disciplinary actions for employees in the classifications of Clinical Therapist Pre-License and Psychologist Pre-License may be taken for cause only. However, termination for failure to meet licensing requirements in accordance with the applicable licensing board, is not subject to appeal.

The original trainee appointment must be made on a competitive basis. During the period of a trainee appointment, the trainee shall be in an at-will status. Appointments to the higher classification are subject to a probationary period.

## PROMOTIONS

A promotion is the appointment of an employee from one classification to a classification having a higher base salary range. A promoted employee shall receive at least the entrance rate of the new range or placed on a step closest to at least five percent (5%) salary increase, whichever is greater; provided that no employee is thereby advanced above the top step of the higher base salary range. At the discretion of the appointing authority and with the approval of the Director of Human Resources, an employee may be placed at any step within the higher base salary range. Promotions shall be effective only at the beginning of a pay period unless an exception is approved by the Director of Human Resources.

## PROVISIONS OF LAW

It is understood and agreed that this Memorandum of Understanding is subject to all applicable Federal and State laws and regulations and the provisions of the Charter of the County of San Bernardino. If any part or provision of this Memorandum of Understanding is in conflict or inconsistent with such applicable provisions of those Federal, State, or County enactments or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such part or provisions shall be suspended and superseded by such applicable law or regulations, and the remainder of this Memorandum of Understanding shall not be affected thereby. If any part or provision of this Memorandum of Understanding is suspended or superseded, the parties agree to reopen negotiations regarding the suspended or superseded part or provision with the understanding that total compensation to employees under this Agreement shall not be reduced or increased as a result of this Article. The parties hereto agree to refrain from initiating any legal action or taking individual or collective action that would invalidate Articles of this Memorandum of Understanding that are not in conflict or inconsistent with applicable provisions of Federal, State, or County enactments.

## RECRUITMENT AND REFERRAL BONUS PROGRAMS

- (a) General – The County shall make available to appointing authorities Recruitment and Referral Incentive Programs to assist in the recruitment and appointment of qualified individuals into hard-to-recruit regular positions in this Unit, in accordance with the guidelines established herein.
- (b) Program Applicability – Appointing authorities may request authorization to apply the Recruitment and/or Referral Bonus Program(s) to assist in filling regular positions in their departments. To apply, said position/classification must have had historical/demonstrable recruitment difficulty. The Human Resources Director shall have the sole authority to determine the applicability amount and duration of these program(s) to each requested position/classification and shall certify applicability of the Program(s) for each position, by assignment, department, and beginning and ending dates. Such determinations shall not be subject to the

Grievance Procedure, or any other review or appeal.

(c) Recruitment Bonus – An employee hired into a regular position/classification certified for participation in this Program shall be eligible to receive recruitment bonuses in accordance with the following:

(1) Bonus Amount and Method of Payment – The eligible employee hired into a position/classification certified for participation in the Program shall receive one thousand dollars (\$1000.00) upon hire. An additional one thousand dollars (\$1,000.00) shall be paid to the employee upon completion of 2,080 service hours in the position/classification for which the original bonus was granted. Each bonus payment shall be considered taxable income and subject to withholding.

(2) Limitations and Exclusions

(i) No bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification prior to the beginning date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program. Similarly, no bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification after the ending date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program, unless otherwise permitted by the Director of Human Resources.

(ii) The bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation; nor shall it be considered earnable compensation for purposes of retirement.

(iii) The employee shall receive for the 2nd installment of the recruitment bonus if the employee is “Meeting Standards” for the period that covers the 2nd installment. Such determination shall not be subject to review or appeal.

(d) Referral Bonus – Any employee who refers a qualified candidate for a position/classification in this bargaining Unit that has been certified for participation in this Program who is subsequently hired into the regular position may receive a referral bonus in accordance with the following:

(1) Method of Referral – To be eligible for the referral bonus, the County Application for Employment must contain the name of the referring employee in the appropriate area of the application.

(2) Bonus Amount and Method of Payment – The referring employee shall receive a bonus of two hundred and fifty dollars (\$250.00) for each referred candidate actually hired into an eligible regular position. An additional five hundred dollars (\$500.00) shall be paid upon that new employee’s completion of 2,080 service hours. Said bonus shall be considered taxable income and subject to withholding.

(3) Limitations and Exclusions

(i) No bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification prior to the beginning date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program. Similarly, no bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification after the ending date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program.

(ii) Individuals assigned to employee recruitment as a primary function of their position shall not be eligible to receive this Bonus.

- (iii) In cases where more than one employee is named as a “referring party,” the recruitment bonus shall be equally split between the referring employees.
- (iv) In cases where the referred employee resigns, transfers out of the eligible position, or is terminated prior to completion of 2,080 service hours, the additional five hundred dollars (\$500.00) shall not be paid.
- (v) The referral bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation; nor shall it be considered earnable compensation for purposes of retirement.
- (vi) The appointing authority shall have sole responsibility and authority to determine eligibility for the 2nd installment of the recruitment bonus. Such determination shall not be subject to review or appeal.

## REEMPLOYMENT

- (a) A regular employee who has separated County employment, and who is subsequently rehired in the same classification in a regular position within one and one-half (1.5) years (i.e., beginning the first day of work by the 365th calendar day), may receive restoration of salary step, length of service for the purpose of leave accrual rate (i.e., vacation or PTO), seniority for the purposes of layoff, and any sick leave balance (in accordance with the Retirement Medical Trust Fund article) subject to the approval and conditions established by the appointing authority and the Director of Human Resources. For example, a regular Clinical Therapist II who was at step 12 and separated from the County after 6 years of continuous County service may receive restoration of step 12, length of service for the purpose of leave accrual rate (i.e. either 8.31 PTO hours/pay period or 4.615 vacation hours/pay period depending on what benefit option the employee selects upon reemployment), and any sick leave balance as provided above. Such employees begin accruing PTO or vacation and sick leave and may utilize the same immediately.

A regular employee with more than 10,400 hours of continuous service prior to termination of County employment, will have two (2) years (i.e., beginning the first day of work by the 730<sup>th</sup> calendar day), to exercise this provision.

Restoration of retirement contribution rate shall be in accordance with applicable state law and in compliance with any requirements established by the Retirement Board. The employee shall be required to serve a new probationary period, unless waived by the Director of Human Resources. The employee shall be provided a new date of hire.

- (b) A regular employee who has separated County employment and who is subsequently rehired to a regular position in the same job family within one and one-half (1.5) years (i.e., beginning the first day of work by the 365th calendar day), may receive restoration of length of service for the purpose of leave accrual rate (i.e., vacation or PTO), sick leave, seniority for the purposes of layoff, and retirement contribution rate in the same manner as described above. Such employees begin immediately accruing vacation and sick leaves and may utilize the same immediately. The employee shall be required to serve a new probationary period, unless waived by the Director of Human Resources. The employee shall be provided a new date of hire.

A regular employee with more than 10,400 hours of continuous service prior to termination of County employment, will have two (2) years (i.e., beginning the first day of work by the 730<sup>th</sup> calendar day), to exercise this provision.

- (c) No more than once in an eighteen (18) month period, a Unit member who changes employment status from regular to per diem and who, subject to Department approval of the change in status, subsequently returns to a regular position within one (1) year (i.e., beginning the first day of work by the 365th calendar day), shall receive restoration of salary step, vacation accrual rate, sick leave balance (unless the employee has received

payment for unused sick leave in accordance with the Article on Retirement Medical Trust”) and the Retirement Plan contribution rate (provided the employee complies with any requirements established by the Retirement Board). Such Unit member begin accruing vacation and sick leave and may utilize the same immediately. A Unit member who returns to a different position requiring different competencies, skill levels, or certification shall be required to serve a new probationary period. The employee shall be provided a new date of hire for purposes of County seniority.

- (d) For purposes of this Article, a regular employee shall mean an employee in a regular position who held regular status in any classification during the previous period of County employment.

## RELOCATION ASSISTANCE

### (a) In-Service Relocation Assistance

Employees in regular positions who are required by order of their appointing authority to change their principle place of residence because of a reassignment to meet the needs of the service or because of layoff will be granted time off with pay not to exceed two (2) working days and up to six hundred dollars (\$600.00) reimbursement towards the actual cost of relocating their personal furnishings and belongings.

### (b) Recruitment Relocation Assistance

To assist with the recruitment and appointment of qualified individuals to hard-to-recruit positions/classifications, upon request of the appointing authority, the Director of Human Resources may authorize reimbursement of a new employee’s relocation-related expenses incurred as a result of accepting employment with the County as follows:

| Miles Relocated       | Maximum Reimbursement |
|-----------------------|-----------------------|
| 250* - 1,000 miles    | \$1,000               |
| 1,001 - 2,000 miles   | \$2,000               |
| More than 2,000 miles | \$2,500               |

\*The 250 mile distance shall only be applicable if the relocation is from outside the County of San Bernardino.

Such reimbursement may be provided to employees upon initial employment with the County, provided that the employee (1) is appointed to a regular position; (2) submits original receipts documenting expenses incurred; and (3) agrees to remain employed in the regular position for at least twelve (12) months.

If the employee voluntarily resigns employment prior to completion of twelve (12) months service, the employee shall be required to reimburse the County for any payment made under this Article. If the employee fails to reimburse the County, action shall be taken to recover the amount owed via payroll recovery from the employee’s final pay.

The Appointing Authority may request, in exceptional circumstances, relocation reimbursement amounts greater than the amounts listed above, not to exceed \$3,500, to assist in the recruitment and appointment of qualified individuals in hard-to-recruit positions/classifications, subject to the approval of the Human Resources Director.

## REMOTE ASSIGNMENT INCENTIVE

- (a) General – The Appointing Authority may request a Remote Assignment Incentive to assist in the recruitment, appointment, and retention of qualified individuals into position/classifications in remote assignments that have been determined by the County to have historical/demonstrable recruitment and/or retention difficulty.
- (b) Program Applicability – The Appointing Authority may request authorization to apply the Remote Assignment Incentive to assist in filling regular positions in remote assignments in their department. The position/classification must be in a remote location and has been determined by the County to have historical/demonstrable recruitment and/or retention difficulty, and the employee must commute at least 40 miles from his/her residence to the remote assignment. The Human Resources Director shall have sole authority to determine the applicability, amount, and duration of this incentive program to each requested position/classification in the remote assignment, and shall certify applicability of the incentive program for each position, by assignment, department, and beginning and ending dates. Such determinations shall not be subject to the Grievance Procedure, or any other review or appeal.
- (c) Remote Assignment Bonus – An employee hired into a regular position/classification in a remote assignment certified for participation in this program shall be eligible to receive recruitment bonuses in accordance with the following:
- (1) Bonus Amount and Method of Payment – Eligible employees who are hired into a position/classification in a remote area certified for participation in the program shall receive five hundred dollars (\$500.00) upon hire, an additional five hundred dollars (\$500.00) upon completion of 2,080 hours in the position/classification at the remote location, and an additional one thousand dollars (\$1,000.00) upon completion of 4,160 hours in the position/classification at the remote location. Each bonus payment shall be considered taxable income and subject to withholding.
  - (2) Limitations and Exclusions
    - (i) No incentive will be paid to any candidate whose name was placed on the eligible list for positions/classifications in the remote assignment prior to the beginning date certified by the Director of Human Resources for that position/classification in the remote assignment to be eligible for participation in the Remote Assignment Incentive Bonus Program. Similarly, no bonus will be paid to any candidate whose name was placed on the eligible list for positions/classifications in the remote assignment after the ending date certified by the Director of Human Resources for that position/classification in the remote assignment to be eligible for participation in the Remote Assignment Incentive Bonus Program.
    - (ii) The bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation.
    - (iii) In cases where the eligible employee resigns, transfers out of the eligible position/classification in the remote assignment, or is terminated prior to completion of the 2,080 service hour period or the 4,160 service hour period, any unpaid remote assignment bonuses shall not be paid.
    - (iv) Remote assignments may include locations in the high- desert (e.g., Barstow, Apple Valley, Victorville, etc.), low-desert (Joshua Tree, Yucca Valley, Twentynine Palms, etc.), and Needles.

This Article may be deleted by the County at the conclusion of this Agreement.

## RANGE ADJUSTMENTS

### Section 1 – Range Adjustments

- (a) Effective the pay period following board approval, the County will adjust Range S3 and Range S4 to ensure that all steps are approximately two and one-half percent (2.50%).
- (b) Effective February 22, 2025, the County shall eliminate step 1, step 2 and step 3 for all ranges. All employees on step 1, step 2 and step 3 will be placed on step 4 (which will become the new step 1). For those employees being advanced, service hours for the purpose of receiving their next merit advancements shall be reset.
- (c) Effective February 22, 2025, the County shall add a new top step to each range for all classifications. The new top step shall be approximately two and one-half percent (2.50%) above the current top step.

Employees who are at the existing top step on that date and have completed 1,040 service hours at that step and received a “Meets Job Standards” or above on their most recent Work Performance Evaluation (WPE) in the 12 consecutive months prior to the effective date of the new top step, are eligible to advance.

- (d) Effective February 21, 2026, the County shall add a new top step to each range for all classifications. The new top step shall be approximately two and one-half percent (2.50%) above the current top step.

Employees who are at the existing top step on that date and have completed 1,040 service hours at that step and received a “Meets Job Standards” or above on their most recent Work Performance Evaluation (WPE) in the 12 consecutive months prior to the effective date of the new top step, are eligible to advance on February 21, 2026.

- (e) Effective September 18, 2027, the County shall add a new top step to each range for all classifications. The new top step shall be approximately two and one-half percent (2.50%) above the current top step.

Employees who are at the existing top step on that date and have completed 1,040 service hours at that step and received a “Meets Job Standards” or above on their most recent Work Performance Evaluation (WPE) in the 12 consecutive months prior to the effective date of the new top step, are eligible to advance on August 21, 2027.

### Section 2 – Telecommuting

Any CFS SSP who has completed his or her probationary period may request to telecommute in accordance with County policy. Management will select those persons to participate in the telecommuting program, and determine the parameters of the program. All employees will be deemed eligible to participate in telecommuting unless management determines that the individual employee cannot effectively telecommute because of his/her skills, experience or prior performance. It is agreed that telecommuting is a voluntary program and participation can be terminated at any time by either management or the participating employee.

See County Policy on Telework Program Guidelines.

### Section 3 – Children and Family Services Labor Management Committee

Preamble: It is the goal of the parties during the term of this Agreement to: 1) increase the overall number of case-carrying SSPs within CFS, 2) reduce the average level of cases and referrals assigned to CFS SSPs, and 3) to assign caseloads more equitably so that SSPs will not have significantly higher caseloads than other workers on the same type of assignment performing similar tasks.

Therefore, the County shall maintain a CFS Labor Management Committee.



Committee: The Committee shall consist of up to seven (7) labor representatives and up to seven (7) management representatives.

Meetings: The Committee shall meet up to once monthly at the request of either party to discuss the issues related to CFS and child welfare.

Data: The County shall provide to SEIU at the beginning of each month in excel format the following information: 1) a list of vacant, unfilled CFS SSP positions, 2) a list of case carrying CFS SSPs who have separated their employment from the County, including the reason for the separation (if known), and 3) the total number of cases and referrals assigned to each CFS SSP.

## RETIREMENT MEDICAL TRUST FUND

A Retirement Medical Trust Fund has been established for eligible employees.

The Trust is administered by a Board of Trustees who manages resources of the Trust and determines applicable administrative fees for managing the Trust Fund. The Trustees ensure that payments of qualified medical expenses incurred by retirees or their eligible dependents are properly reimbursed. The Trust will establish individual accounts for each participant who will be credited with earnings/losses based on the investment performance of the participant’s individual account. All of the contributions to the Trust Fund will be treated for tax purposes as employer, non-elective contributions resulting in tax-free contributions for the County. All of the distributions from the Trust Fund made to retirees or their eligible dependents for the reimbursement of qualified medical expenses as defined by the Internal Revenue Codes (including medical and other eligible insurance premiums) will also be non-taxable to the retiree or the retiree’s eligible dependent(s).

The Trust is a Voluntary Employees Benefit Association (VEBA) and will comply with all of the provisions of Section 501(c)(9) of the Internal Revenue Code.

### Section 1 – Sick Leave Conversion Eligibility

Eligible employees are those employees with 1) ten (10) or more years of participation in the San Bernardino County Employees’ Retirement Association (SBCERA) or 2) those who receive a disability retirement.

Participation in other public sector retirement system(s) may also be counted towards the ten (10) year requirement provided that the employee is also a participant in SBCERA and did not withdraw their contributions from the retirement system(s). Those eligible employees with ten (10) or more years of combined contributions to SBCERA and other public sector retirement system(s) must complete a Prior Service Credit Request form and submit it to the Retirement Medical Trust Plan Administrator for approval. A letter from the public sector retirement system(s) confirming that contributions have not been withdrawn must accompany the form.

### Section 2 – Sick Leave Conversion Formula

All eligible employees will be required to contribute the cash value of their unused sick leave balances to the Trust, upon separation from employment with the County for reasons, other than death, in accordance with the conversion formula table below:

| Amount of Remaining Sick Leave Hours | Cash Formula Value |
|--------------------------------------|--------------------|
| 241 to 600 hours                     | 45%                |
| 601 to 840 hours                     | 55%                |
| 841 to 1,500 hours                   | 65%                |

**Section 3 – County Contributions**

The County will contribute, on behalf of employees with more than ten (10) years of continuous County service in a regular position, an amount equal to one and one-half percent (1.50%) of such employees' base biweekly salary to the Trust. Employees who have completed more than fifteen (15) years of continuous County service in a regular position shall have an amount equal to two percent (2.00%) of their base biweekly salary contributed to the Trust by the County. Employees who have completed more than twenty (20) years of continuous County service in a regular position shall have an amount equal to two and one-half percent (2.50%) of their base biweekly salary contributed to the Trust by the County. Contributions to the Trust shall not be considered earnable compensation.

**Section 4 – Death**

Upon the death of an active employee with ten (10) years of continuous service from the most recent date of hire in a regular position, the estate of a deceased employee will be paid for unused sick leave balances according to the sick leave conversion formula tables of Section 2 of this Article.

**RETIREMENT SYSTEM CONTRIBUTIONS****Section 1 – Eligibility**

Under the provisions of the County Employee's Retirement Law of 1937, all employees in regular positions who are scheduled to work for a minimum of forty (40) hours per pay period shall become members of the San Bernardino County Employees' Retirement Association (SBCERA).

Exception: Employees first hired at age 60 or over may choose not to become a member of SBCERA at the time of hire. If this election is made, the employee will participate in the County's PST Deferred Compensation Retirement Plan. Said employee shall contribute seven and one-half percent (7.5%) of the employee's biweekly gross earnings. The employee's contributions to the PST Deferred Compensation Retirement Plan shall be automatically deducted from employee's earnings. Employees shall be automatically enrolled in the Plan upon notification from the Board of Retirement that the employee has opted out of SBCERA membership.

**Section 2 – Employee Contributions**

Employees shall pay all required employee retirement system contributions to the San Bernardino County Employees' Retirement Association.

Employee Retirement System contributions shall be "picked up" for tax purposes only pursuant to this Section. The Auditor-Controller/Treasurer/Tax Collector has implemented the pick-up of such Retirement System contributions under Internal Revenue Code Section 414(h)(2).

The County shall make member contributions under this Section on behalf of the employee, which shall be in lieu of the employee's contributions, and such contributions shall be treated as employer contributions for purposes of reporting and wage withholding under the Internal Revenue Code and the Revenue and Taxation Code. The amounts picked up under this Section shall be recouped through offsets against the salary of each employee for whom the County picks up member contributions. These offsets are akin to a reduction in salary and shall be made solely for purposes of income tax reporting and withholding. The member contributions picked up by the County under this Section shall be treated as compensation paid to County employees for all other purposes. No employee shall have the option to receive the Retirement System contribution amounts directly instead of having them paid to the County Retirement System.

**Section 3 – Special Provisions**

Employees with at least twenty-five (25) years of service as set forth in Government Code section 31625.3 as of June 28, 2014 who either had or thereafter attain thirty (30) years of service credit as set forth in Government Code section 31625.3 and no longer make retirement contributions under the provisions of the County Employees'

Retirement Law of 1937, shall have one opportunity during the employee's employment to receive cash payments of seven percent (7%) of earnable compensation for up to twenty- six (26) consecutive pay periods.

#### **Section 4 – Survivor Benefits for General Retirement Members Administered by San Bernardino County Employees Retirement Association (SBCERA)**

Survivor benefits are payable to employed general retirement members with at least 18 months continuous retirement membership pursuant to Section 31855.12 of the County Employees Retirement Law of 1937. An equal, non-refundable employer and employee biweekly contribution will be paid to SBCERA as provided in annual actuarial study.

## **RETURN-TO-WORK COMPENSATION**

### **Section 1 – Purpose**

Return-to-work compensation is designed to compensate employees for being available to return to work with limited notice and for hours not previously regularly scheduled. Standby shall not be used when an employee is expected to only be available to respond to emails or calls, but not expected to return to the worksite. There are three (3) types of return-to-work compensation covered by this Article: on-call, standby, and call-back. Assignment and approval of return to work compensation shall be made by the appointing authority or designee based upon the needs of the service.

### **Section 2 – On-Call Compensation (For classifications covered by the Fair Labor Standards Act (FLSA) and classifications that are FLSA Exempt)**

- (a) While assigned to on-call duty, the employee shall be free to use the time for his or her own purposes and engage in personal activities (e.g., go to the movies, go shopping, etc.).
- (b) On-call duty requires the employee to return a call, text, or email as soon as practicable but not to exceed approximately fifteen (15) minutes.
- (c) The employee shall not receive on-call compensation during working hours, during meal/break periods, or during periods where the employee is taking paid time off (e.g., Sick Leave, Vacation Leave, PTO, Administrative Leave, etc.). On-call would begin no earlier than when the employee has left the work site and end upon the employees return to the work site.
- (d) Employees who are eligible for the CCRT Differential shall not be eligible for on-call compensation.
- (e) Employees Who are Expected to Return to the Worksite. Employees assigned to be on-call who are expected to return to work shall: (1) leave a telephone number where they can be reached or carry/wear a communicating device; and (2) be able to report to their work site within one (1) hour after notification. Employees can also be given a designated time of more than one (1) hour to report by the appointing authority or designee.

Employees assigned to be on call who are expected to return to work shall be compensated at the rate of four dollars (\$4.00) for each full hour of duty or portion thereof. On-call time shall not count as hours worked.

- (f) Employees Who are Not Expected to Return to the Work Site. Employees assigned to be on-call who are not expected to return to work shall: (1) leave a telephone number where they can be reached or carry/wear a communicating device.

Employees who are assigned to be on call who are not expected to return to the work site shall be compensated at the rate of two dollars and seventy-five cents (\$2.75) for each full hour of duty or portion thereof. On-call time shall not count as hours worked.

**Section 3 – Standby Compensation**General Standby Compensation

- (a) For classifications covered by the Fair Labor Standards Act (FLSA) standby duty shall be compensated at the Federal minimum wage for each full hour of standby duty or portion thereof and Standby hours under this provision shall count as hours worked for overtime purposes. Except as otherwise provided herein, employees in classifications that are exempt under the FLSA shall be compensated at the rate of \$3.50 for each full hour of duty or portion thereof, and standby duty shall not count as hours worked.
- (b) Standby is intended to be used in the rare circumstance when the employee's use of their own time is restricted in such a way that they are unable to effectively use their own time for personal activities (e.g., frequent requirements to report to the worksite, strict geographical limitations not to exceed travel time from home to the worksite, etc.).
- (c) Standby duty requires the employee to return a call, text, or email as soon as practicable but not to exceed two (2) minutes.
- (d) Employees assigned to standby duty shall: (1) leave a telephone number where they can be reached or carry/wear a communicating device; and (2) after being told to report to work, the employee shall immediately report to work and arrive at the work site no later than the time it takes to commute between the employee's home and the work site or in a lesser period of time if required by the Appointing Authority (e.g., the employee would need to be wearing his/her uniform or have his/her uniform with them so the employee can change immediately, no time allowance to drop a spouse off at home, etc.).
- (e) The employee shall not receive standby compensation during working hours, during meal/break periods, or during periods where the employee is taking paid time off (e.g., Sick Leave, Vacation Leave, PTO, Administrative Leave, etc.). Standby would begin no earlier than when the employee has left the work site and end upon the employees return to the work site.

Critical Incidents Standby Compensation (Social Service Practitioners ONLY)

Social Service Practitioners shall be compensated at the rate of \$3.50 for each full hour of general standby duty or portion thereof, except when required to respond to a "critical incident." "Critical incidents" are those incidents which require the employee to report immediately to the field upon being called to perform a service which could not be delayed until the next normal working day and is so critical as to frequently mean the difference between life and death. When called to respond to a "critical incident," the employee shall receive "critical shift" standby compensation at the rate of \$5.15 for each full hour of standby duty or portion thereof. For example, if a Social Service Practitioner is assigned a 13 hour standby shift and responds to a critical incident in the field where they performs 4 hours of work, the employee would code 9 hours of "critical shift" standby duty, 1 occurrence of call-back (i.e., 1CBK) and 4 hours of call-back worked (i.e., 4 CBW) in accordance with Section 3(b) of this Article. "Critical shift" standby duty shall not count as hours worked.

The employee shall not receive critical incident standby compensation during working hours, during meal/break periods, or during periods where the employee is taking paid time off (e.g., Sick Leave, Vacation Leave, PTO, Administrative Leave, etc.). Standby would begin no earlier than when the employee has left the work site and end upon the employees return to the work site.

**Section 4 – Call-Back Compensation**

- (a) Call-back pay is used when an employee in a regular position returns to active duty and the work site at the request of the appointing authority or designee after said employee has been released from active duty and has left the work site. An employee need not be assigned to standby duty to receive call-back compensation.
- (b) An employee who is eligible for call-back compensation should code the call-back occurrence(s) when submitting his/her time sheet (e.g., eTime) and any hours worked after being called back. For example, if an employee is called back to work one (1) time and worked three (3) hours after returning to work, the employee would code one (1) occurrence of call-back (i.e., 1CBK) and three (3) hours of call-back worked (i.e., 3 CBW).
- (c) Call-back compensation shall be paid in the following manner. The employee shall be paid for two (2) hours at one-time the base hourly rate of pay for each call-back occurrence. Said compensation shall be in lieu of any travel time and expense to and from home and the first or last work contact point. All time actually worked shall be considered as time actually worked for purposes of the Article on "Overtime."
- (d) Employees shall not be eligible for call-back pay in the following situations: (1) special shifts scheduled in advance; (2) the employee is called back within two (2) hours of the beginning of a scheduled shift; or (3) the employee is not required to leave home. The employee shall report all time actually worked within a pay period. Such time shall be accumulative and shall be considered as time actually worked for the purposes of the Article on "Overtime."

**SALARY ADJUSTMENTS**Across-the-Board Salary Increases

- 3.00%: Effective the pay period following Board approval, the County shall provide all classifications covered by the MOU with a three percent (3.00%) across the board increase.

Lump Sum Bonus: Provided the Tentative Agreement is approved by the Board by September 10, 2024, the County shall provide a lump sum payment to each regular employee in the Unit in the amount of \$1,000. The amount per diem employees will be eligible will be prorated based on actual hours worked for the 26 pay periods preceding July 26, 2024. This one-time bonus shall only be paid to employees who are in the bargaining unit as of July 26, 2024.

- 3.00%: Effective August 9, 2025, the County shall provide all classifications covered by the MOU with a three percent (3.00%) across the board increase.

If the County's Discretionary "Property Related Revenue", as defined in the "Discretionary General Funding and Restricted Funds" section of the County's Budget Book, are less than a two percent (2.00%) increase in 2023-24 compared to 2022-23 and/or if statewide 2011 Realignment Sales Tax Collections from Fiscal Year 2023-24, representing collections from September 2023 through August 2024, decline by more than four percent (4.00%) compared to 2022-23, then the County shall have the right to meet and confer with SEIU Local 721 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

If the parties are unable to reach an agreement by August 9, 2025, the increase due on that date shall be deferred until February 21, 2026, or as otherwise agreed by the parties in the meet and confer process.

- 3.00%: Effective August 8, 2026, the County shall provide all classifications covered by the MOU with a three percent (3.00%) across the board increase.

If the County's Discretionary "Property Related Revenue", as defined in the "Discretionary General Funding

and Restricted Funds" section of the County's Budget Book, are less than a two percent (2.00%) increase in 2024-25 compared to 2023-24 and/or if statewide 2011 Realignment Sales Tax Collections from Fiscal Year 2024-25, representing collections from September 2024 through August 2025, decline by more than four percent (4.00%) compared to 2023-24, then the County shall have the right to meet and confer with SEIU Local 721 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

If the parties are unable to reach an agreement by August 8, 2026, the increase due on that date shall be deferred until February 20, 2027, or as otherwise agreed by the parties in the meet and confer process.

- 3.00%: Effective August 7, 2027, the County shall provide all classifications covered by the MOU with a three percent (3.00%) across the board increase.

If the County's Discretionary "Property Related Revenue", as defined in the "Discretionary General Funding and Restricted Funds" section of the County's Budget Book, are less than a two percent (2.00%) increase in 2025-26 compared to 2024-25 and/or if statewide 2011 Realignment Sales Tax Collections from Fiscal Year 2025-26 representing collections from September 2025 through August 2026, decline by more than four percent (4.00%) compared to 2024-25, then the County shall have the right to meet and confer with SEIU Local 721 over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

If the parties are unable to reach an agreement by August 7, 2027, the increase due on that date shall be deferred until February 19, 2027, or as otherwise agreed by the parties in the meet and confer process.

## SALARY RATES AND STEP ADVANCEMENTS

### Section 1 – Salary Rates and Step Advancements

- (a) New employees shall be hired at step 1 of the established base salary range, except as otherwise provided in this Agreement. Variable entrance steps may be established if justified by recruitment needs through the midway point of the range plus one step (e.g., If the range consists of 16 steps, the variable entrance step may be through step 9) with the approval of the appointing authority, and through top step with the approval of the Director of Human Resources.

Within the base salary range, all step advancements will be made at the beginning of the pay period following the pay period in which the employee completes the required number of service hours. Approval for advancement shall be based upon completion of required service hours in the classification, satisfactory work performance and appointing authority recommendation. An employee whose step advancement is denied shall not be eligible for reconsideration for step advancement except as provided in the Article, "Merit Advancements."

Completed service hours shall be defined as regularly scheduled hours in a paid status, up to eighty (80) hours per pay period. Overtime hours, disability payments, Medical Emergency Leave, and time without pay shall not count toward step advancements.

- (b) Step Advancements - Employees shall be eligible for step advancements after completion of increments of 1,040 hours, until the top step of the range is reach.

EXAMPLE:

| STEP ADVANCEMENT   | Step | Range |
|--|------|-------|
| Hire Step  | 1    | R60   |
| After 1040 hours*  | 2    |       |
| After additional 1040 hours*   | 3    |       |
| Promotion to higher classification** (at least 5% or step 1 of new range whichever is greater) | 2    | R63   |
| After 1040 hours*  | 3    |       |
| After each additional 1040 hours* until top step of the range is reached                       | 4    |       |

\*Assumes satisfactory work performance and appointing authority recommendation

\*\*Pursuant to Promotions Article

An appointing authority may request, in limited exceptional circumstances and with adequate justification, the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity, subject to the recommendation of the Director of Human Resources and the final approval of the Chief Executive Officer or their designee. The Director of Human Resources may authorize the adjustment of the salary step or salary rate of an employee to correct any payroll error or omission, including any such action which may have arisen in any prior fiscal year.

An employee who perceives there to be an undue hardship or salary inequity may submit a request to the department’s Human Resources Business Partner for review.

**Section 2 – Master’s Degree in Social Work (MSW) Incentive**

The pay period following Board approval, employees in the Social Service Practitioner II classification who possess a Master in Social Work (MSW) or related degree (or subsequently obtains an MSW or related degree) shall receive an additional step increase, not to exceed top step of the range..

Employees in the Social Service Practitioner III classification who possess a Master in Social Work (MSW) or related degree (or subsequently obtains an MSW or related degree) shall receive an additional step increase, not to exceed top step of the range, provided the employee has not previously received said additional step increase.

**SECTION 125 PREMIUM CONVERSION PLAN**

- (a) Eligible employees shall be provided with a Section 125 Premium Conversion Plan. The purpose of the Plan is to provide employees a choice between paying premiums with either pre-tax salary reductions or after-tax payroll deductions for medical insurance, dental insurance, vision insurance, voluntary life (to the IRS specified limit) and accidental death and dismemberment insurance premiums currently maintained for Unit employees or any other program(s) mutually agreed upon by the parties. The amount of the pre-tax salary reduction or after-tax payroll deduction must be equal to the required insurance premium.
- (b) Benefit Plan elections shall not reduce earnable compensation for purposes of calculating benefits or contributions for the San Bernardino County Employees’ Retirement Association.
- (c) To be eligible for the Section 125 Premium Conversion Plan, an employee must be eligible to participate in medical, dental, vision, AD&D, and/or life insurance and have a premium deduction for any of the benefit plans.

- (d) Election of pre-tax salary reductions and after-tax payroll deductions shall be made within sixty (60) days of the initial eligibility period in a manner and on such forms designated by the Employee Benefits and Services Division. Failure to timely submit appropriate paperwork will result in after-tax payroll deductions for all eligible premiums for the remainder of the Plan year.
- (e) Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Section 125 Plan Document. The employee must submit request for a change due to a mid-year qualifying event within sixty (60) days of the qualifying event. The Employee Benefits and Services Division will authorize changes as long as the change is made on account of and consistent with an employee's change in status.

## SHORT-TERM DISABILITY

- (a) The County agrees to pay the premium for short-term disability insurance for the plan selected and administered by the County for all employees in regular positions budgeted for forty (40) or more hours per pay period who have completed at least two (2) pay periods of continuous service, each with a minimum of one-half plus one hour of scheduled hours of regular paid time.
- (b) The short-term disability insurance plan benefit coverage shall include a provision for a seven (7) consecutive calendar day waiting period from the first day of disability before benefits begin. Following the waiting period, benefits would begin on the eighth day and shall be fifty-five percent (55%) of base salary up to a weekly maximum established by the State of California for the State Disability Insurance fund. Benefit payments terminate as specified in the certificate of insurance.
- (c) The County agrees to provide these benefits subject to carrier requirements as specified in the Short- Term Disability Policy.

## TRAVEL EXPENSE REIMBURSEMENT

### Section 1 – General Provisions

The purpose of this Article is to define the policy and procedures by which employees shall report and be reimbursed for necessary expenses incurred on behalf of San Bernardino County, except as may be otherwise provided in this Agreement.

### Section 2 – Responsibilities

It shall be the responsibility of each appointing authority or designee to investigate and approve each request for expense reimbursement. It shall be the responsibility of each employee to obtain prior approval from the appropriate appointing authority or designee to incur a business expense or to exceed maximum allowable amounts provided in Section 7 of this Article. Prior approval may be in the form of standing orders issued by the appointing authority. Failure to obtain prior approval may result in denial of any expense claim (or excess amount) not pre-approved.

### Section 3 – Travel Authorization

- (a) Travel outside the State of California must be approved by the Chief Executive Officer or designee except when the trip outside California is within twenty (20) miles of the California border or travel through a location anywhere in the adjacent state as a means of arriving at a location within California. Requests for such travel shall be submitted in the County's Travel and Expense Management System (e.g., SAP Concur) as soon as the employee knows that out of state travel is required, but should be at least a minimum of six (6) weeks in advance of the requested travel date. The Travel Request submitted through the County's Travel and Expense Management System (e.g., SAP Concur) will follow electronic workflow to allow for appropriate departmental review and approval, as well as final approval from the County Administrative Office.



- (b) The appointing authority or designee is authorized to approve necessary travel within the State of California and use of transportation mode consistent with this Article.

#### **Section 4 – Authorization for Attendance at Meetings**

- (a) Appointing authorities may authorize attendance at meetings at County expense when the program material is directly related to an important phase of County service and holds promise of benefit to the County as a result of such attendance.
- (b) Authorization for attendance at meetings without expense reimbursement, but on County time, may be granted when the employee is engaged on the County's behalf, but from which the gain will inure principally to the benefit of the employee and only incidentally to the County.

#### **Section 5 – Records and Reimbursements**

- (a) Requests for expense reimbursement should be submitted once each month, or within 60 days of the date that expense was incurred. The County shall reimburse the employee as soon as practicable.
- (b) Unless otherwise provided in this Article, receipts, vouchers, or copies thereof, which verify the claimed expenditures will be required for all items of expense, except:
  - (1) Private mileage.
  - (2) Other authorized expenses of less than one dollar (\$1.00).
- (c) Claims for expense reimbursement totaling less than one dollar (\$1.00) in any fiscal year shall not be paid.
- (d) Reimbursement shall not be made for any personal expenses such as, but not limited to: entertainment, barbering, alcoholic beverages, etc.
- (e) Except as otherwise provided in this Article, expense reimbursements shall be made on an actual cost basis.
- (f) If receipt is unavailable, the employee may submit a signed statement with an explanation of expenses (i.e., itemized list of expenses with location, date, dollar amount, and reason for expenses) and an explanation as to why the receipt is unavailable. Expense reimbursement claims without adequate documentation may require the reimbursement to be reportable as taxable income to the employee.
- (g) Expense reimbursements may be made via Electronic Fund Transfer into the employee's primary account established in EMACS. Employees who fail to make arrangements for direct deposit shall receive reimbursements via pay card.

#### **Section 6 – Transportation Modes**

- (a) The general rule for selection of a mode of transportation is that mode which represents the lowest expense to the County. Where an employee is given the choice between several means of travel (e.g. use of County vehicle vs. own personal vehicle, flying vs. driving, etc.) and the employee chooses the option that is more costly, the employee shall only be reimbursed for the lesser cost option. For example, if an employee chooses to drive his/her own vehicle when offered a County vehicle, the employee generally shall not be entitled to any reimbursement. Similarly, if the cost of flying on an airplane is less than the cost of driving, the employee shall only be reimbursed for the amount the County would have paid for the flight.

(b) Travel Via Private Automobile

- (1) Reimbursement for the use of privately owned automobiles to conduct County business shall be at the IRS allowable rate. Reimbursement at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private automobile, insurance, maintenance, and all other transportation-related costs. The County does not provide any insurance for private automobiles used on County business. The owner of an automobile is responsible for the personal liability and property damage insurance when the vehicle is used on County business.
- (2) When employees traveling on official County business, leave directly from their principal place of residence rather than from their assigned work location, mileage allowed to the first work contact point shall be the difference between the distance from the residence to the assigned work location and the distance from the residence to the first work contact point. If the first work contact point is closer than the assigned work location, no mileage shall be allowed. If the employee departs from the last work contact point directly to the residence, the same principle governs.

Employees may have multiple assigned work locations. Mileage allowed is based on the assigned work location for that day. When employees have more than one assigned work location in a standard tour of duty, mileage shall be allowed between assigned work locations.

In no case will mileage be allowed between the employee's residence and the assigned work location.

(c) Travel Via Rental Vehicles

Reimbursement will be provided for the cost of a rental vehicle for business purposes if such use is approved by the appointing authority. Rental vehicles are covered for liability and vehicle physical damage under the County's self-insurance program. Reimbursement will not be provided for the additional costs incurred if any employee purchases additional insurance or signs a Collision Damage Waiver (CDW) when renting a vehicle for County business. Requests for reimbursement for gasoline for rental vehicles must be accompanied by a copy of the rental agreement or rental receipt and gasoline receipt.

(d) Travel Via Ride-Share Service, Taxi, or Public/Mass Transit

Reimbursement will be provided for the cost of using a ride-share service, (e.g., Uber or Lyft), taxi, or public/mass transit (e.g., bus, streetcar, and ferry) if such expenses are incurred for County business and approved by the appointing authority.

(e) Travel Via Air

When commercial aircraft transportation is approved, the "cost of public carrier" shall mean the cost of air coach class rate including tax and security surcharges.

(f) Incidental Travel Expenses

Reimbursement will be provided for the cost of incidental travel expenses such as bridge tolls, road tolls and parking fees if such expenses are incurred as part of County business and approved by the appointing authority. Valet parking will not be reimbursed unless self-parking is not available or security is a concern.

**Section 7 – Meals and Lodging**

- (a) Meal and lodging expenses shall not be allowed without prior approval of the appointing authority or designee as necessary for the purpose of conducting County business. Meal and lodging selections should represent a reasonable cost to the County and be generally consistent with the rates established by the General Services

Administration (GSA) for the location in which the employee is conducting County business. Excess charges greater than the amounts listed below in paragraphs (b) and (c) may be authorized under special conditions, such as a convention or conference requirement (e.g., lodging at the hotel where the conference is held) or if County business requires lodging and meals in an area of unusually high cost (i.e., Non-Standard Areas as established by the GSA). Receipts are mandatory to obtain reimbursement for all lodging expenses, and except as provided below for all meal expenses claimed.

- (b) An employee may be reimbursed for lodging expenses at actual cost, generally not to exceed the standard lodging per diem rate as established by the GSA, except as otherwise provided in Section 7, paragraph (a) of this Article.
- (c) Except as otherwise provided in Section 7, paragraph (a) of this Article, which provides circumstances under which an employee may be eligible for reimbursement greater than the below amounts, reimbursements for meal expenses for up to three (3) separate meals per day may be provided as follows:
  - (1) With receipts, an employee shall be reimbursed for meal expenses at actual cost not to exceed eleven dollars (\$11.00) for breakfast, fifteen dollars (\$15.00) for lunch, and twenty-four dollars (\$24.00) for dinner, plus tax and up to 15% gratuity.
  - (2) Without receipts, an employee shall be reimbursed for meal expenses at per diem rates not to exceed six dollars (\$6.00) for breakfast, nine dollars (\$9.00) for lunch, and nineteen (\$19.00) for dinner, plus tax and up to 15% gratuity.
- (d) Where the cost of a meal is included as part of a registration charge for an event (e.g., continental breakfast at a conference or training seminar) or in the cost of lodging, an employee may not claim reimbursement for that meal.
- (e) The parties agree that it is the basic responsibility of employees to anticipate and make provision for their own meals. In emergency situations at the work site, if an employee is unable to obtain a meal due to extraordinary working conditions or an extremely remote work site, the County shall make every effort to provide meals.

### **Section 8 – Expense Advances**

Advancement of funds for business expenses can be obtained from the Auditor-Controller/Treasurer/Tax Collector's Office through submission of a Travel Request in the County's Travel and Expense Reimbursement System (e.g., SAP Concur), requesting a travel advance. Advancements shall not exceed the maximum amounts for each meal as set forth in Section 7, paragraph (c)(2) of this Article. The minimum amount to be advanced is twenty-five dollars (\$25.00). Upon return from travel, the employee must submit an expense report through the County's Travel and Expense Reimbursement System (e.g., SAP Concur) and all receipts documenting expenses incurred. If the employee does not submit this accounting within fifteen (15) calendar days of return from travel, or prior to termination of County employment, the Auditor-Controller/Treasurer/Tax Collector's Office may recover the amount advanced from the employee's pay.

### **Section 9 – County Credit Cards**

The appointing authority may issue a County credit card to an employee and require business expenses be paid for with said card. Further, the County may require that meal and lodging expenses be limited to the maximum amounts listed in Section 7, paragraphs (b) and (c) of this Article. If unauthorized charges are placed on the card, the employee shall be required to reimburse the County. If the employee fails to reimburse the County within fifteen (15) calendar days or prior to separation from County service, the Auditor-Controller/Treasurer/Tax Collector's Office may recover any unauthorized charges from the employee's pay.

## TEMPORARY PERFORMANCE OF HIGHER LEVEL DUTIES

### Section 1 – General

Employees may be temporarily assigned to continuously perform the duties of a vacant higher level classification or be assigned a project involving the performance of more difficult duties and requiring a greater level of skill(s). Temporary is defined as no less than six (6) weeks up to one (1) year in duration. Additional compensation shall not be provided in any situation related to a vacation, short-term illness, or other temporary relief with a duration of six (6) weeks or less.

### Section 2 – Eligibility Criteria

Employees will normally have regular status and not be in a probationary or trainee status; and there must be evidence of the employee's ability to competently perform the new assignment as determined by the Director of Human Resources and the employee must currently be meeting performance standards.

### Section 3 – Assignment Criteria

(a) Vacant Higher Level Position - For the purposes of this Article, a vacant position is defined as a budgeted regular position for which funds have been appropriated and which may be:

- (1) an unoccupied position due to attrition;
- (2) a position from which the incumbent is on extended leave of absence; or
- (3) a new position authorized by the Board of Supervisors.

The appointing authority shall certify that the employee is assigned and held responsible to fully perform all of the higher level duties without limitation as to difficulty or complexity of assignments or consequence of action. This provision shall not be used to circumvent the merit system of promotion and approval of such a request shall initiate the appropriate recruitment/selection process where applicable.

(b) Project Compensation - Compensation related to project assignments requires the temporary assignment of more difficult duties involving a greater level of skills or the assignment of additional duties of a higher level. Such assignment may be made to allow for employee rotation, enhance upward mobility, or to determine the impact of potential operational/organizational changes. The specific temporary duties must be identified in writing.

### Section 4 – Compensation

(a) Vacant Higher Level Position - Employees performing the duties of a vacant higher level regular position shall be entitled to a salary rate increase to the higher level for the time actually worked. The amount of the increase shall be determined as if the assignment had been a promotion. The employee shall be eligible for step advances in the higher level position in accordance with the Salary Rate and Step Advancement and Merit Advancement Articles. The employee shall continue to receive leave and benefits associated with their pre-assignment Unit. Differentials and other compensation shall be paid only if applicable to the higher level position assignment. Overtime compensation shall be administered according to the FLSA-status of the higher level position. Upon completion of assignment, the employee shall be returned to their former position classification and pre-assignment salary step. If, while on the temporary assignment, the employee's step due date occurs, the employee shall receive their salary step effective the pay period they are returned to their former classification; provided, however, that the employee received a Work Performance Evaluation of at least "Meets Job Standards" while on the temporary assignment. If the employee was due a step advance while on the temporary assignment and no evaluation has been completed or if the employee was not rated at least "Meets Job Standards," the employee shall be evaluated within three (3) pay periods of return to former classification, and if rated at least "Meets Job Standards," the employee shall receive their step advance retroactive to the date of return to former classification. Under no circumstances will the step advancement be retroactive beyond the date of the return to former classification. Step placement upon promotion to the same or other higher level position following completion of the temporary assignment will be determined based upon salary rate in the

pre-assignment position in accordance with the Promotions Article.

- (b) **Project compensation** – Project compensation shall be in the form of a specified percentage of the employee’s base pay paid each pay period. The Director of Human Resources will determine the amount in increments of one-half percent (0.5%) from a minimum of two and one-half percent (2.5%) up to a maximum of seven and one-half percent (7.5%). The project compensation will be computed at the specified percentage of the current base pay of the employee for each pay period. The compensation shall be considered part of the employee’s regular rate of pay for purposes of calculating overtime, if applicable. Such increases in pay shall not affect the employee’s step advancement in the base range pursuant to the Article on “Salary Rates and Step Advancements.”

### **Section 5 – Administration**

Requests for Temporary Performance Compensation may be initiated by the appointing authority or an employee via the appointing authority. The appointing authority and the employee bear mutual responsibility for initiating the compensation request in a timely manner and adhering to the compensation provisions defined in this Article. Requests for Temporary Performance Compensation shall be reviewed by the Director of Human Resources. It is important to obtain Human Resources Department review of the request in advance of the date the employee begins the assignment, because there is no guarantee the request will be approved. Temporary Performance Compensation is to be effective only with the Director of Human Resources written approval, assignment of the greater level of duties, and signed acceptance by the employee.

### **Section 6 – Limitations/Exclusions**

- (a) The provisions of this Article shall not be utilized to circumvent the provisions of or provide additional compensation over and above that which may be provided in the classification procedures specified in the County Personnel Rules. The Articles, “Temporary Performance of Higher Level Duties” and classification procedures are mutually exclusive concepts and as such there shall be no dual or multiple requests and/or appeals, where the latter is applicable for a single situation.
- (b) Under no circumstances will Temporary Performance Compensation be granted retroactively, unless there is an unreasonable delay or denial in the processing of the Temporary Performance Compensation caused by the County (e.g., a supervisor goes on a leave of absence and fails to submit the signed form prior to going on leave, etc.). If there is an unreasonable delay or denial caused by the County, the Temporary Performance Compensation shall be granted retroactive to the beginning of the pay period that the approved form (i.e., the form executed by the Department) was signed by the employee.
- (c) Denial of compensation shall not be subject to review, appeal, or the grievance procedure; provided, however, that employees who are denied compensation may submit a written appeal to the Director of Human Resources or designee. The Director of Human Resources or designee shall review the matter and provide a written response to the employee within 30 days unless the parties mutually agree to extend the timeframe.
- (d) Employees may be temporarily assigned higher or lower duties without a change in pay and such action not be deemed as a basis for transfer, demotion, promotion, or reclassification. In all cases where periodic or regular variations in assignments occur because of seasonal needs or because of the nature of the duties or the work schedule, such variations shall be considered as incidental to the position.

## **TERM**

The term of this Agreement shall commence upon approval by the Board of Supervisors, and this Agreement shall expire and otherwise be fully terminated at 12:00 a.m. (midnight) of August 31, 2028.

## TIME AND LABOR REPORTS

Employees' electronic time sheets (e.g., eTime) will normally be completed and required to be electronically signed and submitted by the employee each pay period. By signing, the employee acknowledges that the information provided in the time sheet is accurate. In cases where the employee is on leave (e.g., medical leave, vacation, etc.) and has not submitted their time sheet, the department shall submit the employee's time sheet. Unless otherwise provided in this Agreement, time shall be reported in increments of full fifteen (15) minutes actually worked for pay purposes. If errors result from the improper or unclear preparation of an employee's time sheet by the employee, the employee shall hold harmless the County for any delays in warrant processing.

## TUITION LOAN REPAYMENT PROGRAM

The County shall establish a Tuition Loan Repayment Program to assist Psychiatrists with student loan obligations and encourage continued County employment.

(a) Eligibility requirements - all requirements must be met before the employee is deemed eligible for loan repayment assistance:

- (1) The employee is employed in a regular full time Psychiatrist classification in the Professional Unit.
- (2) The employee fully completes the County's Student Loan Repayment Application.
- (3) The employee submits proof of the following:
  - (i) A qualifying doctorate degree.
  - (ii) A valid, unrestricted license to practice psychiatry in the state of California.
  - (iii) Current statements from an unpaid loan.
- (4) The employee is in paid status in the pay period the repayment is made.
- (5) The employee is not participating in another tuition loan repayment program. This does not include participation in any loan forgiveness program.
- (6) Employee's last Work Performance Evaluation rating is a "meets standards" or above.
- (7) Employee is not on a current leave restriction plan.
- (8) Employee is not on a current work performance improvement plan.

(b) Terms of Loan Repayment Assistance:

Employees with 2 or more years of continuous service will be eligible to apply for tuition loan repayment. Continuous service is defined as the total length of service from an employee's most recent beginning (hire) date in a regular position with no separation from County employment. Employees must complete a new application and submit supporting documentation for each disbursement for loan repayment. Any additional annual incentive will require completion of new one-year continuous periods of Qualifying Service on and after the date of the implementation of this provision. Employees will receive the initial payment of \$1,000 and receive additional payment after subsequent years of service. In no event will the payments be combined. If the application meets County requirements, the payment shall be as follows:

- (1) After completion of 2 continuous years with the County: A single payment of up to \$1,000.
- (2) After completion of 3 continuous years with the County: A single payment of up to \$1,500.
- (3) After completion of 4 continuous years with the County: A single payment of up to \$2,000.
- (4) After completion of 5 continuous years with the County: A single payment of up to \$2,500.
- (5) After completion of 6 continuous years with the County: A single payment of up to \$3,000.

Payment shall not exceed the total amount of \$10,000 per employee. Eligible employees will receive the payment within thirty (30) days after approval of the required documentation.

(c) Restrictions

- (1) Employee must have one or more qualifying student loans (including private loans provided they qualify pursuant to all applicable State and Federal laws, rules, and regulations).
- (2) Degree must have been completed and employee must be in active repayment of the loan.
- (3) Loans must not be in default status. Employees must provide a written statement from their lender(s) substantiating that the loan(s) are not in default, dated within ten (10) business days of the application for payment.
- (4) Payments made on loans in the year prior to the repayment request that are less than the maximum yearly repayment amount will be eligible for the lesser amount paid only.
- (5) Employees who separate from County employment are not entitled to prorated payments.
- (6) The lender information must be verified annually, and must not be older than ten (10) days prior to the application for payment.
- (7) If loans have been consolidated, proof of consolidation must be provided.
- (8) If the Eligible Psychiatrist ceases to be an Eligible Psychiatrist for any reason before completion of one year of continuous service, no part of this repayment shall be paid.
- (9) Employees must show proof of loan payments for each of the prior twelve (12) consecutive months.

(d) Program Details

- (1) Payment will be made directly to the employee through EMACS. Payment will be subject to all required payroll deductions, and participants will be responsible for any and all applicable taxes resulting from the payments they receive.
- (2) Qualifying Student Loan shall mean a loan (or the portion of a loan, if consolidated) taken and used to cover the cost of an eligible psychiatrist's doctorate education. The determination of whether or to what extent a loan is a Qualifying Student Loan shall be made based on guidelines established by the Human Resources Department.
- (3) Notwithstanding the foregoing, reimbursement under this Section shall be made subject to any additional conditions approved by the appointing authority.

## TUITION REIMBURSEMENT AND MEMBERSHIP DUES

In conjunction with SEIU, the County has established for the Professional Unit a tuition reimbursement and membership dues procedure to encourage all employees to pursue educational opportunities and involvement in organizations to enhance their contribution as County employees and assist in their career development. Both parties recognize the importance of continued quality improvement and strongly encourage the utilization of opportunities assisted by this Article. Tuition funding and reimbursement programs shall be administered by the Performance, Education and Resource Center (PERC). Beginning with fiscal year 1996-97, and each fiscal year thereafter, the Human Resources Department shall receive from such funding administration costs not to exceed the salary-only portion of a Secretary I, step 11.

The County agrees to establish an individual departmental fund in the amount of eight hundred dollars (\$800.00) each fiscal year, for each employee in a regular position regularly scheduled more than forty (40) hours per pay period to reimburse employees for tuition costs including related training material, incurred for job-related education or career development, for Continuing Education Units (CEU) and/or training in alternate mediums (such as on-line or CD-ROM) to maintain professional licensure, certification and/or registration that is a condition of employment, or to reimburse membership dues in professional organization(s); provided such expenditure enhances furtherance of County or continuing education goals. The County shall provide an additional one hundred dollars (\$100.00) for a total of up to nine hundred dollars (\$900.00) for employees who are required to complete continuing education (e.g., CEU's for Physical Therapists, CME's for Psychiatrists, etc.) to maintain their professional licensure and/or certification.

Requests for reimbursement must be approved in advance by the appointing authority and shall not be paid in increments less than ten dollars (\$10.00) per fiscal year. Employee initiated education or career development shall not be considered as time actually worked for purposes of computing overtime and normally shall not occur during regular work hours except that which has the prior approval of the appointing authority.

No Unit member shall receive tuition reimbursement in excess of the limitation determined by the Internal Revenue Service. Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course.

Training activities performed in alternate mediums will take place off County time.

## UNIFORMS

Prior to the establishment of a new uniform requirement, employees will be given full opportunity to discuss the form, nature, style, and quality of such uniform requirement. If the County establishes a new uniform requirement for employees who are not currently required to wear uniforms, the County shall provide such uniforms. The cost of uniforms required for employees in new programs shall be borne by the employee, provided the uniform requirement is specified as a condition of employment and included in the examination announcement.

## UNION LEAVE

### Section 1 — Purpose

The County shall establish a Union Leave bank of 320 hours per calendar year that may be used by designated members for the purpose of attending periodic union-sponsored training, seminars and conferences. Union Leave shall not be granted for members to engage in political and organizing activities nor used in place of release time for representational purposes.

If the Union Leave bank is exhausted, employees may use their own appropriate leave time with the prior approval of the appointing authority. Additionally, the County may consider allowing release time for this purpose, subject to prior approval from the County and SEIU reimbursing the County for the costs of the release time.



It is expressly agreed and understood that the County shall not be obligated or responsible for any of the expenses or costs of member attendance at such training, seminars or conferences.

### **Section 2 — Release Time**

Members who wish to utilize Union Leave shall notify their immediate supervisor as far in advance as possible prior to the date they wish to use such Leave. The release time for Union Leave shall not be counted as hours worked for purposes of calculating overtime, and the work schedules of members who use Union Leave shall not be adjusted to provide paid release time that would otherwise be off duty time. The use of Union Leave shall not unduly interfere with operations of County departments nor shall the County unreasonably deny any request for use of Union Leave. SEIU shall maintain records of the amount of Union Leave used by its members. These amounts shall be kept current by SEIU and shall be provided to the County upon request.

### **Section 3 — Executive Board Release Time**

Employees who are authorized Executive Board members of SEIU Local 721 shall be released one (1) regularly scheduled workday per month for the purpose of traveling to and attending the monthly Executive Board meeting. The Union agrees to provide the County with a minimum of a one (1) month advance notice for release under this provision.

## **USE OF COUNTY RESOURCES AND BULLETIN BOARDS**

### **Section 1 – Use of County Resources**

SEIU shall be granted permission to use County facilities (e.g., conference rooms, offices, etc.) during business hours to meet with employees for representation purposes during the employees' non-work time, provided space for such meetings can be made available without interfering with County needs. Permission to use County facilities must be obtained by SEIU from the County. SEIU shall be held fully responsible for any damages to and the security of any County facilities that are used by SEIU. No County vehicles, equipment, computers, time, or supplies may be used in connection with any activity of SEIU, except as may be otherwise provided in this Agreement.

### **Section 2 – Use of Bulletin Boards**

The County will furnish a reasonable portion of existing bulletin board space for SEIU notices. Only areas designated by the appointing authority may be used for posting of notices. Bulletin boards shall only be used for the following notices of Union business:

- (a) Scheduled SEIU meetings, agenda and minutes.
- (b) Information on SEIU elections and the results.
- (c) Information regarding SEIU social, recreational, and related news bulletins.
- (d) Reports of official business of SEIU, including reports of committees or the Executive Board.

County time, equipment, materials, supplies, or mail systems (e.g., interdepartmental, electronic, etc.) shall not be used for the preparation, reproduction, or distribution of notices

The content of notices shall not:

- (a) Incite employees to cause interference with County operations; or
- (b) Be derogatory, offensive, obscene, controversial, defamatory, of a political nature, or directed at any employee or official in the County; or

- (c) Nor shall they pertain to boycotts, solicitations, terms and conditions of employment for employees at outside agencies, public issues which do not involve the County or its relations with County employees, or other internal or external work disruptions (e.g., work stoppages, slowdowns, etc.).

All notices to be posted must be dated and signed by an authorized representative of SEIU and submitted (electronically, by mail, or by fax) to the Human Resources Employee Relations Division for review and approval prior to posting. Notices to employees that have not received prior review and approval from the Employee Relations Division shall be subject to immediate removal.

## VOLUNTARY TIME OFF

Voluntary Time Off (VTO) Program is intended to provide employees a means of taking unpaid (e.g., non-compensated) time off work without losing benefits (e.g., Medical Premium Subsidy, Opt-out/Waive amount, vision insurance, RMT contribution, and life insurance) which depend on the employee being in a paid status. The following conditions apply:

- (a) VTO may be taken in the same manner as vacation time except that the increment is one (1) hour and is limited to eighty (80) hours per calendar year.
- (b) When VTO is taken, leave accruals continue as if the employee were on paid time. Vacation maximum accrual limits will be extended by the amount of VTO taken provided that the employee takes the vacation time off during the first thirteen (13) pay periods of the following calendar year. VTO time counts toward satisfying the minimum hour requirement to receive benefits, such as Medical Premium Subsidy, Opt-out/Waive amount, County-paid life insurance, and County-paid vision care.
- (c) VTO does not count as hours worked for purposes of computing overtime. County contributions to the retirement system under the Retirement System Contributions Article will only be paid if the employee is in a paid status in any pay period in which VTO is used and the employee receives enough earnings to pay his/her retirement contribution in that pay period.

Pursuant to applicable law, Tier 1 system members are eligible for full service credit for the pay period in which VTO is used and the employer contribution would be based on the employees' normal compensation earnable.

Pursuant to applicable law, Tier 2 members are eligible for a reduced service credit amount for the pay period in which VTO was used and the employer contribution would be based on the employees' actual earnings for that pay period.

- (d) VTO may not be used for situations that would otherwise require leave without pay, or in conjunction with leave without pay. VTO may be used only by an employee who is otherwise on paid status.
- (e) VTO is an entirely voluntary program. No employee may be required to take VTO.
- (f) VTO may be taken by request of the employee and upon approval of the appointing authority.

## WORK DISRUPTION

The parties agree that adequate processes are in place to address and/or remedy concerns that may arise during the term of this Memorandum of Understanding and any agreed-upon extensions of the Memorandum of Understanding. As such, no work disruptions shall be caused or sanctioned by SEIU or any Unit employees, individually or collectively, during the term of this Memorandum of Understanding. Work disruptions include: sit-down, stay-in, speed-up, sick out, a work stoppage in sympathy for any other group, or slowdown in any operation of the County of San Bernardino, or any curtailment of work, disruption, or interference with the operations of the County of San Bernardino. SEIU shall endeavor to discourage any such work disruptions and take affirmative steps

to return employees to their jobs. The parties acknowledge that participation of any employee in a prohibited work action against the County shall result in denial of pay, disciplinary action up to and including termination, and the sole issue before a hearing officer and/or arbitrator shall be whether or not the employee participated in such action. The parties agree that no lockout of employees shall be instituted by the County during the term of this Agreement.

Nothing herein constitutes a waiver of either party's right to seek appropriate legal relief in the event of a violation of this Article.

APPENDIX A – APPROVAL BY BOARD OF SUPERVISORS

This Agreement is subject to approval by the Board of Supervisors. The parties hereto agree to perform whatever acts are necessary, both jointly, and separately, to urge the Board to approve and enforce this Agreement.

Following approval of this Agreement by the Board, its terms and conditions shall be implemented by appropriate ordinance, resolution or other appropriate lawful action.

This Contract may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one and the same Contract. The parties shall be entitled to sign and transmit an electronic signature of this Contract (whether by facsimile, PDF or other email transmission), which signature shall be binding on the party whose name is contained therein. Each party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed Contract upon request.

DATED: 9/9/24

COUNTY OF SAN BERNARDINO

  
LEONARDO GONZALEZ  
County Labor Relations Chief

SERVICE EMPLOYEES INTERNATIONAL UNION

  
STEVE KOFFROTH  
Chief Negotiator


  
CONNIE TONG

  
DARREN GUENTERT

  
LANITA EDWARDS

  
NICOLAS HOLLIS

  
ORACIO DIAZ

  
STACI RICHARDS

  
UCHENNA NNAJI

**RECOMMENDED FOR BOARD OF SUPERVISORS APPROVAL:**

\_\_\_\_\_  
**LUTHER SNOKE**, Chief Executive Officer

**BOARD OF SUPERVISORS**

\_\_\_\_\_  
**DAWN ROWE**, Chair

\_\_\_\_\_  
Date

## APPENDIX B – CLASSIFICATIONS AND SALARY RANGES

| Job Code | Classification Title                                  | Effective Pay Period Following Board Approval | Effective August 9, 2025 |
|----------|---|---|--------------------------|
| 01124    | Agricultural/Standards Officer                        | 51  | 51                       |
| 01116    | Agricultural/Standards Officer Trainee                | 40T   | 40T                      |
| 16359    | California Children Services Physician Consultant I   | 83  | 83                       |
| 16366    | California Children Services Physician Consultant II  | 88C   | 88C                      |
| 19664    | Child Psychiatrist                                    | CP  | CP                       |
| 03330    | Clinical Biochemist                                   | 67  | 67                       |
| 13131    | Clinical Therapist I                                  | 58  | 58                       |
| 13165    | Clinical Therapist I <i>Medical Support</i>           | 58  | 58                       |
| 13133    | Clinical Therapist II                                 | 60  | 60                       |
| 13166    | Clinical Therapist II <i>Medical Support</i>          | 60  | 60                       |
| 13132    | Clinical Therapist Pre-License                        | 53T   | 55T                      |
| 13167    | Clinical Therapist Pre-License <i>Medical Support</i> | 53T   | 55T                      |
| 13142    | Clinical Therapist Pre-License Trainee                | 48T   | 48T                      |
| 12020    | Clinical Laboratory Scientist I                       | 65T   | 65T                      |
| 12021    | Clinical Laboratory Scientist II                      | 67CE  | 67CE                     |
| 12022    | Clinical Laboratory Scientist III                     | 70  | 70                       |
| 03393    | Communication/Design Spc II                           | 52A   | 52A                      |
| 03391    | Communications/Design Asst                            | 44T   | 44T                      |
| 03392    | Communications/Design Spc I                           | 49T   | 49T                      |
| 03394    | Communications/Design Spc III                         | 55A   | 55A                      |
| 16391    | Cultural Resources Specialist                         | 68  | 68                       |
| 03570    | Cytotechnologist                                      | 61A   | 63A                      |
| 04220    | Dietitian   | 53  | 53                       |
| 05141    | Emergency Medical Services Specialist                 | 54E   | 54E                      |
| 16907    | Engineer I  | 58  | 58                       |
| 16908    | Engineer II   | 65  | 65                       |
| 16909    | Engineer III  | 70  | 70                       |
| 16906    | Engineer Trainee                                      | 53T   | 53T                      |
| 05132    | Engineering Geologist                                 | 70  | 70                       |
| 05147    | Environmental Health Specialist I                     | 56T   | 56T                      |
| 05148    | Environmental Health Specialist II                    | 55AE  | 55AE                     |
| 05149    | Environmental Health Specialist III                   | 58E   | 58E                      |
| 05146    | Environmental Health Specialist Trainee               | 48T   | 48T                      |
| 01628    | EPIC Clinical Analyst I                               | 62T   | 62T                      |
| 01629    | EPIC Clinical Analyst II                              | 68C   | 68C                      |

## APPENDIX B – CLASSIFICATIONS AND SALARY RANGES

| Job Code | Classification Title                              | Effective Pay Period Following Board Approval | Effective August 9, 2025 |
|----------|---|---|--------------------------|
| 16140    | Lab Response Network Coordinator                  | 58  | 58                       |
| 12056    | Land Surveyor                                     | 70  | 70                       |
| 04221    | Lead Dietitian                                    | 56  | 56                       |
| 19291    | Lead Occupational Therapist                       | 66AAE   | 66AAE                    |
| 19301    | Lead Physical Therapist                           | 65CE  | 65CE                     |
| 03281    | Lead Social Service Practitioner                  | S5  | S5                       |
| 19292    | Lead Speech Therapist                             | 67  | 67                       |
| 12125    | Librarian I                                       | 46  | 46                       |
| 12126    | Librarian II                                      | 51  | 51                       |
| 12132    | Library Associate                                 | 42  | 42                       |
| 13030    | Managed Care Research Analyst                     | 63  | 63                       |
| 20023    | Medical Therapy Specialist                        | 68  | 68                       |
| 13268    | Multimedia Coordinator                            | 47  | 49                       |
| 13271    | Multimedia Production Specialist I                | 45T   | 45T                      |
| 13272    | Multimedia Production Specialist II               | 51A   | 51A                      |
| 13306    | Museum Associate Curator                          | 43  | 43                       |
| 13292    | Museum Curator                                    | 50  | 50                       |
| 13290    | Museum Exhibits Specialist                        | 50  | 50                       |
| 14058    | Nutritionist                                      | 50C   | 50C                      |
| 15005    | Occupational Therapist I                          | 62  | 64                       |
| 19290    | Occupational Therapist II                         | 66  | 66                       |
| 20022    | Pediatric Rehabilitation Therapist                | 63C   | 63C                      |
| 12026    | Per Diem - Clinical Laboratory Scientist          | See Appendix K                                | See Appendix K           |
| 16399    | Per Diem - Clinical Therapist I                   | See Appendix K                                | See Appendix K           |
| 16400    | Per Diem - Clinical Therapist II                  | See Appendix K                                | See Appendix K           |
| 16404    | Per Diem - Dietitian                              | See Appendix K                                | See Appendix K           |
| 16397    | Per Diem - Occupational Therapist I               | See Appendix K                                | See Appendix K           |
| 16398    | Per Diem - Occupational Therapist II              | See Appendix K                                | See Appendix K           |
| 16412    | Per Diem - Physical Therapist I                   | See Appendix K                                | See Appendix K           |
| 16413    | Per Diem - Physical Therapist II                  | See Appendix K                                | See Appendix K           |
| 16414    | Per Diem - Speech Therapist                       | See Appendix K                                | See Appendix K           |
| 16145    | Physical Therapist I                              | 62  | 64                       |
| 19300    | Physical Therapist II                             | 66  | 66                       |
| 14032    | Physician Assistant                               | 72C   | 72C                      |
| 10016    | Pre-Registered Dietitian                          | 46  | 46                       |
| 16197    | Pre-Registered Pediatric Rehabilitation Therapist | 51T   | 51T                      |

## APPENDIX B – CLASSIFICATIONS AND SALARY RANGES

| Job Code | Classification Title                         | Effective Pay Period Following Board Approval | Effective August 9, 2025 |
|----------|--|---|--------------------------|
| 19667    | Psychiatrist I                               | P1  | P1                       |
| 19668    | Psychiatrist II                              | P2  | P2                       |
| 19669    | Psychiatrist III                             | P3  | P3                       |
| 13128    | Psychologist I                               | 63E   | 63E                      |
| 13168    | Psychologist I Medical Support               | 63E   | 63E                      |
| 13129    | Psychologist II                              | 65E   | 65E                      |
| 13169    | Psychologist II Medical Support              | 65E   | 65E                      |
| 13127    | Psychologist Pre-Licensed                    | 59T   | 61T                      |
| 13170    | Psychologist Pre-Licensed Medical Support    | 59T   | 61T                      |
| 16392    | Public Health Dentist                        | 85C   | 85C                      |
| 16362    | Public Health Epidemiologist                 | 58  | 59                       |
| 16368    | Public Health Microbiologist I               | 53T   | 53T                      |
| 16369    | Public Health Microbiologist II              | 57  | 57                       |
| 16371    | Public Health Microbiologist III             | 61  | 61                       |
| 16386    | Public Health Physician I                    | 86  | 86                       |
| 16387    | Public Health Physician II                   | 88C   | 88C                      |
| 16405    | Public Health Veterinarian                   | 78A   | 78A                      |
| 16449    | Public Works Arborist                        | 52  | 52                       |
| 18121    | Respiratory Care Practitioner III            | 55E   | 55E                      |
| 01130    | Senior Agricultural/Standards Officer        | 53  | 53                       |
| 10017    | Senior Curator                               | 58  | 58                       |
| 05143    | Senior Emergency Medical Services Specialist | 58E   | 58E                      |
| 19617    | Social Service Practitioner I                | S1  | S1                       |
| 19620    | Social Service Practitioner II               | S2  | S2                       |
| 19621    | Social Service Practitioner III              | S4  | S4                       |
| 18208    | Special Education Specialist                 | 52  | 52                       |
| 20024    | Speech Therapist                             | 66CE  | 66CE                     |
| 20001    | Telecommunications Engineer I                | 52T   | 52T                      |
| 20003    | Telecommunications Engineer II               | 59E   | 59E                      |
| 22023    | Vector Ecologist                             | 61  | 61                       |



Professional Unit MOU  
APPENDIX C – SALARY SCHEDULES

2024 – 2028

Effective the Pay Period following Board Approval



| Ranges Eff. 09/21/2024 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>30</b>              | Hourly        | 16.82     | 17.23     | 17.66     | 18.15     | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.11     | 23.68     | 24.27     |
|                        | Appx. Bi-wkly | 1,345.60  | 1,378.40  | 1,412.80  | 1,452.00  | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,848.80  | 1,894.40  | 1,941.60  |
|                        | Appx. Monthly | 2,915.47  | 2,986.53  | 3,061.07  | 3,146.00  | 3,222.27  | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,005.73  | 4,104.53  | 4,206.80  |
|                        | Appx. Annual  | 34,985.60 | 35,838.40 | 36,732.80 | 37,752.00 | 38,667.20 | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,086.80 | 49,254.40 | 50,481.60 |
| <b>30T</b>             | Hourly        | 16.82     | 17.23     | 17.66     | 18.15     | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.11     | 23.68     | 24.27     |
|                        | Appx. Bi-wkly | 1,345.60  | 1,378.40  | 1,412.80  | 1,452.00  | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,848.80  | 1,894.40  | 1,941.60  |
|                        | Appx. Monthly | 2,915.47  | 2,986.53  | 3,061.07  | 3,146.00  | 3,222.27  | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,005.73  | 4,104.53  | 4,206.80  |
|                        | Appx. Annual  | 34,985.60 | 35,838.40 | 36,732.80 | 37,752.00 | 38,667.20 | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,086.80 | 49,254.40 | 50,481.60 |
| <b>30A</b>             | Hourly        | 17.02     | 17.45     | 17.88     | 18.38     | 18.83     | 19.28     | 19.71     | 20.25     | 20.78     | 21.25     | 21.77     | 22.30     | 22.84     | 23.40     | 24.00     | 24.60     |
|                        | Appx. Bi-wkly | 1,361.60  | 1,396.00  | 1,430.40  | 1,470.40  | 1,506.40  | 1,542.40  | 1,576.80  | 1,620.00  | 1,662.40  | 1,700.00  | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.00  | 1,920.00  | 1,968.00  |
|                        | Appx. Monthly | 2,950.13  | 3,024.67  | 3,099.20  | 3,185.87  | 3,263.87  | 3,341.87  | 3,416.40  | 3,510.00  | 3,601.87  | 3,683.33  | 3,773.47  | 3,865.33  | 3,958.93  | 4,056.00  | 4,160.00  | 4,264.00  |
|                        | Appx. Annual  | 35,401.60 | 36,296.00 | 37,190.40 | 38,230.40 | 39,166.40 | 40,102.40 | 40,996.80 | 42,120.00 | 43,222.40 | 44,200.00 | 45,281.60 | 46,384.00 | 47,507.20 | 48,672.00 | 49,920.00 | 51,168.00 |
| <b>30C</b>             | Hourly        | 17.11     | 17.54     | 17.97     | 18.45     | 18.90     | 19.37     | 19.81     | 20.34     | 20.86     | 21.36     | 21.90     | 22.43     | 22.95     | 23.53     | 24.10     | 24.70     |
|                        | Appx. Bi-wkly | 1,368.80  | 1,403.20  | 1,437.60  | 1,476.00  | 1,512.00  | 1,549.60  | 1,584.80  | 1,627.20  | 1,668.80  | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,882.40  | 1,928.00  | 1,976.00  |
|                        | Appx. Monthly | 2,965.73  | 3,040.27  | 3,114.80  | 3,198.00  | 3,276.00  | 3,357.47  | 3,433.73  | 3,525.60  | 3,615.73  | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,078.53  | 4,177.33  | 4,281.33  |
|                        | Appx. Annual  | 35,588.80 | 36,483.20 | 37,377.60 | 38,376.00 | 39,312.00 | 40,289.60 | 41,204.80 | 42,307.20 | 43,388.80 | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,942.40 | 50,128.00 | 51,376.00 |
| <b>31</b>              | Hourly        | 17.25     | 17.70     | 18.15     | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.11     | 23.69     | 24.30     | 24.91     |
|                        | Appx. Bi-wkly | 1,380.00  | 1,416.00  | 1,452.00  | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,895.20  | 1,944.00  | 1,992.80  |
|                        | Appx. Monthly | 2,990.00  | 3,068.00  | 3,146.00  | 3,222.27  | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,106.27  | 4,212.00  | 4,317.73  |
|                        | Appx. Annual  | 35,880.00 | 36,816.00 | 37,752.00 | 38,667.20 | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,275.20 | 50,544.00 | 51,812.80 |
| <b>31T</b>             | Hourly        | 17.25     | 17.70     | 18.15     | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.11     | 23.69     | 24.30     | 24.91     |
|                        | Appx. Bi-wkly | 1,380.00  | 1,416.00  | 1,452.00  | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,895.20  | 1,944.00  | 1,992.80  |
|                        | Appx. Monthly | 2,990.00  | 3,068.00  | 3,146.00  | 3,222.27  | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,106.27  | 4,212.00  | 4,317.73  |
|                        | Appx. Annual  | 35,880.00 | 36,816.00 | 37,752.00 | 38,667.20 | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,275.20 | 50,544.00 | 51,812.80 |
| <b>31A</b>             | Hourly        | 17.47     | 17.90     | 18.38     | 18.83     | 19.28     | 19.71     | 20.25     | 20.78     | 21.25     | 21.77     | 22.30     | 22.84     | 23.41     | 24.01     | 24.61     | 25.22     |
|                        | Appx. Bi-wkly | 1,397.60  | 1,432.00  | 1,470.40  | 1,506.40  | 1,542.40  | 1,576.80  | 1,620.00  | 1,662.40  | 1,700.00  | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.00  | 1,920.00  | 1,968.00  | 2,017.60  |
|                        | Appx. Monthly | 3,028.13  | 3,102.67  | 3,185.87  | 3,263.87  | 3,341.87  | 3,416.40  | 3,510.00  | 3,601.87  | 3,683.33  | 3,773.47  | 3,865.33  | 3,958.93  | 4,057.73  | 4,161.73  | 4,265.73  | 4,371.47  |
|                        | Appx. Annual  | 36,337.60 | 37,232.00 | 38,230.40 | 39,166.40 | 40,102.40 | 40,996.80 | 42,120.00 | 43,222.40 | 44,200.00 | 45,281.60 | 46,384.00 | 47,507.20 | 48,692.80 | 49,940.80 | 51,188.80 | 52,457.60 |
| <b>31C</b>             | Hourly        | 17.56     | 17.99     | 18.45     | 18.90     | 19.37     | 19.81     | 20.34     | 20.86     | 21.36     | 21.90     | 22.43     | 22.95     | 23.54     | 24.11     | 24.72     | 25.34     |
|                        | Appx. Bi-wkly | 1,404.80  | 1,439.20  | 1,476.00  | 1,512.00  | 1,549.60  | 1,584.80  | 1,627.20  | 1,668.80  | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,882.40  | 1,928.00  | 1,976.00  | 2,027.20  |
|                        | Appx. Monthly | 3,043.73  | 3,118.27  | 3,198.00  | 3,276.00  | 3,357.47  | 3,433.73  | 3,525.60  | 3,615.73  | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,080.27  | 4,179.07  | 4,284.80  | 4,392.27  |
|                        | Appx. Annual  | 36,524.80 | 37,419.20 | 38,376.00 | 39,312.00 | 40,289.60 | 41,204.80 | 42,307.20 | 43,388.80 | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,963.20 | 50,148.80 | 51,417.60 | 52,707.20 |
| <b>32</b>              | Hourly        | 17.69     | 18.14     | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.31     | 24.90     | 25.52     |
|                        | Appx. Bi-wkly | 1,415.20  | 1,451.20  | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,992.00  | 2,041.60  |
|                        | Appx. Monthly | 3,066.27  | 3,144.27  | 3,222.27  | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,213.73  | 4,316.00  | 4,423.47  |
|                        | Appx. Annual  | 36,795.20 | 37,731.20 | 38,667.20 | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,564.80 | 51,792.00 | 53,081.60 |
| <b>32T</b>             | Hourly        | 17.69     | 18.14     | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.31     | 24.90     | 25.52     |
|                        | Appx. Bi-wkly | 1,415.20  | 1,451.20  | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,992.00  | 2,041.60  |
|                        | Appx. Monthly | 3,066.27  | 3,144.27  | 3,222.27  | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,213.73  | 4,316.00  | 4,423.47  |
|                        | Appx. Annual  | 36,795.20 | 37,731.20 | 38,667.20 | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,564.80 | 51,792.00 | 53,081.60 |
| <b>32A</b>             | Hourly        | 17.89     | 18.36     | 18.83     | 19.28     | 19.71     | 20.25     | 20.78     | 21.25     | 21.77     | 22.30     | 22.84     | 23.41     | 24.02     | 24.62     | 25.22     | 25.85     |
|                        | Appx. Bi-wkly | 1,431.20  | 1,468.80  | 1,506.40  | 1,542.40  | 1,576.80  | 1,620.00  | 1,662.40  | 1,700.00  | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.00  | 1,920.00  | 1,968.00  | 2,017.60  | 2,068.00  |
|                        | Appx. Monthly | 3,100.93  | 3,182.40  | 3,263.87  | 3,341.87  | 3,416.40  | 3,510.00  | 3,601.87  | 3,683.33  | 3,773.47  | 3,865.33  | 3,958.93  | 4,057.73  | 4,163.47  | 4,267.47  | 4,371.47  | 4,480.67  |
|                        | Appx. Annual  | 37,211.20 | 38,188.80 | 39,166.40 | 40,102.40 | 40,996.80 | 42,120.00 | 43,222.40 | 44,200.00 | 45,281.60 | 46,384.00 | 47,507.20 | 48,692.80 | 49,961.60 | 51,209.60 | 52,457.60 | 53,768.00 |
| <b>32C</b>             | Hourly        | 17.98     | 18.44     | 18.90     | 19.37     | 19.81     | 20.34     | 20.86     | 21.36     | 21.90     | 22.43     | 22.95     | 23.54     | 24.12     | 24.73     | 25.36     | 25.99     |
|                        | Appx. Bi-wkly | 1,438.40  | 1,475.20  | 1,512.00  | 1,549.60  | 1,584.80  | 1,627.20  | 1,668.80  | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,882.40  | 1,929.60  | 1,978.40  | 2,028.00  | 2,079.20  |
|                        | Appx. Monthly | 3,116.53  | 3,196.27  | 3,276.00  | 3,357.47  | 3,433.73  | 3,525.60  | 3,615.73  | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,080.27  | 4,180.80  | 4,286.53  | 4,395.73  | 4,504.93  |
|                        | Appx. Annual  | 37,398.40 | 38,355.20 | 39,312.00 | 40,289.60 | 41,204.80 | 42,307.20 | 43,388.80 | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,963.20 | 50,169.60 | 51,438.40 | 52,748.80 | 54,092.00 |
| <b>33</b>              | Hourly        | 18.14     | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.88     | 25.52     | 26.16     |
|                        | Appx. Bi-wkly | 1,451.20  | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,992.00  | 2,041.60  | 2,        |



| Ranges Eff. 09/21/2024 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   |           |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>36T</b>             | Hourly        | 19.51     | 20.00     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     |           |           |           |           |           |
|                        | Appx. Bi-wkly | 1,560.80  | 1,600.00  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,993.60  | 2,040.00  | 2,092.80  |           |           |           |           |           |
|                        | Appx. Monthly | 3,381.73  | 3,466.67  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  |           |           |           |           |           |
|                        | Appx. Annual  | 40,580.80 | 41,600.00 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 |           |           |           |           |           |
| <b>36A</b>             | Hourly        | 19.77     | 20.26     | 20.78     | 21.25     | 21.77     | 22.30     | 22.84     | 23.41     | 24.02     | 24.61     | 25.20     | 25.81     | 26.47     | 27.13     | 27.80     | 28.49     |           |           |
|                        | Appx. Bi-wkly | 1,581.60  | 1,620.80  | 1,662.40  | 1,700.00  | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.80  | 1,921.60  | 1,968.80  | 2,016.00  | 2,064.80  | 2,116.00  | 2,170.40  | 2,224.00  | 2,279.20  | 2,335.20  | 2,392.80  |
|                        | Appx. Monthly | 3,426.80  | 3,511.73  | 3,601.87  | 3,683.33  | 3,773.47  | 3,865.33  | 3,958.93  | 4,057.73  | 4,163.47  | 4,265.73  | 4,368.00  | 4,473.73  | 4,588.13  | 4,702.53  | 4,818.67  | 4,938.27  | 5,064.27  | 5,192.27  |
|                        | Appx. Annual  | 41,121.60 | 42,140.80 | 43,222.40 | 44,200.00 | 45,281.60 | 46,384.00 | 47,507.20 | 48,692.80 | 49,961.60 | 51,388.80 | 52,961.60 | 54,688.00 | 56,576.00 | 58,632.00 | 60,872.00 | 63,400.00 | 66,224.00 | 69,352.00 |
| <b>36C</b>             | Hourly        | 19.87     | 20.35     | 20.86     | 21.36     | 21.90     | 22.43     | 22.95     | 23.54     | 24.12     | 24.72     | 25.35     | 25.94     | 26.62     | 27.30     | 27.97     | 28.69     |           |           |
|                        | Appx. Bi-wkly | 1,589.60  | 1,628.00  | 1,668.80  | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,883.20  | 1,929.60  | 1,977.60  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.00  | 2,237.60  | 2,295.20  | 2,359.20  | 2,420.00  |
|                        | Appx. Monthly | 3,444.13  | 3,527.33  | 3,615.73  | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,080.27  | 4,180.80  | 4,284.80  | 4,394.00  | 4,496.27  | 4,614.13  | 4,732.00  | 4,848.13  | 4,973.93  | 5,102.53  | 5,234.53  |
|                        | Appx. Annual  | 41,329.60 | 42,328.00 | 43,388.80 | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,962.40 | 50,169.60 | 51,417.60 | 52,728.00 | 53,952.00 | 55,369.60 | 56,784.00 | 58,300.00 | 59,920.00 | 61,648.00 | 63,488.00 |
| <b>37</b>              | Hourly        | 19.98     | 20.48     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.47     | 28.17     | 28.87     |           |           |
|                        | Appx. Bi-wkly | 1,598.40  | 1,638.40  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,993.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,196.00  | 2,250.00  | 2,305.20  | 2,360.00  | 2,416.00  |
|                        | Appx. Monthly | 3,463.20  | 3,549.87  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,761.47  | 4,882.80  | 5,004.13  | 5,127.27  | 5,252.00  |
|                        | Appx. Annual  | 41,558.40 | 42,598.40 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,136.00 | 58,593.60 | 60,049.60 | 61,600.00 | 63,256.00 |
| <b>37T</b>             | Hourly        | 19.98     | 20.48     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     |           |           |           |           |           |
|                        | Appx. Bi-wkly | 1,598.40  | 1,638.40  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,993.60  | 2,040.00  | 2,092.80  | 2,144.00  |           |           |           |           |           |
|                        | Appx. Monthly | 3,463.20  | 3,549.87  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  |           |           |           |           |           |
|                        | Appx. Annual  | 41,558.40 | 42,598.40 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 |           |           |           |           |           |
| <b>37A</b>             | Hourly        | 20.24     | 20.73     | 21.25     | 21.77     | 22.30     | 22.84     | 23.41     | 24.02     | 24.61     | 25.20     | 25.81     | 26.47     | 27.14     | 27.82     | 28.52     | 29.24     |           |           |
|                        | Appx. Bi-wkly | 1,619.20  | 1,658.40  | 1,700.00  | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.80  | 1,921.60  | 1,968.80  | 2,016.00  | 2,064.80  | 2,116.00  | 2,170.40  | 2,225.60  | 2,281.60  | 2,339.20  | 2,398.00  | 2,458.00  |
|                        | Appx. Monthly | 3,508.27  | 3,593.20  | 3,683.33  | 3,773.47  | 3,865.33  | 3,958.93  | 4,057.73  | 4,163.47  | 4,265.73  | 4,368.00  | 4,473.73  | 4,588.13  | 4,702.53  | 4,822.13  | 4,943.47  | 5,068.27  | 5,195.27  | 5,324.27  |
|                        | Appx. Annual  | 42,099.20 | 43,118.40 | 44,200.00 | 45,281.60 | 46,384.00 | 47,507.20 | 48,692.80 | 49,961.60 | 51,388.80 | 52,961.60 | 54,688.00 | 56,576.00 | 58,632.00 | 60,872.00 | 63,400.00 | 66,224.00 | 69,352.00 | 72,784.00 |
| <b>37C</b>             | Hourly        | 20.33     | 20.84     | 21.36     | 21.90     | 22.43     | 22.95     | 23.54     | 24.12     | 24.72     | 25.35     | 25.94     | 26.62     | 27.31     | 27.94     | 28.65     | 29.37     |           |           |
|                        | Appx. Bi-wkly | 1,626.40  | 1,667.20  | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,883.20  | 1,929.60  | 1,977.60  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.00  | 2,237.60  | 2,295.20  | 2,359.20  | 2,420.00  | 2,480.00  |
|                        | Appx. Monthly | 3,523.87  | 3,612.27  | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,080.27  | 4,180.80  | 4,284.80  | 4,394.00  | 4,496.27  | 4,614.13  | 4,732.00  | 4,848.13  | 4,973.93  | 5,102.53  | 5,234.53  | 5,370.53  |
|                        | Appx. Annual  | 42,286.40 | 43,347.20 | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,962.40 | 50,169.60 | 51,417.60 | 52,728.00 | 53,952.00 | 55,369.60 | 56,804.80 | 58,300.00 | 59,920.00 | 61,648.00 | 63,504.00 | 65,520.00 |
| <b>38</b>              | Hourly        | 20.48     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.13     | 28.82     | 29.54     |           |           |
|                        | Appx. Bi-wkly | 1,638.40  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,993.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,196.00  | 2,250.00  | 2,305.20  | 2,360.00  | 2,416.00  | 2,472.00  |
|                        | Appx. Monthly | 3,549.87  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,875.87  | 4,995.47  | 5,120.27  | 5,250.00  | 5,380.00  |
|                        | Appx. Annual  | 42,598.40 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,512.00 | 59,945.60 | 61,443.20 | 63,000.00 | 64,624.00 |
| <b>38T</b>             | Hourly        | 20.48     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     |           |           |           |           |           |
|                        | Appx. Bi-wkly | 1,638.40  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,993.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,196.00  |           |           |           |           |           |
|                        | Appx. Monthly | 3,549.87  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  |           |           |           |           |           |
|                        | Appx. Annual  | 42,598.40 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 |           |           |           |           |           |
| <b>38A</b>             | Hourly        | 20.73     | 21.25     | 21.77     | 22.30     | 22.84     | 23.41     | 24.02     | 24.61     | 25.20     | 25.81     | 26.47     | 27.14     | 27.78     | 28.47     | 29.19     | 29.91     |           |           |
|                        | Appx. Bi-wkly | 1,658.40  | 1,700.00  | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.80  | 1,921.60  | 1,968.80  | 2,016.00  | 2,064.80  | 2,116.00  | 2,170.40  | 2,222.40  | 2,277.60  | 2,335.20  | 2,392.80  | 2,450.00  | 2,508.00  |
|                        | Appx. Monthly | 3,593.20  | 3,683.33  | 3,773.47  | 3,865.33  | 3,958.93  | 4,057.73  | 4,163.47  | 4,265.73  | 4,368.00  | 4,473.73  | 4,588.13  | 4,702.53  | 4,815.20  | 4,934.80  | 5,059.60  | 5,184.40  | 5,312.00  | 5,444.00  |
|                        | Appx. Annual  | 43,118.40 | 44,200.00 | 45,281.60 | 46,384.00 | 47,507.20 | 48,692.80 | 49,961.60 | 51,388.80 | 52,961.60 | 54,688.00 | 56,576.00 | 58,632.00 | 60,872.00 | 63,400.00 | 66,224.00 | 69,352.00 | 72,784.00 | 76,520.00 |
| <b>38C</b>             | Hourly        | 20.84     | 21.36     | 21.90     | 22.43     | 22.95     | 23.54     | 24.12     | 24.72     | 25.35     | 25.94     | 26.62     | 27.31     | 27.94     | 28.60     | 29.32     | 30.06     |           |           |
|                        | Appx. Bi-wkly | 1,667.20  | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,883.20  | 1,929.60  | 1,977.60  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.00  | 2,237.60  | 2,288.00  | 2,345.60  | 2,404.80  | 2,464.00  | 2,524.00  |
|                        | Appx. Monthly | 3,612.27  | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,080.27  | 4,180.80  | 4,284.80  | 4,394.00  | 4,496.27  | 4,614.13  | 4,732.00  | 4,836.00  | 4,957.33  | 5,082.13  | 5,210.40  | 5,344.00  | 5,476.00  |
|                        | Appx. Annual  | 43,347.20 | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,962.40 | 50,169.60 | 51,417.60 | 52,728.00 | 53,952.00 | 55,369.60 | 56,804.80 | 58,300.00 | 59,920.00 | 61,648.00 | 63,504.00 | 65,520.00 | 67,680.00 |
| <b>39</b>              | Hourly        | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.84     | 29.56     | 30.30     |           |           |
|                        | Appx. Bi-wkly | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,993.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,196.00  | 2,250.00  | 2,307.20  | 2,364.80  | 2,424.00  | 2,480.00  | 2,540.00  |
|                        | Appx. Monthly | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,998.93  | 5,123.73  | 5,252.00  | 5,384.00  | 5,516.00  |
|                        | Appx. Annual  | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,512.00 | 59,920.00 | 61,484.80 |           |           |           |



| Ranges Eff. 09/21/2024 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17 |  |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|--|
| <b>42A</b>             | Hourly        | 22.86     | 23.41     | 24.02     | 24.61     | 25.20     | 25.81     | 26.47     | 27.14     | 27.78     | 28.49     | 29.16     | 29.91     | 30.64     | 31.40     | 32.18     | 32.99     |         |  |
|                        | Appx. Bi-wkly | 1,828.80  | 1,872.80  | 1,921.60  | 1,968.80  | 2,016.00  | 2,064.80  | 2,117.60  | 2,171.20  | 2,222.40  | 2,279.20  | 2,332.80  | 2,392.80  | 2,451.20  | 2,510.40  | 2,574.40  | 2,639.20  |         |  |
|                        | Appx. Monthly | 3,962.40  | 4,057.73  | 4,163.47  | 4,265.73  | 4,368.00  | 4,473.73  | 4,588.13  | 4,704.27  | 4,815.20  | 4,938.27  | 5,054.40  | 5,184.40  | 5,310.93  | 5,442.67  | 5,577.87  | 5,718.27  |         |  |
|                        | Appx. Annual  | 47,548.80 | 48,692.80 | 49,961.60 | 51,188.80 | 52,416.00 | 53,684.80 | 55,057.60 | 56,451.20 | 57,782.40 | 59,259.20 | 60,652.80 | 62,212.80 | 63,731.20 | 65,312.00 | 66,934.40 | 68,619.20 |         |  |
| <b>42C</b>             | Hourly        | 22.96     | 23.54     | 24.12     | 24.72     | 25.35     | 25.94     | 26.62     | 27.31     | 27.90     | 28.63     | 29.31     | 30.03     | 30.80     | 31.57     | 32.35     | 33.16     |         |  |
|                        | Appx. Bi-wkly | 1,836.80  | 1,883.20  | 1,929.60  | 1,977.60  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.80  | 2,232.00  | 2,284.80  | 2,340.80  | 2,402.40  | 2,464.00  | 2,528.00  | 2,588.00  | 2,652.80  |         |  |
|                        | Appx. Monthly | 3,979.73  | 4,080.27  | 4,180.80  | 4,284.80  | 4,394.00  | 4,496.27  | 4,614.13  | 4,733.73  | 4,836.00  | 4,962.53  | 5,080.40  | 5,205.20  | 5,338.67  | 5,472.13  | 5,607.33  | 5,747.73  |         |  |
|                        | Appx. Annual  | 47,756.80 | 48,963.20 | 50,169.60 | 51,417.60 | 52,728.00 | 53,955.20 | 55,369.60 | 56,804.80 | 58,032.00 | 59,550.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,665.60 | 67,288.00 | 68,912.80 |         |  |
| <b>43</b>              | Hourly        | 23.11     | 23.69     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.82     | 32.62     | 33.44     |         |  |
|                        | Appx. Bi-wkly | 1,848.80  | 1,895.20  | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,545.60  | 2,609.60  | 2,675.20  |         |  |
|                        | Appx. Monthly | 4,005.73  | 4,106.27  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,515.47  | 5,654.13  | 5,796.27  |         |  |
|                        | Appx. Annual  | 48,068.80 | 49,275.20 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,185.60 | 67,849.60 | 69,552.00 |         |  |
| <b>43T</b>             | Hourly        | 23.11     | 23.69     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.82     | 32.62     | 33.44     |         |  |
|                        | Appx. Bi-wkly | 1,848.80  | 1,895.20  | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,545.60  | 2,609.60  | 2,675.20  |         |  |
|                        | Appx. Monthly | 4,005.73  | 4,106.27  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,515.47  | 5,654.13  | 5,796.27  |         |  |
|                        | Appx. Annual  | 48,068.80 | 49,275.20 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,185.60 | 67,849.60 | 69,552.00 |         |  |
| <b>43A</b>             | Hourly        | 23.40     | 24.01     | 24.61     | 25.20     | 25.81     | 26.47     | 27.14     | 27.78     | 28.49     | 29.16     | 29.91     | 30.64     | 31.43     | 32.20     | 33.02     | 33.85     |         |  |
|                        | Appx. Bi-wkly | 1,872.00  | 1,920.80  | 1,968.80  | 2,016.00  | 2,064.80  | 2,117.60  | 2,171.20  | 2,222.40  | 2,279.20  | 2,332.80  | 2,392.80  | 2,451.20  | 2,514.40  | 2,576.00  | 2,641.60  | 2,708.00  |         |  |
|                        | Appx. Monthly | 4,056.00  | 4,161.73  | 4,265.73  | 4,368.00  | 4,473.73  | 4,588.13  | 4,704.27  | 4,815.20  | 4,938.27  | 5,054.40  | 5,184.40  | 5,310.93  | 5,447.87  | 5,581.33  | 5,723.47  | 5,867.33  |         |  |
|                        | Appx. Annual  | 48,672.00 | 49,940.80 | 51,188.80 | 52,416.00 | 53,684.80 | 55,057.60 | 56,451.20 | 57,782.40 | 59,259.20 | 60,652.80 | 62,212.80 | 63,731.20 | 65,344.00 | 66,976.00 | 68,681.60 | 70,408.00 |         |  |
| <b>43C</b>             | Hourly        | 23.53     | 24.11     | 24.72     | 25.35     | 25.94     | 26.62     | 27.31     | 27.90     | 28.63     | 29.31     | 30.03     | 30.80     | 31.59     | 32.38     | 33.18     | 34.01     |         |  |
|                        | Appx. Bi-wkly | 1,882.40  | 1,928.80  | 1,977.60  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.80  | 2,232.00  | 2,290.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,528.00  | 2,590.40  | 2,654.40  | 2,720.80  |         |  |
|                        | Appx. Monthly | 4,078.53  | 4,179.07  | 4,284.80  | 4,394.00  | 4,496.27  | 4,614.13  | 4,733.73  | 4,836.00  | 4,962.53  | 5,080.40  | 5,205.20  | 5,338.67  | 5,472.13  | 5,612.53  | 5,751.20  | 5,895.07  |         |  |
|                        | Appx. Annual  | 48,942.40 | 50,148.80 | 51,417.60 | 52,728.00 | 53,955.20 | 55,369.60 | 56,804.80 | 58,032.00 | 59,550.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,707.20 | 67,350.40 | 69,014.40 | 70,740.80 |         |  |
| <b>44</b>              | Hourly        | 23.67     | 24.29     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.36     | 34.19     |         |  |
|                        | Appx. Bi-wkly | 1,893.60  | 1,943.20  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,668.80  | 2,735.20  |         |  |
|                        | Appx. Monthly | 4,102.80  | 4,210.27  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,782.40  | 5,926.27  |         |  |
|                        | Appx. Annual  | 49,233.60 | 50,523.20 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,388.80 | 71,115.20 |         |  |
| <b>44T</b>             | Hourly        | 23.67     | 24.29     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.36     | 34.19     |         |  |
|                        | Appx. Bi-wkly | 1,893.60  | 1,943.20  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,668.80  | 2,735.20  |         |  |
|                        | Appx. Monthly | 4,102.80  | 4,210.27  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,782.40  | 5,926.27  |         |  |
|                        | Appx. Annual  | 49,233.60 | 50,523.20 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,388.80 | 71,115.20 |         |  |
| <b>44A</b>             | Hourly        | 23.99     | 24.60     | 25.20     | 25.81     | 26.47     | 27.14     | 27.78     | 28.49     | 29.16     | 29.91     | 30.64     | 31.43     | 32.15     | 32.95     | 33.77     | 34.62     |         |  |
|                        | Appx. Bi-wkly | 1,919.20  | 1,968.00  | 2,016.00  | 2,064.80  | 2,117.60  | 2,171.20  | 2,222.40  | 2,279.20  | 2,332.80  | 2,392.80  | 2,451.20  | 2,514.40  | 2,572.00  | 2,636.00  | 2,701.60  | 2,769.60  |         |  |
|                        | Appx. Monthly | 4,158.27  | 4,264.00  | 4,368.00  | 4,473.73  | 4,588.13  | 4,704.27  | 4,815.20  | 4,938.27  | 5,054.40  | 5,184.40  | 5,310.93  | 5,447.87  | 5,572.67  | 5,711.33  | 5,853.47  | 6,000.80  |         |  |
|                        | Appx. Annual  | 49,899.20 | 51,168.00 | 52,416.00 | 53,684.80 | 55,057.60 | 56,451.20 | 57,782.40 | 59,259.20 | 60,652.80 | 62,212.80 | 63,731.20 | 65,344.00 | 66,872.00 | 68,536.00 | 70,241.60 | 72,009.60 |         |  |
| <b>44C</b>             | Hourly        | 24.10     | 24.71     | 25.35     | 25.94     | 26.62     | 27.31     | 27.90     | 28.63     | 29.31     | 30.03     | 30.80     | 31.59     | 32.32     | 33.11     | 33.95     | 34.79     |         |  |
|                        | Appx. Bi-wkly | 1,928.00  | 1,976.80  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.80  | 2,232.00  | 2,290.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,528.00  | 2,585.60  | 2,648.80  | 2,716.00  | 2,783.20  |         |  |
|                        | Appx. Monthly | 4,177.33  | 4,283.07  | 4,394.00  | 4,496.27  | 4,614.13  | 4,733.73  | 4,836.00  | 4,962.53  | 5,080.40  | 5,205.20  | 5,338.67  | 5,475.60  | 5,602.13  | 5,739.07  | 5,884.67  | 6,030.27  |         |  |
|                        | Appx. Annual  | 50,128.00 | 51,386.80 | 52,728.00 | 53,955.20 | 55,369.60 | 56,804.80 | 58,032.00 | 59,550.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,707.20 | 67,225.60 | 68,868.80 | 70,616.00 | 72,363.20 |         |  |
| <b>45</b>              | Hourly        | 24.28     | 24.85     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.37     | 34.20     | 35.05     |         |  |
|                        | Appx. Bi-wkly | 1,942.40  | 1,988.00  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,668.80  | 2,736.00  | 2,804.00  |         |  |
|                        | Appx. Monthly | 4,208.53  | 4,307.33  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,784.13  | 5,928.00  | 6,075.33  |         |  |
|                        | Appx. Annual  | 50,502.40 | 51,688.00 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,409.60 | 71,136.00 | 72,904.00 |         |  |
| <b>45T</b>             | Hourly        | 24.28     | 24.85     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.37     | 34.20     | 35.05     |         |  |
|                        | Appx. Bi-wkly | 1,942.40  | 1,988.00  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,668.80  | 2,736.00  | 2,804.00  |         |  |
|                        | Appx. Monthly | 4,208.53  | 4,307.33  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,784.13  | 5,928.00  | 6,075.33  |         |  |
|                        | Appx. Annual  | 50,502.40 | 51,688.00 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,409.60 | 71,136.00 | 72,904.00 |         |  |
| <b>45A</b>             | Hourly        | 24.57     | 25.18     | 25.81     | 26.47     | 27.14     | 27.78     | 28.49     | 29.16     | 29.91     | 30.64     | 31.43     | 3         |           |           |           |           |         |  |



| Ranges Eff. 09/21/2024 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>48C</b>             | Hourly        | 26.58     | 27.23     | 27.90     | 28.63     | 29.31     | 30.03     | 30.80     | 31.59     | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.55     | 37.47     | 38.41     |
|                        | Appx. Bi-wkly | 2,126.40  | 2,178.40  | 2,232.00  | 2,290.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,527.20  | 2,585.60  | 2,648.80  | 2,717.60  | 2,780.80  | 2,853.60  | 2,924.00  | 2,997.60  | 3,072.80  |
|                        | Appx. Monthly | 4,607.20  | 4,719.87  | 4,836.00  | 4,962.53  | 5,080.40  | 5,205.20  | 5,338.67  | 5,475.60  | 5,602.13  | 5,739.07  | 5,888.13  | 6,025.07  | 6,182.80  | 6,335.33  | 6,494.80  | 6,657.73  |
|                        | Appx. Annual  | 55,286.40 | 56,338.40 | 58,032.00 | 59,550.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,707.20 | 67,225.60 | 68,868.80 | 70,657.60 | 72,300.80 | 74,193.60 | 76,024.00 | 77,937.60 | 79,892.80 |
| <b>49</b>              | Hourly        | 26.78     | 27.45     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.78     | 37.70     | 38.65     |
|                        | Appx. Bi-wkly | 2,142.40  | 2,196.00  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,942.40  | 3,016.00  | 3,092.00  |
|                        | Appx. Monthly | 4,641.87  | 4,758.00  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,375.20  | 6,534.67  | 6,699.33  |
|                        | Appx. Annual  | 55,702.40 | 57,096.00 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,502.40 | 78,416.00 | 80,392.00 |
| <b>49T</b>             | Hourly        | 26.78     | 27.45     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.78     | 37.70     | 38.65     |
|                        | Appx. Bi-wkly | 2,142.40  | 2,196.00  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,942.40  | 3,016.00  | 3,092.00  |
|                        | Appx. Monthly | 4,641.87  | 4,758.00  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,375.20  | 6,534.67  | 6,699.33  |
|                        | Appx. Annual  | 55,702.40 | 57,096.00 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,502.40 | 78,416.00 | 80,392.00 |
| <b>49A</b>             | Hourly        | 27.12     | 27.80     | 28.49     | 29.16     | 29.91     | 30.64     | 31.43     | 32.15     | 32.95     | 33.79     | 34.61     | 35.49     | 36.34     | 37.23     | 38.18     | 39.14     |
|                        | Appx. Bi-wkly | 2,169.60  | 2,224.00  | 2,279.20  | 2,332.80  | 2,392.80  | 2,451.20  | 2,514.40  | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,978.40  | 3,054.40  | 3,131.20  |
|                        | Appx. Monthly | 4,700.80  | 4,818.67  | 4,938.27  | 5,054.40  | 5,184.40  | 5,310.93  | 5,447.87  | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,453.20  | 6,617.87  | 6,784.27  |
|                        | Appx. Annual  | 56,409.60 | 57,824.00 | 59,259.20 | 60,652.80 | 62,212.80 | 63,731.20 | 65,374.40 | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,438.40 | 79,414.40 | 81,412.00 |
| <b>49C</b>             | Hourly        | 27.26     | 27.92     | 28.63     | 29.31     | 30.03     | 30.80     | 31.59     | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.52     | 37.43     | 38.36     | 39.32     |
|                        | Appx. Bi-wkly | 2,180.80  | 2,233.60  | 2,290.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,527.20  | 2,585.60  | 2,648.80  | 2,717.60  | 2,780.80  | 2,853.60  | 2,921.60  | 2,994.40  | 3,068.80  | 3,145.60  |
|                        | Appx. Monthly | 4,725.07  | 4,839.47  | 4,962.53  | 5,080.40  | 5,205.20  | 5,338.67  | 5,475.60  | 5,602.13  | 5,739.07  | 5,888.13  | 6,025.07  | 6,182.80  | 6,335.33  | 6,487.87  | 6,649.07  | 6,815.47  |
|                        | Appx. Annual  | 56,700.80 | 58,073.60 | 59,550.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,707.20 | 67,225.60 | 68,868.80 | 70,657.60 | 72,300.80 | 74,193.60 | 75,961.60 | 77,854.40 | 79,788.80 | 81,785.60 |
| <b>50</b>              | Hourly        | 27.42     | 28.11     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.69     | 38.64     | 39.59     |
|                        | Appx. Bi-wkly | 2,193.60  | 2,248.80  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,015.20  | 3,091.20  | 3,167.20  |
|                        | Appx. Monthly | 4,752.80  | 4,872.40  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,522.93  | 6,679.60  | 6,836.27  |
|                        | Appx. Annual  | 57,033.60 | 58,468.80 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,395.20 | 80,371.20 | 82,347.20 |
| <b>50T</b>             | Hourly        | 27.42     | 28.11     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.69     | 38.64     | 39.59     |
|                        | Appx. Bi-wkly | 2,193.60  | 2,248.80  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,015.20  | 3,091.20  | 3,167.20  |
|                        | Appx. Monthly | 4,752.80  | 4,872.40  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,522.93  | 6,679.60  | 6,836.27  |
|                        | Appx. Annual  | 57,033.60 | 58,468.80 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,395.20 | 80,371.20 | 82,347.20 |
| <b>50A</b>             | Hourly        | 27.77     | 28.46     | 29.16     | 29.91     | 30.64     | 31.43     | 32.15     | 32.95     | 33.79     | 34.61     | 35.49     | 36.34     | 37.21     | 38.17     | 39.11     | 40.09     |
|                        | Appx. Bi-wkly | 2,221.60  | 2,276.80  | 2,332.80  | 2,392.80  | 2,451.20  | 2,514.40  | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,976.80  | 3,050.60  | 3,128.80  | 3,207.20  |
|                        | Appx. Monthly | 4,813.47  | 4,933.07  | 5,054.40  | 5,184.40  | 5,310.93  | 5,447.87  | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,449.73  | 6,616.13  | 6,779.07  | 6,948.93  |
|                        | Appx. Annual  | 57,761.60 | 59,196.80 | 60,652.80 | 62,212.80 | 63,731.20 | 65,374.40 | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,396.80 | 79,393.60 | 81,348.80 | 83,387.20 |
| <b>50C</b>             | Hourly        | 27.89     | 28.58     | 29.31     | 30.03     | 30.80     | 31.59     | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.52     | 37.41     | 38.33     | 39.29     | 40.28     |
|                        | Appx. Bi-wkly | 2,231.20  | 2,286.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,527.20  | 2,585.60  | 2,648.80  | 2,717.60  | 2,780.80  | 2,853.60  | 2,921.60  | 2,992.80  | 3,066.40  | 3,143.20  | 3,222.40  |
|                        | Appx. Monthly | 4,834.27  | 4,953.87  | 5,080.40  | 5,205.20  | 5,338.67  | 5,475.60  | 5,602.13  | 5,739.07  | 5,888.13  | 6,025.07  | 6,182.80  | 6,330.13  | 6,484.40  | 6,643.87  | 6,810.27  | 6,981.87  |
|                        | Appx. Annual  | 58,011.20 | 59,446.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,707.20 | 67,225.60 | 68,868.80 | 70,657.60 | 72,300.80 | 74,193.60 | 75,961.60 | 77,812.00 | 79,726.40 | 81,720.00 | 83,782.40 |
| <b>51</b>              | Hourly        | 28.11     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.59     | 39.56     | 40.55     |
|                        | Appx. Bi-wkly | 2,248.80  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,087.20  | 3,164.80  | 3,244.00  |
|                        | Appx. Monthly | 4,872.40  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,522.73  | 6,688.93  | 6,857.07  | 7,028.67  |
|                        | Appx. Annual  | 58,468.80 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,267.20 | 82,284.00 | 84,344.00 |
| <b>51T</b>             | Hourly        | 28.11     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.59     | 39.56     | 40.55     |
|                        | Appx. Bi-wkly | 2,248.80  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,087.20  | 3,164.80  | 3,244.00  |
|                        | Appx. Monthly | 4,872.40  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,522.73  | 6,688.93  | 6,857.07  | 7,028.67  |
|                        | Appx. Annual  | 58,468.80 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,267.20 | 82,284.00 | 84,344.00 |
| <b>51A</b>             | Hourly        | 28.46     | 29.16     | 29.91     | 30.64     | 31.43     | 32.15     | 32.95     | 33.79     | 34.61     | 35.49     | 36.34     | 37.21     | 38.16     | 39.08     | 40.07     | 41.07     |
|                        | Appx. Bi-wkly | 2,276.80  | 2,332.80  | 2,392.80  | 2,451.20  | 2,514.40  | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,976.80  | 3,052.80  | 3,126.40  | 3,205.60  | 3,285.60  |
|                        | Appx. Monthly | 4,933.07  | 5,054.40  | 5,184.40  | 5,310.93  | 5,447.87  | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,449.73  | 6,614.40  | 6,773.87  | 6,945.47  | 7,118.80  |
|                        | Appx. Annual  | 59,196.80 | 60,652.80 | 62,212.80 | 63,731.20 | 65,374.40 | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,396.80 | 79,393.60 | 81,286.40 | 83,356.60 | 85,426.60 |
| <b>51C</b>             | Hourly        | 28.58     | 29.31     | 30.03     | 30.80     | 31.59     | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.52     | 37.41     | 38.32     | 39.28     | 40.25     | 41.26     |
|                        | Appx. Bi-wkly | 2,286.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,527.20  | 2,585.60  | 2,648.80  | 2,717.60  | 2,780.80  | 2,853.60  | 2,921.60  | 2,992.80  | 3,065.60  | 3,142.40  | 3,220.00  | 3,300.80  |
|                        | Appx. Monthly | 4,953.87  | 5,0       |           |           |           |           |           |           |           |           |           |           |           |           |           |           |



| Ranges Eff. 09/21/2024 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>54C</b>             | Hourly        | 30.77     | 31.55     | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.52     | 37.41     | 38.32     | 39.30     | 40.27     | 41.27     | 42.29     | 43.35     | 44.43     |
|                        | Appx. Bi-wkly | 2,461.60  | 2,524.00  | 2,585.60  | 2,648.80  | 2,711.60  | 2,780.80  | 2,853.60  | 2,921.60  | 2,992.80  | 3,065.60  | 3,144.00  | 3,221.60  | 3,301.60  | 3,383.20  | 3,468.00  | 3,554.40  |
|                        | Appx. Monthly | 5,333.47  | 5,468.67  | 5,602.13  | 5,739.07  | 5,888.13  | 6,025.07  | 6,182.80  | 6,330.13  | 6,484.40  | 6,642.13  | 6,812.00  | 6,980.13  | 7,153.47  | 7,330.27  | 7,514.00  | 7,701.20  |
|                        | Appx. Annual  | 64,001.60 | 65,624.00 | 67,225.60 | 68,868.80 | 70,557.60 | 72,300.80 | 74,193.60 | 75,961.60 | 77,812.80 | 79,705.60 | 81,744.00 | 83,761.60 | 85,844.80 | 87,963.20 | 90,168.00 | 92,414.40 |
| <b>55</b>              | Hourly        | 30.99     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     |
|                        | Appx. Bi-wkly | 2,479.20  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,492.80  | 3,580.00  |
|                        | Appx. Monthly | 5,371.60  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  |
|                        | Appx. Annual  | 64,459.20 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,812.80 | 93,080.00 |
| <b>55E</b>             | Hourly        | 30.99     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     |
|                        | Appx. Bi-wkly | 2,479.20  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,492.80  | 3,580.00  |
|                        | Appx. Monthly | 5,371.60  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  |
|                        | Appx. Annual  | 64,459.20 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,812.80 | 93,080.00 |
| <b>55T</b>             | Hourly        | 30.99     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     |
|                        | Appx. Bi-wkly | 2,479.20  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,492.80  | 3,580.00  |
|                        | Appx. Monthly | 5,371.60  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  |
|                        | Appx. Annual  | 64,459.20 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,812.80 | 93,080.00 |
| <b>55A</b>             | Hourly        | 31.38     | 32.15     | 32.95     | 33.79     | 34.61     | 35.49     | 36.34     | 37.21     | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.22     | 45.32     |
|                        | Appx. Bi-wkly | 2,510.40  | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,976.80  | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,537.60  | 3,625.60  |
|                        | Appx. Monthly | 5,439.20  | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,449.73  | 6,614.40  | 6,775.60  | 6,942.20  | 7,118.80  | 7,295.60  | 7,477.60  | 7,664.80  | 7,855.47  |
|                        | Appx. Annual  | 65,270.40 | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,396.80 | 79,372.80 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,731.20 | 91,977.60 | 94,265.60 |
| <b>55AE</b>            | Hourly        | 31.38     | 32.15     | 32.95     | 33.79     | 34.61     | 35.49     | 36.34     | 37.21     | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.22     | 45.32     |
|                        | Appx. Bi-wkly | 2,510.40  | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,976.80  | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,537.60  | 3,625.60  |
|                        | Appx. Monthly | 5,439.20  | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,449.73  | 6,614.40  | 6,775.60  | 6,942.20  | 7,118.80  | 7,295.60  | 7,477.60  | 7,664.80  | 7,855.47  |
|                        | Appx. Annual  | 65,270.40 | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,396.80 | 79,372.80 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,731.20 | 91,977.60 | 94,265.60 |
| <b>55C</b>             | Hourly        | 31.55     | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.52     | 37.41     | 38.32     | 39.30     | 40.27     | 41.27     | 42.29     | 43.35     | 44.42     | 45.54     |
|                        | Appx. Bi-wkly | 2,524.00  | 2,585.60  | 2,648.80  | 2,717.60  | 2,780.80  | 2,853.60  | 2,921.60  | 2,992.80  | 3,065.60  | 3,144.00  | 3,221.60  | 3,301.60  | 3,383.20  | 3,468.00  | 3,554.40  | 3,643.20  |
|                        | Appx. Monthly | 5,468.67  | 5,602.13  | 5,739.07  | 5,888.13  | 6,025.07  | 6,182.80  | 6,330.13  | 6,484.40  | 6,642.13  | 6,812.00  | 6,980.13  | 7,153.47  | 7,330.27  | 7,514.00  | 7,699.47  | 7,893.60  |
|                        | Appx. Annual  | 65,624.00 | 67,225.60 | 68,868.80 | 70,557.60 | 72,300.80 | 74,193.60 | 75,961.60 | 77,812.80 | 79,705.60 | 81,744.00 | 83,761.60 | 85,844.80 | 87,963.20 | 90,168.00 | 92,393.60 | 94,723.20 |
| <b>56</b>              | Hourly        | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     | 45.88     |
|                        | Appx. Bi-wkly | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,492.80  | 3,580.00  | 3,670.40  |
|                        | Appx. Monthly | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  | 7,951.53  |
|                        | Appx. Annual  | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,812.80 | 93,080.00 | 95,430.40 |
| <b>56T</b>             | Hourly        | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     | 45.88     |
|                        | Appx. Bi-wkly | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,492.80  | 3,580.00  | 3,670.40  |
|                        | Appx. Monthly | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  | 7,951.53  |
|                        | Appx. Annual  | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,812.80 | 93,080.00 | 95,430.40 |
| <b>56A</b>             | Hourly        | 32.15     | 32.95     | 33.79     | 34.61     | 35.49     | 36.34     | 37.21     | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.21     | 45.31     | 46.44     |
|                        | Appx. Bi-wkly | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,976.80  | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,536.80  | 3,624.00  | 3,712.00  |
|                        | Appx. Monthly | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,449.73  | 6,614.40  | 6,775.60  | 6,942.20  | 7,118.80  | 7,295.60  | 7,477.60  | 7,663.07  | 7,853.73  | 8,049.60  |
|                        | Appx. Annual  | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,396.80 | 79,372.80 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,731.20 | 91,956.80 | 94,244.80 | 96,595.20 |
| <b>56C</b>             | Hourly        | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.52     | 37.41     | 38.32     | 39.30     | 40.27     | 41.27     | 42.29     | 43.35     | 44.43     | 45.55     | 46.68     |
|                        | Appx. Bi-wkly | 2,585.60  | 2,648.80  | 2,717.60  | 2,780.80  | 2,853.60  | 2,921.60  | 2,992.80  | 3,065.60  | 3,144.00  | 3,221.60  | 3,301.60  | 3,383.20  | 3,468.00  | 3,554.40  | 3,644.00  | 3,734.40  |
|                        | Appx. Monthly | 5,602.13  | 5,739.07  | 5,888.13  | 6,025.07  | 6,182.80  | 6,330.13  | 6,484.40  | 6,642.13  | 6,812.00  | 6,980.13  | 7,153.47  | 7,330.27  | 7,514.00  | 7,701.20  | 7,895.33  | 8,091.20  |
|                        | Appx. Annual  | 67,225.60 | 68,868.80 | 70,557.60 | 72,300.80 | 74,193.60 | 75,961.60 | 77,812.80 | 79,705.60 | 81,744.00 | 83,761.60 | 85,844.80 | 87,963.20 | 90,168.00 | 92,414.40 | 94,744.00 | 97,094.40 |
| <b>57</b>              | Hourly        | 32.53     | 33.34     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.72     | 45.84     | 46.98     |
|                        | Appx. Bi-wkly | 2,602.40  | 2,667.20  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,492.80  | 3,577.60  | 3,662.40  | 3,750.40  |
|                        | Appx. Monthly | 5,638.53  | 5,778.93  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,751.47  | 7,945.60  | 8,143.20  |
|                        | Appx. Annual  | 67,662.40 | 69,347.20 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,017.60 | 95,347.20 | 97,718.40 |
| <b>57T</b>             | Hourly        | 32.53     | 33.34     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.72     | 45.84     | 46.98     |
|                        | Appx. Bi-wkly | 2,602.40  | 2,667.20  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.8   |           |           |           |           |           |           |           |



| Ranges Eff. 09/21/2024 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |            |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|
| <b>60</b>              | Hourly        | 35.00     | 35.87     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84      | 47.02      | 48.19      | 49.42      | 50.66      |            |
|                        | Appx. Bi-wkly | 2,800.00  | 2,869.60  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20   | 3,761.60   | 3,855.20   | 3,953.60   | 4,052.80   |            |
|                        | Appx. Monthly | 6,066.67  | 6,217.47  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60   | 8,150.13   | 8,352.93   | 8,566.13   | 8,781.07   |            |
|                        | Appx. Annual  | 72,800.00 | 74,609.60 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,448.00 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20  | 97,801.60  | 100,235.20 | 102,739.60 | 105,372.80 |            |
| <b>60T</b>             | Hourly        | 35.00     | 35.87     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84      | 47.02      | 48.19      | 49.42      | 50.66      |            |
|                        | Appx. Bi-wkly | 2,800.00  | 2,869.60  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20   | 3,761.60   | 3,855.20   | 3,953.60   | 4,052.80   |            |
|                        | Appx. Monthly | 6,066.67  | 6,217.47  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60   | 8,150.13   | 8,352.93   | 8,566.13   | 8,781.07   |            |
|                        | Appx. Annual  | 72,800.00 | 74,609.60 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,448.00 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20  | 97,801.60  | 100,235.20 | 102,739.60 | 105,372.80 |            |
| <b>60A</b>             | Hourly        | 35.42     | 36.33     | 37.21     | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.19     | 45.30     | 46.40      | 47.62      | 48.80      | 50.01      | 51.26      |            |
|                        | Appx. Bi-wkly | 2,833.60  | 2,906.40  | 2,976.80  | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,535.20  | 3,624.00  | 3,712.00   | 3,809.60   | 3,904.00   | 4,000.80   | 4,100.80   | 4,206.40   |
|                        | Appx. Monthly | 6,139.47  | 6,297.20  | 6,449.73  | 6,614.40  | 6,775.60  | 6,947.20  | 7,118.80  | 7,295.60  | 7,477.60  | 7,659.60  | 7,852.00  | 8,042.67   | 8,254.13   | 8,458.67   | 8,668.40   | 8,885.07   | 9,107.20   |
|                        | Appx. Annual  | 73,673.60 | 75,566.40 | 77,396.80 | 79,372.80 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,731.20 | 91,915.20 | 94,224.00 | 96,512.00  | 98,904.00  | 101,504.00 | 104,208.00 | 107,026.40 | 110,000.00 |
| <b>60C</b>             | Hourly        | 35.61     | 36.49     | 37.41     | 38.32     | 39.30     | 40.27     | 41.27     | 42.29     | 43.35     | 44.41     | 45.54     | 46.65      | 47.85      | 49.05      | 50.27      | 51.53      |            |
|                        | Appx. Bi-wkly | 2,848.80  | 2,919.20  | 2,992.80  | 3,065.60  | 3,144.00  | 3,221.60  | 3,301.60  | 3,383.20  | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00   | 3,828.00   | 3,924.00   | 4,020.00   | 4,124.00   | 4,236.00   |
|                        | Appx. Monthly | 6,172.40  | 6,324.93  | 6,484.40  | 6,642.13  | 6,812.00  | 6,980.13  | 7,153.47  | 7,330.27  | 7,514.00  | 7,697.73  | 7,893.60  | 8,096.00   | 8,294.00   | 8,502.00   | 8,713.47   | 8,931.87   | 9,158.40   |
|                        | Appx. Annual  | 74,068.80 | 75,899.20 | 77,812.80 | 79,705.60 | 81,744.00 | 83,761.60 | 85,844.00 | 88,000.00 | 90,168.00 | 92,372.00 | 94,723.20 | 97,032.00  | 99,528.00  | 102,024.00 | 104,561.60 | 107,182.40 | 110,000.00 |
| <b>61</b>              | Hourly        | 35.85     | 36.74     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02      | 48.19      | 49.33      | 50.58      | 51.85      |            |
|                        | Appx. Bi-wkly | 2,868.00  | 2,939.20  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60   | 3,850.40   | 3,946.40   | 4,040.80   | 4,148.00   | 4,256.00   |
|                        | Appx. Monthly | 6,214.00  | 6,368.27  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13   | 8,342.53   | 8,550.53   | 8,767.20   | 8,987.33   | 9,214.40   |
|                        | Appx. Annual  | 74,568.00 | 76,419.20 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,448.00 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60  | 100,110.40 | 102,606.40 | 105,206.40 | 107,848.00 | 110,584.00 |
| <b>61T</b>             | Hourly        | 35.85     | 36.74     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02      | 48.19      | 49.33      | 50.58      | 51.85      |            |
|                        | Appx. Bi-wkly | 2,868.00  | 2,939.20  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60   | 3,850.40   | 3,946.40   | 4,040.80   | 4,148.00   | 4,256.00   |
|                        | Appx. Monthly | 6,214.00  | 6,368.27  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13   | 8,342.53   | 8,550.53   | 8,767.20   | 8,987.33   | 9,214.40   |
|                        | Appx. Annual  | 74,568.00 | 76,419.20 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,448.00 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60  | 100,110.40 | 102,606.40 | 105,206.40 | 107,848.00 | 110,584.00 |
| <b>61A</b>             | Hourly        | 36.31     | 37.19     | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.19     | 45.30     | 46.40     | 47.62      | 48.74      | 49.94      | 51.19      | 52.48      |            |
|                        | Appx. Bi-wkly | 2,904.80  | 2,975.20  | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,535.20  | 3,624.00  | 3,712.00  | 3,809.60   | 3,899.20   | 3,995.20   | 4,095.20   | 4,200.00   | 4,308.00   |
|                        | Appx. Monthly | 6,293.73  | 6,446.27  | 6,614.40  | 6,775.60  | 6,947.20  | 7,118.80  | 7,295.60  | 7,477.60  | 7,659.60  | 7,852.00  | 8,042.67  | 8,254.13   | 8,448.27   | 8,652.27   | 8,872.93   | 9,098.53   | 9,334.00   |
|                        | Appx. Annual  | 75,524.80 | 77,355.20 | 79,372.80 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,731.20 | 91,915.20 | 94,224.00 | 96,512.00 | 98,904.00  | 101,379.20 | 103,875.20 | 106,475.20 | 109,158.40 | 112,000.00 |
| <b>61C</b>             | Hourly        | 36.47     | 37.39     | 38.32     | 39.30     | 40.27     | 41.27     | 42.29     | 43.35     | 44.41     | 45.54     | 46.65     | 47.85      | 49.05      | 50.27      | 51.44      | 52.72      |            |
|                        | Appx. Bi-wkly | 2,917.60  | 2,991.20  | 3,065.60  | 3,144.00  | 3,221.60  | 3,301.60  | 3,383.20  | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00  | 3,828.00   | 3,924.00   | 4,020.00   | 4,115.20   | 4,212.00   | 4,320.00   |
|                        | Appx. Monthly | 6,321.47  | 6,480.93  | 6,642.13  | 6,812.00  | 6,980.13  | 7,153.47  | 7,330.27  | 7,514.00  | 7,697.73  | 7,893.60  | 8,096.00  | 8,294.00   | 8,488.13   | 8,701.33   | 8,912.27   | 9,131.13   | 9,358.40   |
|                        | Appx. Annual  | 75,857.60 | 77,771.20 | 79,705.60 | 81,744.00 | 83,761.60 | 85,844.00 | 87,963.20 | 90,168.00 | 92,372.00 | 94,723.20 | 97,032.00 | 99,528.00  | 101,857.60 | 104,416.00 | 106,995.20 | 109,657.60 | 112,440.00 |
| <b>62</b>              | Hourly        | 36.75     | 37.69     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02     | 48.19      | 49.39      | 50.60      | 51.86      | 53.15      |            |
|                        | Appx. Bi-wkly | 2,940.00  | 3,015.20  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60  | 3,850.40   | 3,951.20   | 4,048.00   | 4,148.00   | 4,252.00   | 4,360.00   |
|                        | Appx. Monthly | 6,370.00  | 6,532.93  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13  | 8,342.53   | 8,560.93   | 8,770.67   | 8,989.07   | 9,212.67   | 9,446.67   |
|                        | Appx. Annual  | 76,440.00 | 78,395.20 | 80,308.80 | 82,284.80 | 84,344.00 | 86,448.00 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60 | 100,110.40 | 102,731.20 | 105,248.00 | 107,868.80 | 110,552.00 | 113,300.00 |
| <b>62E</b>             | Hourly        | 36.75     | 37.69     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02     | 48.19      | 49.39      | 50.60      | 51.86      | 53.15      | 54.50      |
|                        | Appx. Bi-wkly | 2,940.00  | 3,015.20  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60  | 3,850.40   | 3,951.20   | 4,048.00   | 4,148.00   | 4,252.00   | 4,360.00   |
|                        | Appx. Monthly | 6,370.00  | 6,532.93  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13  | 8,342.53   | 8,560.93   | 8,770.67   | 8,989.07   | 9,212.67   | 9,446.67   |
|                        | Appx. Annual  | 76,440.00 | 78,395.20 | 80,308.80 | 82,284.80 | 84,344.00 | 86,448.00 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60 | 100,110.40 | 102,731.20 | 105,248.00 | 107,868.80 | 110,552.00 | 113,300.00 |
| <b>62T</b>             | Hourly        | 36.75     | 37.69     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02     | 48.19      | 49.39      | 50.60      | 51.86      | 53.15      | 54.50      |
|                        | Appx. Bi-wkly | 2,940.00  | 3,015.20  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60  | 3,850.40   | 3,951.20   | 4,048.00   | 4,148.00   | 4,252.00   | 4,360.00   |
|                        | Appx. Monthly | 6,370.00  | 6,532.93  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13  | 8,342.53   | 8,560.93   | 8,770.67   | 8,989.07   | 9,212.67   | 9,446.67   |
|                        | Appx. Annual  | 76,440.00 | 78,395.20 | 80,308.80 | 82,284.80 | 84,344.00 | 86,448.00 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60 | 100,110.40 | 102,731.20 | 105,248.00 | 107,868.80 | 110,552.00 | 113,300.00 |
| <b>62A</b>             | Hourly        | 37.20     | 38.17     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.19     | 45.30     | 46.40     | 47.62     | 48.74      | 49.98      | 51.25      | 52.53      | 53.85      |            |
|                        | Appx. Bi-wkly | 2,976.00  | 3,053.60  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,535.20  | 3,624.00  | 3,712.00  | 3,809.60  | 3,899.20   | 3,994.00   | 4,100.00   | 4,202.40   | 4,308.00   | 4,416.00   |
|                        | Appx. Monthly | 6,448.00  | 6,616.13  | 6,775.60  | 6,947.20  | 7,118.80  | 7,295.60  | 7,477.60  | 7,659.60  | 7,852.00  | 8,042.67  | 8,254.13  | 8,448.27   | 8,663.20   | 8,883.33   | 9,105.20   | 9,334.00   | 9,568.00   |
|                        | Appx. Annual  | 77,376.00 | 79,393.60 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,731.20 | 91,915.20 | 94,224.00 | 96,512.00 | 98,904.00 | 101,379.20 | 103,958.40 | 106,600.00 | 109,262.40 | 112,008.00 | 114,840.00 |
| <b>62C</b>             | Hourly        | 37.40     | 38.3      |           |           |           |           |           |           |           |           |           |            |            |            |            |            |            |



| Ranges Eff. 09/21/2024 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |  |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--|
| 65T                    | Hourly        | 39.54     | 40.54     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84      | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      |            |            |            |            |  |
|                        | Appx. Bi-wkly | 3,163.20  | 3,243.20  | 3,324.80  | 3,408.00  | 3,493.20  | 3,579.20  | 3,667.20   | 3,761.60   | 3,854.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,242.00   |            |            |            |            |  |
|                        | Appx. Monthly | 6,853.60  | 7,026.93  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60   | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   |            |            |            |            |  |
|                        | Appx. Annual  | 82,243.20 | 84,323.20 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20  | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 |            |            |            |            |  |
| 65A                    | Hourly        | 40.06     | 41.06     | 42.09     | 43.14     | 44.19     | 45.30     | 46.40      | 47.62      | 48.74      | 49.98      | 51.17      | 52.43      | 53.78      | 55.14      | 56.52      | 57.92      |            |  |
|                        | Appx. Bi-wkly | 3,204.80  | 3,284.80  | 3,367.20  | 3,451.20  | 3,535.20  | 3,624.00  | 3,712.00   | 3,809.60   | 3,899.20   | 3,998.40   | 4,094.40   | 4,194.40   | 4,294.40   | 4,411.20   | 4,521.60   | 4,633.60   | 4,737.60   |  |
|                        | Appx. Monthly | 6,943.73  | 7,117.07  | 7,295.60  | 7,477.60  | 7,659.60  | 7,852.00  | 8,042.67   | 8,254.13   | 8,448.27   | 8,663.20   | 8,869.47   | 9,087.87   | 9,321.87   | 9,557.60   | 9,796.80   | 10,039.47  | 10,293.47  |  |
|                        | Appx. Annual  | 83,324.80 | 85,404.80 | 87,547.20 | 89,731.20 | 91,915.20 | 94,224.00 | 96,512.00  | 99,049.60  | 101,379.20 | 103,958.40 | 106,433.60 | 109,054.40 | 111,862.40 | 114,691.20 | 117,561.60 | 120,473.60 |            |  |
| 65C                    | Hourly        | 40.24     | 41.26     | 42.29     | 43.35     | 44.41     | 45.54     | 46.65      | 47.85      | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.78      | 58.21      |            |  |
|                        | Appx. Bi-wkly | 3,219.20  | 3,300.80  | 3,383.20  | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00   | 3,828.00   | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,542.40   | 4,656.80   | 4,773.60   |  |
|                        | Appx. Monthly | 6,974.93  | 7,151.73  | 7,330.27  | 7,514.00  | 7,697.73  | 7,893.60  | 8,086.00   | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,841.87   | 10,089.73  | 10,342.80  |  |
|                        | Appx. Annual  | 83,699.20 | 85,820.80 | 87,963.20 | 90,168.00 | 92,372.80 | 94,723.20 | 97,032.00  | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,102.40 | 121,076.80 |            |  |
| 65CE                   | Hourly        | 40.24     | 41.26     | 42.29     | 43.35     | 44.41     | 45.54     | 46.65      | 47.85      | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.78      | 58.21      | 59.67      |  |
|                        | Appx. Bi-wkly | 3,219.20  | 3,300.80  | 3,383.20  | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00   | 3,828.00   | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,542.40   | 4,656.80   | 4,773.60   |  |
|                        | Appx. Monthly | 6,974.93  | 7,151.73  | 7,330.27  | 7,514.00  | 7,697.73  | 7,893.60  | 8,086.00   | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,841.87   | 10,089.73  | 10,342.80  |  |
|                        | Appx. Annual  | 83,699.20 | 85,820.80 | 87,963.20 | 90,168.00 | 92,372.80 | 94,723.20 | 97,032.00  | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,102.40 | 121,076.80 | 124,113.60 |  |
| 66                     | Hourly        | 40.53     | 41.54     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.82      | 57.21      | 58.64      |            |  |
|                        | Appx. Bi-wkly | 3,242.40  | 3,323.20  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,465.60   | 4,576.00   | 4,691.20   | 4,811.20   |  |
|                        | Appx. Monthly | 7,025.20  | 7,200.27  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,675.47   | 9,916.40   | 10,164.27  | 10,417.07  |  |
|                        | Appx. Annual  | 84,302.40 | 86,403.20 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,105.60 | 118,996.80 | 121,971.20 |            |  |
| 66T                    | Hourly        | 40.53     | 41.54     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.82      | 57.21      | 58.64      |            |  |
|                        | Appx. Bi-wkly | 3,242.40  | 3,323.20  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,465.60   | 4,576.00   | 4,691.20   | 4,811.20   |  |
|                        | Appx. Monthly | 7,025.20  | 7,200.27  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,675.47   | 9,916.40   | 10,164.27  | 10,417.07  |  |
|                        | Appx. Annual  | 84,302.40 | 86,403.20 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,105.60 | 118,996.80 | 121,971.20 |            |  |
| 66AAE                  | Hourly        | 40.74     | 41.78     | 42.82     | 43.89     | 44.97     | 46.11     | 47.23      | 48.45      | 49.58      | 50.86      | 52.07      | 53.32      | 54.73      | 56.08      | 57.49      | 58.94      | 60.41      |  |
|                        | Appx. Bi-wkly | 3,259.20  | 3,342.40  | 3,425.60  | 3,511.20  | 3,597.60  | 3,688.80  | 3,778.40   | 3,876.00   | 3,966.40   | 4,068.80   | 4,165.60   | 4,265.60   | 4,378.40   | 4,486.40   | 4,599.20   | 4,715.20   | 4,832.80   |  |
|                        | Appx. Monthly | 7,061.60  | 7,241.87  | 7,422.13  | 7,607.60  | 7,794.80  | 7,992.40  | 8,186.53   | 8,398.00   | 8,593.87   | 8,815.73   | 9,025.47   | 9,242.13   | 9,486.53   | 9,720.53   | 9,964.93   | 10,216.27  | 10,471.07  |  |
|                        | Appx. Annual  | 84,739.20 | 86,902.40 | 89,065.60 | 91,291.20 | 93,537.60 | 95,908.80 | 98,328.40  | 100,776.00 | 103,126.40 | 105,788.80 | 108,305.60 | 110,905.60 | 113,838.40 | 116,646.40 | 119,579.20 | 122,595.20 | 125,652.80 |  |
| 66A                    | Hourly        | 41.05     | 42.07     | 43.14     | 44.19     | 45.30     | 46.40     | 47.62      | 48.74      | 49.98      | 51.17      | 52.43      | 53.78      | 55.14      | 56.52      | 57.92      | 59.38      |            |  |
|                        | Appx. Bi-wkly | 3,284.00  | 3,365.60  | 3,451.20  | 3,535.20  | 3,624.00  | 3,712.00  | 3,809.60   | 3,899.20   | 3,998.40   | 4,093.60   | 4,194.40   | 4,302.40   | 4,411.20   | 4,521.60   | 4,634.40   | 4,750.40   | 4,874.00   |  |
|                        | Appx. Monthly | 7,115.33  | 7,291.13  | 7,477.60  | 7,659.60  | 7,820.00  | 8,042.67  | 8,254.13   | 8,448.27   | 8,663.20   | 8,869.47   | 9,087.87   | 9,321.87   | 9,557.60   | 9,796.80   | 10,041.20  | 10,293.47  | 10,547.07  |  |
|                        | Appx. Annual  | 85,384.00 | 87,505.60 | 89,731.20 | 91,915.20 | 94,224.00 | 96,512.00 | 99,049.60  | 101,379.20 | 103,958.40 | 106,433.60 | 109,054.40 | 111,862.40 | 114,691.20 | 117,561.60 | 120,494.40 | 123,510.40 | 126,652.80 |  |
| 66C                    | Hourly        | 41.25     | 42.27     | 43.35     | 44.41     | 45.54     | 46.65     | 47.85      | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.79      | 58.22      | 59.68      |            |  |
|                        | Appx. Bi-wkly | 3,300.00  | 3,381.60  | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00  | 3,828.00   | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,543.20   | 4,657.60   | 4,774.40   | 4,893.60   |  |
|                        | Appx. Monthly | 7,150.00  | 7,326.80  | 7,514.00  | 7,697.73  | 7,893.60  | 8,086.00  | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,843.60   | 10,091.47  | 10,344.53  | 10,602.80  |  |
|                        | Appx. Annual  | 85,800.00 | 87,921.60 | 90,168.00 | 92,372.80 | 94,723.20 | 97,032.00 | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,123.20 | 121,097.60 | 124,134.40 |            |  |
| 66CE                   | Hourly        | 41.25     | 42.27     | 43.35     | 44.41     | 45.54     | 46.65     | 47.85      | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.79      | 58.22      | 59.68      | 61.17      |  |
|                        | Appx. Bi-wkly | 3,300.00  | 3,381.60  | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00  | 3,828.00   | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,543.20   | 4,657.60   | 4,774.40   | 4,893.60   |  |
|                        | Appx. Monthly | 7,150.00  | 7,326.80  | 7,514.00  | 7,697.73  | 7,893.60  | 8,086.00  | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,843.60   | 10,091.47  | 10,344.53  | 10,602.80  |  |
|                        | Appx. Annual  | 85,800.00 | 87,921.60 | 90,168.00 | 92,372.80 | 94,723.20 | 97,032.00 | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,123.20 | 121,097.60 | 124,134.40 | 127,233.60 |  |
| 67                     | Hourly        | 41.52     | 42.57     | 43.64     | 44.74     | 45.84     | 47.02     | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.09      |            |  |
|                        | Appx. Bi-wkly | 3,321.60  | 3,405.60  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60  | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,807.20   | 4,928.00   |  |
|                        | Appx. Monthly | 7,196.80  | 7,378.80  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13  | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,415.60  | 10,673.80  |  |
|                        | Appx. Annual  | 86,361.60 | 88,545.60 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60 | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 124,987.20 |            |  |
| 67T                    | Hourly        | 41.52     | 42.57     | 43.64     | 44.74     | 45.84     | 47.02     | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.09      |            |  |
|                        | Appx. Bi-wkly | 3,321.60  | 3,405.60  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60  | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,807.20   | 4,928.00   |  |
|                        | Appx. Monthly | 7,196.80  | 7,378.80  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13  | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,415.60  | 10,673.80  |  |
|                        | Appx. Annual  | 86,361.60 | 88,545.60 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60 | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 1          |            |            |            |            |            |  |



| Ranges Eff. 09/21/2024 | Step 1          | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17 |
|------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| <b>70A</b>             | Hourly<br>45.30 | 46.43      | 47.62      | 48.74      | 49.98      | 51.17      | 52.43      | 53.78      | 55.14      | 56.50      | 57.92      | 59.36      | 60.88      | 62.39      | 63.95      | 65.55      |         |
| Appx. Bi-wkly          | 3,624.00        | 3,714.40   | 3,809.60   | 3,899.20   | 3,998.40   | 4,093.60   | 4,194.40   | 4,302.40   | 4,411.20   | 4,520.00   | 4,633.60   | 4,748.80   | 4,870.40   | 4,991.20   | 5,116.00   | 5,244.00   |         |
| Appx. Monthly          | 7,852.00        | 8,047.87   | 8,254.13   | 8,448.27   | 8,663.20   | 8,869.47   | 9,087.87   | 9,321.87   | 9,577.60   | 9,793.33   | 10,039.47  | 10,289.07  | 10,552.53  | 10,814.27  | 11,084.67  | 11,362.00  |         |
| Appx. Annual           | 94,224.00       | 96,574.40  | 99,049.60  | 101,379.20 | 103,958.40 | 106,433.60 | 109,054.40 | 111,862.40 | 114,691.20 | 117,520.00 | 120,473.60 | 123,468.80 | 126,390.40 | 129,771.20 | 133,016.00 | 136,344.00 |         |
| <b>70C</b>             | Hourly<br>45.54 | 46.68      | 47.85      | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.77      | 58.21      | 59.66      | 61.17      | 62.71      | 64.27      | 65.88      |         |
| Appx. Bi-wkly          | 3,643.20        | 3,734.40   | 3,828.00   | 3,917.60   | 4,014.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,893.60   | 5,016.80   | 5,141.60   | 5,270.40   |         |
| Appx. Monthly          | 7,893.60        | 8,091.20   | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,602.80  | 10,869.73  | 11,140.13  | 11,419.20  |         |
| Appx. Annual           | 94,723.20       | 97,094.40  | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,233.60 | 130,436.80 | 133,681.60 | 137,030.40 |         |
| <b>71</b>              | Hourly<br>45.82 | 46.97      | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.12      | 64.70      | 66.32      |         |
| Appx. Bi-wkly          | 3,665.60        | 3,757.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,049.60   | 5,176.00   | 5,305.60   |         |
| Appx. Monthly          | 7,942.13        | 8,141.47   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,940.80  | 11,214.67  | 11,495.47  |         |
| Appx. Annual           | 95,305.60       | 97,697.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,289.60 | 134,576.00 | 137,945.60 |         |
| <b>71T</b>             | Hourly<br>45.82 | 46.97      | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.12      | 64.70      | 66.32      |         |
| Appx. Bi-wkly          | 3,665.60        | 3,757.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,049.60   | 5,176.00   | 5,305.60   |         |
| Appx. Monthly          | 7,942.13        | 8,141.47   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,940.80  | 11,214.67  | 11,495.47  |         |
| Appx. Annual           | 95,305.60       | 97,697.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,289.60 | 134,576.00 | 137,945.60 |         |
| <b>71A</b>             | Hourly<br>46.39 | 47.58      | 48.74      | 49.98      | 51.17      | 52.43      | 53.78      | 55.14      | 56.50      | 57.92      | 59.36      | 60.88      | 62.36      | 63.91      | 65.53      | 67.17      |         |
| Appx. Bi-wkly          | 3,711.20        | 3,806.40   | 3,899.20   | 3,998.40   | 4,093.60   | 4,194.40   | 4,302.40   | 4,411.20   | 4,520.00   | 4,633.60   | 4,748.80   | 4,870.40   | 4,998.80   | 5,112.80   | 5,242.40   | 5,373.60   |         |
| Appx. Monthly          | 8,040.93        | 8,247.20   | 8,448.27   | 8,663.20   | 8,869.47   | 9,087.87   | 9,321.87   | 9,577.60   | 9,793.33   | 10,039.47  | 10,289.07  | 10,552.53  | 10,809.07  | 11,077.73  | 11,358.53  | 11,642.80  |         |
| Appx. Annual           | 96,491.20       | 98,966.40  | 101,379.20 | 103,958.40 | 106,433.60 | 109,054.40 | 111,862.40 | 114,691.20 | 117,520.00 | 120,473.60 | 123,468.80 | 126,390.40 | 129,771.20 | 133,016.00 | 136,302.40 | 139,713.60 |         |
| <b>71C</b>             | Hourly<br>46.64 | 47.78      | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.77      | 58.21      | 59.66      | 61.17      | 62.65      | 64.22      | 65.83      | 67.48      |         |
| Appx. Bi-wkly          | 3,731.20        | 3,822.40   | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,893.60   | 5,012.00   | 5,137.60   | 5,266.40   | 5,398.40   |         |
| Appx. Monthly          | 8,084.27        | 8,281.87   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,602.80  | 10,859.33  | 11,131.47  | 11,410.53  | 11,696.53  |         |
| Appx. Annual           | 97,011.20       | 99,382.40  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,233.60 | 130,312.00 | 133,577.60 | 136,926.40 | 140,358.40 |         |
| <b>72</b>              | Hourly<br>46.99 | 48.17      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.71      | 66.34      | 68.00      |         |
| Appx. Bi-wkly          | 3,759.20        | 3,853.60   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,176.00   | 5,307.20   | 5,440.00   |         |
| Appx. Monthly          | 8,144.93        | 8,349.47   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,216.40  | 11,498.93  | 11,786.67  |         |
| Appx. Annual           | 97,739.20       | 100,193.60 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,596.80 | 137,987.20 | 141,440.00 |         |
| <b>72T</b>             | Hourly<br>46.99 | 48.17      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.71      | 66.34      | 68.00      |         |
| Appx. Bi-wkly          | 3,759.20        | 3,853.60   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,176.00   | 5,307.20   | 5,440.00   |         |
| Appx. Monthly          | 8,144.93        | 8,349.47   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,216.40  | 11,498.93  | 11,786.67  |         |
| Appx. Annual           | 97,739.20       | 100,193.60 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,596.80 | 137,987.20 | 141,440.00 |         |
| <b>72A</b>             | Hourly<br>47.60 | 48.78      | 49.98      | 51.17      | 52.43      | 53.78      | 55.14      | 56.50      | 57.92      | 59.36      | 60.88      | 62.36      | 63.92      | 65.55      | 67.18      | 68.86      |         |
| Appx. Bi-wkly          | 3,808.00        | 3,902.40   | 3,998.40   | 4,093.60   | 4,194.40   | 4,302.40   | 4,411.20   | 4,520.00   | 4,633.60   | 4,748.80   | 4,870.40   | 4,988.80   | 5,113.60   | 5,244.00   | 5,374.40   | 5,508.80   |         |
| Appx. Monthly          | 8,250.67        | 8,455.20   | 8,663.20   | 8,869.47   | 9,087.87   | 9,321.87   | 9,577.60   | 9,793.33   | 10,039.47  | 10,289.07  | 10,552.53  | 10,809.07  | 11,079.47  | 11,362.00  | 11,644.53  | 11,935.73  |         |
| Appx. Annual           | 99,008.00       | 101,462.40 | 103,958.40 | 106,433.60 | 109,054.40 | 111,862.40 | 114,691.20 | 117,520.00 | 120,473.60 | 123,468.80 | 126,390.40 | 129,708.80 | 132,953.60 | 136,344.00 | 139,734.40 | 143,228.80 |         |
| <b>72C</b>             | Hourly<br>47.82 | 49.02      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.77      | 58.21      | 59.66      | 61.17      | 62.65      | 64.23      | 65.84      | 67.49      | 69.19      |         |
| Appx. Bi-wkly          | 3,825.60        | 3,921.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,893.60   | 5,012.00   | 5,138.40   | 5,267.20   | 5,399.20   | 5,535.20   |         |
| Appx. Monthly          | 8,288.80        | 8,496.80   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,602.80  | 10,859.33  | 11,133.20  | 11,412.27  | 11,698.27  | 11,992.93  |         |
| Appx. Annual           | 99,465.60       | 101,961.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,233.60 | 130,312.00 | 133,598.40 | 136,947.20 | 140,379.20 | 143,915.20 |         |
| <b>73</b>              | Hourly<br>48.12 | 49.32      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.33      | 67.98      | 69.69      |         |
| Appx. Bi-wkly          | 3,849.60        | 3,945.60   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,176.00   | 5,307.20   | 5,438.40   | 5,575.20   |         |
| Appx. Monthly          | 8,340.80        | 8,548.80   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,497.20  | 11,783.20  | 12,079.60  |         |
| Appx. Annual           | 100,089.60      | 102,585.60 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,552.00 | 137,966.40 | 141,398.40 | 144,955.20 |         |
| <b>73T</b>             | Hourly<br>48.12 | 49.32      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.33      | 67.98      | 69.69      |         |
| Appx. Bi-wkly          | 3,849.60        | 3,945.60   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,176.00   | 5,307.20   | 5,438.40   | 5,575.20   |         |
| Appx. Monthly          | 8,340.80        | 8,548.80   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,497.20  | 11,783.20  | 12,079.60  |         |
| Appx. Annual           | 100,089.60      | 102,585.60 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,552.00 | 137,966.40 | 141,398.40 | 144,955.20 |         |
| <b>73A</b>             | Hourly<br>48.73 | 49.93      | 51.17      | 52.43      | 53.78      | 55.14      | 56.50      | 57.92      | 59.36      | 60.88      | 62.36      | 63.92      | 65.53      | 67.16      | 68.83      | 70.56      |         |
| Appx. Bi-wkly          |                 |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |         |





| Ranges Eff. 09/21/2024 | Step 1        | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>76C</b>             | Hourly        | 52.72      | 54.05      | 55.39      | 56.77      | 58.21      | 59.66      | 61.17      | 62.65      | 64.23      | 65.82      | 67.45      | 69.15      | 70.88      | 72.66      | 74.47      | 76.32      |
|                        | Appx. Bi-wkly | 4,217.60   | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,893.60   | 5,012.00   | 5,138.40   | 5,265.60   | 5,396.00   | 5,532.00   | 5,670.40   | 5,812.80   | 5,957.60   | 6,105.60   |
|                        | Appx. Monthly | 9,138.13   | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,602.80  | 10,859.33  | 11,133.20  | 11,408.80  | 11,691.33  | 11,986.00  | 12,285.87  | 12,594.40  | 12,908.13  | 13,228.80  |
|                        | Appx. Annual  | 109,657.60 | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,233.60 | 130,312.00 | 133,598.40 | 136,905.60 | 140,296.00 | 143,832.00 | 147,430.40 | 151,132.80 | 154,897.60 | 158,745.60 |
| <b>77</b>              | Hourly        | 53.08      | 54.43      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.21      | 75.06      | 76.93      |
|                        | Appx. Bi-wkly | 4,246.40   | 4,354.40   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,856.80   | 6,004.80   | 6,154.40   |
|                        | Appx. Monthly | 9,200.53   | 9,434.53   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,689.73  | 13,010.40  | 13,334.53  |
|                        | Appx. Annual  | 110,406.40 | 113,214.40 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,276.80 | 156,124.80 | 160,014.40 |
| <b>77T</b>             | Hourly        | 53.08      | 54.43      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.21      | 75.06      | 76.93      |
|                        | Appx. Bi-wkly | 4,246.40   | 4,354.40   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,856.80   | 6,004.80   | 6,154.40   |
|                        | Appx. Monthly | 9,200.53   | 9,434.53   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,689.73  | 13,010.40  | 13,334.53  |
|                        | Appx. Annual  | 110,406.40 | 113,214.40 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,276.80 | 156,124.80 | 160,014.40 |
| <b>77A</b>             | Hourly        | 53.75      | 55.12      | 56.50      | 57.92      | 59.36      | 60.88      | 62.36      | 63.92      | 65.53      | 67.13      | 68.80      | 70.52      | 72.33      | 74.15      | 76.01      | 77.91      |
|                        | Appx. Bi-wkly | 4,300.00   | 4,409.60   | 4,520.00   | 4,633.60   | 4,748.80   | 4,870.40   | 4,988.80   | 5,113.60   | 5,242.40   | 5,370.40   | 5,504.00   | 5,641.60   | 5,786.40   | 5,932.00   | 6,080.80   | 6,232.80   |
|                        | Appx. Monthly | 9,316.67   | 9,554.13   | 9,793.33   | 10,039.47  | 10,289.07  | 10,552.53  | 10,809.07  | 11,079.47  | 11,358.53  | 11,635.87  | 11,925.33  | 12,223.47  | 12,537.20  | 12,857.67  | 13,175.07  | 13,504.40  |
|                        | Appx. Annual  | 111,800.00 | 114,649.60 | 117,520.00 | 120,473.60 | 123,468.80 | 126,630.40 | 129,708.80 | 132,953.60 | 136,302.40 | 139,630.40 | 143,104.00 | 146,681.60 | 150,446.40 | 154,232.00 | 158,100.80 | 162,052.80 |
| <b>77C</b>             | Hourly        | 54.02      | 55.37      | 56.77      | 58.21      | 59.66      | 61.17      | 62.65      | 64.23      | 65.82      | 67.45      | 69.15      | 70.88      | 72.70      | 74.51      | 76.35      | 78.27      |
|                        | Appx. Bi-wkly | 4,321.60   | 4,429.60   | 4,541.60   | 4,656.80   | 4,772.80   | 4,893.60   | 5,012.00   | 5,138.40   | 5,265.60   | 5,396.00   | 5,532.00   | 5,670.40   | 5,816.00   | 5,960.80   | 6,108.00   | 6,261.60   |
|                        | Appx. Monthly | 9,363.47   | 9,597.47   | 9,840.13   | 10,089.73  | 10,341.07  | 10,602.80  | 10,859.33  | 11,133.20  | 11,408.80  | 11,691.33  | 11,986.00  | 12,285.87  | 12,601.33  | 12,915.07  | 13,234.00  | 13,566.80  |
|                        | Appx. Annual  | 112,361.60 | 115,169.60 | 118,081.60 | 121,076.80 | 124,092.80 | 127,233.60 | 130,312.00 | 133,598.40 | 136,905.60 | 140,296.00 | 143,832.00 | 147,430.40 | 151,216.00 | 155,080.00 | 158,808.00 | 162,801.60 |
| <b>78</b>              | Hourly        | 54.44      | 55.81      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.03      | 76.89      | 78.82      |
|                        | Appx. Bi-wkly | 4,355.20   | 4,464.80   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,002.40   | 6,151.20   | 6,305.60   |
|                        | Appx. Monthly | 9,436.27   | 9,673.73   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,005.20  | 13,327.60  | 13,662.13  |
|                        | Appx. Annual  | 113,235.20 | 116,084.80 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,062.40 | 159,931.20 | 163,945.60 |
| <b>78T</b>             | Hourly        | 54.44      | 55.81      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.03      | 76.89      | 78.82      |
|                        | Appx. Bi-wkly | 4,355.20   | 4,464.80   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,002.40   | 6,151.20   | 6,305.60   |
|                        | Appx. Monthly | 9,436.27   | 9,673.73   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,005.20  | 13,327.60  | 13,662.13  |
|                        | Appx. Annual  | 113,235.20 | 116,084.80 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,062.40 | 159,931.20 | 163,945.60 |
| <b>78A</b>             | Hourly        | 55.13      | 56.51      | 57.92      | 59.36      | 60.88      | 62.36      | 63.92      | 65.53      | 67.13      | 68.80      | 70.52      | 72.33      | 74.12      | 75.97      | 77.87      | 79.81      |
|                        | Appx. Bi-wkly | 4,410.40   | 4,520.80   | 4,633.60   | 4,748.80   | 4,870.40   | 4,988.80   | 5,113.60   | 5,242.40   | 5,370.40   | 5,504.00   | 5,641.60   | 5,786.40   | 5,932.00   | 6,076.00   | 6,228.00   | 6,384.80   |
|                        | Appx. Monthly | 9,555.87   | 9,795.07   | 10,039.47  | 10,289.07  | 10,552.53  | 10,809.07  | 11,079.47  | 11,358.53  | 11,635.87  | 11,925.33  | 12,223.47  | 12,537.20  | 12,847.47  | 13,168.13  | 13,497.47  | 13,833.73  |
|                        | Appx. Annual  | 114,670.40 | 117,540.80 | 120,473.60 | 123,468.80 | 126,630.40 | 129,708.80 | 132,953.60 | 136,302.40 | 139,630.40 | 143,104.00 | 146,681.60 | 150,446.40 | 154,169.60 | 158,017.60 | 161,969.60 | 166,004.80 |
| <b>78C</b>             | Hourly        | 55.38      | 56.78      | 58.21      | 59.66      | 61.17      | 62.65      | 64.23      | 65.82      | 67.45      | 69.15      | 70.88      | 72.70      | 74.47      | 76.34      | 78.27      | 80.23      |
|                        | Appx. Bi-wkly | 4,430.40   | 4,542.40   | 4,656.80   | 4,772.80   | 4,893.60   | 5,012.00   | 5,138.40   | 5,265.60   | 5,396.00   | 5,532.00   | 5,670.40   | 5,816.00   | 5,960.80   | 6,107.20   | 6,261.60   | 6,418.40   |
|                        | Appx. Monthly | 9,599.20   | 9,841.87   | 10,089.73  | 10,341.07  | 10,602.80  | 10,859.33  | 11,133.20  | 11,408.80  | 11,691.33  | 11,986.00  | 12,285.87  | 12,601.33  | 12,915.07  | 13,232.27  | 13,566.80  | 13,906.53  |
|                        | Appx. Annual  | 115,190.40 | 118,102.40 | 121,076.80 | 124,092.80 | 127,233.60 | 130,312.00 | 133,598.40 | 136,905.60 | 140,296.00 | 143,832.00 | 147,430.40 | 151,216.00 | 154,897.60 | 158,787.20 | 162,801.60 | 166,878.40 |
| <b>79</b>              | Hourly        | 55.82      | 57.21      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.84      | 80.81      |
|                        | Appx. Bi-wkly | 4,465.60   | 4,576.80   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,307.20   | 6,464.80   |
|                        | Appx. Monthly | 9,675.47   | 9,916.40   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,665.60  | 14,007.07  |
|                        | Appx. Annual  | 116,105.60 | 118,996.80 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,987.20 | 168,084.80 |
| <b>79T</b>             | Hourly        | 55.82      | 57.21      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.84      | 80.81      |
|                        | Appx. Bi-wkly | 4,465.60   | 4,576.80   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,307.20   | 6,464.80   |
|                        | Appx. Monthly | 9,675.47   | 9,916.40   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,665.60  | 14,007.07  |
|                        | Appx. Annual  | 116,105.60 | 118,996.80 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,987.20 | 168,084.80 |
| <b>79A</b>             | Hourly        | 56.52      | 57.93      | 59.36      | 60.88      | 62.36      | 63.92      | 65.53      | 67.13      | 68.80      | 70.52      | 72.33      | 74.12      | 75.97      | 77.89      | 79.84      | 81.83      |
|                        | Appx. Bi-wkly | 4,521.60   | 4,634.40   | 4,748.80   | 4,870.40   | 4,988.80   | 5,113.60   | 5,242.40   | 5,370.40   | 5,504.00   | 5,641.60   | 5,786.40   | 5,932.00   | 6,080.80   | 6,231.20   | 6,387.20   | 6,546.40   |
|                        | Appx. Monthly | 9,796.80   | 10,041.20  | 10,289.07  | 10,552.53  | 10,809.07  | 11,079.47  | 11,358.53  | 11,635.87  | 11,925.33  | 12,223.47  | 12,537.20  | 12,847.47  | 13,175.07  | 13,500.93  | 13,838.93  | 14,183.87  |
|                        | Appx. Annual  | 117,561.60 | 120,494.40 | 123,468.80 | 126,630.40 | 129,708.80 | 132,953.60 | 136,302.40 | 139,630.40 | 143,104.00 | 146,681.60 | 150,446.40 | 154,169.60 | 158,100.80 | 162,011.20 | 166,027.20 | 170,264.00 |
| <b>79C</b>             | Hourly        | 56.79      | 58.22      | 59.66      | 61.17      | 62.65      | 64.23      | 65.82      | 67.45      | 69.15      | 70.88      | 72.        |            |            |            |            |            |



| Ranges Eff. 09/21/2024 | Step 1                     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17 |
|------------------------|----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| <b>83</b>              | Hourly<br>61.57            | 63.12      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.82      | 80.80      | 82.83      | 84.90      | 87.04      | 89.21      |         |
|                        | Appx. Bi-wkly<br>4,925.60  | 5,049.60   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,963.20   | 7,136.80   |         |
|                        | Appx. Monthly<br>10,672.13 | 10,940.80  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,086.93  | 15,463.07  |         |
|                        | Appx. Annual<br>128,065.60 | 131,289.60 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,043.20 | 185,556.80 |         |
| <b>83T</b>             | Hourly<br>61.57            | 63.12      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.82      | 80.80      | 82.83      | 84.90      | 87.04      | 89.21      |         |
|                        | Appx. Bi-wkly<br>4,925.60  | 5,049.60   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,963.20   | 7,136.80   |         |
|                        | Appx. Monthly<br>10,672.13 | 10,940.80  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,086.93  | 15,463.07  |         |
|                        | Appx. Annual<br>128,065.60 | 131,289.60 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,043.20 | 185,556.80 |         |
| <b>83A</b>             | Hourly<br>62.35            | 63.91      | 65.53      | 67.13      | 68.80      | 70.52      | 72.33      | 74.12      | 76.01      | 77.89      | 79.80      | 81.82      | 83.87      | 85.96      | 88.12      | 90.32      |         |
|                        | Appx. Bi-wkly<br>4,988.00  | 5,112.80   | 5,242.40   | 5,370.40   | 5,504.00   | 5,641.60   | 5,786.40   | 5,929.60   | 6,080.80   | 6,231.20   | 6,384.00   | 6,545.60   | 6,709.60   | 6,876.80   | 7,049.60   | 7,225.60   |         |
|                        | Appx. Monthly<br>10,807.33 | 11,077.73  | 11,358.53  | 11,635.87  | 11,925.33  | 12,223.47  | 12,537.20  | 12,847.47  | 13,175.07  | 13,500.93  | 13,832.00  | 14,182.13  | 14,537.47  | 14,899.73  | 15,274.13  | 15,655.47  |         |
|                        | Appx. Annual<br>129,688.00 | 132,932.80 | 136,302.40 | 139,630.40 | 143,104.00 | 146,681.60 | 150,446.40 | 154,169.60 | 158,100.80 | 162,011.20 | 165,984.00 | 170,185.60 | 174,449.60 | 178,796.80 | 183,289.60 | 187,865.60 |         |
| <b>83C</b>             | Hourly<br>62.64            | 64.22      | 65.82      | 67.45      | 69.15      | 70.88      | 72.70      | 74.47      | 76.37      | 78.30      | 80.22      | 82.22      | 84.27      | 86.39      | 88.56      | 90.77      |         |
|                        | Appx. Bi-wkly<br>5,011.20  | 5,137.60   | 5,265.60   | 5,396.00   | 5,532.00   | 5,670.40   | 5,816.00   | 5,957.60   | 6,109.60   | 6,264.00   | 6,417.60   | 6,577.60   | 6,741.60   | 6,912.00   | 7,084.80   | 7,261.60   |         |
|                        | Appx. Monthly<br>10,857.60 | 11,131.47  | 11,408.80  | 11,691.33  | 11,986.00  | 12,285.87  | 12,601.33  | 12,928.13  | 13,274.40  | 13,640.80  | 14,021.33  | 14,418.00  | 14,830.00  | 15,258.00  | 15,702.00  | 16,163.00  |         |
|                        | Appx. Annual<br>130,291.20 | 133,577.60 | 136,905.60 | 140,296.00 | 143,832.00 | 147,430.40 | 151,216.00 | 155,197.60 | 159,284.00 | 163,480.00 | 167,784.00 | 172,196.00 | 176,724.00 | 181,376.00 | 186,152.00 | 191,064.00 |         |
| <b>84</b>              | Hourly<br>63.10            | 64.65      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.82      | 80.80      | 82.83      | 84.90      | 87.04      | 89.21      | 91.43      |         |
|                        | Appx. Bi-wkly<br>5,048.00  | 5,172.00   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,963.20   | 7,136.80   | 7,314.40   |         |
|                        | Appx. Monthly<br>10,937.33 | 11,206.00  | 11,492.00  | 11,797.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,086.93  | 15,463.07  | 15,847.87  |         |
|                        | Appx. Annual<br>131,248.00 | 134,472.00 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,043.20 | 185,556.80 | 190,174.40 |         |
| <b>84T</b>             | Hourly<br>63.10            | 64.65      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.82      | 80.80      | 82.83      | 84.90      | 87.04      | 89.21      | 91.43      |         |
|                        | Appx. Bi-wkly<br>5,048.00  | 5,172.00   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,963.20   | 7,136.80   | 7,314.40   |         |
|                        | Appx. Monthly<br>10,937.33 | 11,206.00  | 11,492.00  | 11,797.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,086.93  | 15,463.07  | 15,847.87  |         |
|                        | Appx. Annual<br>131,248.00 | 134,472.00 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,043.20 | 185,556.80 | 190,174.40 |         |
| <b>84A</b>             | Hourly<br>63.89            | 65.48      | 67.13      | 68.80      | 70.52      | 72.33      | 74.12      | 76.01      | 77.89      | 79.80      | 81.82      | 83.87      | 85.96      | 88.13      | 90.33      | 92.59      |         |
|                        | Appx. Bi-wkly<br>5,111.20  | 5,238.40   | 5,370.40   | 5,504.00   | 5,641.60   | 5,786.40   | 5,929.60   | 6,080.80   | 6,231.20   | 6,384.00   | 6,545.60   | 6,709.60   | 6,876.80   | 7,049.60   | 7,225.60   | 7,407.20   |         |
|                        | Appx. Monthly<br>11,074.27 | 11,349.87  | 11,635.87  | 11,925.33  | 12,223.47  | 12,537.20  | 12,847.47  | 13,175.07  | 13,500.93  | 13,832.00  | 14,182.13  | 14,537.47  | 14,899.73  | 15,274.13  | 15,655.47  | 16,048.93  |         |
|                        | Appx. Annual<br>132,912.00 | 136,198.40 | 139,630.40 | 143,104.00 | 146,681.60 | 150,446.40 | 154,169.60 | 158,100.80 | 162,011.20 | 165,984.00 | 170,185.60 | 174,449.60 | 178,796.80 | 183,310.40 | 187,865.60 | 192,587.20 |         |
| <b>84C</b>             | Hourly<br>64.20            | 65.80      | 67.45      | 69.15      | 70.88      | 72.70      | 74.47      | 76.37      | 78.30      | 80.22      | 82.22      | 84.27      | 86.39      | 88.56      | 90.77      | 93.03      |         |
|                        | Appx. Bi-wkly<br>5,136.00  | 5,264.00   | 5,396.00   | 5,532.00   | 5,670.40   | 5,816.00   | 5,957.60   | 6,109.60   | 6,264.00   | 6,417.60   | 6,577.60   | 6,741.60   | 6,912.00   | 7,084.80   | 7,261.60   | 7,442.40   |         |
|                        | Appx. Monthly<br>11,128.00 | 11,403.33  | 11,691.33  | 11,986.00  | 12,285.87  | 12,601.33  | 12,928.13  | 13,274.40  | 13,640.80  | 14,021.33  | 14,418.00  | 14,830.00  | 15,258.00  | 15,702.00  | 16,163.00  | 16,635.00  |         |
|                        | Appx. Annual<br>133,536.00 | 136,864.00 | 140,296.00 | 143,832.00 | 147,430.40 | 151,216.00 | 155,197.60 | 159,284.00 | 163,480.00 | 167,784.00 | 172,196.00 | 176,724.00 | 181,376.00 | 186,152.00 | 191,064.00 | 196,072.00 |         |
| <b>85</b>              | Hourly<br>64.67            | 66.32      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.82      | 80.80      | 82.83      | 84.90      | 87.04      | 89.21      | 91.43      | 93.71      |         |
|                        | Appx. Bi-wkly<br>5,173.60  | 5,305.60   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,963.20   | 7,136.80   | 7,314.40   | 7,496.80   |         |
|                        | Appx. Monthly<br>11,209.47 | 11,495.47  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,086.93  | 15,463.07  | 15,847.87  | 16,243.07  |         |
|                        | Appx. Annual<br>134,513.60 | 137,945.60 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,536.00 | 190,153.60 | 194,861.60 |         |
| <b>85T</b>             | Hourly<br>64.67            | 66.32      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.82      | 80.80      | 82.83      | 84.90      | 87.04      | 89.21      | 91.43      | 93.71      |         |
|                        | Appx. Bi-wkly<br>5,173.60  | 5,305.60   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,963.20   | 7,136.80   | 7,314.40   | 7,496.80   |         |
|                        | Appx. Monthly<br>11,209.47 | 11,495.47  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,086.93  | 15,463.07  | 15,847.87  | 16,243.07  |         |
|                        | Appx. Annual<br>134,513.60 | 137,945.60 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,536.00 | 190,153.60 | 194,861.60 |         |
| <b>85A</b>             | Hourly<br>65.50            | 67.14      | 68.80      | 70.52      | 72.33      | 74.12      | 76.01      | 77.89      | 79.80      | 81.82      | 83.87      | 85.96      | 88.12      | 90.31      | 92.57      | 94.88      |         |
|                        | Appx. Bi-wkly<br>5,240.00  | 5,371.20   | 5,504.00   | 5,641.60   | 5,786.40   | 5,929.60   | 6,080.80   | 6,231.20   | 6,384.00   | 6,545.60   | 6,709.60   | 6,876.80   | 7,049.60   | 7,224.80   | 7,405.60   | 7,590.40   |         |
|                        | Appx. Monthly<br>11,353.33 | 11,637.60  | 11,925.33  | 12,223.47  | 12,537.20  | 12,847.47  | 13,175.07  | 13,500.93  | 13,832.00  | 14,182.13  | 14,537.47  | 14,899.73  | 15,274.13  | 15,655.47  | 16,045.47  | 16,445.87  |         |
|                        | Appx. Annual<br>136,240.00 | 139,651.20 | 143,104.00 | 146,681.60 | 150,446.40 | 154,169.60 | 158,100.80 | 162,011.20 | 165,984.00 | 170,185.60 | 174,449.60 | 178,796.80 | 183,289.60 | 187,844.80 | 192,540.00 | 197,350.40 |         |
| <b>85C</b>             | Hourly<br>65.81            | 67.47      | 69.15      | 70.88      | 72.70      | 74.47      | 76.37      | 78.30      | 80.22      | 82.22      | 84.27      | 86.39      | 88.53      | 90.76      | 93.03      | 95.36      |         |
|                        | Appx. Bi-wkly<br>5,264.80  | 5,397.60   | 5,532.00   | 5,670.40   | 5,816.00   | 5,957.60   | 6,109.60   | 6,264.00   | 6,417.60   | 6,577.60   | 6,741.60   | 6,912.00   | 7,084.80   | 7,261.60   | 7,442.40   | 7,628.80   |         |
|                        | Appx. Monthly<br>11,407.07 | 11,694.80  | 11,986.00  | 12,285.87  | 12,601.33  | 12,928.13  | 13,274.40  | 13,640.80  | 14,021.33  | 14,418.00  | 14,830.00  | 15,258.00  | 15,702.00  | 16,163.00  | 16,635.00  | 17,122.00  |         |
|                        | Appx. Annual<br>136,884.80 | 140,337.60 | 143,832.00 | 147,430.40 | 151,216.00 | 155,197.60 | 159,284.00 | 163,480.00 | 167,784.00 | 172,196.00 | 176,724.00 | 181,376.00 | 186,152.00 | 191,064.00 | 196,072.00 | 201,184.00 |         |
| <b>86</b>              | Hourly<br>66.33            | 67.97      | 69.67      | 71.4       |            |            |            |            |            |            |            |            |            |            |            |            |         |



| Ranges Eff. 09/21/2024 | Step 1        | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>89T</b>             | Hourly        | 71.42      | 73.21      | 75.06      | 76.91      | 78.82      | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      |            |            |            |
|                        | Appx. Bi-wkly | 5,713.60   | 5,856.80   | 6,004.80   | 6,152.80   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   |            |            |            |
|                        | Appx. Monthly | 12,379.47  | 12,689.73  | 13,010.40  | 13,331.07  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  |            |            |            |
|                        | Appx. Annual  | 148,553.60 | 152,276.80 | 156,124.80 | 159,972.80 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 |            |            |            |
| <b>89A</b>             | Hourly        | 72.33      | 74.15      | 76.01      | 77.89      | 79.80      | 81.82      | 83.87      | 85.96      | 88.12      | 90.30      | 92.59      | 94.89      | 97.25      | 99.68      | 102.15     | 104.70     |
|                        | Appx. Bi-wkly | 5,786.40   | 5,932.00   | 6,080.80   | 6,231.20   | 6,384.00   | 6,545.60   | 6,709.60   | 6,876.80   | 7,046.40   | 7,224.00   | 7,407.20   | 7,591.20   | 7,780.00   | 7,974.40   | 8,172.00   | 8,376.00   |
|                        | Appx. Monthly | 12,537.20  | 12,852.67  | 13,175.07  | 13,500.93  | 13,832.00  | 14,164.00  | 14,507.47  | 14,852.00  | 15,207.47  | 15,564.00  | 15,921.60  | 16,280.07  | 16,640.00  | 17,000.00  | 17,360.00  | 17,720.00  |
|                        | Appx. Annual  | 150,446.40 | 154,232.00 | 158,100.80 | 162,011.20 | 165,984.00 | 170,185.60 | 174,449.60 | 178,796.80 | 183,289.60 | 187,824.00 | 192,387.20 | 197,011.20 | 202,280.00 | 207,334.40 | 212,472.00 | 217,776.00 |
| <b>89C</b>             | Hourly        | 72.70      | 74.51      | 76.37      | 78.30      | 80.22      | 82.22      | 84.27      | 86.39      | 88.53      | 90.75      | 93.04      | 95.39      | 97.71      | 100.16     | 102.66     | 105.22     |
|                        | Appx. Bi-wkly | 5,816.00   | 5,960.80   | 6,109.60   | 6,264.00   | 6,417.60   | 6,577.60   | 6,741.60   | 6,911.20   | 7,082.40   | 7,260.00   | 7,443.20   | 7,631.20   | 7,816.80   | 8,012.80   | 8,212.80   | 8,417.60   |
|                        | Appx. Monthly | 12,601.33  | 12,915.07  | 13,237.47  | 13,572.00  | 13,904.80  | 14,251.47  | 14,606.80  | 14,974.27  | 15,345.20  | 15,730.00  | 16,126.93  | 16,534.27  | 16,960.40  | 17,361.07  | 17,794.40  | 18,238.13  |
|                        | Appx. Annual  | 151,216.00 | 154,980.80 | 158,849.60 | 162,864.00 | 166,856.00 | 171,017.60 | 175,281.60 | 179,691.20 | 184,142.40 | 188,760.00 | 193,523.20 | 198,411.20 | 203,236.80 | 208,332.80 | 213,582.00 | 218,857.60 |
| <b>90</b>              | Hourly        | 73.21      | 75.06      | 76.91      | 78.82      | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.94     | 103.47     | 106.06     |
|                        | Appx. Bi-wkly | 5,856.80   | 6,004.80   | 6,152.80   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,075.20   | 8,277.60   | 8,484.80   |
|                        | Appx. Monthly | 12,689.73  | 13,010.40  | 13,331.07  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,496.27  | 17,934.80  | 18,383.73  |
|                        | Appx. Annual  | 152,276.80 | 156,124.80 | 159,972.80 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,217.60 | 220,604.80 |
| <b>90T</b>             | Hourly        | 73.21      | 75.06      | 76.91      | 78.82      | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      |            |            |            |
|                        | Appx. Bi-wkly | 5,856.80   | 6,004.80   | 6,152.80   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   |            |            |            |
|                        | Appx. Monthly | 12,689.73  | 13,010.40  | 13,331.07  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  |            |            |            |
|                        | Appx. Annual  | 152,276.80 | 156,124.80 | 159,972.80 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 |            |            |            |
| <b>90A</b>             | Hourly        | 74.15      | 76.01      | 77.89      | 79.80      | 81.82      | 83.87      | 85.96      | 88.12      | 90.30      | 92.59      | 94.89      | 97.25      | 99.71      | 102.21     | 104.76     | 107.38     |
|                        | Appx. Bi-wkly | 5,932.00   | 6,080.80   | 6,231.20   | 6,384.00   | 6,545.60   | 6,709.60   | 6,876.80   | 7,046.40   | 7,224.00   | 7,407.20   | 7,591.20   | 7,780.00   | 7,976.80   | 8,176.80   | 8,380.00   | 8,590.40   |
|                        | Appx. Monthly | 12,852.67  | 13,175.07  | 13,500.93  | 13,832.00  | 14,164.00  | 14,507.47  | 14,852.00  | 15,207.47  | 15,564.00  | 15,921.60  | 16,280.07  | 16,640.00  | 17,000.00  | 17,360.00  | 17,720.00  | 18,080.00  |
|                        | Appx. Annual  | 154,232.00 | 158,100.80 | 162,011.20 | 165,984.00 | 170,185.60 | 174,449.60 | 178,796.80 | 183,289.60 | 187,824.00 | 192,387.20 | 197,011.20 | 202,280.00 | 207,334.40 | 212,472.00 | 217,776.00 | 223,350.40 |
| <b>90C</b>             | Hourly        | 74.51      | 76.37      | 78.30      | 80.22      | 82.22      | 84.27      | 86.39      | 88.53      | 90.75      | 93.04      | 95.39      | 97.71      | 100.20     | 102.72     | 105.28     | 107.91     |
|                        | Appx. Bi-wkly | 5,960.80   | 6,109.60   | 6,264.00   | 6,417.60   | 6,577.60   | 6,741.60   | 6,911.20   | 7,082.40   | 7,260.00   | 7,443.20   | 7,631.20   | 7,816.80   | 8,016.00   | 8,217.60   | 8,422.40   | 8,632.80   |
|                        | Appx. Monthly | 12,915.07  | 13,237.47  | 13,572.00  | 13,904.80  | 14,251.47  | 14,606.80  | 14,974.27  | 15,345.20  | 15,730.00  | 16,126.93  | 16,534.27  | 16,960.40  | 17,360.00  | 17,800.00  | 18,248.00  | 18,704.00  |
|                        | Appx. Annual  | 154,980.80 | 158,849.60 | 162,864.00 | 166,856.00 | 171,017.60 | 175,281.60 | 179,691.20 | 184,142.40 | 188,760.00 | 193,523.20 | 198,411.20 | 203,236.80 | 208,416.00 | 213,657.60 | 218,982.40 | 224,452.80 |
| <b>91</b>              | Hourly        | 75.03      | 76.89      | 78.82      | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.05     | 108.70     |
|                        | Appx. Bi-wkly | 6,002.40   | 6,151.20   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,484.00   | 8,696.00   |
|                        | Appx. Monthly | 13,005.20  | 13,327.60  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,382.00  | 18,841.33  |
|                        | Appx. Annual  | 156,024.00 | 159,931.20 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,584.00 | 226,096.00 |
| <b>91T</b>             | Hourly        | 75.03      | 76.89      | 78.82      | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      |            |            |            |            |
|                        | Appx. Bi-wkly | 6,002.40   | 6,151.20   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   |            |            |            |
|                        | Appx. Monthly | 13,005.20  | 13,327.60  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  |            |            |            |
|                        | Appx. Annual  | 156,024.00 | 159,931.20 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 |            |            |            |
| <b>91A</b>             | Hourly        | 75.97      | 77.85      | 79.80      | 81.82      | 83.87      | 85.96      | 88.12      | 90.30      | 92.59      | 94.89      | 97.25      | 99.71      | 102.20     | 104.75     | 107.37     | 110.07     |
|                        | Appx. Bi-wkly | 6,077.60   | 6,228.00   | 6,384.00   | 6,545.60   | 6,709.60   | 6,876.80   | 7,046.40   | 7,224.00   | 7,407.20   | 7,591.20   | 7,780.00   | 7,976.80   | 8,176.00   | 8,380.00   | 8,589.60   | 8,800.00   |
|                        | Appx. Monthly | 13,168.13  | 13,494.00  | 13,832.00  | 14,182.13  | 14,537.47  | 14,899.73  | 15,274.13  | 15,652.00  | 16,048.93  | 16,447.60  | 16,856.67  | 17,283.07  | 17,714.67  | 18,156.67  | 18,610.80  | 19,078.80  |
|                        | Appx. Annual  | 158,017.60 | 161,928.00 | 165,984.00 | 170,185.60 | 174,449.60 | 178,796.80 | 183,289.60 | 187,824.00 | 192,387.20 | 197,011.20 | 202,280.00 | 207,334.40 | 212,576.00 | 217,880.00 | 223,296.00 | 228,945.60 |
| <b>91C</b>             | Hourly        | 76.34      | 78.25      | 80.22      | 82.22      | 84.27      | 86.39      | 88.53      | 90.75      | 93.04      | 95.39      | 97.71      | 100.20     | 102.71     | 105.26     | 107.89     | 110.60     |
|                        | Appx. Bi-wkly | 6,107.20   | 6,260.00   | 6,417.60   | 6,577.60   | 6,741.60   | 6,911.20   | 7,082.40   | 7,260.00   | 7,443.20   | 7,631.20   | 7,816.80   | 8,016.00   | 8,216.80   | 8,420.80   | 8,627.20   | 8,848.00   |
|                        | Appx. Monthly | 13,232.27  | 13,563.33  | 13,904.80  | 14,251.47  | 14,606.80  | 14,974.27  | 15,345.20  | 15,730.00  | 16,126.93  | 16,534.27  | 16,960.40  | 17,360.00  | 17,800.00  | 18,245.07  | 18,700.93  | 19,170.67  |
|                        | Appx. Annual  | 158,787.20 | 162,760.00 | 166,857.60 | 171,017.60 | 175,281.60 | 179,691.20 | 184,142.40 | 188,760.00 | 193,523.20 | 198,411.20 | 203,236.80 | 208,416.00 | 213,636.80 | 218,940.80 | 224,411.20 | 230,048.00 |
| <b>92</b>              | Hourly        | 76.89      | 78.82      | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.38     |
|                        | Appx. Bi-wkly | 6,151.20   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,910.40   |
|                        | Appx. Monthly | 13,327.60  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,305.87  |
|                        | Appx. Annual  | 159,931.20 | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,670.40 |
| <b>92T</b>             | Hourly        | 76.89      | 78.82      | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     |            |            |            |            |
|                        | Appx. Bi-wkly | 6,151.20   | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   |            |            |            |
|                        | Appx. Monthly | 13,327.60  | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  |            |            |            |            |            |            |            |



| Ranges Eff. 09/21/2024 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 95A                    | Hourly        | 83.84      | 85.95      | 88.12      | 90.30      | 92.59      | 94.89      | 97.25      | 99.71      | 102.20     | 104.75     | 107.35     | 110.02     | 112.77     | 115.58     | 118.48     | 121.44     |         |
|                        | Appx. Bi-wkly | 6,707.20   | 6,875.00   | 7,049.60   | 7,224.00   | 7,407.20   | 7,591.20   | 7,780.00   | 7,976.80   | 8,176.00   | 8,380.00   | 8,588.00   | 8,801.60   | 9,021.60   | 9,246.40   | 9,478.40   | 9,715.20   |         |
|                        | Appx. Monthly | 14,532.27  | 14,898.00  | 15,274.13  | 15,652.00  | 16,048.93  | 16,447.60  | 16,856.67  | 17,283.07  | 17,714.67  | 18,156.67  | 18,607.33  | 19,070.13  | 19,546.80  | 20,033.87  | 20,536.53  | 21,049.60  |         |
|                        | Appx. Annual  | 174,387.20 | 178,776.00 | 183,289.60 | 187,824.00 | 192,587.20 | 197,371.20 | 202,280.00 | 207,396.80 | 212,576.00 | 217,880.00 | 223,288.00 | 228,841.60 | 234,561.60 | 240,406.40 | 246,438.40 | 252,595.20 |         |
| 95C                    | Hourly        | 84.25      | 86.38      | 88.53      | 90.75      | 93.04      | 95.39      | 97.71      | 100.20     | 102.71     | 105.26     | 107.87     | 110.59     | 113.32     | 116.16     | 119.07     | 122.03     |         |
|                        | Appx. Bi-wkly | 6,740.00   | 6,910.40   | 7,082.40   | 7,260.00   | 7,443.20   | 7,631.20   | 7,816.80   | 8,016.00   | 8,216.80   | 8,420.80   | 8,629.60   | 8,847.20   | 9,065.60   | 9,292.80   | 9,526.00   | 9,762.40   |         |
|                        | Appx. Monthly | 14,603.33  | 14,972.53  | 15,345.20  | 15,730.00  | 16,126.93  | 16,534.27  | 16,936.40  | 17,368.00  | 17,803.07  | 18,245.07  | 18,697.47  | 19,168.93  | 19,642.13  | 20,134.40  | 20,638.80  | 21,151.87  |         |
|                        | Appx. Annual  | 175,240.00 | 179,670.40 | 184,142.40 | 188,760.00 | 193,523.20 | 198,411.20 | 203,236.80 | 208,416.00 | 213,636.80 | 218,940.80 | 224,369.60 | 230,027.20 | 235,705.60 | 241,612.80 | 247,665.60 | 253,822.40 |         |
| 96                     | Hourly        | 84.88      | 87.01      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 117.01     | 119.93     | 122.93     |         |
|                        | Appx. Bi-wkly | 6,790.40   | 6,960.80   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   | 9,360.80   | 9,594.40   | 9,834.00   |         |
|                        | Appx. Monthly | 14,712.53  | 15,081.73  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  | 20,281.73  | 20,787.87  | 21,307.87  |         |
|                        | Appx. Annual  | 176,550.40 | 180,980.80 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 | 243,380.80 | 249,454.40 | 255,694.40 |         |
| 96T                    | Hourly        | 84.88      | 87.01      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,790.40   | 6,960.80   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   |            |            |            |         |
|                        | Appx. Monthly | 14,712.53  | 15,081.73  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  |            |            |            |         |
|                        | Appx. Annual  | 176,550.40 | 180,980.80 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 |            |            |            |         |
| 96A                    | Hourly        | 85.94      | 88.11      | 90.30      | 92.59      | 94.89      | 97.25      | 99.71      | 102.20     | 104.75     | 107.35     | 110.02     | 112.77     | 115.58     | 118.48     | 121.43     | 124.47     |         |
|                        | Appx. Bi-wkly | 6,875.20   | 7,048.80   | 7,224.00   | 7,407.20   | 7,591.20   | 7,780.00   | 7,976.80   | 8,176.00   | 8,380.00   | 8,588.00   | 8,801.60   | 9,021.60   | 9,246.40   | 9,478.40   | 9,714.40   | 9,956.00   |         |
|                        | Appx. Monthly | 14,896.27  | 15,272.40  | 15,652.00  | 16,048.93  | 16,447.60  | 16,856.67  | 17,283.07  | 17,714.67  | 18,156.67  | 18,607.33  | 19,070.13  | 19,546.80  | 20,033.87  | 20,536.53  | 21,047.87  | 21,574.80  |         |
|                        | Appx. Annual  | 178,755.20 | 183,268.80 | 187,824.00 | 192,587.20 | 197,371.20 | 202,280.00 | 207,396.80 | 212,576.00 | 217,880.00 | 223,288.00 | 228,841.60 | 234,561.60 | 240,406.40 | 246,438.40 | 252,574.40 | 258,897.60 |         |
| 96C                    | Hourly        | 86.36      | 88.52      | 90.75      | 93.04      | 95.39      | 97.71      | 100.20     | 102.71     | 105.26     | 107.87     | 110.59     | 113.32     | 116.16     | 119.07     | 122.03     | 125.06     |         |
|                        | Appx. Bi-wkly | 6,908.80   | 7,081.60   | 7,260.00   | 7,443.20   | 7,631.20   | 7,816.80   | 8,016.00   | 8,216.80   | 8,420.80   | 8,629.60   | 8,847.20   | 9,065.60   | 9,292.80   | 9,524.00   | 9,760.80   | 10,004.80  |         |
|                        | Appx. Monthly | 14,969.07  | 15,343.47  | 15,730.00  | 16,126.93  | 16,534.27  | 16,936.40  | 17,368.00  | 17,803.07  | 18,245.07  | 18,697.47  | 19,168.93  | 19,642.13  | 20,134.40  | 20,635.33  | 21,148.40  | 21,677.07  |         |
|                        | Appx. Annual  | 179,628.00 | 184,121.60 | 188,760.00 | 193,523.20 | 198,411.20 | 203,236.80 | 208,416.00 | 213,636.80 | 218,940.80 | 224,369.60 | 230,027.20 | 235,705.60 | 241,612.80 | 247,644.00 | 253,780.00 | 259,928.00 |         |
| 97                     | Hourly        | 87.05      | 89.22      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 117.02     | 119.93     | 122.93     | 126.01     |         |
|                        | Appx. Bi-wkly | 6,964.00   | 7,137.60   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   | 9,361.60   | 9,594.40   | 9,834.00   | 10,080.80  |         |
|                        | Appx. Monthly | 15,088.67  | 15,464.80  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  | 20,283.47  | 20,787.87  | 21,307.87  | 21,841.73  |         |
|                        | Appx. Annual  | 181,064.00 | 185,577.60 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 | 243,401.60 | 249,454.40 | 255,694.40 | 262,100.80 |         |
| 97T                    | Hourly        | 87.05      | 89.22      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     |            |            |            |            |         |
|                        | Appx. Bi-wkly | 6,964.00   | 7,137.60   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   |            |            |            |            |         |
|                        | Appx. Monthly | 15,088.67  | 15,464.80  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  |            |            |            |            |         |
|                        | Appx. Annual  | 181,064.00 | 185,577.60 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 |            |            |            |            |         |
| 97A                    | Hourly        | 88.14      | 90.33      | 92.59      | 94.89      | 97.25      | 99.71      | 102.20     | 104.75     | 107.35     | 110.02     | 112.77     | 115.58     | 118.49     | 121.43     | 124.48     | 127.59     |         |
|                        | Appx. Bi-wkly | 7,051.20   | 7,226.40   | 7,407.20   | 7,591.20   | 7,780.00   | 7,976.80   | 8,176.00   | 8,380.00   | 8,588.00   | 8,801.60   | 9,021.60   | 9,246.40   | 9,479.20   | 9,714.40   | 9,958.40   | 10,207.20  |         |
|                        | Appx. Monthly | 15,277.60  | 15,657.20  | 16,048.93  | 16,447.60  | 16,856.67  | 17,283.07  | 17,714.67  | 18,156.67  | 18,607.33  | 19,070.13  | 19,546.80  | 20,033.87  | 20,538.27  | 21,047.87  | 21,576.53  | 22,120.80  |         |
|                        | Appx. Annual  | 183,331.20 | 187,886.40 | 192,587.20 | 197,371.20 | 202,280.00 | 207,396.80 | 212,576.00 | 217,880.00 | 223,288.00 | 228,841.60 | 234,561.60 | 240,406.40 | 246,459.20 | 252,574.40 | 258,918.40 | 265,387.20 |         |
| 97C                    | Hourly        | 88.55      | 90.78      | 93.04      | 95.39      | 97.71      | 100.20     | 102.71     | 105.26     | 107.87     | 110.59     | 113.32     | 116.16     | 119.06     | 122.03     | 125.08     | 128.21     |         |
|                        | Appx. Bi-wkly | 7,084.00   | 7,262.40   | 7,443.20   | 7,631.20   | 7,816.80   | 8,016.00   | 8,216.80   | 8,420.80   | 8,629.60   | 8,847.20   | 9,065.60   | 9,292.80   | 9,524.00   | 9,762.40   | 10,006.40  | 10,256.80  |         |
|                        | Appx. Monthly | 15,348.67  | 15,735.20  | 16,126.93  | 16,534.27  | 16,936.40  | 17,368.00  | 17,803.07  | 18,245.07  | 18,697.47  | 19,168.93  | 19,642.13  | 20,134.40  | 20,637.07  | 21,151.87  | 21,680.53  | 22,223.07  |         |
|                        | Appx. Annual  | 184,184.00 | 188,822.40 | 193,523.20 | 198,411.20 | 203,236.80 | 208,416.00 | 213,636.80 | 218,940.80 | 224,369.60 | 230,027.20 | 235,705.60 | 241,612.80 | 247,644.00 | 253,822.40 | 260,166.40 | 266,676.80 |         |
| 98                     | Hourly        | 89.22      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 117.02     | 119.93     | 122.97     | 126.04     | 129.19     |         |
|                        | Appx. Bi-wkly | 7,137.60   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   | 9,361.60   | 9,596.00   | 9,837.60   | 10,083.20  | 10,335.20  |         |
|                        | Appx. Monthly | 15,464.80  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  | 20,283.47  | 20,791.33  | 21,314.80  | 21,846.93  | 22,392.93  |         |
|                        | Appx. Annual  | 185,577.60 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 | 243,401.60 | 249,496.00 | 255,777.60 | 262,163.20 | 268,715.20 |         |
| 98T                    | Hourly        | 89.22      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 117.02     | 119.93     |            |            |            |         |
|                        | Appx. Bi-wkly | 7,137.60   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   | 9,361.60   | 9,596.00   |            |            |            |         |
|                        | Appx. Monthly | 15,464.80  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  | 20,283.47  | 20,791.33  |            |            |            |         |
|                        | Appx. Annual  | 185,577.60 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 | 243,401.60 | 249,496.00 |            |            |            |         |
| 98A                    | Hourly        | 90.33      | 92.59      | 94.89      | 97.25      | 99.71      | 102.20     | 104.75     | 107.35     | 110.02     | 112.77     | 115.58     | 118.49     | 121.45     | 124.51     | 127.62     | 130.81     |         |
|                        | Appx. Bi-wkly | 7,226.40   | 7,407.20   | 7,591.20   | 7,780.00   | 7,976.80   |            |            |            |            |            |            |            |            |            |            |            |         |



Effective 02/22/2025

| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 30                     | Hourly        | 18.15     | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.11     | 23.68     | 24.27     | 24.88     |           |
|                        | Appx. Bi-wkly | 1,452.00  | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,848.80  | 1,894.40  | 1,941.60  | 1,990.40  |           |
|                        | Appx. Monthly | 3,146.00  | 3,222.27  | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,005.73  | 4,104.53  | 4,206.80  | 4,312.53  |           |
|                        | Appx. Annual  | 37,752.00 | 38,667.20 | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,068.80 | 49,254.40 | 50,481.60 | 51,750.40 |           |
| 30T                    | Hourly        | 18.15     | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.11     |           |           |           |           |
|                        | Appx. Bi-wkly | 1,452.00  | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,848.80  |           |           |           |           |
|                        | Appx. Monthly | 3,146.00  | 3,222.27  | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,005.73  |           |           |           |           |
|                        | Appx. Annual  | 37,752.00 | 38,667.20 | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,068.80 |           |           |           |           |
| 30A                    | Hourly        | 18.38     | 18.83     | 19.28     | 19.71     | 20.25     | 20.78     | 21.25     | 21.77     | 22.30     | 22.84     | 23.40     | 24.00     | 24.60     | 25.22     |           |
|                        | Appx. Bi-wkly | 1,470.40  | 1,506.40  | 1,542.40  | 1,576.80  | 1,620.00  | 1,662.40  | 1,700.00  | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.00  | 1,920.00  | 1,968.00  | 2,017.60  |           |
|                        | Appx. Monthly | 3,185.87  | 3,263.87  | 3,341.87  | 3,416.40  | 3,510.00  | 3,601.87  | 3,683.33  | 3,773.47  | 3,865.33  | 3,958.93  | 4,056.00  | 4,160.00  | 4,264.00  | 4,371.47  |           |
|                        | Appx. Annual  | 38,230.40 | 39,166.40 | 40,102.40 | 40,996.80 | 42,120.00 | 43,222.40 | 44,200.00 | 45,281.60 | 46,384.00 | 47,507.20 | 48,628.00 | 49,720.00 | 50,840.00 | 51,968.00 | 52,457.60 |
| 30C                    | Hourly        | 18.45     | 18.90     | 19.37     | 19.81     | 20.34     | 20.86     | 21.36     | 21.90     | 22.43     | 22.95     | 23.53     | 24.10     | 24.70     | 25.32     |           |
|                        | Appx. Bi-wkly | 1,476.00  | 1,512.00  | 1,549.60  | 1,584.80  | 1,627.20  | 1,668.80  | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,882.40  | 1,928.00  | 1,976.00  | 2,025.60  |           |
|                        | Appx. Monthly | 3,198.00  | 3,276.00  | 3,357.47  | 3,433.73  | 3,525.60  | 3,615.73  | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,073.00  | 4,167.33  | 4,281.33  | 4,388.80  |           |
|                        | Appx. Annual  | 38,376.00 | 39,312.00 | 40,289.60 | 41,204.80 | 42,307.20 | 43,388.80 | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,942.40 | 50,128.00 | 51,376.00 | 52,665.60 |           |
| 31                     | Hourly        | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.69     | 24.30     | 24.91     | 25.53     |           |
|                        | Appx. Bi-wkly | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,895.20  | 1,944.00  | 1,992.80  | 2,042.00  |           |
|                        | Appx. Monthly | 3,222.27  | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,106.27  | 4,212.00  | 4,317.73  | 4,425.20  |           |
|                        | Appx. Annual  | 38,667.20 | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,275.20 | 50,544.00 | 51,812.80 | 53,102.40 |           |
| 31T                    | Hourly        | 18.59     | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     |           |           |           |           |
|                        | Appx. Bi-wkly | 1,487.20  | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  |           |           |           |           |
|                        | Appx. Monthly | 3,222.27  | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  |           |           |           |           |
|                        | Appx. Annual  | 38,667.20 | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 |           |           |           |           |
| 31A                    | Hourly        | 18.83     | 19.28     | 19.71     | 20.25     | 20.78     | 21.25     | 21.77     | 22.30     | 22.84     | 23.41     | 24.01     | 24.61     | 25.22     | 25.85     |           |
|                        | Appx. Bi-wkly | 1,506.40  | 1,542.40  | 1,576.80  | 1,620.00  | 1,662.40  | 1,700.00  | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.00  | 1,920.80  | 1,968.80  | 2,017.60  | 2,068.00  |           |
|                        | Appx. Monthly | 3,263.87  | 3,341.87  | 3,416.40  | 3,510.00  | 3,601.87  | 3,683.33  | 3,773.47  | 3,865.33  | 3,958.93  | 4,057.73  | 4,161.73  | 4,265.73  | 4,371.47  | 4,480.67  |           |
|                        | Appx. Annual  | 39,166.40 | 40,102.40 | 40,996.80 | 42,120.00 | 43,222.40 | 44,200.00 | 45,281.60 | 46,384.00 | 47,507.20 | 48,628.00 | 49,940.80 | 51,188.80 | 52,457.60 | 53,768.00 |           |
| 31C                    | Hourly        | 18.90     | 19.37     | 19.81     | 20.34     | 20.86     | 21.36     | 21.90     | 22.43     | 22.95     | 23.54     | 24.11     | 24.72     | 25.34     | 25.97     |           |
|                        | Appx. Bi-wkly | 1,512.00  | 1,549.60  | 1,584.80  | 1,627.20  | 1,668.80  | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,883.20  | 1,928.00  | 1,977.60  | 2,027.20  | 2,077.60  |           |
|                        | Appx. Monthly | 3,276.00  | 3,357.47  | 3,433.73  | 3,525.60  | 3,615.73  | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,080.27  | 4,179.07  | 4,284.80  | 4,392.27  | 4,501.47  |           |
|                        | Appx. Annual  | 39,312.00 | 40,289.60 | 41,204.80 | 42,307.20 | 43,388.80 | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,963.20 | 50,148.80 | 51,417.60 | 52,707.20 | 54,017.60 |           |
| 32                     | Hourly        | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.31     | 24.90     | 25.52     | 26.16     |           |
|                        | Appx. Bi-wkly | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,992.00  | 2,041.60  | 2,092.80  |           |
|                        | Appx. Monthly | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,213.73  | 4,316.00  | 4,423.47  | 4,534.40  |           |
|                        | Appx. Annual  | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,564.80 | 51,792.00 | 53,081.60 | 54,412.80 |           |
| 32T                    | Hourly        | 19.03     | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.29     |           |           |           |           |
|                        | Appx. Bi-wkly | 1,522.40  | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,943.20  |           |           |           |           |
|                        | Appx. Monthly | 3,298.53  | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,210.27  |           |           |           |           |
|                        | Appx. Annual  | 39,582.40 | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,523.20 |           |           |           |           |
| 32A                    | Hourly        | 19.28     | 19.71     | 20.25     | 20.78     | 21.25     | 21.77     | 22.30     | 22.84     | 23.41     | 24.02     | 24.62     | 25.22     | 25.85     | 26.50     |           |
|                        | Appx. Bi-wkly | 1,542.40  | 1,576.80  | 1,620.00  | 1,662.40  | 1,700.00  | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.00  | 1,921.60  | 1,969.60  | 2,017.60  | 2,068.00  | 2,120.00  |           |
|                        | Appx. Monthly | 3,341.87  | 3,416.40  | 3,510.00  | 3,601.87  | 3,683.33  | 3,773.47  | 3,865.33  | 3,958.93  | 4,057.73  | 4,163.47  | 4,267.47  | 4,371.47  | 4,480.67  | 4,593.33  |           |
|                        | Appx. Annual  | 40,102.40 | 40,996.80 | 42,120.00 | 43,222.40 | 44,200.00 | 45,281.60 | 46,384.00 | 47,507.20 | 48,628.00 | 49,961.60 | 51,209.60 | 52,457.60 | 53,768.00 | 55,120.00 |           |
| 32C                    | Hourly        | 19.37     | 19.81     | 20.34     | 20.86     | 21.36     | 21.90     | 22.43     | 22.95     | 23.54     | 24.12     | 24.73     | 25.36     | 25.99     | 26.64     |           |
|                        | Appx. Bi-wkly | 1,549.60  | 1,584.80  | 1,627.20  | 1,668.80  | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,883.20  | 1,929.60  | 1,978.40  | 2,028.80  | 2,079.20  | 2,131.20  |           |
|                        | Appx. Monthly | 3,357.47  | 3,433.73  | 3,525.60  | 3,615.73  | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,080.27  | 4,180.80  | 4,286.53  | 4,395.73  | 4,504.93  | 4,617.60  |           |
|                        | Appx. Annual  | 40,289.60 | 41,204.80 | 42,307.20 | 43,388.80 | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,963.20 | 50,169.60 | 51,438.40 | 52,748.80 | 54,059.20 | 55,412.80 |           |
| 33                     | Hourly        | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.88     | 25.52     | 26.16     | 26.81     |           |
|                        | Appx. Bi-wkly | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,990.40  | 2,041.60  | 2,092.80  | 2,144.80  |           |
|                        | Appx. Monthly | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,312.53  | 4,423.47  | 4,534.40  | 4,647.07  |           |
|                        | Appx. Annual  | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,750.40 | 53,081.60 | 54,412.80 | 55,764.80 |           |
| 33T                    | Hourly        | 19.45     | 19.99     | 20.51     | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.91     |           |           |           |           |
|                        | Appx. Bi-wkly | 1,556.00  | 1,599.20  | 1,640.80  | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,992.80  |           |           |           |           |
|                        | Appx. Monthly | 3,371.33  | 3,464.93  | 3,555.07  | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,317.73  |           |           |           |           |
|                        | Appx. Annual  | 40,456.00 | 41,579.20 | 42,660.80 | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,812.80 |           |           |           |           |
| 33A                    | Hourly        | 19.71     | 20.25     | 20.78     | 21.25     | 21.77     | 22.30     | 22.84     | 23.41     | 24.02     | 24.61     | 25.21     | 25.84     | 26.49     | 27.15     |           |
|                        | Appx. Bi-wkly | 1,576.80  | 1,620.00  | 1,662.40  | 1,700.00  | 1,741.60  | 1         |           |           |           |           |           |           |           |           |           |



| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 35C                    | Hourly        | 20.86     | 21.36     | 21.90     | 22.43     | 22.95     | 23.54     | 24.12     | 24.72     | 25.35     | 25.94     | 26.60     | 27.27     | 27.95     | 28.65     |         |
|                        | Appx. Bi-wkly | 1,668.80  | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,883.20  | 1,929.60  | 1,977.60  | 2,028.00  | 2,075.20  | 2,128.00  | 2,181.60  | 2,236.00  | 2,292.00  |         |
|                        | Appx. Monthly | 3,615.73  | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,080.27  | 4,180.80  | 4,284.80  | 4,394.00  | 4,496.27  | 4,610.67  | 4,726.80  | 4,844.67  | 4,966.00  |         |
|                        | Appx. Annual  | 43,388.80 | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,963.20 | 50,169.60 | 51,417.60 | 52,728.00 | 53,955.20 | 55,328.00 | 56,721.60 | 58,136.00 | 59,592.00 |         |
| 36                     | Hourly        | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.79     | 27.46     | 28.15     | 28.85     |         |
|                        | Appx. Bi-wkly | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,143.20  | 2,196.80  | 2,252.00  | 2,308.00  |         |
|                        | Appx. Monthly | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,643.60  | 4,759.73  | 4,879.33  | 5,000.67  |         |
|                        | Appx. Annual  | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,723.20 | 57,116.80 | 58,552.00 | 60,008.00 |         |
| 36T                    | Hourly        | 20.99     | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.81     | 27.46     | 28.15     | 28.85     |         |
|                        | Appx. Bi-wkly | 1,679.20  | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,196.80  | 2,252.00  | 2,308.00  |         |
|                        | Appx. Monthly | 3,638.27  | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,643.60  | 4,759.73  | 4,879.33  | 5,000.67  |         |
|                        | Appx. Annual  | 43,659.20 | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,723.20 | 57,116.80 | 58,552.00 | 60,008.00 |         |
| 36A                    | Hourly        | 21.25     | 21.77     | 22.30     | 22.84     | 23.41     | 24.02     | 24.61     | 25.20     | 25.81     | 26.47     | 27.13     | 27.80     | 28.49     | 29.20     |         |
|                        | Appx. Bi-wkly | 1,700.00  | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.80  | 1,921.60  | 1,968.80  | 2,016.00  | 2,064.80  | 2,117.60  | 2,170.40  | 2,224.00  | 2,279.20  | 2,336.00  |         |
|                        | Appx. Monthly | 3,683.33  | 3,773.47  | 3,865.33  | 3,958.93  | 4,057.73  | 4,163.47  | 4,265.73  | 4,368.00  | 4,473.73  | 4,581.13  | 4,702.53  | 4,821.67  | 4,938.27  | 5,061.33  |         |
|                        | Appx. Annual  | 44,200.00 | 45,281.60 | 46,384.00 | 47,507.20 | 48,692.80 | 49,961.60 | 51,388.80 | 52,916.00 | 53,684.80 | 55,057.60 | 56,430.40 | 57,824.00 | 59,259.20 | 60,736.00 |         |
| 36C                    | Hourly        | 21.36     | 21.90     | 22.43     | 22.95     | 23.54     | 24.12     | 24.72     | 25.35     | 25.94     | 26.62     | 27.30     | 27.97     | 28.69     | 29.41     |         |
|                        | Appx. Bi-wkly | 1,708.80  | 1,752.00  | 1,794.40  | 1,836.00  | 1,883.20  | 1,929.60  | 1,977.60  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.00  | 2,237.60  | 2,295.20  | 2,352.80  |         |
|                        | Appx. Monthly | 3,702.40  | 3,796.00  | 3,887.87  | 3,978.00  | 4,080.27  | 4,180.80  | 4,284.80  | 4,394.00  | 4,496.27  | 4,614.13  | 4,732.00  | 4,848.13  | 4,972.93  | 5,097.73  |         |
|                        | Appx. Annual  | 44,428.80 | 45,552.00 | 46,654.40 | 47,736.00 | 48,963.20 | 50,169.60 | 51,417.60 | 52,728.00 | 53,955.20 | 55,369.60 | 56,784.00 | 58,177.60 | 59,675.20 | 61,172.80 |         |
| 37                     | Hourly        | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.47     | 28.17     | 28.87     | 29.59     |         |
|                        | Appx. Bi-wkly | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,197.60  | 2,253.60  | 2,309.60  | 2,367.20  |         |
|                        | Appx. Monthly | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,761.47  | 4,882.80  | 5,004.13  | 5,128.93  |         |
|                        | Appx. Annual  | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,137.60 | 58,593.60 | 60,049.60 | 61,547.20 |         |
| 37T                    | Hourly        | 21.51     | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.47     | 28.17     | 28.87     | 29.59     |         |
|                        | Appx. Bi-wkly | 1,720.80  | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,197.60  | 2,253.60  | 2,309.60  | 2,367.20  |         |
|                        | Appx. Monthly | 3,728.40  | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,761.47  | 4,882.80  | 5,004.13  | 5,128.93  |         |
|                        | Appx. Annual  | 44,740.80 | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,137.60 | 58,593.60 | 60,049.60 | 61,547.20 |         |
| 37A                    | Hourly        | 21.77     | 22.30     | 22.84     | 23.41     | 24.02     | 24.61     | 25.20     | 25.81     | 26.47     | 27.14     | 27.82     | 28.52     | 29.24     | 29.97     |         |
|                        | Appx. Bi-wkly | 1,741.60  | 1,784.00  | 1,827.20  | 1,872.80  | 1,921.60  | 1,968.80  | 2,016.00  | 2,064.80  | 2,117.60  | 2,171.20  | 2,225.60  | 2,281.60  | 2,339.20  | 2,397.60  |         |
|                        | Appx. Monthly | 3,773.47  | 3,865.33  | 3,958.93  | 4,057.73  | 4,163.47  | 4,265.73  | 4,368.00  | 4,473.73  | 4,581.13  | 4,704.27  | 4,822.13  | 4,943.47  | 5,068.27  | 5,194.80  |         |
|                        | Appx. Annual  | 45,281.60 | 46,384.00 | 47,507.20 | 48,692.80 | 49,961.60 | 51,388.80 | 52,916.00 | 53,684.80 | 55,057.60 | 56,451.20 | 57,865.60 | 59,321.60 | 60,819.20 | 62,337.60 |         |
| 37C                    | Hourly        | 21.90     | 22.43     | 22.95     | 23.54     | 24.12     | 24.72     | 25.35     | 25.94     | 26.62     | 27.31     | 27.94     | 28.65     | 29.37     | 30.10     |         |
|                        | Appx. Bi-wkly | 1,752.00  | 1,794.40  | 1,836.00  | 1,883.20  | 1,929.60  | 1,977.60  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.00  | 2,235.20  | 2,292.00  | 2,349.60  | 2,408.00  |         |
|                        | Appx. Monthly | 3,796.00  | 3,887.87  | 3,978.00  | 4,080.27  | 4,180.80  | 4,284.80  | 4,394.00  | 4,496.27  | 4,614.13  | 4,733.73  | 4,842.93  | 4,966.00  | 5,090.80  | 5,217.33  |         |
|                        | Appx. Annual  | 45,552.00 | 46,654.40 | 47,736.00 | 48,963.20 | 50,169.60 | 51,417.60 | 52,728.00 | 53,955.20 | 55,369.60 | 56,804.80 | 58,115.20 | 59,592.00 | 61,089.60 | 62,608.00 |         |
| 38                     | Hourly        | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.13     | 28.82     | 29.54     | 30.28     |         |
|                        | Appx. Bi-wkly | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,250.40  | 2,305.60  | 2,363.20  | 2,422.40  |         |
|                        | Appx. Monthly | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,875.87  | 4,995.47  | 5,120.27  | 5,248.53  |         |
|                        | Appx. Annual  | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,510.40 | 59,945.60 | 61,443.20 | 62,982.40 |         |
| 38T                    | Hourly        | 22.03     | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.13     | 28.82     | 29.54     | 30.28     |         |
|                        | Appx. Bi-wkly | 1,762.40  | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,249.60  | 2,305.60  | 2,363.20  | 2,422.40  |         |
|                        | Appx. Monthly | 3,818.53  | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,875.87  | 4,995.47  | 5,120.27  | 5,248.53  |         |
|                        | Appx. Annual  | 45,822.40 | 46,904.00 | 48,089.60 | 49,296.00 | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,489.60 | 59,945.60 | 61,443.20 | 62,982.40 |         |
| 38A                    | Hourly        | 22.30     | 22.84     | 23.41     | 24.02     | 24.61     | 25.20     | 25.81     | 26.47     | 27.14     | 27.82     | 28.47     | 29.19     | 29.91     | 30.66     |         |
|                        | Appx. Bi-wkly | 1,784.00  | 1,827.20  | 1,872.80  | 1,921.60  | 1,968.80  | 2,016.00  | 2,064.80  | 2,117.60  | 2,171.20  | 2,224.00  | 2,277.60  | 2,335.20  | 2,392.80  | 2,452.80  |         |
|                        | Appx. Monthly | 3,865.33  | 3,958.93  | 4,057.73  | 4,163.47  | 4,265.73  | 4,368.00  | 4,473.73  | 4,581.13  | 4,704.27  | 4,815.20  | 4,934.80  | 5,059.60  | 5,184.40  | 5,314.40  |         |
|                        | Appx. Annual  | 46,384.00 | 47,507.20 | 48,692.80 | 49,961.60 | 51,388.80 | 52,916.00 | 53,684.80 | 55,057.60 | 56,451.20 | 57,865.60 | 59,217.60 | 60,715.20 | 62,218.00 | 63,772.80 |         |
| 38C                    | Hourly        | 22.43     | 22.95     | 23.54     | 24.12     | 24.72     | 25.35     | 25.94     | 26.62     | 27.31     | 27.90     | 28.60     | 29.32     | 30.06     | 30.81     |         |
|                        | Appx. Bi-wkly | 1,794.40  | 1,836.00  | 1,883.20  | 1,929.60  | 1,977.60  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.00  | 2,232.00  | 2,288.00  | 2,345.60  | 2,404.80  | 2,464.80  |         |
|                        | Appx. Monthly | 3,887.87  | 3,978.00  | 4,080.27  | 4,180.80  | 4,284.80  | 4,394.00  | 4,496.27  | 4,614.13  | 4,733.73  | 4,836.00  | 4,957.33  | 5,082.13  | 5,210.40  | 5,340.00  |         |
|                        | Appx. Annual  | 46,654.40 | 47,736.00 | 48,963.20 | 50,169.60 | 51,417.60 | 52,728.00 | 53,955.20 | 55,369.60 | 56,804.80 | 58,032.00 | 59,488.00 | 60,985.60 | 62,524.80 | 64,084.80 |         |
| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
| 39                     | Hourly        | 22.55     | 23.12     | 23.70     | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.84     | 29.56     | 30.30     | 31.06     |         |
|                        | Appx. Bi-wkly | 1,804.00  | 1,849.60  | 1,896.00  | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,307.20  | 2,364.80  | 2,424.00  | 2,484.80  |         |
|                        | Appx. Monthly | 3,908.67  | 4,007.47  | 4,108.00  | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,998.93  | 5,123.73  | 5,252.00  | 5,383.73  |         |



| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 41A                    | Hourly        | 24.02     | 24.61     | 25.20     | 25.81     | 26.47     | 27.14     | 27.78     | 28.49     | 29.16     | 29.91     | 30.66     | 31.44     | 32.22     | 33.03     |         |
|                        | Appx. Bi-wkly | 1,921.60  | 1,968.80  | 2,016.00  | 2,064.80  | 2,117.60  | 2,171.20  | 2,222.40  | 2,279.20  | 2,332.80  | 2,392.80  | 2,452.80  | 2,515.20  | 2,577.60  | 2,642.40  |         |
|                        | Appx. Monthly | 4,163.47  | 4,265.73  | 4,368.00  | 4,473.73  | 4,588.13  | 4,704.27  | 4,815.20  | 4,938.27  | 5,054.40  | 5,184.40  | 5,314.40  | 5,449.60  | 5,584.80  | 5,725.20  |         |
|                        | Appx. Annual  | 49,961.60 | 51,188.80 | 52,416.00 | 53,684.80 | 55,057.60 | 56,451.20 | 57,882.40 | 59,259.20 | 60,652.80 | 62,212.80 | 63,772.80 | 65,395.20 | 67,017.60 | 68,702.40 |         |
| 41C                    | Hourly        | 24.12     | 24.72     | 25.35     | 25.94     | 26.62     | 27.31     | 27.90     | 28.63     | 29.31     | 30.03     | 30.83     | 31.59     | 32.38     | 33.19     |         |
|                        | Appx. Bi-wkly | 1,929.60  | 1,977.60  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.80  | 2,232.00  | 2,290.40  | 2,344.80  | 2,402.40  | 2,466.40  | 2,527.20  | 2,590.40  | 2,655.20  |         |
|                        | Appx. Monthly | 4,180.80  | 4,284.80  | 4,394.00  | 4,496.27  | 4,614.13  | 4,733.73  | 4,836.00  | 4,962.53  | 5,080.40  | 5,205.20  | 5,343.87  | 5,475.60  | 5,612.53  | 5,752.93  |         |
|                        | Appx. Annual  | 50,169.60 | 51,417.60 | 52,728.00 | 53,955.20 | 55,369.60 | 56,804.80 | 58,032.00 | 59,550.40 | 60,964.80 | 62,462.40 | 64,126.40 | 65,707.20 | 67,350.40 | 69,035.20 |         |
| 42                     | Hourly        | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.01     | 31.80     | 32.59     | 33.40     |         |
|                        | Appx. Bi-wkly | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,480.80  | 2,544.00  | 2,607.20  | 2,672.00  |         |
|                        | Appx. Monthly | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,375.07  | 5,512.00  | 5,648.93  | 5,789.33  |         |
|                        | Appx. Annual  | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,500.00 | 66,144.00 | 67,787.20 | 69,472.00 |         |
| 42T                    | Hourly        | 24.30     | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     |           |           |           |         |
|                        | Appx. Bi-wkly | 1,944.00  | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  |           |           |           |         |
|                        | Appx. Monthly | 4,212.00  | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  |           |           |           |         |
|                        | Appx. Annual  | 50,544.00 | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 |           |           |           |         |
| 42A                    | Hourly        | 24.61     | 25.20     | 25.81     | 26.47     | 27.14     | 27.78     | 28.49     | 29.16     | 29.91     | 30.64     | 31.40     | 32.18     | 32.99     | 33.81     |         |
|                        | Appx. Bi-wkly | 1,968.80  | 2,016.00  | 2,064.80  | 2,117.60  | 2,171.20  | 2,222.40  | 2,279.20  | 2,332.80  | 2,392.80  | 2,451.20  | 2,512.00  | 2,574.40  | 2,639.20  | 2,704.80  |         |
|                        | Appx. Monthly | 4,265.73  | 4,368.00  | 4,473.73  | 4,588.13  | 4,704.27  | 4,815.20  | 4,938.27  | 5,054.40  | 5,184.40  | 5,310.93  | 5,442.67  | 5,577.87  | 5,718.27  | 5,860.40  |         |
|                        | Appx. Annual  | 51,188.80 | 52,416.00 | 53,684.80 | 55,057.60 | 56,451.20 | 57,882.40 | 59,259.20 | 60,652.80 | 62,212.80 | 63,731.20 | 65,312.00 | 66,934.40 | 68,619.20 | 70,324.80 |         |
| 42C                    | Hourly        | 24.72     | 25.35     | 25.94     | 26.62     | 27.31     | 27.90     | 28.63     | 29.31     | 30.03     | 30.80     | 31.57     | 32.35     | 33.16     | 33.99     |         |
|                        | Appx. Bi-wkly | 1,977.60  | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.80  | 2,232.00  | 2,290.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,525.60  | 2,588.00  | 2,652.80  | 2,719.20  |         |
|                        | Appx. Monthly | 4,284.80  | 4,394.00  | 4,496.27  | 4,614.13  | 4,733.73  | 4,836.00  | 4,962.53  | 5,080.40  | 5,205.20  | 5,338.67  | 5,472.13  | 5,607.33  | 5,747.73  | 5,891.60  |         |
|                        | Appx. Annual  | 51,417.60 | 52,728.00 | 53,955.20 | 55,369.60 | 56,804.80 | 58,032.00 | 59,550.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,665.60 | 67,288.00 | 68,927.20 | 70,699.20 |         |
| 43                     | Hourly        | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.82     | 32.62     | 33.44     | 34.28     |         |
|                        | Appx. Bi-wkly | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,545.60  | 2,609.60  | 2,675.20  | 2,742.40  |         |
|                        | Appx. Monthly | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,515.47  | 5,654.13  | 5,795.27  | 5,941.87  |         |
|                        | Appx. Annual  | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,185.60 | 67,849.60 | 69,555.20 | 71,302.40 |         |
| 43T                    | Hourly        | 24.87     | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.81     |           |           |           |         |
|                        | Appx. Bi-wkly | 1,989.60  | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,544.80  |           |           |           |         |
|                        | Appx. Monthly | 4,310.80  | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,513.73  |           |           |           |         |
|                        | Appx. Annual  | 51,729.60 | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,164.80 |           |           |           |         |
| 43A                    | Hourly        | 25.20     | 25.81     | 26.47     | 27.14     | 27.78     | 28.49     | 29.16     | 29.91     | 30.64     | 31.43     | 32.20     | 33.02     | 33.85     | 34.70     |         |
|                        | Appx. Bi-wkly | 2,016.00  | 2,064.80  | 2,117.60  | 2,171.20  | 2,222.40  | 2,279.20  | 2,332.80  | 2,392.80  | 2,451.20  | 2,514.40  | 2,576.00  | 2,641.60  | 2,708.00  | 2,776.00  |         |
|                        | Appx. Monthly | 4,368.00  | 4,473.73  | 4,588.13  | 4,704.27  | 4,815.20  | 4,938.27  | 5,054.40  | 5,184.40  | 5,310.93  | 5,447.87  | 5,581.33  | 5,723.47  | 5,867.33  | 6,014.67  |         |
|                        | Appx. Annual  | 52,416.00 | 53,684.80 | 55,057.60 | 56,451.20 | 57,882.40 | 59,259.20 | 60,652.80 | 62,212.80 | 63,731.20 | 65,374.40 | 66,976.00 | 68,681.60 | 70,408.00 | 72,176.00 |         |
| 43C                    | Hourly        | 25.35     | 25.94     | 26.62     | 27.31     | 27.90     | 28.63     | 29.31     | 30.03     | 30.80     | 31.59     | 32.38     | 33.18     | 34.01     | 34.86     |         |
|                        | Appx. Bi-wkly | 2,028.00  | 2,075.20  | 2,129.60  | 2,184.80  | 2,232.00  | 2,290.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,527.20  | 2,590.40  | 2,654.40  | 2,720.80  | 2,788.80  |         |
|                        | Appx. Monthly | 4,394.00  | 4,496.27  | 4,614.13  | 4,733.73  | 4,836.00  | 4,962.53  | 5,080.40  | 5,205.20  | 5,338.67  | 5,475.60  | 5,612.53  | 5,751.20  | 5,895.07  | 6,042.40  |         |
|                        | Appx. Annual  | 52,728.00 | 53,955.20 | 55,369.60 | 56,804.80 | 58,032.00 | 59,550.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,707.20 | 67,350.40 | 69,014.40 | 70,740.80 | 72,508.80 |         |
| 44                     | Hourly        | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.36     | 34.19     | 35.04     |         |
|                        | Appx. Bi-wkly | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,668.80  | 2,735.20  | 2,803.20  |         |
|                        | Appx. Monthly | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,782.40  | 5,926.27  | 6,073.60  |         |
|                        | Appx. Annual  | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,388.80 | 71,115.20 | 72,883.20 |         |
| 44T                    | Hourly        | 25.50     | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.54     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,040.00  | 2,092.80  | 2,144.00  | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,603.20  |           |           |           |         |
|                        | Appx. Monthly | 4,420.00  | 4,534.40  | 4,645.33  | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,640.27  |           |           |           |         |
|                        | Appx. Annual  | 53,040.00 | 54,412.80 | 55,744.00 | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,683.20 |           |           |           |         |
| 44A                    | Hourly        | 25.81     | 26.47     | 27.14     | 27.78     | 28.49     | 29.16     | 29.91     | 30.64     | 31.43     | 32.15     | 32.95     | 33.77     | 34.62     | 35.49     |         |
|                        | Appx. Bi-wkly | 2,064.80  | 2,117.60  | 2,171.20  | 2,222.40  | 2,279.20  | 2,332.80  | 2,392.80  | 2,451.20  | 2,514.40  | 2,572.00  | 2,636.00  | 2,701.60  | 2,769.60  | 2,839.20  |         |
|                        | Appx. Monthly | 4,473.73  | 4,588.13  | 4,704.27  | 4,815.20  | 4,938.27  | 5,054.40  | 5,184.40  | 5,310.93  | 5,447.87  | 5,572.67  | 5,711.33  | 5,853.47  | 6,000.80  | 6,151.60  |         |
|                        | Appx. Annual  | 53,684.80 | 55,057.60 | 56,451.20 | 57,882.40 | 59,259.20 | 60,652.80 | 62,212.80 | 63,731.20 | 65,374.40 | 66,872.00 | 68,536.00 | 70,241.60 | 72,009.60 | 73,819.20 |         |
| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
| 44C                    | Hourly        | 25.94     | 26.62     | 27.31     | 27.90     | 28.63     | 29.31     | 30.03     | 30.80     | 31.59     | 32.32     | 33.11     | 33.95     | 34.79     | 35.66     |         |
|                        | Appx. Bi-wkly | 2,075.20  | 2,129.60  | 2,184.80  | 2,232.00  | 2,290.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,527.20  | 2,585.60  | 2,648.80  | 2,716.00  | 2,783.20  | 2,852.80  |         |
|                        | Appx. Monthly | 4,496.27  | 4,614.13  | 4,733.73  | 4,836.00  | 4,962.53  | 5,080.40  | 5,205.20  | 5,338.67  | 5,475.60  | 5,607.13  | 5,739.07  | 5,884.67  | 6,030.27  | 6,181.07  |         |
|                        | Appx. Annual  | 53,955.20 | 55,369.60 | 56,804.80 | 58,032.00 | 59,550.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,707.20 | 67,225.60 | 68,868.80 | 70,616.00 | 72,363.20 | 74,172.80 |         |
| 45                     | Hourly        | 26.16     | 26.80     | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.37     | 34.20     | 35.05     | 35.93     |         |



| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 47T                    | Hourly        | 27.43     | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.02     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,194.40  | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,801.60  |           |           |           |         |
|                        | Appx. Monthly | 4,754.53  | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,070.13  |           |           |           |         |
| Appx. Annual           |               | 57,054.40 | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,841.60 |           |           |           |         |
| 47A                    | Hourly        | 27.78     | 28.49     | 29.16     | 29.91     | 30.64     | 31.43     | 32.15     | 32.95     | 33.79     | 34.61     | 35.47     | 36.36     | 37.28     | 38.21     |         |
|                        | Appx. Bi-wkly | 2,222.40  | 2,279.20  | 2,332.80  | 2,392.80  | 2,451.20  | 2,514.40  | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,837.60  | 2,908.80  | 2,982.40  | 3,056.80  |         |
|                        | Appx. Monthly | 4,815.20  | 4,938.27  | 5,054.40  | 5,184.40  | 5,310.93  | 5,447.87  | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,148.13  | 6,302.40  | 6,461.87  | 6,623.07  |         |
| Appx. Annual           |               | 57,782.40 | 59,259.20 | 60,652.80 | 62,212.80 | 63,731.20 | 65,374.40 | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,777.60 | 75,628.80 | 77,542.40 | 79,476.80 |         |
| 47C                    | Hourly        | 27.90     | 28.63     | 29.31     | 30.03     | 30.80     | 31.59     | 32.32     | 33.11     | 33.97     | 34.76     | 35.65     | 36.52     | 37.43     | 38.37     |         |
|                        | Appx. Bi-wkly | 2,232.00  | 2,290.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,527.20  | 2,585.60  | 2,648.80  | 2,717.60  | 2,780.80  | 2,852.00  | 2,921.60  | 2,994.40  | 3,069.60  |         |
|                        | Appx. Monthly | 4,836.00  | 4,962.53  | 5,080.40  | 5,205.20  | 5,338.67  | 5,475.60  | 5,602.13  | 5,739.07  | 5,888.13  | 6,025.07  | 6,179.33  | 6,330.13  | 6,487.87  | 6,650.80  |         |
| Appx. Annual           |               | 58,032.00 | 59,550.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,707.20 | 67,225.60 | 68,868.80 | 70,657.60 | 72,300.80 | 74,152.00 | 75,961.60 | 77,854.40 | 79,809.60 |         |
| 48                     | Hourly        | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.93     | 36.82     | 37.75     | 38.69     |         |
|                        | Appx. Bi-wkly | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,874.40  | 2,945.60  | 3,020.00  | 3,095.20  |         |
|                        | Appx. Monthly | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,227.87  | 6,382.13  | 6,543.33  | 6,706.27  |         |
| Appx. Annual           |               | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,734.40 | 76,585.60 | 78,520.00 | 80,475.20 |         |
| 48T                    | Hourly        | 28.15     | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.93     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,252.00  | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,874.40  |           |           |           |         |
|                        | Appx. Monthly | 4,879.33  | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,227.87  |           |           |           |         |
| Appx. Annual           |               | 58,552.00 | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,734.40 |           |           |           |         |
| 48A                    | Hourly        | 28.49     | 29.16     | 29.91     | 30.64     | 31.43     | 32.15     | 32.95     | 33.79     | 34.61     | 35.49     | 36.37     | 37.28     | 38.21     | 39.17     |         |
|                        | Appx. Bi-wkly | 2,279.20  | 2,332.80  | 2,392.80  | 2,451.20  | 2,514.40  | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,909.60  | 2,982.40  | 3,056.80  | 3,133.60  |         |
|                        | Appx. Monthly | 4,938.27  | 5,054.40  | 5,184.40  | 5,310.93  | 5,447.87  | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,304.13  | 6,461.87  | 6,623.07  | 6,789.47  |         |
| Appx. Annual           |               | 59,259.20 | 60,652.80 | 62,212.80 | 63,731.20 | 65,374.40 | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,649.60 | 77,542.40 | 79,476.80 | 81,473.60 |         |
| 48C                    | Hourly        | 28.63     | 29.31     | 30.03     | 30.80     | 31.59     | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.55     | 37.47     | 38.41     | 39.37     |         |
|                        | Appx. Bi-wkly | 2,290.40  | 2,344.80  | 2,402.40  | 2,464.00  | 2,527.20  | 2,585.60  | 2,648.80  | 2,717.60  | 2,780.80  | 2,853.60  | 2,924.00  | 2,997.60  | 3,072.80  | 3,149.60  |         |
|                        | Appx. Monthly | 4,962.53  | 5,080.40  | 5,205.20  | 5,338.67  | 5,475.60  | 5,602.13  | 5,739.07  | 5,888.13  | 6,025.07  | 6,182.80  | 6,335.33  | 6,494.80  | 6,657.73  | 6,824.13  |         |
| Appx. Annual           |               | 59,550.40 | 60,964.80 | 62,462.40 | 64,064.00 | 65,707.20 | 67,225.60 | 68,868.80 | 70,657.60 | 72,300.80 | 74,193.60 | 76,024.00 | 77,937.60 | 79,892.80 | 81,889.60 |         |
| 49                     | Hourly        | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.78     | 37.70     | 38.65     | 39.62     |         |
|                        | Appx. Bi-wkly | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,942.40  | 3,016.00  | 3,092.00  | 3,169.60  |         |
|                        | Appx. Monthly | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,375.20  | 6,534.67  | 6,699.33  | 6,867.47  |         |
| Appx. Annual           |               | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,502.40 | 78,416.00 | 80,392.00 | 82,409.60 |         |
| 49T                    | Hourly        | 28.81     | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.80     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,304.80  | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,944.00  |           |           |           |         |
|                        | Appx. Monthly | 4,993.73  | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,378.67  |           |           |           |         |
| Appx. Annual           |               | 59,924.80 | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,544.00 |           |           |           |         |
| 49A                    | Hourly        | 29.16     | 29.91     | 30.64     | 31.43     | 32.15     | 32.95     | 33.79     | 34.61     | 35.49     | 36.34     | 37.23     | 38.18     | 39.14     | 40.12     |         |
|                        | Appx. Bi-wkly | 2,332.80  | 2,392.80  | 2,451.20  | 2,514.40  | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,978.40  | 3,054.40  | 3,131.20  | 3,209.60  |         |
|                        | Appx. Monthly | 5,054.40  | 5,184.40  | 5,310.93  | 5,447.87  | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,453.20  | 6,617.87  | 6,784.27  | 6,954.13  |         |
| Appx. Annual           |               | 60,652.80 | 62,212.80 | 63,731.20 | 65,374.40 | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,438.40 | 79,414.40 | 81,411.20 | 83,449.60 |         |
| 49C                    | Hourly        | 29.31     | 30.03     | 30.80     | 31.59     | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.52     | 37.43     | 38.36     | 39.32     | 40.30     |         |
|                        | Appx. Bi-wkly | 2,344.80  | 2,402.40  | 2,464.00  | 2,527.20  | 2,585.60  | 2,648.80  | 2,717.60  | 2,780.80  | 2,853.60  | 2,921.60  | 2,994.40  | 3,068.80  | 3,145.60  | 3,224.00  |         |
|                        | Appx. Monthly | 5,080.40  | 5,205.20  | 5,338.67  | 5,475.60  | 5,602.13  | 5,739.07  | 5,888.13  | 6,025.07  | 6,182.80  | 6,330.13  | 6,487.87  | 6,649.07  | 6,815.47  | 6,985.33  |         |
| Appx. Annual           |               | 60,964.80 | 62,462.40 | 64,064.00 | 65,707.20 | 67,225.60 | 68,868.80 | 70,657.60 | 72,300.80 | 74,193.60 | 75,961.60 | 77,854.40 | 79,788.80 | 81,785.60 | 83,824.00 |         |
| 50                     | Hourly        | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.69     | 38.64     | 39.59     | 40.58     |         |
|                        | Appx. Bi-wkly | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,015.20  | 3,091.20  | 3,167.20  | 3,246.40  |         |
|                        | Appx. Monthly | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,532.93  | 6,697.60  | 6,862.27  | 7,033.87  |         |
| Appx. Annual           |               | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,395.20 | 80,371.20 | 82,347.20 | 84,406.40 |         |
| 50T                    | Hourly        | 29.54     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.68     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,363.20  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,014.40  |           |           |           |         |
|                        | Appx. Monthly | 5,120.27  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,531.20  |           |           |           |         |
| Appx. Annual           |               | 61,443.20 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,374.40 |           |           |           |         |
| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
| 50A                    | Hourly        | 29.91     | 30.64     | 31.43     | 32.15     | 32.95     | 33.79     | 34.61     | 35.49     | 36.34     | 37.21     | 38.17     | 39.11     | 40.09     | 41.09     |         |
|                        | Appx. Bi-wkly | 2,392.80  | 2,451.20  | 2,514.40  | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,976.80  | 3,053.60  | 3,128.80  | 3,207.20  | 3,287.20  |         |
|                        | Appx. Monthly | 5,184.40  | 5,310.93  | 5,447.87  | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,449.73  | 6,616.13  | 6,779.07  | 6,948.93  | 7,122.27  |         |
| Appx. Annual           |               | 62,212.80 | 63,731.20 | 65,374.40 | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,396.80 | 79,393.60 | 81,348.80 | 83,387.20 | 85,467.20 |         |
| 50C                    | Hourly        | 30.03     | 30.80     | 31.59     | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.52     | 37.41     | 38.33     | 39.29     | 40.28     | 41.29     |         |
|                        | Appx. Bi-wkly | 2,402.40  | 2,464.00  | 2,52      |           |           |           |           |           |           |           |           |           |           |           |         |





| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 53                     | Hourly        | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.56     | 41.58     | 42.62     | 43.69     |           |
|                        | Appx. Bi-wkly | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.80  | 3,326.40  | 3,409.60  | 3,495.20  |           |
|                        | Appx. Monthly | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,030.40  | 7,207.20  | 7,387.47  | 7,572.93  |           |
|                        | Appx. Annual  | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,364.80 | 86,486.40 | 88,649.60 | 90,875.20 |           |
| 53T                    | Hourly        | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     |           |
|                        | Appx. Bi-wkly | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.00  | 3,408.00  | 3,496.00  |           |
|                        | Appx. Monthly | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,202.67  | 7,379.67  | 7,559.67  |           |
|                        | Appx. Annual  | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.00 | 88,608.00 | 90,832.00 |           |
| 53A                    | Hourly        | 32.15     | 32.95     | 33.79     | 34.61     | 35.49     | 36.34     | 37.21     | 38.16     | 39.09     | 40.08     | 41.08     | 42.11     | 43.16     | 44.24     |           |
|                        | Appx. Bi-wkly | 2,572.00  | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,976.80  | 3,052.80  | 3,127.20  | 3,206.40  | 3,286.40  | 3,368.80  | 3,452.80  | 3,539.20  |           |
|                        | Appx. Monthly | 5,572.67  | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,449.73  | 6,614.40  | 6,775.60  | 6,942.20  | 7,120.53  | 7,299.07  | 7,481.07  | 7,668.27  |           |
|                        | Appx. Annual  | 66,872.00 | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,396.80 | 79,372.80 | 81,307.20 | 83,366.40 | 85,446.40 | 87,588.80 | 89,772.80 | 92,019.20 |           |
| 53C                    | Hourly        | 32.32     | 33.11     | 33.97     | 34.76     | 35.67     | 36.52     | 37.41     | 38.32     | 39.30     | 40.27     | 41.28     | 42.32     | 43.38     | 44.46     |           |
|                        | Appx. Bi-wkly | 2,585.60  | 2,648.80  | 2,717.60  | 2,780.80  | 2,853.60  | 2,921.60  | 2,992.80  | 3,065.60  | 3,144.00  | 3,221.60  | 3,302.40  | 3,385.60  | 3,470.40  | 3,556.80  |           |
|                        | Appx. Monthly | 5,602.13  | 5,739.07  | 5,888.13  | 6,025.07  | 6,182.80  | 6,330.13  | 6,484.40  | 6,642.13  | 6,812.00  | 6,980.13  | 7,155.20  | 7,335.47  | 7,519.20  | 7,706.40  |           |
|                        | Appx. Annual  | 67,225.60 | 68,868.80 | 70,657.60 | 72,300.80 | 74,193.60 | 75,961.60 | 77,812.80 | 79,705.60 | 81,744.00 | 83,761.60 | 85,862.40 | 88,025.60 | 90,230.40 | 92,476.80 |           |
| 54                     | Hourly        | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     |           |
|                        | Appx. Bi-wkly | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.00  | 3,408.00  | 3,496.00  | 3,580.00  |           |
|                        | Appx. Monthly | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  |           |
|                        | Appx. Annual  | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.00 | 88,608.00 | 90,812.80 | 93,080.00 |           |
| 54E                    | Hourly        | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     | 45.87     |
|                        | Appx. Bi-wkly | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.00  | 3,408.00  | 3,496.00  | 3,580.00  | 3,669.60  |
|                        | Appx. Monthly | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  | 7,950.80  |
|                        | Appx. Annual  | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.00 | 88,608.00 | 90,812.80 | 93,080.00 | 95,409.60 |
| 54T                    | Hourly        | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     |           |
|                        | Appx. Bi-wkly | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.00  | 3,408.00  | 3,496.00  | 3,580.00  |           |
|                        | Appx. Monthly | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  |           |
|                        | Appx. Annual  | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.00 | 88,608.00 | 90,812.80 | 93,080.00 | 95,409.60 |
| 54A                    | Hourly        | 32.95     | 33.79     | 34.61     | 35.49     | 36.34     | 37.21     | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.13     | 44.21     | 45.32     |           |
|                        | Appx. Bi-wkly | 2,636.00  | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,976.80  | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,450.40  | 3,536.80  | 3,625.60  |           |
|                        | Appx. Monthly | 5,711.33  | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,449.73  | 6,614.40  | 6,775.60  | 6,942.20  | 7,118.80  | 7,295.60  | 7,475.87  | 7,663.07  | 7,855.47  |           |
|                        | Appx. Annual  | 68,536.00 | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,396.80 | 79,372.80 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,710.40 | 91,956.80 | 94,265.60 |           |
| 54C                    | Hourly        | 33.11     | 33.97     | 34.76     | 35.67     | 36.52     | 37.41     | 38.32     | 39.30     | 40.27     | 41.27     | 42.29     | 43.35     | 44.43     | 45.54     |           |
|                        | Appx. Bi-wkly | 2,648.80  | 2,717.60  | 2,780.80  | 2,853.60  | 2,921.60  | 2,992.80  | 3,065.60  | 3,144.00  | 3,221.60  | 3,301.60  | 3,383.20  | 3,468.00  | 3,554.40  | 3,643.20  |           |
|                        | Appx. Monthly | 5,739.07  | 5,888.13  | 6,025.07  | 6,182.80  | 6,330.13  | 6,484.40  | 6,642.13  | 6,812.00  | 6,980.13  | 7,153.47  | 7,330.27  | 7,514.00  | 7,701.20  | 7,893.60  |           |
|                        | Appx. Annual  | 68,868.80 | 70,657.60 | 72,300.80 | 74,193.60 | 75,961.60 | 77,812.80 | 79,705.60 | 81,744.00 | 83,761.60 | 85,841.60 | 87,963.20 | 90,168.00 | 92,414.40 | 94,723.20 |           |
| 55                     | Hourly        | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     | 45.87     |           |
|                        | Appx. Bi-wkly | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.00  | 3,408.00  | 3,492.80  | 3,580.00  | 3,669.60  |           |
|                        | Appx. Monthly | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  | 7,950.80  | 8,150.13  |
|                        | Appx. Annual  | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.00 | 88,608.00 | 90,812.80 | 93,080.00 | 95,409.60 | 97,801.60 |
| 55E                    | Hourly        | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     | 45.87     | 47.02     |
|                        | Appx. Bi-wkly | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.00  | 3,408.00  | 3,492.80  | 3,580.00  | 3,669.60  | 3,761.60  |
|                        | Appx. Monthly | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  | 7,950.80  | 8,150.13  |
|                        | Appx. Annual  | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.00 | 88,608.00 | 90,812.80 | 93,080.00 | 95,409.60 | 97,801.60 |
| 55T                    | Hourly        | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66     | 44.75     | 45.87     |           |
|                        | Appx. Bi-wkly | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.00  | 3,408.00  | 3,492.80  | 3,580.00  | 3,669.60  |           |
|                        | Appx. Monthly | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73  | 7,756.67  | 7,950.80  | 8,150.13  |
|                        | Appx. Annual  | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.00 | 88,608.00 | 90,812.80 | 93,080.00 | 95,409.60 | 97,801.60 |
| 55A                    | Hourly        | 33.79     | 34.61     | 35.49     | 36.34     | 37.21     | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.22     | 45.32     | 46.45     |           |
|                        | Appx. Bi-wkly | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,976.80  | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,537.60  | 3,625.60  | 3,716.00  |           |
|                        | Appx. Monthly | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,449.73  | 6,614.40  | 6,775.60  | 6,942.20  | 7,118.80  | 7,295.60  | 7,477.60  | 7,664.80  | 7,855.47  | 8,051.33  | 8,252.40  |
|                        | Appx. Annual  | 70,283.20 | 71,988.80 | 73,819.20 | 75,587.20 | 77,396.80 | 79,372.80 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,710.40 | 91,977.60 | 94,265.60 | 96,616.00 | 99,028.80 |
| Ranges Eff. 02/22/2025 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   |           |
|                        | 55AE          | Hourly    | 33.79     | 34.61     | 35.49     | 36.34     | 37.21     | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.22     | 45.32     | 46.45     |
| 55C                    | Appx. Bi-wkly | 2,703.20  | 2,768.80  | 2,839.20  | 2,907.20  | 2,976.80  | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,537.60  | 3,625.60  | 3,716.00  | 3,808.80  |
|                        | Appx. Monthly | 5,856.93  | 5,999.07  | 6,151.60  | 6,298.93  | 6,449.73  | 6,614.40  | 6,775.60  | 6,942.20  | 7,118.80  | 7,295.60  | 7         |           |           |           |           |



| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|
| 58                     | Hourly        | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.87      | 47.02      | 48.19      | 49.39      |            |
|                        | Appx. Bi-wkly | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,669.60   | 3,761.60   | 3,855.20   | 3,951.20   |            |
|                        | Appx. Monthly | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,950.80   | 8,150.13   | 8,352.93   | 8,560.93   |            |
|                        | Appx. Annual  | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,409.60  | 97,801.60  | 100,235.20 | 102,731.20 |            |
| 58E                    | Hourly        | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.87      | 47.02      | 48.18      | 49.39      | 50.62      |
|                        | Appx. Bi-wkly | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,669.60   | 3,761.60   | 3,854.40   | 3,951.20   | 4,049.60   |
|                        | Appx. Monthly | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,950.80   | 8,150.13   | 8,351.20   | 8,560.93   | 8,774.13   |
|                        | Appx. Annual  | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,409.60  | 97,801.60  | 100,214.40 | 102,731.20 | 105,289.60 |
| 58T                    | Hourly        | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.86      |            |            | 0.00       |            |
|                        | Appx. Bi-wkly | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,668.80   |            |            |            |            |
|                        | Appx. Monthly | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,949.07   |            |            |            |            |
|                        | Appx. Annual  | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,388.80  |            |            |            |            |
| 58A                    | Hourly        | 36.34     | 37.21     | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.19     | 45.30     | 46.43      | 47.61      | 48.79      | 50.01      |            |
|                        | Appx. Bi-wkly | 2,907.20  | 2,976.80  | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,535.20  | 3,624.00  | 3,714.40   | 3,808.80   | 3,903.20   | 4,000.80   |            |
|                        | Appx. Monthly | 6,298.93  | 6,449.73  | 6,614.40  | 6,775.60  | 6,947.20  | 7,118.80  | 7,295.60  | 7,477.60  | 7,659.60  | 7,852.00  | 8,047.87   | 8,252.40   | 8,456.93   | 8,668.40   |            |
|                        | Appx. Annual  | 75,587.20 | 77,396.80 | 79,372.80 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,731.20 | 91,915.20 | 94,224.00 | 96,574.40  | 99,028.80  | 101,483.20 | 104,020.80 |            |
| 58C                    | Hourly        | 36.52     | 37.41     | 38.32     | 39.30     | 40.27     | 41.27     | 42.29     | 43.35     | 44.41     | 45.54     | 46.68      | 47.85      | 49.05      | 50.28      |            |
|                        | Appx. Bi-wkly | 2,921.60  | 2,992.80  | 3,065.60  | 3,144.00  | 3,221.60  | 3,301.60  | 3,383.20  | 3,468.00  | 3,552.80  | 3,643.20  | 3,734.40   | 3,828.00   | 3,924.00   | 4,022.40   |            |
|                        | Appx. Monthly | 6,330.13  | 6,484.40  | 6,642.13  | 6,812.00  | 6,980.13  | 7,153.47  | 7,330.27  | 7,514.00  | 7,697.73  | 7,893.60  | 8,091.20   | 8,294.00   | 8,502.00   | 8,715.20   |            |
|                        | Appx. Annual  | 75,961.60 | 77,812.80 | 79,705.60 | 81,744.00 | 83,761.60 | 85,841.60 | 87,963.20 | 90,168.00 | 92,372.80 | 94,723.20 | 97,094.40  | 99,528.00  | 102,024.00 | 104,582.40 |            |
| 59                     | Hourly        | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 46.98      | 48.15      | 49.36      | 50.59      |            |
|                        | Appx. Bi-wkly | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,758.40   | 3,852.00   | 3,948.80   | 4,047.20   |            |
|                        | Appx. Monthly | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,143.20   | 8,346.00   | 8,555.73   | 8,768.93   |            |
|                        | Appx. Annual  | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,718.40  | 100,152.00 | 102,668.80 | 105,227.20 |            |
| 59E                    | Hourly        | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 46.98      | 48.15      | 49.36      | 50.59      | 51.85      |
|                        | Appx. Bi-wkly | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,758.40   | 3,852.00   | 3,948.80   | 4,047.20   | 4,148.00   |
|                        | Appx. Monthly | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,143.20   | 8,346.00   | 8,555.73   | 8,768.93   | 8,987.33   |
|                        | Appx. Annual  | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,718.40  | 100,152.00 | 102,668.80 | 105,227.20 | 107,848.00 |
| 59T                    | Hourly        | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 46.99      | 48.15      | 49.36      | 50.59      |            |
|                        | Appx. Bi-wkly | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,759.20   | 3,852.00   | 3,948.80   | 4,047.20   |            |
|                        | Appx. Monthly | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,144.93   | 8,346.00   | 8,555.73   | 8,768.93   |            |
|                        | Appx. Annual  | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,739.20  |            |            |            |            |
| 59A                    | Hourly        | 37.21     | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.19     | 45.30     | 46.40     | 47.59      | 48.77      | 49.99      | 51.24      |            |
|                        | Appx. Bi-wkly | 2,976.80  | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,535.20  | 3,624.00  | 3,712.00  | 3,807.20   | 3,901.60   | 3,999.20   | 4,099.20   |            |
|                        | Appx. Monthly | 6,449.73  | 6,614.40  | 6,775.60  | 6,947.20  | 7,118.80  | 7,295.60  | 7,477.60  | 7,659.60  | 7,852.00  | 8,042.67  | 8,248.93   | 8,453.47   | 8,664.93   | 8,881.60   |            |
|                        | Appx. Annual  | 77,396.80 | 79,372.80 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,731.20 | 91,915.20 | 94,224.00 | 96,512.00 | 98,987.20  | 101,441.60 | 103,979.20 | 106,579.20 |            |
| 59C                    | Hourly        | 37.41     | 38.32     | 39.30     | 40.27     | 41.27     | 42.29     | 43.35     | 44.41     | 45.54     | 46.65     | 47.79      | 48.99      | 50.22      | 51.48      |            |
|                        | Appx. Bi-wkly | 2,992.80  | 3,065.60  | 3,144.00  | 3,221.60  | 3,301.60  | 3,383.20  | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00  | 3,823.20   | 3,919.20   | 4,017.60   | 4,118.40   |            |
|                        | Appx. Monthly | 6,484.40  | 6,642.13  | 6,812.00  | 6,980.13  | 7,153.47  | 7,330.27  | 7,514.00  | 7,697.73  | 7,893.60  | 8,086.00  | 8,283.60   | 8,491.60   | 8,704.80   | 8,923.20   |            |
|                        | Appx. Annual  | 77,812.80 | 79,705.60 | 81,744.00 | 83,761.60 | 85,841.60 | 87,963.20 | 90,168.00 | 92,372.80 | 94,723.20 | 97,032.00 | 99,403.20  | 101,899.20 | 104,457.60 | 107,078.40 |            |
| 60                     | Hourly        | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02     | 48.19      | 49.42      | 50.66      | 51.93      |            |
|                        | Appx. Bi-wkly | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60  | 3,855.20   | 3,953.60   | 4,052.80   | 4,154.40   |            |
|                        | Appx. Monthly | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13  | 8,352.93   | 8,561.13   | 8,781.07   | 9,001.20   |            |
|                        | Appx. Annual  | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60 | 100,235.20 | 102,793.60 | 105,372.80 | 108,014.40 |            |
| 60T                    | Hourly        | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02     | 48.20      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60  | 3,856.00   |            |            |            |            |
|                        | Appx. Monthly | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13  | 8,354.67   |            |            |            |            |
|                        | Appx. Annual  | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60 | 100,256.00 |            |            |            |            |
| 60A                    | Hourly        | 38.16     | 39.09     | 40.08     | 41.07     | 42.09     | 43.14     | 44.19     | 45.30     | 46.40     | 47.62     | 48.80      | 50.01      | 51.26      | 52.54      |            |
|                        | Appx. Bi-wkly | 3,052.80  | 3,127.20  | 3,206.40  | 3,285.60  | 3,367.20  | 3,451.20  | 3,535.20  | 3,624.00  | 3,712.00  | 3,809.60  | 3,904.00   | 4,000.80   | 4,100.80   | 4,203.20   |            |
|                        | Appx. Monthly | 6,614.40  | 6,775.60  | 6,947.20  | 7,118.80  | 7,295.60  | 7,477.60  | 7,659.60  | 7,852.00  | 8,042.67  | 8,254.13  | 8,458.67   | 8,668.40   | 8,885.07   | 9,106.93   |            |
|                        | Appx. Annual  | 79,372.80 | 81,307.20 | 83,366.40 | 85,425.60 | 87,547.20 | 89,731.20 | 91,915.20 | 94,224.00 | 96,512.00 | 99,049.60 | 101,504.00 | 104,020.80 | 106,620.80 | 109,283.20 |            |
| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    |
| 60C                    | Hourly        | 38.32     | 39.30     | 40.27     | 41.27     | 42.29     | 43.35     | 44.41     | 45.54     | 46.65     | 47.85     | 49.05      | 50.27      | 51.53      | 52.82      |            |
|                        | Appx. Bi-wkly | 3,065.60  | 3,144.00  | 3,221.60  | 3,301.60  | 3,383.20  | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00  | 3,828.00  | 3,924.00   | 4,021.60   | 4,122.40   | 4,226.60   |            |
|                        | Appx. Monthly | 6,642.13  | 6,812.00  | 6,980.13  | 7,153.47  | 7,330.27  | 7,514.00  | 7,697.73  | 7,893.60  | 8,086.00  | 8,294.00  | 8,502.00   | 8,713.47   | 8,931.87   | 9,155.47   |            |
|                        | Appx. Annual  | 79,705.60 | 81,744.00 | 83,761.60 | 85,841.60 | 87,963.20 | 90,168.00 | 92,372.80 | 94,723.20 | 97,032.00 | 99,528.00 | 102,024.00 | 104,561.60 | 107,182.40 | 109,865.60 |            |
| 61                     | Hourly        | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02     | 48.       |            |            |            |            |            |



| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 63                     | Hourly        | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84      | 47.02      | 48.13      | 49.39      | 50.56      | 51.82      | 53.12      | 54.45      | 55.81      |            |
|                        | Appx. Bi-wkly | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20   | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,145.60   | 4,249.60   | 4,356.00   | 4,464.80   | 4,580.80   |
|                        | Appx. Monthly | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60   | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,982.13   | 9,207.47   | 9,438.00   | 9,673.73   | 9,916.00   |
|                        | Appx. Annual  | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20  | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,785.60 | 110,489.60 | 113,256.00 | 116,084.80 | 119,000.80 |
| 63E                    | Hourly        | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84      | 47.02      | 48.13      | 49.39      | 50.56      | 51.82      | 53.12      | 54.45      | 55.86      | 57.26      |
|                        | Appx. Bi-wkly | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20   | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,145.60   | 4,249.60   | 4,356.00   | 4,468.80   | 4,580.80   |
|                        | Appx. Monthly | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60   | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,982.13   | 9,207.47   | 9,438.00   | 9,682.40   | 9,925.07   |
|                        | Appx. Annual  | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20  | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,785.60 | 110,489.60 | 113,256.00 | 116,188.80 | 119,100.80 |
| 63T                    | Hourly        | 40.55     | 41.56     | 42.60     | 43.64     | 44.74     | 45.84      | 47.02      | 48.13      | 49.39      | 50.56      | 51.82      | 0.00       |            |            |            |
|                        | Appx. Bi-wkly | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20   | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,145.60   | 0.00       |            |            |            |
|                        | Appx. Monthly | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60   | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,982.13   | 0.00       |            |            |            |
|                        | Appx. Annual  | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20  | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,785.60 | 0.00       |            |            |            |
| 63A                    | Hourly        | 41.07     | 42.09     | 43.14     | 44.19     | 45.30     | 46.40      | 47.62      | 48.74      | 49.98      | 51.17      | 52.47      | 53.79      | 55.14      | 56.52      |            |
|                        | Appx. Bi-wkly | 3,285.60  | 3,367.20  | 3,451.20  | 3,535.20  | 3,624.00  | 3,712.00   | 3,809.60   | 3,899.20   | 3,998.40   | 4,093.60   | 4,197.60   | 4,303.20   | 4,411.20   | 4,521.60   | 4,634.40   |
|                        | Appx. Monthly | 7,118.80  | 7,295.60  | 7,477.60  | 7,659.60  | 7,852.00  | 8,042.67   | 8,254.13   | 8,448.27   | 8,663.20   | 8,869.47   | 9,094.80   | 9,323.60   | 9,557.60   | 9,796.80   | 10,041.60  |
|                        | Appx. Annual  | 85,425.60 | 87,547.20 | 89,731.20 | 91,915.20 | 94,224.00 | 96,512.00  | 99,049.60  | 101,379.20 | 103,958.40 | 106,433.60 | 109,137.60 | 111,883.20 | 114,691.20 | 117,561.60 | 120,496.80 |
| 63C                    | Hourly        | 41.27     | 42.29     | 43.35     | 44.41     | 45.54     | 46.65      | 47.85      | 48.97      | 50.23      | 51.43      | 52.72      | 54.03      | 55.38      | 56.76      |            |
|                        | Appx. Bi-wkly | 3,301.60  | 3,383.20  | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00   | 3,828.00   | 3,917.60   | 4,018.40   | 4,114.40   | 4,217.60   | 4,322.40   | 4,430.40   | 4,540.80   | 4,652.80   |
|                        | Appx. Monthly | 7,153.47  | 7,330.27  | 7,514.00  | 7,697.73  | 7,893.60  | 8,086.00   | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,138.13   | 9,365.20   | 9,599.20   | 9,838.40   | 10,082.40  |
|                        | Appx. Annual  | 85,841.60 | 87,963.20 | 90,168.00 | 92,372.80 | 94,723.20 | 97,032.00  | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,657.60 | 112,382.40 | 115,190.40 | 118,060.80 | 120,980.80 |
| 64                     | Hourly        | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.06      | 54.38      | 55.73      | 57.12      |            |
|                        | Appx. Bi-wkly | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,244.80   | 4,350.40   | 4,458.40   | 4,569.60   | 4,683.20   |
|                        | Appx. Monthly | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,197.07   | 9,425.87   | 9,659.87   | 9,900.80   | 10,148.80  |
|                        | Appx. Annual  | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,364.80 | 113,110.40 | 115,918.40 | 118,809.60 | 121,780.80 |
| 64E                    | Hourly        | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.06      | 54.38      | 55.75      | 57.15      | 58.58      |
|                        | Appx. Bi-wkly | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,244.80   | 4,350.40   | 4,460.00   | 4,572.00   | 4,686.40   |
|                        | Appx. Monthly | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,197.07   | 9,425.87   | 9,663.33   | 9,906.00   | 10,153.87  |
|                        | Appx. Annual  | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,364.80 | 113,110.40 | 115,960.00 | 118,872.00 | 121,846.40 |
| 64T                    | Hourly        | 41.56     | 42.60     | 43.64     | 44.74     | 45.84     | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.07      | 54.38      | 55.73      | 57.14      | 58.58      |
|                        | Appx. Bi-wkly | 3,324.80  | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,245.60   | 4,350.40   | 4,458.40   | 4,569.60   | 4,683.20   |
|                        | Appx. Monthly | 7,203.73  | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,198.80   | 9,425.87   | 9,659.87   | 9,900.80   | 10,153.87  |
|                        | Appx. Annual  | 86,444.80 | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,385.60 | 113,110.40 | 115,960.00 | 118,872.00 | 121,846.40 |
| 64A                    | Hourly        | 42.09     | 43.14     | 44.19     | 45.30     | 46.40     | 47.62      | 48.74      | 49.98      | 51.17      | 52.43      | 53.71      | 55.06      | 56.43      | 57.84      |            |
|                        | Appx. Bi-wkly | 3,367.20  | 3,451.20  | 3,535.20  | 3,624.00  | 3,712.00  | 3,809.60   | 3,899.20   | 3,998.40   | 4,093.60   | 4,194.40   | 4,296.80   | 4,400.80   | 4,514.40   | 4,627.20   | 4,741.60   |
|                        | Appx. Monthly | 7,295.60  | 7,477.60  | 7,659.60  | 7,852.00  | 8,042.67  | 8,254.13   | 8,448.27   | 8,663.20   | 8,869.47   | 9,087.87   | 9,309.73   | 9,543.73   | 9,781.20   | 10,025.60  | 10,270.40  |
|                        | Appx. Annual  | 87,547.20 | 89,731.20 | 91,915.20 | 94,224.00 | 96,512.00 | 99,049.60  | 101,379.20 | 103,958.40 | 106,433.60 | 109,054.40 | 111,716.80 | 114,528.80 | 117,374.40 | 120,307.20 | 123,320.80 |
| 64C                    | Hourly        | 42.29     | 43.35     | 44.41     | 45.54     | 46.65     | 47.85      | 48.97      | 50.23      | 51.43      | 52.66      | 54.00      | 55.35      | 56.74      | 58.16      |            |
|                        | Appx. Bi-wkly | 3,383.20  | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00  | 3,828.00   | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,320.00   | 4,428.00   | 4,539.20   | 4,652.80   | 4,768.00   |
|                        | Appx. Monthly | 7,330.27  | 7,514.00  | 7,697.73  | 7,893.60  | 8,086.00  | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,360.00   | 9,594.00   | 9,834.93   | 10,081.07  | 10,338.40  |
|                        | Appx. Annual  | 87,963.20 | 90,168.00 | 92,372.80 | 94,723.20 | 97,032.00 | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,200.00 | 114,984.00 | 117,816.00 | 120,700.80 | 123,638.40 |
| 65                     | Hourly        | 42.60     | 43.64     | 44.74     | 45.84     | 47.02     | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.82      | 57.22      | 58.65      |            |
|                        | Appx. Bi-wkly | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60  | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,465.60   | 4,577.60   | 4,692.00   | 4,808.00   |
|                        | Appx. Monthly | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13  | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,675.47   | 9,918.13   | 10,166.00  | 10,419.60  |
|                        | Appx. Annual  | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60 | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,105.60 | 119,017.60 | 121,992.00 | 125,028.80 |
| 65E                    | Hourly        | 42.60     | 43.67     | 44.73     | 45.86     | 46.99     | 48.20      | 49.33      | 50.62      | 51.82      | 53.07      | 54.39      | 55.74      | 57.14      | 58.58      | 60.04      |
|                        | Appx. Bi-wkly | 3,408.00  | 3,493.60  | 3,578.40  | 3,668.80  | 3,759.20  | 3,856.00   | 3,946.40   | 4,049.60   | 4,145.60   | 4,249.60   | 4,351.20   | 4,459.20   | 4,571.20   | 4,686.40   | 4,803.20   |
|                        | Appx. Monthly | 7,384.00  | 7,569.47  | 7,753.20  | 7,949.07  | 8,144.93  | 8,354.67   | 8,550.53   | 8,774.13   | 8,982.13   | 9,198.80   | 9,427.60   | 9,661.60   | 9,904.27   | 10,153.87  | 10,406.93  |
|                        | Appx. Annual  | 88,608.00 | 90,833.60 | 93,038.40 | 95,388.80 | 97,739.20 | 100,256.00 | 102,606.40 | 105,289.60 | 108,128.00 | 110,385.60 | 113,131.20 | 115,939.20 | 118,851.20 | 121,846.40 | 124,883.20 |
| 65T                    | Hourly        | 42.60     | 43.64     | 44.74     | 45.84     | 47.02     | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.82      | 57.22      | 58.65      |            |
|                        | Appx. Bi-wkly | 3,408.00  | 3,491.20  | 3,579.20  | 3,667.20  | 3,761.60  | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,465.60   | 4,577.60   | 4,692.00   | 4,808.00   |
|                        | Appx. Monthly | 7,384.00  | 7,564.27  | 7,754.93  | 7,945.60  | 8,150.13  | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,675.47   | 9,918.13   | 10,166.00  | 10,419.60  |
|                        | Appx. Annual  | 88,608.00 | 90,771.20 | 93,059.20 | 95,347.20 | 97,801.60 | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,105.60 | 119,017.60 | 121,992.00 | 125,028.80 |
| 65CE                   | Hourly        | 43.35     | 44.41     | 45.54     | 46.65     | 47.85     | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.78      | 58.21      | 59.67      | 61.16      |
|                        | Appx. Bi-wkly | 3,468.00  | 3,552.80  | 3,643.20  | 3,732.00  | 3,828.00  | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,542.40   | 4,656.8    |            |            |



| Ranges Eff. 02/22/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 67T                    | Hourly        | 44.74      | 45.84      | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,579.20   | 3,667.20   | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   |            |            |            |            |
|                        | Appx. Monthly | 7,754.93   | 7,945.60   | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   |            |            |            |            |
|                        | Appx. Annual  | 93,059.20  | 95,347.20  | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 |            |            |            |            |
| 67A                    | Hourly        | 45.30      | 46.40      | 47.62      | 48.74      | 49.98      | 51.17      | 52.43      | 53.78      | 55.14      | 56.50      | 57.92      | 59.37      | 60.85      | 62.37      |            |
|                        | Appx. Bi-wkly | 3,624.00   | 3,712.00   | 3,809.60   | 3,899.20   | 3,998.40   | 4,093.60   | 4,194.40   | 4,302.40   | 4,411.20   | 4,520.00   | 4,633.60   | 4,749.60   | 4,868.00   | 4,989.60   |            |
|                        | Appx. Monthly | 7,852.00   | 8,042.67   | 8,254.13   | 8,448.27   | 8,663.20   | 8,869.47   | 9,087.87   | 9,321.87   | 9,567.60   | 9,793.33   | 10,039.47  | 10,290.80  | 10,547.33  | 10,810.80  |            |
|                        | Appx. Annual  | 94,224.00  | 96,512.00  | 99,049.60  | 101,379.20 | 103,958.40 | 106,433.60 | 109,054.40 | 111,862.40 | 114,691.20 | 117,520.00 | 120,473.60 | 123,489.60 | 126,568.00 | 129,729.60 |            |
| 67C                    | Hourly        | 45.54      | 46.65      | 47.85      | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.77      | 58.21      | 59.66      | 61.14      | 62.67      |            |
|                        | Appx. Bi-wkly | 3,643.20   | 3,732.00   | 3,828.00   | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,891.20   | 5,013.60   |            |
|                        | Appx. Monthly | 7,893.60   | 8,086.00   | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,597.60  | 10,862.80  |            |
|                        | Appx. Annual  | 94,723.20  | 97,032.00  | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,171.20 | 130,353.60 |            |
| 67CE                   | Hourly        | 45.54      | 46.65      | 47.85      | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.77      | 58.21      | 59.66      | 61.14      | 62.67      | 64.24      |
|                        | Appx. Bi-wkly | 3,643.20   | 3,732.00   | 3,828.00   | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,891.20   | 5,013.60   | 5,139.20   |
|                        | Appx. Monthly | 7,893.60   | 8,086.00   | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,597.60  | 10,862.80  | 11,134.93  |
|                        | Appx. Annual  | 94,723.20  | 97,032.00  | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,171.20 | 130,353.60 | 133,619.20 |
| 68                     | Hourly        | 45.84      | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.62      | 60.08      | 61.58      | 63.12      |            |
|                        | Appx. Bi-wkly | 3,667.20   | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,689.60   | 4,806.40   | 4,926.40   | 5,049.60   |            |
|                        | Appx. Monthly | 7,945.60   | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,160.80  | 10,413.87  | 10,673.87  | 10,940.80  |            |
|                        | Appx. Annual  | 95,347.20  | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,929.60 | 124,966.40 | 128,086.40 | 131,289.60 |            |
| 68T                    | Hourly        | 45.84      | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,667.20   | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   |            |            |            |            |
|                        | Appx. Monthly | 7,945.60   | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  |            |            |            |            |
|                        | Appx. Annual  | 95,347.20  | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 |            |            |            |            |
| 68A                    | Hourly        | 46.40      | 47.62      | 48.74      | 49.98      | 51.17      | 52.43      | 53.78      | 55.14      | 56.50      | 57.92      | 59.35      | 60.83      | 62.36      | 63.92      |            |
|                        | Appx. Bi-wkly | 3,712.00   | 3,809.60   | 3,899.20   | 3,998.40   | 4,093.60   | 4,194.40   | 4,302.40   | 4,411.20   | 4,520.00   | 4,633.60   | 4,748.00   | 4,866.40   | 4,988.80   | 5,113.60   |            |
|                        | Appx. Monthly | 8,042.67   | 8,254.13   | 8,448.27   | 8,663.20   | 8,869.47   | 9,087.87   | 9,321.87   | 9,557.60   | 9,793.33   | 10,039.47  | 10,287.00  | 10,543.87  | 10,800.07  | 11,079.47  |            |
|                        | Appx. Annual  | 96,512.00  | 99,049.60  | 101,379.20 | 103,958.40 | 106,433.60 | 109,054.40 | 111,862.40 | 114,691.20 | 117,520.00 | 120,473.60 | 123,448.00 | 126,526.40 | 129,708.80 | 132,953.60 |            |
| 68C                    | Hourly        | 46.65      | 47.85      | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.77      | 58.21      | 59.65      | 61.13      | 62.65      | 64.22      |            |
|                        | Appx. Bi-wkly | 3,732.00   | 3,828.00   | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.00   | 4,890.40   | 5,012.00   | 5,137.60   |            |
|                        | Appx. Monthly | 8,086.00   | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,339.33  | 10,595.87  | 10,859.33  | 11,131.47  |            |
|                        | Appx. Annual  | 97,032.00  | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,072.00 | 127,150.40 | 130,312.00 | 133,577.60 |            |
| 69                     | Hourly        | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.09      | 61.58      | 63.13      | 64.71      |            |
|                        | Appx. Bi-wkly | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,807.20   | 4,926.40   | 5,050.40   | 5,176.80   |            |
|                        | Appx. Monthly | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,415.60  | 10,673.87  | 10,942.53  | 11,216.40  |            |
|                        | Appx. Annual  | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 124,987.20 | 128,086.40 | 131,310.40 | 134,596.80 |            |
| 69T                    | Hourly        | 47.02      | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.10      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,761.60   | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,808.00   |            |            |            |            |
|                        | Appx. Monthly | 8,150.13   | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,417.33  |            |            |            |            |
|                        | Appx. Annual  | 97,801.60  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,008.00 |            |            |            |            |
| 69A                    | Hourly        | 47.62      | 48.74      | 49.98      | 51.17      | 52.43      | 53.78      | 55.14      | 56.50      | 57.92      | 59.36      | 60.84      | 62.37      | 63.92      | 65.52      |            |
|                        | Appx. Bi-wkly | 3,809.60   | 3,899.20   | 3,998.40   | 4,093.60   | 4,194.40   | 4,302.40   | 4,411.20   | 4,520.00   | 4,633.60   | 4,748.80   | 4,867.20   | 4,989.60   | 5,113.60   | 5,241.60   |            |
|                        | Appx. Monthly | 8,254.13   | 8,448.27   | 8,663.20   | 8,869.47   | 9,087.87   | 9,321.87   | 9,557.60   | 9,793.33   | 10,039.47  | 10,289.07  | 10,545.60  | 10,810.80  | 11,079.47  | 11,356.80  |            |
|                        | Appx. Annual  | 99,049.60  | 101,379.20 | 103,958.40 | 106,433.60 | 109,054.40 | 111,862.40 | 114,691.20 | 117,520.00 | 120,473.60 | 123,468.80 | 126,547.20 | 129,729.60 | 132,953.60 | 136,281.60 |            |
| 69C                    | Hourly        | 47.85      | 48.97      | 50.23      | 51.43      | 52.66      | 54.05      | 55.39      | 56.77      | 58.21      | 59.66      | 61.14      | 62.67      | 64.23      | 65.84      |            |
|                        | Appx. Bi-wkly | 3,828.00   | 3,917.60   | 4,018.40   | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,891.20   | 5,013.60   | 5,138.40   | 5,267.20   |            |
|                        | Appx. Monthly | 8,294.00   | 8,488.13   | 8,706.53   | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,597.60  | 10,862.80  | 11,133.20  | 11,412.27  |            |
|                        | Appx. Annual  | 99,528.00  | 101,857.60 | 104,478.40 | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,171.20 | 130,353.60 | 133,598.40 | 136,947.20 |            |
| 70                     | Hourly        | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.61      | 63.16      | 64.74      | 66.36      |            |
|                        | Appx. Bi-wkly | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,928.80   | 5,052.80   | 5,179.20   | 5,308.80   |            |
|                        | Appx. Monthly | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,679.07  | 10,947.73  | 11,221.60  | 11,502.40  |            |
|                        | Appx. Annual  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,148.80 | 131,372.80 | 134,659.20 | 138,028.80 |            |
| Ranges Eff. 02/22/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    |
| 70T                    | Hourly        | 48.13      | 49.39      | 50.56      | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.63      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,850.40   | 3,951.20   | 4,044.80   | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,930.40   |            |            |            |            |
|                        | Appx. Monthly | 8,342.53   | 8,560.93   | 8,763.73   | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,682.53  |            |            |            |            |
|                        | Appx. Annual  | 100,110.40 | 102,731.20 | 105,164.80 | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,190.40 |            |            |            |            |
| 70A                    | Hourly        | 48         |            |            |            |            |            |            |            |            |            |            |            |            |            |            |



| Ranges Eff. 02/22/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 72C                    | Hourly        | 51.43      | 52.66      | 54.05      | 55.39      | 56.77      | 58.21      | 59.66      | 61.17      | 62.65      | 64.23      | 65.84      | 67.49      | 69.19      | 70.92      |         |
|                        | Appx. Bi-wkly | 4,114.40   | 4,212.80   | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,893.60   | 5,012.00   | 5,138.40   | 5,267.20   | 5,399.20   | 5,535.20   | 5,673.60   |         |
|                        | Appx. Monthly | 8,914.53   | 9,127.73   | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,602.80  | 10,869.33  | 11,133.20  | 11,412.27  | 11,698.27  | 11,992.93  | 12,292.80  |         |
|                        | Appx. Annual  | 106,974.40 | 109,532.80 | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,233.60 | 130,312.00 | 133,598.40 | 136,947.20 | 140,379.20 | 143,915.20 | 147,513.60 |         |
| 73                     | Hourly        | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.33      | 67.98      | 69.69      | 71.43      |         |
|                        | Appx. Bi-wkly | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,306.40   | 5,438.40   | 5,575.20   | 5,714.40   |         |
|                        | Appx. Monthly | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.33  | 12,071.00  | 12,381.20  |         |
|                        | Appx. Annual  | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,966.40 | 141,398.40 | 144,955.20 | 148,574.40 |         |
| 73T                    | Hourly        | 51.78      | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.33      | 67.98      | 69.69      | 71.43      |         |
|                        | Appx. Bi-wkly | 4,142.40   | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,306.40   | 5,438.40   | 5,575.20   | 5,714.40   |         |
|                        | Appx. Monthly | 8,975.20   | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.33  | 12,071.00  | 12,381.20  |         |
|                        | Appx. Annual  | 107,702.40 | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,966.40 | 141,398.40 | 144,955.20 | 148,574.40 |         |
| 73A                    | Hourly        | 52.43      | 53.78      | 55.14      | 56.50      | 57.92      | 59.36      | 60.88      | 62.36      | 63.92      | 65.53      | 67.16      | 68.83      | 70.56      | 72.32      |         |
|                        | Appx. Bi-wkly | 4,194.40   | 4,302.40   | 4,411.20   | 4,520.00   | 4,633.60   | 4,748.80   | 4,870.40   | 4,988.80   | 5,113.60   | 5,242.40   | 5,372.80   | 5,506.40   | 5,644.00   | 5,785.60   |         |
|                        | Appx. Monthly | 9,087.87   | 9,321.87   | 9,557.60   | 9,793.33   | 10,039.47  | 10,289.07  | 10,552.53  | 10,809.07  | 11,079.47  | 11,358.53  | 11,641.07  | 11,930.53  | 12,230.40  | 12,535.47  |         |
|                        | Appx. Annual  | 109,054.40 | 111,862.40 | 114,691.20 | 117,520.00 | 120,473.60 | 123,468.80 | 126,630.40 | 129,708.80 | 132,953.60 | 136,302.40 | 139,692.80 | 143,166.40 | 146,764.80 | 150,425.60 |         |
| 73C                    | Hourly        | 52.66      | 54.05      | 55.39      | 56.77      | 58.21      | 59.66      | 61.17      | 62.65      | 64.23      | 65.82      | 67.49      | 69.17      | 70.91      | 72.68      |         |
|                        | Appx. Bi-wkly | 4,212.80   | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,893.60   | 5,012.00   | 5,138.40   | 5,265.60   | 5,399.20   | 5,533.60   | 5,672.80   | 5,814.40   |         |
|                        | Appx. Monthly | 9,127.73   | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,602.80  | 10,859.33  | 11,133.20  | 11,408.80  | 11,698.27  | 11,989.47  | 12,291.07  | 12,597.87  |         |
|                        | Appx. Annual  | 109,532.80 | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,233.60 | 130,312.00 | 133,598.40 | 136,905.60 | 140,379.20 | 143,873.60 | 147,492.80 | 151,174.40 |         |
| 74                     | Hourly        | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.41      | 73.20      |         |
|                        | Appx. Bi-wkly | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,712.80   | 5,856.00   |         |
|                        | Appx. Monthly | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.33  | 12,071.00  | 12,377.73  | 12,688.00  |         |
|                        | Appx. Annual  | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,532.80 | 152,256.00 |         |
| 74T                    | Hourly        | 53.12      | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.41      | 73.20      |         |
|                        | Appx. Bi-wkly | 4,249.60   | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,712.80   | 5,856.00   |         |
|                        | Appx. Monthly | 9,207.47   | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.33  | 12,071.00  | 12,377.73  | 12,688.00  |         |
|                        | Appx. Annual  | 110,489.60 | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,532.80 | 152,256.00 |         |
| 74A                    | Hourly        | 53.78      | 55.14      | 56.50      | 57.92      | 59.36      | 60.88      | 62.36      | 63.92      | 65.53      | 67.13      | 68.80      | 70.52      | 72.30      | 74.11      |         |
|                        | Appx. Bi-wkly | 4,302.40   | 4,411.20   | 4,520.00   | 4,633.60   | 4,748.80   | 4,870.40   | 4,988.80   | 5,113.60   | 5,242.40   | 5,370.40   | 5,504.00   | 5,641.60   | 5,784.00   | 5,928.80   |         |
|                        | Appx. Monthly | 9,321.87   | 9,557.60   | 9,793.33   | 10,039.47  | 10,289.07  | 10,552.53  | 10,809.07  | 11,079.47  | 11,358.53  | 11,635.87  | 11,923.47  | 12,223.47  | 12,532.00  | 12,845.73  |         |
|                        | Appx. Annual  | 111,862.40 | 114,691.20 | 117,520.00 | 120,473.60 | 123,468.80 | 126,630.40 | 129,708.80 | 132,953.60 | 136,302.40 | 139,630.40 | 143,104.00 | 146,681.60 | 150,384.00 | 154,148.80 |         |
| 74C                    | Hourly        | 54.05      | 55.39      | 56.77      | 58.21      | 59.66      | 61.17      | 62.65      | 64.23      | 65.82      | 67.45      | 69.15      | 70.89      | 72.67      | 74.49      |         |
|                        | Appx. Bi-wkly | 4,324.00   | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,893.60   | 5,012.00   | 5,138.40   | 5,265.60   | 5,396.00   | 5,532.00   | 5,671.20   | 5,812.00   | 5,959.20   |         |
|                        | Appx. Monthly | 9,368.67   | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,602.80  | 10,859.33  | 11,133.20  | 11,408.80  | 11,691.33  | 11,986.00  | 12,287.60  | 12,596.13  | 12,911.60  |         |
|                        | Appx. Annual  | 112,424.00 | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,233.60 | 130,312.00 | 133,598.40 | 136,905.60 | 140,296.00 | 143,832.00 | 147,451.20 | 151,153.60 | 154,939.20 |         |
| 75                     | Hourly        | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.65      | 71.38      | 73.16      | 74.99      |         |
|                        | Appx. Bi-wkly | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,572.00   | 5,710.40   | 5,852.80   | 5,999.20   |         |
|                        | Appx. Monthly | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.33  | 12,071.00  | 12,372.53  | 12,681.07  | 12,998.27  |         |
|                        | Appx. Annual  | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,872.00 | 148,470.40 | 152,172.80 | 155,979.20 |         |
| 75T                    | Hourly        | 54.45      | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.65      | 71.38      | 73.16      | 74.99      |         |
|                        | Appx. Bi-wkly | 4,356.00   | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,572.00   | 5,710.40   | 5,852.80   | 5,999.20   |         |
|                        | Appx. Monthly | 9,438.00   | 9,672.00   | 9,914.67   | 10,162.53  | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.33  | 12,071.00  | 12,372.53  | 12,681.07  | 12,998.27  |         |
|                        | Appx. Annual  | 113,256.00 | 116,064.00 | 118,976.00 | 121,950.40 | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,872.00 | 148,470.40 | 152,172.80 | 155,979.20 |         |
| 75A                    | Hourly        | 55.14      | 56.50      | 57.92      | 59.36      | 60.88      | 62.36      | 63.92      | 65.53      | 67.13      | 68.80      | 70.50      | 72.28      | 74.08      | 75.93      |         |
|                        | Appx. Bi-wkly | 4,411.20   | 4,520.00   | 4,633.60   | 4,748.80   | 4,870.40   | 4,988.80   | 5,113.60   | 5,242.40   | 5,370.40   | 5,504.00   | 5,640.00   | 5,782.40   | 5,926.40   | 6,074.40   |         |
|                        | Appx. Monthly | 9,557.60   | 9,793.33   | 10,039.47  | 10,289.07  | 10,552.53  | 10,809.07  | 11,079.47  | 11,358.53  | 11,635.87  | 11,923.33  | 12,220.00  | 12,528.53  | 12,840.53  | 13,161.20  |         |
|                        | Appx. Annual  | 114,691.20 | 117,520.00 | 120,473.60 | 123,468.80 | 126,630.40 | 129,708.80 | 132,953.60 | 136,302.40 | 139,630.40 | 143,104.00 | 146,640.00 | 150,342.40 | 154,086.40 | 157,934.40 |         |
| 75C                    | Hourly        | 55.39      | 56.77      | 58.21      | 59.66      | 61.17      | 62.65      | 64.23      | 65.82      | 67.45      | 69.15      | 70.85      | 72.62      | 74.44      | 76.30      |         |
|                        | Appx. Bi-wkly | 4,431.20   | 4,541.60   | 4,656.80   | 4,772.80   | 4,893.60   | 5,012.00   | 5,138.40   | 5,265.60   | 5,396.00   | 5,532.00   | 5,668.00   | 5,809.60   | 5,955.20   | 6,104.00   |         |
|                        | Appx. Monthly | 9,600.93   | 9,840.13   | 10,089.73  | 10,341.07  | 10,602.80  | 10,859.33  | 11,133.20  | 11,408.80  | 11,691.33  | 11,986.00  | 12,280.67  | 12,587.47  | 12,902.93  | 13,225.33  |         |
|                        | Appx. Annual  | 115,211.20 | 118,081.60 | 121,076.80 | 124,092.80 | 127,233.60 | 130,312.00 | 133,598.40 | 136,905.60 | 140,296.00 | 143,832.00 | 147,368.00 | 151,049.60 | 154,835.20 | 158,704.00 |         |
| Ranges Eff. 02/22/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15 |
| 76                     | Hourly        | 55.80      | 57.20      | 58.63      | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.40      | 73.19      | 75.03      | 76.91      |         |
|                        | Appx. Bi-wkly | 4,464.00   | 4,576.00   | 4,690.40   | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,712.00   | 5,855.20   | 6,002.40   | 6,152.80   |         |
|                        |               |            |            |            |            |            |            |            |            |            |            |            |            |            |            |         |



| Ranges Eff. 02/22/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 78A                    | Hourly        | 59.36      | 60.88      | 62.36      | 63.92      | 65.53      | 67.13      | 68.80      | 70.52      | 72.33      | 74.12      | 75.97      | 77.87      | 79.81      | 81.81      |         |
|                        | Appx. Bi-wkly | 4,748.80   | 4,870.40   | 4,988.80   | 5,113.60   | 5,242.40   | 5,370.40   | 5,504.00   | 5,641.60   | 5,786.40   | 5,929.60   | 6,077.60   | 6,229.60   | 6,384.80   | 6,544.80   |         |
|                        | Appx. Monthly | 10,289.07  | 10,552.53  | 10,809.07  | 11,079.47  | 11,358.53  | 11,635.87  | 11,925.33  | 12,223.47  | 12,537.20  | 12,847.47  | 13,168.13  | 13,497.47  | 13,833.73  | 14,180.40  |         |
|                        | Appx. Annual  | 123,468.80 | 126,630.40 | 129,708.80 | 132,953.60 | 136,302.40 | 139,630.40 | 143,004.00 | 146,681.60 | 150,446.40 | 154,169.60 | 158,017.60 | 161,969.60 | 166,004.80 | 170,164.80 |         |
| 78C                    | Hourly        | 59.66      | 61.17      | 62.65      | 64.23      | 65.82      | 67.45      | 69.15      | 70.88      | 72.70      | 74.47      | 76.34      | 78.27      | 80.23      | 82.24      |         |
|                        | Appx. Bi-wkly | 4,772.80   | 4,893.60   | 5,012.00   | 5,138.40   | 5,265.60   | 5,396.00   | 5,532.00   | 5,670.40   | 5,816.00   | 5,957.60   | 6,107.20   | 6,261.60   | 6,418.40   | 6,579.20   |         |
|                        | Appx. Monthly | 10,341.07  | 10,602.80  | 10,859.33  | 11,133.20  | 11,408.80  | 11,691.33  | 11,986.00  | 12,285.87  | 12,601.33  | 12,928.13  | 13,232.27  | 13,566.80  | 13,906.53  | 14,254.93  |         |
|                        | Appx. Annual  | 124,092.80 | 127,233.60 | 130,312.00 | 133,598.40 | 136,905.60 | 140,296.00 | 143,832.00 | 147,430.40 | 151,216.00 | 154,897.60 | 158,787.20 | 162,801.60 | 166,878.40 | 171,059.20 |         |
| 79                     | Hourly        | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.84      | 80.81      | 82.83      |         |
|                        | Appx. Bi-wkly | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,307.20   | 6,464.80   | 6,626.40   |         |
|                        | Appx. Monthly | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,665.60  | 14,007.07  | 14,357.20  |         |
|                        | Appx. Annual  | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,987.20 | 168,084.80 | 172,286.40 |         |
| 79T                    | Hourly        | 60.13      | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.94      | 78.84      | 80.81      | 82.83      |         |
|                        | Appx. Bi-wkly | 4,810.40   | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,155.20   | 6,307.20   | 6,464.80   | 6,626.40   |         |
|                        | Appx. Monthly | 10,422.53  | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,665.60  | 14,007.07  | 14,357.20  |         |
|                        | Appx. Annual  | 125,070.40 | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,987.20 | 168,084.80 | 172,286.40 |         |
| 79A                    | Hourly        | 60.88      | 62.36      | 63.92      | 65.53      | 67.13      | 68.80      | 70.52      | 72.33      | 74.12      | 76.01      | 77.89      | 79.84      | 81.83      | 83.88      |         |
|                        | Appx. Bi-wkly | 4,870.40   | 4,988.80   | 5,113.60   | 5,242.40   | 5,370.40   | 5,504.00   | 5,641.60   | 5,786.40   | 5,929.60   | 6,080.80   | 6,231.20   | 6,387.20   | 6,546.40   | 6,710.40   |         |
|                        | Appx. Monthly | 10,552.53  | 10,809.07  | 11,079.47  | 11,358.53  | 11,635.87  | 11,925.33  | 12,223.47  | 12,537.20  | 12,847.47  | 13,175.07  | 13,500.93  | 13,838.93  | 14,183.87  | 14,539.20  |         |
|                        | Appx. Annual  | 126,630.40 | 129,708.80 | 132,953.60 | 136,302.40 | 139,630.40 | 143,004.00 | 146,681.60 | 150,446.40 | 154,169.60 | 158,100.80 | 162,011.20 | 166,067.20 | 170,206.40 | 174,470.40 |         |
| 79C                    | Hourly        | 61.17      | 62.65      | 64.23      | 65.82      | 67.45      | 69.15      | 70.88      | 72.70      | 74.47      | 76.37      | 78.30      | 80.26      | 82.27      | 84.33      |         |
|                        | Appx. Bi-wkly | 4,893.60   | 5,012.00   | 5,138.40   | 5,265.60   | 5,396.00   | 5,532.00   | 5,670.40   | 5,816.00   | 5,957.60   | 6,109.60   | 6,264.00   | 6,420.80   | 6,581.60   | 6,746.40   |         |
|                        | Appx. Monthly | 10,602.80  | 10,859.33  | 11,133.20  | 11,408.80  | 11,691.33  | 11,986.00  | 12,285.87  | 12,601.33  | 12,928.13  | 13,232.47  | 13,572.00  | 13,911.73  | 14,261.13  | 14,617.20  |         |
|                        | Appx. Annual  | 127,233.60 | 130,312.00 | 133,598.40 | 136,905.60 | 140,296.00 | 143,832.00 | 147,430.40 | 151,216.00 | 154,897.60 | 158,849.60 | 162,864.00 | 166,940.80 | 171,121.60 | 175,406.40 |         |
| 80                     | Hourly        | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.84      | 80.81      | 82.83      | 84.90      |         |
|                        | Appx. Bi-wkly | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,307.20   | 6,464.80   | 6,626.40   | 6,792.00   |         |
|                        | Appx. Monthly | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,665.60  | 14,007.07  | 14,357.20  | 14,716.00  |         |
|                        | Appx. Annual  | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,987.20 | 168,084.80 | 172,286.40 | 176,592.00 |         |
| 80T                    | Hourly        | 61.58      | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.84      | 80.81      | 82.83      | 84.90      |         |
|                        | Appx. Bi-wkly | 4,926.40   | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,307.20   | 6,464.80   | 6,626.40   | 6,792.00   |         |
|                        | Appx. Monthly | 10,673.87  | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,665.60  | 14,007.07  | 14,357.20  | 14,716.00  |         |
|                        | Appx. Annual  | 128,086.40 | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,987.20 | 168,084.80 | 172,286.40 | 176,592.00 |         |
| 80A                    | Hourly        | 62.36      | 63.92      | 65.53      | 67.13      | 68.80      | 70.52      | 72.33      | 74.12      | 76.01      | 77.89      | 79.84      | 81.83      | 83.88      | 85.98      |         |
|                        | Appx. Bi-wkly | 4,988.80   | 5,113.60   | 5,242.40   | 5,370.40   | 5,504.00   | 5,641.60   | 5,786.40   | 5,929.60   | 6,080.80   | 6,231.20   | 6,387.20   | 6,546.40   | 6,710.40   | 6,878.40   |         |
|                        | Appx. Monthly | 10,809.07  | 11,079.47  | 11,358.53  | 11,635.87  | 11,925.33  | 12,223.47  | 12,537.20  | 12,847.47  | 13,175.07  | 13,500.93  | 13,838.93  | 14,183.87  | 14,539.20  | 14,903.20  |         |
|                        | Appx. Annual  | 129,708.80 | 132,953.60 | 136,302.40 | 139,630.40 | 143,004.00 | 146,681.60 | 150,446.40 | 154,169.60 | 158,100.80 | 162,011.20 | 166,067.20 | 170,206.40 | 174,470.40 | 178,838.40 |         |
| 80C                    | Hourly        | 62.65      | 64.23      | 65.82      | 67.45      | 69.15      | 70.88      | 72.70      | 74.47      | 76.37      | 78.30      | 80.25      | 82.26      | 84.32      | 86.43      |         |
|                        | Appx. Bi-wkly | 5,012.00   | 5,138.40   | 5,265.60   | 5,396.00   | 5,532.00   | 5,670.40   | 5,816.00   | 5,957.60   | 6,109.60   | 6,264.00   | 6,420.00   | 6,580.80   | 6,745.60   | 6,914.40   |         |
|                        | Appx. Monthly | 10,859.33  | 11,133.20  | 11,408.80  | 11,691.33  | 11,986.00  | 12,285.87  | 12,601.33  | 12,928.13  | 13,232.47  | 13,572.00  | 13,910.00  | 14,258.40  | 14,615.47  | 14,981.20  |         |
|                        | Appx. Annual  | 130,312.00 | 133,598.40 | 136,905.60 | 140,296.00 | 143,832.00 | 147,430.40 | 151,216.00 | 154,897.60 | 158,849.60 | 162,864.00 | 166,920.00 | 171,100.80 | 175,385.60 | 179,774.40 |         |
| 81                     | Hourly        | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.84      | 80.80      | 82.82      | 84.89      | 87.01      |         |
|                        | Appx. Bi-wkly | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,305.60   | 6,464.00   | 6,625.60   | 6,791.20   | 6,960.80   |         |
|                        | Appx. Monthly | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,662.13  | 14,005.33  | 14,355.47  | 14,714.27  | 15,081.73  |         |
|                        | Appx. Annual  | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,945.60 | 168,064.00 | 172,265.60 | 176,571.20 | 180,980.80 |         |
| 81T                    | Hourly        | 63.14      | 64.69      | 66.30      | 67.96      | 69.67      | 71.42      | 73.19      | 75.06      | 76.91      | 78.84      | 80.79      | 82.80      | 84.89      | 87.01      |         |
|                        | Appx. Bi-wkly | 5,051.20   | 5,175.20   | 5,304.00   | 5,436.80   | 5,573.60   | 5,713.60   | 5,855.20   | 6,004.80   | 6,152.80   | 6,305.60   | 6,463.20   | 6,625.60   | 6,791.20   | 6,960.80   |         |
|                        | Appx. Monthly | 10,944.27  | 11,212.93  | 11,492.00  | 11,779.73  | 12,076.13  | 12,379.47  | 12,686.27  | 13,010.40  | 13,331.07  | 13,662.13  | 14,003.60  | 14,355.47  | 14,714.27  | 15,081.73  |         |
|                        | Appx. Annual  | 131,331.20 | 134,555.20 | 137,904.00 | 141,356.80 | 144,913.60 | 148,553.60 | 152,235.20 | 156,124.80 | 159,972.80 | 163,945.60 | 168,043.20 | 172,265.60 | 176,571.20 | 180,980.80 |         |
| 81A                    | Hourly        | 63.92      | 65.53      | 67.13      | 68.80      | 70.52      | 72.33      | 74.12      | 76.01      | 77.89      | 79.80      | 81.82      | 83.87      | 85.97      | 88.12      |         |
|                        | Appx. Bi-wkly | 5,113.60   | 5,242.40   | 5,370.40   | 5,504.00   | 5,641.60   | 5,786.40   | 5,929.60   | 6,080.80   | 6,231.20   | 6,384.00   | 6,545.60   | 6,709.60   | 6,878.40   | 7,049.60   |         |
|                        | Appx. Monthly | 11,079.47  | 11,358.53  | 11,635.87  | 11,925.33  | 12,223.47  | 12,537.20  | 12,847.47  | 13,175.07  | 13,500.93  | 13,832.00  | 14,182.13  | 14,537.47  | 14,901.47  | 15,274.13  |         |
|                        | Appx. Annual  | 132,953.60 | 136,302.40 | 139,630.40 | 143,004.00 | 146,681.60 | 150,446.40 | 154,169.60 | 158,100.80 | 162,011.20 | 165,984.00 | 170,185.60 | 174,449.60 | 178,817.60 | 183,289.60 |         |
| 81C                    | Hourly        | 64.23      | 65.82      | 67.45      | 69.15      | 70.88      | 72.70      | 74.47      | 76.37      | 78.30      | 80.22      | 82.22      | 84.27      | 86.39      | 88.55      |         |
|                        | Appx. Bi-wkly | 5,138.40   | 5,265.60   | 5,396.00   | 5,532.00   | 5,670.40   | 5,816.00   | 5,957.60   | 6,109.60   | 6,264.00   | 6,417.60   | 6,577.60   | 6,741.60   | 6,912.00   | 7,084.00   |         |
|                        | Appx. Monthly | 11,        |            |            |            |            |            |            |            |            |            |            |            |            |            |         |



| Ranges Eff. 02/22/2025        |               | Step 1        | Step 2        | Step 3        | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10        | Step 11        | Step 12        | Step 13        | Step 14        | Step 15        |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>84T</b>                    | Hourly        | 67.96         | 69.67         | 71.42         | 73.19         | 75.06         | 76.91         | 78.82         | 80.80         | 82.83         | 84.90          | 87.02          |                | 0.00           |                |                |
|                               | Appx. Bi-wkly | 5,436.80      | 5,573.60      | 5,713.60      | 5,855.20      | 6,004.80      | 6,152.80      | 6,305.60      | 6,464.00      | 6,626.40      | 6,792.00       | 6,961.60       |                | 0.00           |                |                |
|                               | Appx. Monthly | 11,779.73     | 12,076.13     | 12,379.47     | 12,686.27     | 13,010.40     | 13,331.07     | 13,662.13     | 14,005.33     | 14,357.20     | 14,716.00      | 15,083.47      |                | 0.00           |                |                |
|                               | Appx. Annual  | 141,356.80    | 144,913.60    | 148,553.60    | 152,235.20    | 156,124.80    | 159,972.80    | 163,945.60    | 168,064.00    | 172,286.40    | 176,592.00     | 181,001.60     |                | 0.00           |                |                |
| <b>84A</b>                    | Hourly        | 68.80         | 70.52         | 72.33         | 74.12         | 76.01         | 77.89         | 79.80         | 81.82         | 83.87         | 85.96          | 88.13          | 90.33          | 92.59          | 94.90          |                |
|                               | Appx. Bi-wkly | 5,504.00      | 5,641.60      | 5,786.40      | 5,929.60      | 6,080.80      | 6,231.20      | 6,384.00      | 6,545.60      | 6,709.60      | 6,876.80       | 7,050.40       | 7,226.40       | 7,407.20       | 7,592.00       |                |
|                               | Appx. Monthly | 11,925.33     | 12,223.47     | 12,537.20     | 12,847.47     | 13,175.07     | 13,500.93     | 13,832.00     | 14,182.13     | 14,537.47     | 14,899.73      | 15,275.87      | 15,657.20      | 16,048.93      | 16,449.33      |                |
|                               | Appx. Annual  | 143,104.00    | 146,681.60    | 150,446.40    | 154,169.60    | 158,100.80    | 162,011.20    | 165,984.00    | 170,185.60    | 174,449.60    | 178,796.80     | 183,310.40     | 187,886.40     | 192,587.20     | 197,392.00     |                |
| <b>84C</b>                    | Hourly        | 69.15         | 70.88         | 72.70         | 74.47         | 76.37         | 78.30         | 80.22         | 82.22         | 84.27         | 86.39          | 88.54          | 90.76          | 93.03          | 95.36          |                |
|                               | Appx. Bi-wkly | 5,532.00      | 5,670.40      | 5,816.00      | 5,957.60      | 6,109.60      | 6,264.00      | 6,417.60      | 6,577.60      | 6,741.60      | 6,911.20       | 7,083.20       | 7,260.80       | 7,442.40       | 7,628.80       |                |
|                               | Appx. Monthly | 11,986.00     | 12,285.87     | 12,601.33     | 12,908.13     | 13,237.47     | 13,572.00     | 13,904.80     | 14,251.47     | 14,606.80     | 14,974.27      | 15,346.93      | 15,731.73      | 16,125.20      | 16,529.07      |                |
|                               | Appx. Annual  | 143,832.00    | 147,430.40    | 151,216.00    | 154,897.60    | 158,849.60    | 162,864.00    | 166,857.60    | 171,017.60    | 175,281.60    | 179,691.20     | 184,162.40     | 188,780.80     | 193,502.40     | 198,348.80     |                |
| <b>85</b>                     | Hourly        | 69.67         | 71.42         | 73.19         | 75.06         | 76.91         | 78.82         | 80.80         | 82.83         | 84.90         | 87.02          | 89.20          | 91.42          | 93.71          | 96.05          |                |
|                               | Appx. Bi-wkly | 5,573.60      | 5,713.60      | 5,855.20      | 6,004.80      | 6,152.80      | 6,305.60      | 6,464.00      | 6,626.40      | 6,792.00      | 6,961.60       | 7,136.00       | 7,313.60       | 7,496.80       | 7,684.00       |                |
|                               | Appx. Monthly | 12,076.13     | 12,379.47     | 12,686.27     | 13,010.40     | 13,331.07     | 13,662.13     | 14,005.33     | 14,357.20     | 14,716.00     | 15,083.47      | 15,461.33      | 15,846.13      | 16,243.07      | 16,648.67      |                |
|                               | Appx. Annual  | 144,913.60    | 148,553.60    | 152,235.20    | 156,124.80    | 159,972.80    | 163,945.60    | 168,064.00    | 172,286.40    | 176,592.00    | 181,001.60     | 185,536.00     | 190,153.60     | 194,916.80     | 199,784.00     |                |
| <b>85T</b>                    | Hourly        | 69.67         | 71.42         | 73.19         | 75.06         | 76.91         | 78.82         | 80.80         | 82.83         | 84.90         | 87.02          | 89.20          | 91.42          | 93.71          | 96.05          |                |
|                               | Appx. Bi-wkly | 5,573.60      | 5,713.60      | 5,855.20      | 6,004.80      | 6,152.80      | 6,305.60      | 6,464.00      | 6,626.40      | 6,792.00      | 6,961.60       | 7,136.00       | 7,313.60       | 7,496.80       | 7,684.00       |                |
|                               | Appx. Monthly | 12,076.13     | 12,379.47     | 12,686.27     | 13,010.40     | 13,331.07     | 13,662.13     | 14,005.33     | 14,357.20     | 14,716.00     | 15,083.47      | 15,461.33      | 15,846.13      | 16,243.07      | 16,648.67      |                |
|                               | Appx. Annual  | 144,913.60    | 148,553.60    | 152,235.20    | 156,124.80    | 159,972.80    | 163,945.60    | 168,064.00    | 172,286.40    | 176,592.00    | 181,001.60     | 185,536.00     | 190,153.60     | 194,916.80     | 199,784.00     |                |
| <b>85A</b>                    | Hourly        | 70.52         | 72.33         | 74.12         | 76.01         | 77.89         | 79.80         | 81.82         | 83.87         | 85.96         | 88.13          | 90.33          | 92.57          | 94.88          | 97.25          |                |
|                               | Appx. Bi-wkly | 5,641.60      | 5,786.40      | 5,929.60      | 6,080.80      | 6,231.20      | 6,384.00      | 6,545.60      | 6,709.60      | 6,876.80      | 7,049.60       | 7,224.80       | 7,405.60       | 7,590.40       | 7,780.00       |                |
|                               | Appx. Monthly | 12,223.47     | 12,537.20     | 12,847.47     | 13,175.07     | 13,500.93     | 13,832.00     | 14,182.13     | 14,537.47     | 14,899.73     | 15,274.13      | 15,653.73      | 16,045.87      | 16,448.87      | 16,862.67      |                |
|                               | Appx. Annual  | 146,681.60    | 150,446.40    | 154,169.60    | 158,100.80    | 162,011.20    | 165,984.00    | 170,185.60    | 174,449.60    | 178,796.80    | 183,289.60     | 187,844.80     | 192,545.60     | 197,350.40     | 202,280.00     |                |
| <b>85C</b>                    | Hourly        | 70.88         | 72.70         | 74.47         | 76.37         | 78.30         | 80.22         | 82.22         | 84.27         | 86.39         | 88.53          | 90.76          | 93.03          | 95.36          | 97.74          |                |
|                               | Appx. Bi-wkly | 5,670.40      | 5,816.00      | 5,957.60      | 6,109.60      | 6,264.00      | 6,417.60      | 6,577.60      | 6,741.60      | 6,911.20      | 7,084.20       | 7,260.80       | 7,442.40       | 7,628.80       | 7,819.20       |                |
|                               | Appx. Monthly | 12,285.87     | 12,601.33     | 12,908.13     | 13,237.47     | 13,572.00     | 13,904.80     | 14,251.47     | 14,606.80     | 14,974.27     | 15,346.93      | 15,731.73      | 16,125.20      | 16,529.07      | 16,941.60      |                |
|                               | Appx. Annual  | 147,430.40    | 151,216.00    | 154,897.60    | 158,849.60    | 162,864.00    | 166,857.60    | 171,017.60    | 175,281.60    | 179,691.20    | 184,162.40     | 188,780.80     | 193,502.40     | 198,348.80     | 203,299.20     |                |
| <b>86</b>                     | Hourly        | 71.42         | 73.19         | 75.06         | 76.91         | 78.82         | 80.80         | 82.83         | 84.90         | 87.02         | 89.19          | 91.42          | 93.70          | 96.05          | 98.45          |                |
|                               | Appx. Bi-wkly | 5,713.60      | 5,855.20      | 6,004.80      | 6,152.80      | 6,305.60      | 6,464.00      | 6,626.40      | 6,792.00      | 6,961.60      | 7,135.20       | 7,313.60       | 7,496.00       | 7,684.00       | 7,876.00       |                |
|                               | Appx. Monthly | 12,379.47     | 12,686.27     | 13,010.40     | 13,331.07     | 13,662.13     | 14,005.33     | 14,357.20     | 14,716.00     | 15,083.47     | 15,459.60      | 15,846.13      | 16,241.33      | 16,648.67      | 17,064.67      |                |
|                               | Appx. Annual  | 148,553.60    | 152,235.20    | 156,124.80    | 159,972.80    | 163,945.60    | 168,064.00    | 172,286.40    | 176,592.00    | 181,001.60    | 185,515.20     | 190,153.60     | 194,896.00     | 199,784.00     | 204,776.00     |                |
| <b>86T</b>                    | Hourly        | 71.42         | 73.19         | 75.06         | 76.91         | 78.82         | 80.80         | 82.83         | 84.90         | 87.02         | 89.19          | 91.42          | 93.70          | 96.05          | 98.45          |                |
|                               | Appx. Bi-wkly | 5,713.60      | 5,855.20      | 6,004.80      | 6,152.80      | 6,305.60      | 6,464.00      | 6,626.40      | 6,792.00      | 6,961.60      | 7,135.20       | 7,313.60       | 7,496.00       | 7,684.00       | 7,876.00       |                |
|                               | Appx. Monthly | 12,379.47     | 12,686.27     | 13,010.40     | 13,331.07     | 13,662.13     | 14,005.33     | 14,357.20     | 14,716.00     | 15,083.47     | 15,459.60      | 15,846.13      | 16,241.33      | 16,648.67      | 17,064.67      |                |
|                               | Appx. Annual  | 148,553.60    | 152,235.20    | 156,124.80    | 159,972.80    | 163,945.60    | 168,064.00    | 172,286.40    | 176,592.00    | 181,001.60    | 185,515.20     | 190,153.60     | 194,896.00     | 199,784.00     | 204,776.00     |                |
| <b>86A</b>                    | Hourly        | 72.33         | 74.12         | 76.01         | 77.89         | 79.80         | 81.82         | 83.87         | 85.96         | 88.13         | 90.30          | 92.56          | 94.87          | 97.24          | 99.67          |                |
|                               | Appx. Bi-wkly | 5,786.40      | 5,929.60      | 6,080.80      | 6,231.20      | 6,384.00      | 6,545.60      | 6,709.60      | 6,876.80      | 7,049.60      | 7,224.00       | 7,404.80       | 7,589.60       | 7,779.20       | 7,973.60       |                |
|                               | Appx. Monthly | 12,537.20     | 12,847.47     | 13,175.07     | 13,500.93     | 13,832.00     | 14,182.13     | 14,537.47     | 14,899.73     | 15,274.13     | 15,652.00      | 16,043.73      | 16,444.13      | 16,854.93      | 17,276.13      |                |
|                               | Appx. Annual  | 150,446.40    | 154,169.60    | 158,100.80    | 162,011.20    | 165,984.00    | 170,185.60    | 174,449.60    | 178,796.80    | 183,289.60    | 187,824.00     | 192,524.80     | 197,329.60     | 202,259.20     | 207,313.60     |                |
| <b>86C</b>                    | Hourly        | 72.70         | 74.47         | 76.37         | 78.30         | 80.22         | 82.22         | 84.27         | 86.39         | 88.53         | 90.75          | 93.02          | 95.36          | 97.74          | 100.18         |                |
|                               | Appx. Bi-wkly | 5,816.00      | 5,957.60      | 6,109.60      | 6,264.00      | 6,417.60      | 6,577.60      | 6,741.60      | 6,911.20      | 7,084.20      | 7,260.00       | 7,441.60       | 7,628.80       | 7,819.20       | 8,014.40       |                |
|                               | Appx. Monthly | 12,601.33     | 12,908.13     | 13,237.47     | 13,572.00     | 13,904.80     | 14,251.47     | 14,606.80     | 14,974.27     | 15,345.20     | 15,730.00      | 16,123.47      | 16,529.07      | 16,941.60      | 17,364.53      |                |
|                               | Appx. Annual  | 151,216.00    | 154,897.60    | 158,849.60    | 162,864.00    | 166,857.60    | 171,017.60    | 175,281.60    | 179,691.20    | 184,162.40    | 188,760.00     | 193,481.60     | 198,348.80     | 203,299.20     | 208,374.40     |                |
| <b>87</b>                     | Hourly        | 73.19         | 75.06         | 76.91         | 78.82         | 80.80         | 82.83         | 84.90         | 87.02         | 89.19         | 91.44          | 93.71          | 96.07          | 98.47          | 100.93         |                |
|                               | Appx. Bi-wkly | 5,855.20      | 6,004.80      | 6,152.80      | 6,305.60      | 6,464.00      | 6,626.40      | 6,792.00      | 6,961.60      | 7,135.20      | 7,315.20       | 7,496.80       | 7,685.60       | 7,877.60       | 8,074.40       |                |
|                               | Appx. Monthly | 12,686.27     | 13,010.40     | 13,331.07     | 13,662.13     | 14,005.33     | 14,357.20     | 14,716.00     | 15,083.47     | 15,459.60     | 15,849.60      | 16,243.07      | 16,652.13      | 17,068.13      | 17,494.53      |                |
|                               | Appx. Annual  | 152,235.20    | 156,124.80    | 159,972.80    | 163,945.60    | 168,064.00    | 172,286.40    | 176,592.00    | 181,001.60    | 185,515.20    | 190,195.20     | 194,916.80     | 199,825.60     | 204,817.60     | 209,934.40     |                |
| <b>87T</b>                    | Hourly        | 73.19         | 75.06         | 76.91         | 78.82         | 80.80         | 82.83         | 84.90         | 87.02         | 89.19         | 91.44          | 93.73          | 96.07          | 98.47          | 100.93         |                |
|                               | Appx. Bi-wkly | 5,855.20      | 6,004.80      | 6,152.80      | 6,305.60      | 6,464.00      | 6,626.40      | 6,792.00      | 6,961.60      | 7,135.20      | 7,315.20       | 7,498.40       | 7,684.00       | 7,874.00       | 8,068.00       |                |
|                               | Appx. Monthly | 12,686.27     | 13,010.40     | 13,331.07     | 13,662.13     | 14,005.33     | 14,357.20     | 14,716.00     | 15,083.47     | 15,459.60     | 15,849.60      | 16,246.53      | 16,648.67      | 17,058.67      | 17,474.67      |                |
|                               | Appx. Annual  | 152,235.20    | 156,124.80    | 159,972.80    | 163,945.60    | 168,064.00    | 172,286.40    | 176,592.00    | 181,001.60    | 185,515.20    | 190,195.20     | 194,958.40     | 199,840.00     | 204,776.00     | 209,776.00     |                |
| <b>Ranges Eff. 02/22/2025</b> |               | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> | <b>Step 14</b> | <b>Step 15</b> |
| <b>87A</b>                    | Hourly        | 74.12         | 76.01         | 77.89         | 79.80         | 81.82         | 83.87         | 85.96         | 88.12         | 90.30         | 92.59          | 94.89          | 97.27          | 99.70          | 102.19         |                |
|                               | Appx. Bi-wkly | 5,929.60      | 6,080.80      | 6,231.20      | 6,384.00      | 6,545.60      | 6,709.60      | 6,876.80      | 7,049.60      | 7,224.00      |                |                |                |                |                |                |



| Ranges Eff. 02/22/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 90                     | Hourly        | 78.82      | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.94     | 103.47     | 106.06     | 108.71     |         |
|                        | Appx. Bi-wkly | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,075.20   | 8,277.60   | 8,484.80   | 8,696.80   |         |
|                        | Appx. Monthly | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.27  | 17,934.80  | 18,383.73  | 18,843.07  |         |
|                        | Appx. Annual  | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,955.20 | 215,217.60 | 220,604.80 | 226,116.80 |         |
| 90T                    | Hourly        | 78.82      | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.94     | 103.47     | 106.06     | 108.71     |         |
|                        | Appx. Bi-wkly | 6,305.60   | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,075.20   | 8,277.60   | 8,484.80   | 8,696.80   |         |
|                        | Appx. Monthly | 13,662.13  | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.27  | 17,934.80  | 18,383.73  | 18,843.07  |         |
|                        | Appx. Annual  | 163,945.60 | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,955.20 | 215,217.60 | 220,604.80 | 226,116.80 |         |
| 90A                    | Hourly        | 79.80      | 81.82      | 83.87      | 85.96      | 88.12      | 90.30      | 92.59      | 94.99      | 97.25      | 99.71      | 102.21     | 104.76     | 107.38     | 110.06     |         |
|                        | Appx. Bi-wkly | 6,384.00   | 6,545.60   | 6,709.60   | 6,876.80   | 7,049.60   | 7,224.00   | 7,407.20   | 7,591.20   | 7,780.00   | 7,976.80   | 8,176.80   | 8,380.80   | 8,590.40   | 8,804.80   |         |
|                        | Appx. Monthly | 13,832.00  | 14,182.13  | 14,537.47  | 14,899.73  | 15,274.13  | 15,652.00  | 16,048.93  | 16,447.60  | 16,856.67  | 17,283.07  | 17,714.67  | 18,156.67  | 18,610.80  | 19,077.07  |         |
|                        | Appx. Annual  | 165,984.00 | 170,185.60 | 174,449.60 | 178,796.80 | 183,289.60 | 187,824.00 | 192,587.20 | 197,371.20 | 202,280.00 | 207,396.80 | 212,576.00 | 217,880.00 | 223,350.40 | 228,924.80 |         |
| 90C                    | Hourly        | 80.22      | 82.22      | 84.27      | 86.39      | 88.53      | 90.75      | 93.04      | 95.39      | 97.71      | 100.20     | 102.72     | 105.28     | 107.91     | 110.61     |         |
|                        | Appx. Bi-wkly | 6,417.60   | 6,577.60   | 6,741.60   | 6,911.20   | 7,082.40   | 7,260.00   | 7,443.20   | 7,631.20   | 7,820.00   | 8,016.00   | 8,216.00   | 8,422.40   | 8,632.80   | 8,848.80   |         |
|                        | Appx. Monthly | 13,904.80  | 14,251.47  | 14,606.80  | 14,974.27  | 15,345.20  | 15,730.00  | 16,126.93  | 16,534.27  | 16,960.00  | 17,398.00  | 17,848.00  | 18,308.00  | 18,778.00  | 19,258.00  |         |
|                        | Appx. Annual  | 166,857.60 | 171,017.60 | 175,281.60 | 179,691.20 | 184,142.40 | 188,760.00 | 193,523.20 | 198,411.20 | 203,428.00 | 208,568.00 | 213,832.00 | 219,220.00 | 224,732.00 | 230,376.00 |         |
| 91                     | Hourly        | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.05     | 108.70     | 111.42     |         |
|                        | Appx. Bi-wkly | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,484.00   | 8,696.00   | 8,913.60   |         |
|                        | Appx. Monthly | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,382.00  | 18,841.33  | 19,312.80  |         |
|                        | Appx. Annual  | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,584.00 | 226,096.00 | 231,753.60 |         |
| 91T                    | Hourly        | 80.80      | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.45     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,464.00   | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.00   |            |            |            |         |
|                        | Appx. Monthly | 14,005.33  | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.33  |            |            |            |         |
|                        | Appx. Annual  | 168,064.00 | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,176.00 |            |            |            |         |
| 91A                    | Hourly        | 81.82      | 83.87      | 85.96      | 88.12      | 90.30      | 92.59      | 94.99      | 97.25      | 99.71      | 102.20     | 104.75     | 107.37     | 110.07     | 112.82     |         |
|                        | Appx. Bi-wkly | 6,545.60   | 6,709.60   | 6,876.80   | 7,049.60   | 7,224.00   | 7,407.20   | 7,591.20   | 7,780.00   | 7,976.80   | 8,176.00   | 8,380.00   | 8,589.60   | 8,805.60   | 9,025.60   |         |
|                        | Appx. Monthly | 14,182.13  | 14,537.47  | 14,899.73  | 15,274.13  | 15,652.00  | 16,048.93  | 16,447.60  | 16,856.67  | 17,283.07  | 17,714.67  | 18,156.67  | 18,610.80  | 19,078.80  | 19,555.47  |         |
|                        | Appx. Annual  | 170,185.60 | 174,449.60 | 178,796.80 | 183,289.60 | 187,824.00 | 192,587.20 | 197,371.20 | 202,280.00 | 207,396.80 | 212,576.00 | 217,880.00 | 223,329.60 | 228,945.60 | 234,665.60 |         |
| 91C                    | Hourly        | 82.22      | 84.27      | 86.39      | 88.53      | 90.75      | 93.04      | 95.39      | 97.71      | 100.20     | 102.71     | 105.26     | 107.89     | 110.60     | 113.37     |         |
|                        | Appx. Bi-wkly | 6,577.60   | 6,741.60   | 6,911.20   | 7,082.40   | 7,260.00   | 7,443.20   | 7,631.20   | 7,820.00   | 8,016.00   | 8,216.00   | 8,420.80   | 8,631.20   | 8,848.00   | 9,069.60   |         |
|                        | Appx. Monthly | 14,251.47  | 14,606.80  | 14,974.27  | 15,345.20  | 15,730.00  | 16,126.93  | 16,534.27  | 16,960.00  | 17,398.00  | 17,848.00  | 18,308.00  | 18,778.00  | 19,258.00  | 19,750.00  |         |
|                        | Appx. Annual  | 171,017.60 | 175,281.60 | 179,691.20 | 184,142.40 | 188,760.00 | 193,523.20 | 198,411.20 | 203,428.00 | 208,568.00 | 213,832.00 | 219,220.00 | 224,732.00 | 230,376.00 | 236,160.00 |         |
| 92                     | Hourly        | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.38     | 114.16     |         |
|                        | Appx. Bi-wkly | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,484.00   | 8,693.60   | 8,910.40   | 9,132.80   |         |
|                        | Appx. Monthly | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,305.87  | 19,787.73  |         |
|                        | Appx. Annual  | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,670.40 | 237,452.80 |         |
| 92T                    | Hourly        | 82.83      | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.05     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,626.40   | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,484.00   |            |            |            |         |
|                        | Appx. Monthly | 14,357.20  | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,382.00  |            |            |            |         |
|                        | Appx. Annual  | 172,286.40 | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,584.00 |            |            |            |         |
| 92A                    | Hourly        | 83.87      | 85.96      | 88.12      | 90.30      | 92.59      | 94.99      | 97.25      | 99.71      | 102.20     | 104.75     | 107.35     | 110.02     | 112.79     | 115.61     |         |
|                        | Appx. Bi-wkly | 6,709.60   | 6,876.80   | 7,049.60   | 7,224.00   | 7,407.20   | 7,591.20   | 7,780.00   | 7,976.80   | 8,176.00   | 8,380.00   | 8,588.00   | 8,801.60   | 9,023.20   | 9,248.80   |         |
|                        | Appx. Monthly | 14,537.47  | 14,899.73  | 15,274.13  | 15,652.00  | 16,048.93  | 16,447.60  | 16,856.67  | 17,283.07  | 17,714.67  | 18,156.67  | 18,607.33  | 19,071.33  | 19,552.00  | 20,039.07  |         |
|                        | Appx. Annual  | 174,449.60 | 178,796.80 | 183,289.60 | 187,824.00 | 192,587.20 | 197,371.20 | 202,280.00 | 207,396.80 | 212,576.00 | 217,880.00 | 223,288.00 | 228,841.60 | 234,603.20 | 240,468.80 |         |
| 92C                    | Hourly        | 84.27      | 86.39      | 88.53      | 90.75      | 93.04      | 95.39      | 97.71      | 100.20     | 102.71     | 105.26     | 107.87     | 110.59     | 113.35     | 116.18     |         |
|                        | Appx. Bi-wkly | 6,741.60   | 6,911.20   | 7,082.40   | 7,260.00   | 7,443.20   | 7,631.20   | 7,820.00   | 8,016.00   | 8,216.00   | 8,420.80   | 8,629.60   | 8,842.00   | 9,060.00   | 9,294.40   |         |
|                        | Appx. Monthly | 14,606.80  | 14,974.27  | 15,345.20  | 15,730.00  | 16,126.93  | 16,534.27  | 16,960.00  | 17,398.00  | 17,848.00  | 18,308.00  | 18,797.47  | 19,268.93  | 19,767.33  | 20,287.87  |         |
|                        | Appx. Annual  | 175,281.60 | 179,691.20 | 184,142.40 | 188,760.00 | 193,523.20 | 198,411.20 | 203,428.00 | 208,568.00 | 213,832.00 | 219,220.00 | 224,732.00 | 230,376.00 | 236,160.00 | 242,144.00 |         |
| 93                     | Hourly        | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.68     | 111.39     | 114.18     | 117.03     |         |
|                        | Appx. Bi-wkly | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,484.00   | 8,694.40   | 8,912.00   | 9,134.40   | 9,362.40   |         |
|                        | Appx. Monthly | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,837.87  | 19,307.60  | 19,791.20  | 20,285.20  |         |
|                        | Appx. Annual  | 176,592.00 | 181,001.60 | 185,515.20 | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,054.40 | 231,691.20 | 237,444.40 | 243,322.40 |         |
| Ranges Eff. 02/22/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15 |
| 93T                    | Hourly        | 84.90      | 87.02      | 89.19      | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.68     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,792.00   | 6,961.60   | 7,135.20   | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,484.00   | 8,694.40   |            |            |            |         |
|                        | Appx. Monthly | 14,716.00  | 15,083.47  | 15,459.60  | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  |            |            |            |            |            |         |





| Ranges Eff. 02/22/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 95C                    | Hourly        | 90.75      | 93.04      | 95.39      | 97.71      | 100.20     | 102.71     | 105.26     | 107.87     | 110.59     | 113.32     | 116.16     | 119.07     | 122.03     | 125.08     |         |
|                        | Appx. Bi-wkly | 7,260.00   | 7,443.20   | 7,631.20   | 7,816.80   | 8,016.00   | 8,216.80   | 8,420.80   | 8,629.60   | 8,847.20   | 9,065.60   | 9,292.80   | 9,525.60   | 9,762.40   | 10,006.40  |         |
|                        | Appx. Monthly | 15,730.00  | 16,126.93  | 16,534.27  | 16,936.40  | 17,368.00  | 17,803.07  | 18,245.07  | 18,697.47  | 19,168.93  | 19,642.13  | 20,134.40  | 20,638.80  | 21,151.87  | 21,680.53  |         |
|                        | Appx. Annual  | 188,760.00 | 193,523.20 | 198,411.20 | 203,236.80 | 208,416.00 | 213,636.80 | 218,940.80 | 224,369.60 | 230,027.20 | 235,705.60 | 241,612.80 | 247,665.60 | 253,822.40 | 260,166.40 |         |
| 96                     | Hourly        | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 116.99     | 119.93     | 122.93     | 126.00     |         |
|                        | Appx. Bi-wkly | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   | 9,360.80   | 9,594.40   | 9,834.40   | 10,080.00  |         |
|                        | Appx. Monthly | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  | 20,281.73  | 20,787.87  | 21,307.87  | 21,840.00  |         |
|                        | Appx. Annual  | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 | 243,380.80 | 249,454.40 | 255,694.40 | 262,080.00 |         |
| 96T                    | Hourly        | 91.44      | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 116.99     | 119.93     | 122.93     | 126.00     |         |
|                        | Appx. Bi-wkly | 7,315.20   | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   | 9,360.80   | 9,594.40   | 9,834.40   | 10,080.00  |         |
|                        | Appx. Monthly | 15,849.60  | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  | 20,281.73  | 20,787.87  | 21,307.87  | 21,840.00  |         |
|                        | Appx. Annual  | 190,195.20 | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 | 243,380.80 | 249,454.40 | 255,694.40 | 262,080.00 |         |
| 96A                    | Hourly        | 92.59      | 94.89      | 97.25      | 99.71      | 102.20     | 104.75     | 107.35     | 110.02     | 112.77     | 115.58     | 118.48     | 121.43     | 124.47     | 127.58     |         |
|                        | Appx. Bi-wkly | 7,407.20   | 7,591.20   | 7,780.00   | 7,976.80   | 8,176.00   | 8,380.00   | 8,588.00   | 8,801.60   | 9,021.60   | 9,246.40   | 9,478.40   | 9,714.40   | 9,957.60   | 10,206.40  |         |
|                        | Appx. Monthly | 16,048.93  | 16,447.60  | 16,856.67  | 17,283.07  | 17,714.67  | 18,156.67  | 18,607.33  | 19,070.13  | 19,546.80  | 20,033.87  | 20,532.40  | 21,047.87  | 21,574.80  | 22,113.87  |         |
|                        | Appx. Annual  | 192,587.20 | 197,371.20 | 202,280.00 | 207,396.80 | 212,576.00 | 217,880.00 | 223,288.00 | 228,841.60 | 234,561.60 | 240,406.40 | 246,438.40 | 252,574.40 | 258,897.60 | 265,366.40 |         |
| 96C                    | Hourly        | 93.04      | 95.39      | 97.71      | 100.20     | 102.71     | 105.26     | 107.87     | 110.59     | 113.32     | 116.16     | 119.07     | 122.03     | 125.08     | 128.19     |         |
|                        | Appx. Bi-wkly | 7,443.20   | 7,631.20   | 7,816.80   | 8,016.00   | 8,216.80   | 8,420.80   | 8,629.60   | 8,847.20   | 9,065.60   | 9,292.80   | 9,525.60   | 9,762.40   | 10,006.40  | 10,255.20  |         |
|                        | Appx. Monthly | 16,126.93  | 16,534.27  | 16,936.40  | 17,368.00  | 17,803.07  | 18,245.07  | 18,697.47  | 19,168.93  | 19,642.13  | 20,134.40  | 20,638.80  | 21,151.87  | 21,677.07  | 22,219.60  |         |
|                        | Appx. Annual  | 193,523.20 | 198,411.20 | 203,236.80 | 208,416.00 | 213,636.80 | 218,940.80 | 224,369.60 | 230,027.20 | 235,705.60 | 241,612.80 | 247,624.00 | 253,780.80 | 260,124.80 | 266,635.20 |         |
| 97                     | Hourly        | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 117.02     | 119.93     | 122.93     | 126.01     | 129.16     |         |
|                        | Appx. Bi-wkly | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   | 9,361.60   | 9,594.40   | 9,834.40   | 10,080.00  | 10,332.80  |         |
|                        | Appx. Monthly | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  | 20,283.47  | 20,787.87  | 21,307.87  | 21,841.73  | 22,387.73  |         |
|                        | Appx. Annual  | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 | 243,401.60 | 249,454.40 | 255,694.40 | 262,100.80 | 268,652.80 |         |
| 97T                    | Hourly        | 93.71      | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 117.02     | 119.93     | 122.93     | 126.01     | 129.16     |         |
|                        | Appx. Bi-wkly | 7,496.80   | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   | 9,361.60   | 9,594.40   | 9,834.40   | 10,080.00  | 10,332.80  |         |
|                        | Appx. Monthly | 16,243.07  | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  | 20,283.47  | 20,787.87  | 21,307.87  | 21,841.73  | 22,387.73  |         |
|                        | Appx. Annual  | 194,916.80 | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 | 243,401.60 | 249,454.40 | 255,694.40 | 262,100.80 | 268,652.80 |         |
| 97A                    | Hourly        | 94.89      | 97.25      | 99.71      | 102.20     | 104.75     | 107.35     | 110.02     | 112.77     | 115.58     | 118.48     | 121.43     | 124.48     | 127.59     | 130.78     |         |
|                        | Appx. Bi-wkly | 7,591.20   | 7,780.00   | 7,976.80   | 8,176.00   | 8,380.00   | 8,588.00   | 8,801.60   | 9,021.60   | 9,246.40   | 9,479.20   | 9,714.40   | 9,958.40   | 10,207.20  | 10,462.40  |         |
|                        | Appx. Monthly | 16,447.60  | 16,856.67  | 17,283.07  | 17,714.67  | 18,156.67  | 18,607.33  | 19,070.13  | 19,546.80  | 20,033.87  | 20,538.27  | 21,047.87  | 21,575.53  | 22,115.60  | 22,668.53  |         |
|                        | Appx. Annual  | 197,371.20 | 202,280.00 | 207,396.80 | 212,576.00 | 217,880.00 | 223,288.00 | 228,841.60 | 234,561.60 | 240,406.40 | 246,459.20 | 252,574.40 | 258,918.40 | 265,387.20 | 272,022.40 |         |
| 97C                    | Hourly        | 95.39      | 97.71      | 100.20     | 102.71     | 105.26     | 107.87     | 110.59     | 113.32     | 116.16     | 119.06     | 122.03     | 125.08     | 128.21     | 131.42     |         |
|                        | Appx. Bi-wkly | 7,631.20   | 7,816.80   | 8,016.00   | 8,216.80   | 8,420.80   | 8,629.60   | 8,847.20   | 9,065.60   | 9,292.80   | 9,524.80   | 9,762.40   | 10,006.40  | 10,256.80  | 10,513.60  |         |
|                        | Appx. Monthly | 16,534.27  | 16,936.40  | 17,368.00  | 17,803.07  | 18,245.07  | 18,697.47  | 19,168.93  | 19,642.13  | 20,134.40  | 20,637.07  | 21,151.87  | 21,680.53  | 22,223.07  | 22,779.47  |         |
|                        | Appx. Annual  | 198,411.20 | 203,236.80 | 208,416.00 | 213,636.80 | 218,940.80 | 224,369.60 | 230,027.20 | 235,705.60 | 241,612.80 | 247,644.80 | 253,822.40 | 260,166.40 | 266,676.80 | 273,353.60 |         |
| 98                     | Hourly        | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 117.02     | 119.93     | 122.93     | 126.04     | 129.19     | 132.42     |         |
|                        | Appx. Bi-wkly | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   | 9,361.60   | 9,596.00   | 9,837.60   | 10,080.00  | 10,332.80  | 10,593.60  |         |
|                        | Appx. Monthly | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  | 20,283.47  | 20,791.33  | 21,314.80  | 21,846.93  | 22,392.93  | 22,952.80  |         |
|                        | Appx. Annual  | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 | 243,401.60 | 249,496.00 | 255,777.60 | 262,163.20 | 268,715.20 | 275,433.60 |         |
| 98T                    | Hourly        | 96.05      | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 117.02     | 119.93     | 122.93     | 126.04     | 129.19     | 132.42     |         |
|                        | Appx. Bi-wkly | 7,684.00   | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40   | 8,693.60   | 8,909.60   | 9,131.20   | 9,361.60   | 9,596.00   | 9,837.60   | 10,080.00  | 10,332.80  | 10,593.60  |         |
|                        | Appx. Monthly | 16,648.67  | 17,068.13  | 17,494.53  | 17,933.07  | 18,378.53  | 18,836.13  | 19,304.13  | 19,784.27  | 20,283.47  | 20,791.33  | 21,314.80  | 21,846.93  | 22,392.93  | 22,952.80  |         |
|                        | Appx. Annual  | 199,784.00 | 204,817.60 | 209,934.40 | 215,196.80 | 220,542.40 | 226,033.60 | 231,649.60 | 237,411.20 | 243,401.60 | 249,496.00 | 255,777.60 | 262,163.20 | 268,715.20 | 275,433.60 |         |
| 98A                    | Hourly        | 97.25      | 99.71      | 102.20     | 104.75     | 107.35     | 110.02     | 112.77     | 115.58     | 118.48     | 121.45     | 124.51     | 127.62     | 130.81     | 134.08     |         |
|                        | Appx. Bi-wkly | 7,780.00   | 7,976.80   | 8,176.00   | 8,380.00   | 8,588.00   | 8,801.60   | 9,021.60   | 9,246.40   | 9,479.20   | 9,716.00   | 9,960.80   | 10,209.60  | 10,464.80  | 10,726.40  |         |
|                        | Appx. Monthly | 16,856.67  | 17,283.07  | 17,714.67  | 18,156.67  | 18,607.33  | 19,070.13  | 19,546.80  | 20,033.87  | 20,538.27  | 21,051.33  | 21,581.73  | 22,120.80  | 22,673.73  | 23,240.53  |         |
|                        | Appx. Annual  | 202,280.00 | 207,396.80 | 212,576.00 | 217,880.00 | 223,288.00 | 228,841.60 | 234,561.60 | 240,406.40 | 246,459.20 | 252,616.00 | 258,980.80 | 265,449.60 | 272,084.80 | 278,886.40 |         |
| 98C                    | Hourly        | 97.71      | 100.20     | 102.71     | 105.26     | 107.87     | 110.59     | 113.32     | 116.16     | 119.06     | 122.06     | 125.10     | 128.25     | 131.45     | 134.74     |         |
|                        | Appx. Bi-wkly | 7,816.80   | 8,016.00   | 8,216.80   | 8,420.80   | 8,629.60   | 8,847.20   | 9,065.60   | 9,292.80   | 9,524.80   | 9,764.80   | 10,008.00  | 10,260.00  | 10,516.00  | 10,779.20  |         |
|                        | Appx. Monthly | 16,936.40  | 17,368.00  | 17,803.07  | 18,245.07  | 18,697.47  | 19,168.93  | 19,642.13  | 20,134.40  | 20,637.07  | 21,157.07  | 21,684.00  | 22,230.00  | 22,784.67  | 23,354.93  |         |
|                        | Appx. Annual  | 203,236.80 | 208,416.00 | 213,636.80 | 218,940.80 | 224,369.60 | 230,027.20 | 235,705.60 | 241,612.80 | 247,644.80 | 253,884.80 | 260,208.00 | 266,760.00 | 273,416.00 | 280,259.20 |         |
| 99                     | Hourly        | 98.47      | 100.93     | 103.46     | 106.03     | 108.67     | 111.37     | 114.14     | 117.02     | 119.93     | 122.93     | 126.01     | 129.16     | 132.39     | 135.70     |         |
|                        | Appx. Bi-wkly | 7,877.60   | 8,074.40   | 8,276.80   | 8,482.40</ |            |            |            |            |            |            |            |            |            |            |         |

Effective 08/09/2025



| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 30                     | Hourly        | 18.69     | 19.15     | 19.60     | 20.03     | 20.59     | 21.13     | 21.62     | 22.16     | 22.69     | 23.23     | 23.80     | 24.39     | 25.00     | 25.63     |         |
|                        | Appx. Bi-wkly | 1,495.20  | 1,532.00  | 1,568.00  | 1,602.40  | 1,647.20  | 1,690.40  | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.00  | 1,951.20  | 2,000.00  | 2,050.40  |         |
|                        | Appx. Monthly | 3,239.60  | 3,319.33  | 3,397.33  | 3,471.87  | 3,568.93  | 3,662.53  | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,125.33  | 4,227.60  | 4,333.33  | 4,442.53  |         |
|                        | Appx. Annual  | 38,875.20 | 39,832.00 | 40,768.00 | 41,662.40 | 42,827.20 | 43,950.40 | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,504.00 | 50,731.20 | 52,000.00 | 53,310.40 |         |
| 30T                    | Hourly        | 18.69     | 19.15     | 19.60     | 20.03     | 20.59     | 21.13     | 21.62     | 22.16     | 22.69     | 23.23     | 23.80     | 24.39     | 25.00     | 25.63     |         |
|                        | Appx. Bi-wkly | 1,495.20  | 1,532.00  | 1,568.00  | 1,602.40  | 1,647.20  | 1,690.40  | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.00  | 1,951.20  | 2,000.00  | 2,050.40  |         |
|                        | Appx. Monthly | 3,239.60  | 3,319.33  | 3,397.33  | 3,471.87  | 3,568.93  | 3,662.53  | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,125.33  | 4,227.60  | 4,333.33  | 4,442.53  |         |
|                        | Appx. Annual  | 38,875.20 | 39,832.00 | 40,768.00 | 41,662.40 | 42,827.20 | 43,950.40 | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,504.00 | 50,731.20 | 52,000.00 | 53,310.40 |         |
| 30A                    | Hourly        | 18.93     | 19.39     | 19.86     | 20.30     | 20.86     | 21.40     | 21.89     | 22.42     | 22.97     | 23.53     | 24.10     | 24.72     | 25.34     | 25.98     |         |
|                        | Appx. Bi-wkly | 1,514.40  | 1,551.20  | 1,588.80  | 1,624.00  | 1,668.80  | 1,712.00  | 1,751.20  | 1,793.60  | 1,837.60  | 1,882.40  | 1,928.00  | 1,977.60  | 2,027.20  | 2,078.40  |         |
|                        | Appx. Monthly | 3,281.20  | 3,360.93  | 3,442.40  | 3,518.67  | 3,615.73  | 3,709.33  | 3,794.27  | 3,886.13  | 3,981.47  | 4,078.53  | 4,177.33  | 4,284.80  | 4,392.27  | 4,503.20  |         |
|                        | Appx. Annual  | 39,374.40 | 40,331.20 | 41,308.80 | 42,224.00 | 43,388.80 | 44,512.00 | 45,531.20 | 46,633.60 | 47,777.60 | 48,942.40 | 50,148.80 | 51,417.60 | 52,707.20 | 54,038.40 |         |
| 30C                    | Hourly        | 19.00     | 19.47     | 19.95     | 20.40     | 20.95     | 21.49     | 22.00     | 22.56     | 23.10     | 23.64     | 24.24     | 24.82     | 25.44     | 26.08     |         |
|                        | Appx. Bi-wkly | 1,520.00  | 1,557.60  | 1,596.00  | 1,632.00  | 1,676.00  | 1,719.20  | 1,760.00  | 1,804.80  | 1,848.00  | 1,891.20  | 1,939.20  | 1,985.60  | 2,035.20  | 2,086.40  |         |
|                        | Appx. Monthly | 3,293.33  | 3,374.80  | 3,458.00  | 3,536.00  | 3,631.33  | 3,724.93  | 3,813.33  | 3,910.40  | 4,004.00  | 4,097.60  | 4,201.60  | 4,286.33  | 4,409.60  | 4,520.53  |         |
|                        | Appx. Annual  | 39,520.00 | 40,497.60 | 41,496.00 | 42,432.00 | 43,576.00 | 44,699.20 | 45,760.00 | 46,924.80 | 48,048.00 | 49,171.20 | 50,419.20 | 51,625.60 | 52,915.20 | 54,246.40 |         |
| 31                     | Hourly        | 19.15     | 19.60     | 20.03     | 20.59     | 21.13     | 21.62     | 22.16     | 22.69     | 23.23     | 23.81     | 24.40     | 25.03     | 25.66     | 26.30     |         |
|                        | Appx. Bi-wkly | 1,532.00  | 1,568.00  | 1,602.40  | 1,647.20  | 1,690.40  | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.00  | 1,952.00  | 2,002.40  | 2,052.80  | 2,104.00  |         |
|                        | Appx. Monthly | 3,319.33  | 3,397.33  | 3,471.87  | 3,568.93  | 3,662.53  | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,229.33  | 4,338.53  | 4,447.73  | 4,558.67  |         |
|                        | Appx. Annual  | 39,832.00 | 40,768.00 | 41,662.40 | 42,827.20 | 43,950.40 | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,752.00 | 52,062.40 | 53,372.80 | 54,704.00 |         |
| 31T                    | Hourly        | 19.15     | 19.60     | 20.03     | 20.59     | 21.13     | 21.62     | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.66     | 26.30     |         |
|                        | Appx. Bi-wkly | 1,532.00  | 1,568.00  | 1,602.40  | 1,647.20  | 1,690.40  | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.00  | 1,952.00  | 2,002.40  | 2,052.80  | 2,104.00  |         |
|                        | Appx. Monthly | 3,319.33  | 3,397.33  | 3,471.87  | 3,568.93  | 3,662.53  | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,229.33  | 4,338.53  | 4,447.73  | 4,558.67  |         |
|                        | Appx. Annual  | 39,832.00 | 40,768.00 | 41,662.40 | 42,827.20 | 43,950.40 | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,752.00 | 52,062.40 | 53,372.80 | 54,704.00 |         |
| 31A                    | Hourly        | 19.39     | 19.86     | 20.30     | 20.86     | 21.40     | 21.89     | 22.42     | 22.97     | 23.53     | 24.11     | 24.73     | 25.35     | 25.98     | 26.63     |         |
|                        | Appx. Bi-wkly | 1,551.20  | 1,588.80  | 1,624.00  | 1,668.80  | 1,712.00  | 1,751.20  | 1,793.60  | 1,837.60  | 1,882.40  | 1,928.00  | 1,978.40  | 2,028.00  | 2,078.40  | 2,130.40  |         |
|                        | Appx. Monthly | 3,360.93  | 3,442.40  | 3,518.67  | 3,615.73  | 3,709.33  | 3,794.27  | 3,886.13  | 3,981.47  | 4,078.53  | 4,179.07  | 4,284.80  | 4,394.00  | 4,503.20  | 4,615.87  |         |
|                        | Appx. Annual  | 40,331.20 | 41,308.80 | 42,224.00 | 43,388.80 | 44,512.00 | 45,531.20 | 46,633.60 | 47,777.60 | 48,942.40 | 50,148.80 | 51,438.40 | 52,728.00 | 54,038.40 | 55,390.40 |         |
| 31C                    | Hourly        | 19.47     | 19.95     | 20.40     | 20.95     | 21.49     | 22.00     | 22.56     | 23.10     | 23.64     | 24.25     | 24.83     | 25.46     | 26.10     | 26.75     |         |
|                        | Appx. Bi-wkly | 1,557.60  | 1,596.00  | 1,632.00  | 1,676.00  | 1,719.20  | 1,760.00  | 1,804.80  | 1,848.00  | 1,891.20  | 1,940.00  | 1,986.40  | 2,036.80  | 2,088.00  | 2,140.00  |         |
|                        | Appx. Monthly | 3,374.80  | 3,458.00  | 3,536.00  | 3,631.33  | 3,724.93  | 3,813.33  | 3,910.40  | 4,004.00  | 4,097.60  | 4,203.33  | 4,307.87  | 4,413.07  | 4,524.00  | 4,636.67  |         |
|                        | Appx. Annual  | 40,497.60 | 41,496.00 | 42,432.00 | 43,576.00 | 44,699.20 | 45,760.00 | 46,924.80 | 48,048.00 | 49,171.20 | 50,440.00 | 51,646.40 | 52,956.80 | 54,288.00 | 55,640.00 |         |
| 32                     | Hourly        | 19.60     | 20.03     | 20.59     | 21.13     | 21.62     | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.04     | 25.65     | 26.29     | 26.94     |         |
|                        | Appx. Bi-wkly | 1,568.00  | 1,602.40  | 1,647.20  | 1,690.40  | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.00  | 1,952.00  | 2,002.40  | 2,052.80  | 2,103.20  | 2,155.20  |         |
|                        | Appx. Monthly | 3,397.33  | 3,471.87  | 3,568.93  | 3,662.53  | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,340.27  | 4,446.00  | 4,556.93  | 4,669.60  |         |
|                        | Appx. Annual  | 40,768.00 | 41,662.40 | 42,827.20 | 43,950.40 | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,083.20 | 53,352.00 | 54,683.20 | 56,035.20 |         |
| 32T                    | Hourly        | 19.60     | 20.03     | 20.59     | 21.13     | 21.62     | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.02     | 25.62     | 26.29     | 26.94     |         |
|                        | Appx. Bi-wkly | 1,568.00  | 1,602.40  | 1,647.20  | 1,690.40  | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.00  | 1,952.00  | 2,002.40  | 2,052.80  | 2,103.20  | 2,155.20  |         |
|                        | Appx. Monthly | 3,397.33  | 3,471.87  | 3,568.93  | 3,662.53  | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,446.00  | 4,556.93  | 4,669.60  |         |
|                        | Appx. Annual  | 40,768.00 | 41,662.40 | 42,827.20 | 43,950.40 | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,083.20 | 53,352.00 | 54,683.20 | 56,035.20 |         |
| 32A                    | Hourly        | 19.86     | 20.30     | 20.86     | 21.40     | 21.89     | 22.42     | 22.97     | 23.53     | 24.11     | 24.74     | 25.36     | 25.98     | 26.63     | 27.30     |         |
|                        | Appx. Bi-wkly | 1,588.80  | 1,624.00  | 1,668.80  | 1,712.00  | 1,751.20  | 1,793.60  | 1,837.60  | 1,882.40  | 1,928.00  | 1,979.20  | 2,028.00  | 2,078.40  | 2,130.40  | 2,184.00  |         |
|                        | Appx. Monthly | 3,442.40  | 3,518.67  | 3,615.73  | 3,709.33  | 3,794.27  | 3,886.13  | 3,981.47  | 4,078.53  | 4,179.07  | 4,288.27  | 4,395.73  | 4,503.20  | 4,615.87  | 4,732.00  |         |
|                        | Appx. Annual  | 41,308.80 | 42,224.00 | 43,388.80 | 44,512.00 | 45,531.20 | 46,633.60 | 47,777.60 | 48,942.40 | 50,148.80 | 51,459.20 | 52,748.80 | 54,038.40 | 55,390.40 | 56,784.00 |         |
| 32C                    | Hourly        | 19.95     | 20.40     | 20.95     | 21.49     | 22.00     | 22.56     | 23.10     | 23.64     | 24.25     | 24.84     | 25.47     | 26.12     | 26.77     | 27.44     |         |
|                        | Appx. Bi-wkly | 1,596.00  | 1,632.00  | 1,676.00  | 1,719.20  | 1,760.00  | 1,804.80  | 1,848.00  | 1,891.20  | 1,940.00  | 1,987.20  | 2,037.60  | 2,089.60  | 2,141.60  | 2,195.20  |         |
|                        | Appx. Monthly | 3,458.00  | 3,536.00  | 3,631.33  | 3,724.93  | 3,813.33  | 3,910.40  | 4,004.00  | 4,097.60  | 4,203.33  | 4,305.60  | 4,414.80  | 4,527.47  | 4,640.13  | 4,756.27  |         |
|                        | Appx. Annual  | 41,496.00 | 42,432.00 | 43,576.00 | 44,699.20 | 45,760.00 | 46,924.80 | 48,048.00 | 49,171.20 | 50,400.00 | 51,667.20 | 52,977.60 | 54,329.60 | 55,681.60 | 57,075.20 |         |
| 33                     | Hourly        | 20.03     | 20.59     | 21.13     | 21.62     | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.63     | 26.29     | 26.94     | 27.61     |         |
|                        | Appx. Bi-wkly | 1,602.40  | 1,647.20  | 1,690.40  | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.00  | 1,952.00  | 2,002.40  | 2,052.80  | 2,103.20  | 2,155.20  | 2,208.00  |         |
|                        | Appx. Monthly | 3,471.87  | 3,568.93  | 3,662.53  | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,442.53  | 4,556.93  | 4,669.60  | 4,785.73  |         |
|                        | Appx. Annual  | 41,662.40 | 42,827.20 | 43,950.40 | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,310.40 | 54,683.20 | 56,035.20 | 57,428.80 |         |
| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
| 33T                    | Hourly        | 20.03     | 20.59     | 21.13     | 21.62     | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.66     | 26.29     | 26.94     | 27.61     |         |
|                        | Appx. Bi-wkly | 1,602.40  | 1,647.20  | 1,690.40  | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.00  | 1,952.00  | 2,002.40  | 2,052.80  | 2,103.20  | 2,155.20  | 2,208.00  |         |
|                        | Appx. Monthly | 3,471.87  | 3,568.93  | 3,662.53  | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,447.73  | 4,556.93  | 4,669.60  | 4,785.73  |         |
|                        | Appx. Annual  | 41,662.40 | 42,827.20 | 43,950.40 |           |           |           |           |           |           |           |           |           |           |           |         |



| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 35C                    | Hourly        | 21.49     | 22.00     | 22.56     | 23.10     | 23.64     | 24.25     | 24.84     | 25.46     | 26.11     | 26.72     | 27.40     | 28.09     | 28.79     | 29.51     |         |
|                        | Appx. Bi-wkly | 1,719.20  | 1,760.00  | 1,804.80  | 1,848.00  | 1,891.20  | 1,940.00  | 1,987.20  | 2,036.80  | 2,088.80  | 2,137.60  | 2,192.00  | 2,247.20  | 2,303.20  | 2,360.80  |         |
|                        | Appx. Monthly | 3,724.93  | 3,813.33  | 3,910.40  | 4,004.00  | 4,097.60  | 4,203.33  | 4,305.60  | 4,413.07  | 4,525.73  | 4,631.47  | 4,749.33  | 4,868.93  | 4,990.27  | 5,115.07  |         |
|                        | Appx. Annual  | 44,699.20 | 45,760.00 | 46,924.80 | 48,048.00 | 49,171.20 | 50,440.00 | 51,667.20 | 52,956.80 | 54,308.80 | 55,577.60 | 56,992.00 | 58,427.20 | 59,883.20 | 61,380.80 |         |
| 36                     | Hourly        | 21.62     | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.59     | 28.28     | 28.99     | 29.72     |         |
|                        | Appx. Bi-wkly | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,096.80  | 2,146.00  | 2,195.20  | 2,247.20  | 2,298.80  | 2,352.00  |         |
|                        | Appx. Monthly | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,782.27  | 4,901.87  | 5,024.93  | 5,151.47  |         |
|                        | Appx. Annual  | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,387.20 | 58,822.40 | 60,299.20 | 61,817.60 |         |
| 36T                    | Hourly        | 21.62     | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.59     | 28.28     | 28.99     | 29.72     |         |
|                        | Appx. Bi-wkly | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,096.80  | 2,146.00  | 2,195.20  | 2,247.20  | 2,298.80  | 2,352.00  |         |
|                        | Appx. Monthly | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,782.27  | 4,901.87  | 5,024.93  | 5,151.47  |         |
|                        | Appx. Annual  | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,387.20 | 58,822.40 | 60,299.20 | 61,817.60 |         |
| 36A                    | Hourly        | 21.89     | 22.42     | 22.97     | 23.53     | 24.11     | 24.74     | 25.35     | 25.96     | 26.58     | 27.26     | 27.94     | 28.63     | 29.34     | 30.08     |         |
|                        | Appx. Bi-wkly | 1,751.20  | 1,793.60  | 1,837.60  | 1,882.40  | 1,928.80  | 1,979.20  | 2,028.00  | 2,076.80  | 2,126.40  | 2,180.80  | 2,235.20  | 2,290.40  | 2,347.20  | 2,406.40  |         |
|                        | Appx. Monthly | 3,794.27  | 3,886.13  | 3,981.47  | 4,078.53  | 4,179.07  | 4,282.27  | 4,394.00  | 4,499.73  | 4,607.20  | 4,725.07  | 4,842.93  | 4,962.53  | 5,085.60  | 5,213.87  |         |
|                        | Appx. Annual  | 45,531.20 | 46,633.60 | 47,777.60 | 48,942.40 | 50,148.80 | 51,459.20 | 52,728.00 | 53,996.80 | 55,286.40 | 56,700.80 | 58,115.20 | 59,550.40 | 61,027.20 | 62,566.40 |         |
| 36C                    | Hourly        | 22.00     | 22.56     | 23.10     | 23.64     | 24.25     | 24.84     | 25.46     | 26.11     | 26.72     | 27.42     | 28.12     | 28.81     | 29.55     | 30.29     |         |
|                        | Appx. Bi-wkly | 1,760.00  | 1,804.80  | 1,848.00  | 1,891.20  | 1,940.00  | 1,987.20  | 2,036.80  | 2,088.80  | 2,137.60  | 2,193.60  | 2,249.60  | 2,304.80  | 2,364.00  | 2,423.20  |         |
|                        | Appx. Monthly | 3,813.33  | 3,910.40  | 4,004.00  | 4,097.60  | 4,203.33  | 4,305.60  | 4,413.07  | 4,525.73  | 4,631.47  | 4,752.80  | 4,874.13  | 4,993.73  | 5,122.00  | 5,250.27  |         |
|                        | Appx. Annual  | 45,760.00 | 46,924.80 | 48,048.00 | 49,171.20 | 50,440.00 | 51,667.20 | 52,956.80 | 54,308.80 | 55,577.60 | 57,033.60 | 58,489.60 | 59,924.80 | 61,464.00 | 63,003.20 |         |
| 37                     | Hourly        | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.29     | 29.02     | 29.74     | 30.48     |         |
|                        | Appx. Bi-wkly | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,263.20  | 2,321.60  | 2,379.20  | 2,438.40  |         |
|                        | Appx. Monthly | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,903.60  | 5,030.13  | 5,154.93  | 5,283.20  |         |
|                        | Appx. Annual  | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,843.20 | 60,361.60 | 61,859.20 | 63,398.40 |         |
| 37T                    | Hourly        | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.29     | 29.02     | 29.74     | 30.48     |         |
|                        | Appx. Bi-wkly | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,263.20  | 2,321.60  | 2,379.20  | 2,438.40  |         |
|                        | Appx. Monthly | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,903.60  | 5,030.13  | 5,154.93  | 5,283.20  |         |
|                        | Appx. Annual  | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,843.20 | 60,361.60 | 61,859.20 | 63,398.40 |         |
| 37A                    | Hourly        | 22.42     | 22.97     | 23.53     | 24.11     | 24.74     | 25.35     | 25.96     | 26.58     | 27.26     | 27.95     | 28.65     | 29.38     | 30.12     | 30.87     |         |
|                        | Appx. Bi-wkly | 1,793.60  | 1,837.60  | 1,882.40  | 1,928.80  | 1,979.20  | 2,028.00  | 2,076.80  | 2,126.40  | 2,180.80  | 2,236.00  | 2,292.00  | 2,350.40  | 2,409.60  | 2,469.60  |         |
|                        | Appx. Monthly | 3,886.13  | 3,981.47  | 4,078.53  | 4,179.07  | 4,282.27  | 4,394.00  | 4,499.73  | 4,607.20  | 4,725.07  | 4,844.67  | 4,966.00  | 5,092.53  | 5,220.80  | 5,350.80  |         |
|                        | Appx. Annual  | 46,633.60 | 47,777.60 | 48,942.40 | 50,148.80 | 51,459.20 | 52,728.00 | 53,996.80 | 55,286.40 | 56,700.80 | 58,136.00 | 59,592.00 | 61,110.40 | 62,649.60 | 64,209.60 |         |
| 37C                    | Hourly        | 22.56     | 23.10     | 23.64     | 24.25     | 24.84     | 25.46     | 26.11     | 26.72     | 27.42     | 28.13     | 28.78     | 29.51     | 30.25     | 31.00     |         |
|                        | Appx. Bi-wkly | 1,804.80  | 1,848.00  | 1,891.20  | 1,940.00  | 1,987.20  | 2,036.80  | 2,088.80  | 2,137.60  | 2,193.60  | 2,250.40  | 2,304.80  | 2,360.80  | 2,420.00  | 2,480.00  |         |
|                        | Appx. Monthly | 3,910.40  | 4,004.00  | 4,097.60  | 4,203.33  | 4,305.60  | 4,413.07  | 4,525.73  | 4,631.47  | 4,752.80  | 4,875.87  | 4,988.53  | 5,115.07  | 5,243.33  | 5,373.33  |         |
|                        | Appx. Annual  | 46,924.80 | 48,048.00 | 49,171.20 | 50,440.00 | 51,667.20 | 52,956.80 | 54,308.80 | 55,577.60 | 57,033.60 | 58,510.40 | 59,862.40 | 61,380.80 | 62,920.00 | 64,480.00 |         |
| 38                     | Hourly        | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.97     | 29.68     | 30.43     | 31.19     |         |
|                        | Appx. Bi-wkly | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,317.60  | 2,374.40  | 2,434.40  | 2,495.20  |         |
|                        | Appx. Monthly | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,021.47  | 5,144.53  | 5,274.53  | 5,406.27  |         |
|                        | Appx. Annual  | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,257.60 | 61,734.40 | 63,294.40 | 64,875.20 |         |
| 38T                    | Hourly        | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.97     | 29.68     | 30.43     | 31.19     |         |
|                        | Appx. Bi-wkly | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,317.60  | 2,374.40  | 2,434.40  | 2,495.20  |         |
|                        | Appx. Monthly | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,021.47  | 5,144.53  | 5,274.53  | 5,406.27  |         |
|                        | Appx. Annual  | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,257.60 | 61,734.40 | 63,294.40 | 64,875.20 |         |
| 38A                    | Hourly        | 22.97     | 23.53     | 24.11     | 24.74     | 25.35     | 25.96     | 26.58     | 27.26     | 27.95     | 28.61     | 29.32     | 30.07     | 30.81     | 31.58     |         |
|                        | Appx. Bi-wkly | 1,837.60  | 1,882.40  | 1,928.80  | 1,979.20  | 2,028.00  | 2,076.80  | 2,126.40  | 2,180.80  | 2,236.00  | 2,288.80  | 2,345.60  | 2,405.60  | 2,464.80  | 2,526.40  |         |
|                        | Appx. Monthly | 3,981.47  | 4,078.53  | 4,179.07  | 4,282.27  | 4,394.00  | 4,499.73  | 4,607.20  | 4,725.07  | 4,844.67  | 4,959.07  | 5,082.13  | 5,212.13  | 5,340.40  | 5,473.87  |         |
|                        | Appx. Annual  | 47,777.60 | 48,942.40 | 50,148.80 | 51,459.20 | 52,728.00 | 53,996.80 | 55,286.40 | 56,700.80 | 58,136.00 | 59,508.80 | 60,985.60 | 62,545.60 | 64,084.80 | 65,686.40 |         |
| 38C                    | Hourly        | 23.10     | 23.64     | 24.25     | 24.84     | 25.46     | 26.11     | 26.72     | 27.42     | 28.13     | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     |         |
|                        | Appx. Bi-wkly | 1,848.00  | 1,891.20  | 1,940.00  | 1,987.20  | 2,036.80  | 2,088.80  | 2,137.60  | 2,193.60  | 2,250.40  | 2,299.20  | 2,356.80  | 2,416.00  | 2,476.80  | 2,538.40  |         |
|                        | Appx. Monthly | 4,004.00  | 4,097.60  | 4,203.33  | 4,305.60  | 4,413.07  | 4,525.73  | 4,631.47  | 4,752.80  | 4,875.87  | 4,981.60  | 5,106.40  | 5,234.67  | 5,366.40  | 5,499.87  |         |
|                        | Appx. Annual  | 48,048.00 | 49,171.20 | 50,440.00 | 51,667.20 | 52,956.80 | 54,308.80 | 55,577.60 | 57,033.60 | 58,510.40 | 59,779.20 | 61,276.80 | 62,816.00 | 64,396.80 | 65,998.40 |         |
| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
| 39                     | Hourly        | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     |         |
|                        | Appx. Bi-wkly | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,376.80  | 2,436.00  | 2,496.80  | 2,559.20  |         |
|                        | Appx. Monthly | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,149.73  | 5,278.00  | 5,409.73  | 5,544.93  |         |



| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 41A                    | Hourly        | 24.74     | 25.35     | 25.96     | 26.58     | 27.26     | 27.95     | 28.61     | 29.34     | 30.03     | 30.81     | 31.58     | 32.38     | 33.19     | 34.02     |         |
|                        | Appx. Bi-wkly | 1,979.20  | 2,028.00  | 2,076.80  | 2,126.40  | 2,180.80  | 2,236.00  | 2,288.80  | 2,347.20  | 2,402.40  | 2,464.80  | 2,526.40  | 2,590.40  | 2,655.20  | 2,721.60  |         |
|                        | Appx. Monthly | 4,288.27  | 4,394.00  | 4,499.73  | 4,607.20  | 4,725.07  | 4,844.67  | 4,959.07  | 5,085.60  | 5,205.20  | 5,340.40  | 5,473.87  | 5,612.53  | 5,752.93  | 5,896.80  |         |
|                        | Appx. Annual  | 51,459.20 | 52,728.00 | 53,996.80 | 55,286.40 | 56,700.80 | 58,136.00 | 59,508.80 | 61,027.20 | 62,462.40 | 64,084.80 | 65,686.40 | 67,350.40 | 69,035.20 | 70,761.60 |         |
| 41C                    | Hourly        | 24.84     | 25.46     | 26.11     | 26.72     | 27.42     | 28.13     | 28.74     | 29.49     | 30.19     | 30.93     | 31.75     | 32.54     | 33.35     | 34.19     |         |
|                        | Appx. Bi-wkly | 1,987.20  | 2,036.80  | 2,088.80  | 2,137.60  | 2,193.60  | 2,250.40  | 2,299.20  | 2,359.20  | 2,415.20  | 2,474.40  | 2,540.00  | 2,603.20  | 2,668.00  | 2,735.20  |         |
|                        | Appx. Monthly | 4,305.60  | 4,413.07  | 4,525.73  | 4,631.47  | 4,752.80  | 4,875.87  | 4,981.60  | 5,111.60  | 5,232.93  | 5,361.20  | 5,503.33  | 5,640.27  | 5,780.67  | 5,926.27  |         |
|                        | Appx. Annual  | 51,667.20 | 52,956.80 | 54,308.80 | 55,777.60 | 57,033.60 | 58,510.40 | 59,779.20 | 61,339.20 | 62,795.20 | 64,334.40 | 66,040.00 | 67,683.20 | 69,368.00 | 71,115.20 |         |
| 42                     | Hourly        | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.94     | 32.75     | 33.57     | 34.40     |         |
|                        | Appx. Bi-wkly | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,555.20  | 2,620.00  | 2,685.60  | 2,752.00  |         |
|                        | Appx. Monthly | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,536.27  | 5,676.67  | 5,818.80  | 5,962.67  |         |
|                        | Appx. Annual  | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,454.40 | 68,120.00 | 69,825.60 | 71,552.00 |         |
| 42T                    | Hourly        | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  |           |           |           |         |
|                        | Appx. Monthly | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  |           |           |           |         |
|                        | Appx. Annual  | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 |           |           |           |         |
| 42A                    | Hourly        | 25.35     | 25.96     | 26.58     | 27.26     | 27.95     | 28.61     | 29.34     | 30.03     | 30.81     | 31.56     | 32.34     | 33.15     | 33.98     | 34.82     |         |
|                        | Appx. Bi-wkly | 2,028.00  | 2,076.80  | 2,126.40  | 2,180.80  | 2,236.00  | 2,288.80  | 2,347.20  | 2,402.40  | 2,464.80  | 2,524.80  | 2,587.20  | 2,652.00  | 2,718.40  | 2,785.60  |         |
|                        | Appx. Monthly | 4,394.00  | 4,499.73  | 4,607.20  | 4,725.07  | 4,844.67  | 4,959.07  | 5,085.60  | 5,205.20  | 5,340.40  | 5,470.40  | 5,605.60  | 5,746.00  | 5,889.87  | 6,035.47  |         |
|                        | Appx. Annual  | 52,728.00 | 53,996.80 | 55,286.40 | 56,700.80 | 58,136.00 | 59,508.80 | 61,027.20 | 62,462.40 | 64,084.80 | 65,644.80 | 67,267.20 | 68,952.00 | 70,678.40 | 72,425.60 |         |
| 42C                    | Hourly        | 25.46     | 26.11     | 26.72     | 27.42     | 28.13     | 28.74     | 29.49     | 30.19     | 30.93     | 31.72     | 32.52     | 33.32     | 34.15     | 35.01     |         |
|                        | Appx. Bi-wkly | 2,036.80  | 2,088.80  | 2,137.60  | 2,193.60  | 2,250.40  | 2,299.20  | 2,359.20  | 2,415.20  | 2,474.40  | 2,537.60  | 2,601.60  | 2,666.60  | 2,732.00  | 2,800.80  |         |
|                        | Appx. Monthly | 4,413.07  | 4,525.73  | 4,631.47  | 4,752.80  | 4,875.87  | 4,981.60  | 5,111.60  | 5,232.93  | 5,361.20  | 5,498.13  | 5,636.80  | 5,775.47  | 5,919.33  | 6,068.40  |         |
|                        | Appx. Annual  | 52,956.80 | 54,308.80 | 55,577.60 | 57,033.60 | 58,510.40 | 59,779.20 | 61,339.20 | 62,795.20 | 64,334.40 | 65,977.60 | 67,641.60 | 69,305.60 | 71,032.00 | 72,820.80 |         |
| 43                     | Hourly        | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.77     | 33.60     | 34.44     | 35.31     |         |
|                        | Appx. Bi-wkly | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,621.60  | 2,688.00  | 2,755.20  | 2,824.80  |         |
|                        | Appx. Monthly | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,680.13  | 5,824.00  | 5,969.60  | 6,120.40  |         |
|                        | Appx. Annual  | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,161.60 | 69,888.00 | 71,635.20 | 73,444.80 |         |
| 43T                    | Hourly        | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.76     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,620.80  |           |           |           |         |
|                        | Appx. Monthly | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,678.40  |           |           |           |         |
|                        | Appx. Annual  | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,140.80 |           |           |           |         |
| 43A                    | Hourly        | 25.96     | 26.58     | 27.26     | 27.95     | 28.61     | 29.34     | 30.03     | 30.81     | 31.56     | 32.37     | 33.17     | 34.01     | 34.87     | 35.74     |         |
|                        | Appx. Bi-wkly | 2,076.80  | 2,126.40  | 2,180.80  | 2,236.00  | 2,288.80  | 2,347.20  | 2,402.40  | 2,464.80  | 2,524.80  | 2,589.60  | 2,653.60  | 2,720.80  | 2,789.60  | 2,859.20  |         |
|                        | Appx. Monthly | 4,499.73  | 4,607.20  | 4,725.07  | 4,844.67  | 4,959.07  | 5,085.60  | 5,205.20  | 5,340.40  | 5,470.40  | 5,610.80  | 5,749.47  | 5,895.07  | 6,044.13  | 6,194.93  |         |
|                        | Appx. Annual  | 53,996.80 | 55,286.40 | 56,700.80 | 58,136.00 | 59,508.80 | 61,027.20 | 62,462.40 | 64,084.80 | 65,644.80 | 67,329.60 | 68,993.60 | 70,740.80 | 72,529.60 | 74,339.20 |         |
| 43C                    | Hourly        | 26.11     | 26.72     | 27.42     | 28.13     | 28.74     | 29.49     | 30.19     | 30.93     | 31.72     | 32.54     | 33.35     | 34.18     | 35.03     | 35.91     |         |
|                        | Appx. Bi-wkly | 2,088.80  | 2,137.60  | 2,193.60  | 2,250.40  | 2,299.20  | 2,359.20  | 2,415.20  | 2,474.40  | 2,537.60  | 2,603.20  | 2,668.00  | 2,734.40  | 2,802.40  | 2,872.80  |         |
|                        | Appx. Monthly | 4,525.73  | 4,631.47  | 4,752.80  | 4,875.87  | 4,981.60  | 5,111.60  | 5,232.93  | 5,361.20  | 5,498.13  | 5,640.27  | 5,780.67  | 5,924.53  | 6,071.87  | 6,224.40  |         |
|                        | Appx. Annual  | 54,308.80 | 55,577.60 | 57,033.60 | 58,510.40 | 59,779.20 | 61,339.20 | 62,795.20 | 64,334.40 | 65,977.60 | 67,683.20 | 69,368.00 | 71,094.40 | 72,862.40 | 74,692.80 |         |
| 44                     | Hourly        | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.36     | 35.22     | 36.09     |         |
|                        | Appx. Bi-wkly | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,682.40  | 2,748.80  | 2,817.60  | 2,887.20  |         |
|                        | Appx. Monthly | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,955.73  | 6,104.80  | 6,255.60  |         |
|                        | Appx. Annual  | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,016.00 | 69,742.40 | 71,468.80 | 73,257.60 | 75,067.20 |         |
| 44T                    | Hourly        | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.52     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,681.60  |           |           |           |         |
|                        | Appx. Monthly | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,810.13  |           |           |           |         |
|                        | Appx. Annual  | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,016.00 | 69,721.60 |           |           |           |         |
| 44A                    | Hourly        | 26.58     | 27.26     | 27.95     | 28.61     | 29.34     | 30.03     | 30.81     | 31.56     | 32.37     | 33.11     | 33.94     | 34.78     | 35.66     | 36.55     |         |
|                        | Appx. Bi-wkly | 2,126.40  | 2,180.80  | 2,236.00  | 2,288.80  | 2,347.20  | 2,402.40  | 2,464.80  | 2,524.80  | 2,589.60  | 2,648.80  | 2,715.20  | 2,782.40  | 2,852.80  | 2,924.00  |         |
|                        | Appx. Monthly | 4,607.20  | 4,725.07  | 4,844.67  | 4,959.07  | 5,085.60  | 5,205.20  | 5,340.40  | 5,470.40  | 5,610.80  | 5,739.07  | 5,882.93  | 6,028.53  | 6,181.07  | 6,335.33  |         |
|                        | Appx. Annual  | 55,286.40 | 56,700.80 | 58,136.00 | 59,508.80 | 61,027.20 | 62,462.40 | 64,084.80 | 65,644.80 | 67,329.60 | 68,868.80 | 70,595.20 | 72,342.40 | 74,172.80 | 76,024.00 |         |
| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15 |
| 44C                    | Hourly        | 26.72     | 27.42     | 28.13     | 28.74     | 29.49     | 30.19     | 30.93     | 31.72     | 32.54     | 33.29     | 34.10     | 34.97     | 35.83     | 36.73     |         |
|                        | Appx. Bi-wkly | 2,137.60  | 2,193.60  | 2,250.40  | 2,299.20  | 2,359.20  | 2,415.20  | 2,474.40  | 2,537.60  | 2,603.20  | 2,663.20  | 2,728.00  | 2,797.60  | 2,866.40  | 2,938.40  |         |
|                        | Appx. Monthly | 4,631.47  | 4,752.80  | 4,875.87  | 4,981.60  | 5,111.60  | 5,232.93  | 5,361.20  | 5,498.13  | 5,640.27  | 5,770.27  | 5,910.67  | 6,061.47  | 6,210.53  | 6,366.53  |         |
|                        | Appx. Annual  | 55,577.60 | 57,033.60 | 58,510.40 | 59,779.20 | 61,339.20 | 62,795.20 | 64,334.40 | 65,977.60 | 67,683.20 | 69,243.20 | 70,928.00 | 72,737.60 | 74,526.40 | 76,398.40 |         |
| 45                     | Hourly        | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.37     | 35.23     | 36.10     | 37.01     |         |



| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 47T                    | Hourly        | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.38     | 35.20     | 36.07     |           |           |           |           |
|                        | Appx. Bi-wkly | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,885.60  |           |           |           |           |
|                        | Appx. Monthly | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,252.13  |           |           |           |           |
|                        | Appx. Annual  | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,025.60 |           |           |           |           |
| 47A                    | Hourly        | 28.61     | 29.34     | 30.03     | 30.81     | 31.56     | 32.37     | 33.11     | 33.94     | 34.80     | 35.65     | 36.53     | 37.45     | 38.40     | 39.36     |           |
|                        | Appx. Bi-wkly | 2,288.80  | 2,347.20  | 2,402.40  | 2,464.80  | 2,524.80  | 2,589.60  | 2,648.80  | 2,715.20  | 2,784.00  | 2,852.00  | 2,922.40  | 2,996.00  | 3,072.00  | 3,148.80  | 3,188.00  |
|                        | Appx. Monthly | 4,959.07  | 5,085.60  | 5,205.20  | 5,340.40  | 5,470.40  | 5,610.80  | 5,739.07  | 5,882.93  | 6,032.00  | 6,179.33  | 6,331.87  | 6,491.33  | 6,652.00  | 6,822.40  | 6,822.40  |
|                        | Appx. Annual  | 59,508.80 | 61,027.20 | 62,462.40 | 64,084.80 | 65,644.80 | 67,329.60 | 68,868.80 | 70,595.20 | 72,384.00 | 74,152.00 | 75,982.40 | 77,896.00 | 79,872.00 | 81,868.80 | 81,868.80 |
| 47C                    | Hourly        | 28.74     | 29.49     | 30.19     | 30.93     | 31.72     | 32.54     | 33.29     | 34.10     | 34.99     | 35.80     | 36.72     | 37.62     | 38.55     | 39.52     |           |
|                        | Appx. Bi-wkly | 2,299.20  | 2,359.20  | 2,415.20  | 2,474.40  | 2,537.60  | 2,603.20  | 2,672.00  | 2,728.00  | 2,799.20  | 2,864.00  | 2,937.60  | 3,009.60  | 3,084.00  | 3,161.60  |           |
|                        | Appx. Monthly | 4,981.60  | 5,111.60  | 5,232.93  | 5,361.20  | 5,498.13  | 5,640.27  | 5,770.27  | 5,910.67  | 6,064.93  | 6,205.33  | 6,364.80  | 6,520.80  | 6,682.00  | 6,850.13  |           |
|                        | Appx. Annual  | 59,779.20 | 61,339.20 | 62,795.20 | 64,334.40 | 65,977.60 | 67,683.20 | 69,243.20 | 70,928.00 | 72,779.20 | 74,464.00 | 76,377.60 | 78,249.60 | 80,184.00 | 82,101.60 |           |
| 48                     | Hourly        | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.38     | 35.20     | 36.10     | 37.01     | 37.92     | 38.88     | 39.85     |           |
|                        | Appx. Bi-wkly | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,960.80  | 3,033.60  | 3,110.40  | 3,188.00  |           |
|                        | Appx. Monthly | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,415.07  | 6,572.80  | 6,739.20  | 6,907.33  |           |
|                        | Appx. Annual  | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,980.80 | 78,873.60 | 80,870.40 | 82,888.00 |           |
| 48T                    | Hourly        | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.38     | 35.20     | 36.10     | 37.01     |           |           |           |           |
|                        | Appx. Bi-wkly | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,960.80  |           |           |           |           |
|                        | Appx. Monthly | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,415.07  |           |           |           |           |
|                        | Appx. Annual  | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,980.80 |           |           |           |           |
| 48A                    | Hourly        | 29.34     | 30.03     | 30.81     | 31.56     | 32.37     | 33.11     | 33.94     | 34.80     | 35.65     | 36.55     | 37.46     | 38.40     | 39.36     | 40.35     |           |
|                        | Appx. Bi-wkly | 2,347.20  | 2,402.40  | 2,464.80  | 2,524.80  | 2,589.60  | 2,648.80  | 2,715.20  | 2,784.00  | 2,852.00  | 2,924.00  | 2,996.00  | 3,072.00  | 3,148.80  | 3,228.00  |           |
|                        | Appx. Monthly | 5,085.60  | 5,205.20  | 5,340.40  | 5,470.40  | 5,610.80  | 5,739.07  | 5,882.93  | 6,032.00  | 6,179.33  | 6,335.33  | 6,493.07  | 6,656.00  | 6,822.40  | 6,994.00  |           |
|                        | Appx. Annual  | 61,027.20 | 62,462.40 | 64,084.80 | 65,644.80 | 67,329.60 | 68,868.80 | 70,595.20 | 72,384.00 | 74,152.00 | 76,024.00 | 77,916.00 | 79,872.00 | 81,868.80 | 83,928.00 |           |
| 48C                    | Hourly        | 29.49     | 30.19     | 30.93     | 31.72     | 32.54     | 33.29     | 34.10     | 34.99     | 35.80     | 36.74     | 37.65     | 38.59     | 39.56     | 40.55     |           |
|                        | Appx. Bi-wkly | 2,359.20  | 2,415.20  | 2,474.40  | 2,537.60  | 2,603.20  | 2,672.00  | 2,728.00  | 2,799.20  | 2,864.00  | 2,939.20  | 3,012.00  | 3,087.20  | 3,164.80  | 3,244.00  |           |
|                        | Appx. Monthly | 5,111.60  | 5,232.93  | 5,361.20  | 5,498.13  | 5,640.27  | 5,770.27  | 5,910.67  | 6,064.93  | 6,205.33  | 6,368.27  | 6,526.00  | 6,688.93  | 6,857.07  | 7,028.67  |           |
|                        | Appx. Annual  | 61,339.20 | 62,795.20 | 64,334.40 | 65,977.60 | 67,683.20 | 69,243.20 | 70,928.00 | 72,779.20 | 74,464.00 | 76,419.20 | 78,312.00 | 80,267.20 | 82,284.80 | 84,344.00 |           |
| 49                     | Hourly        | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.88     | 38.83     | 39.81     | 40.81     |           |
|                        | Appx. Bi-wkly | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,030.40  | 3,106.40  | 3,184.80  | 3,264.80  |           |
|                        | Appx. Monthly | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,565.87  | 6,730.53  | 6,900.40  | 7,073.73  |           |
|                        | Appx. Annual  | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,790.40 | 80,766.40 | 82,804.80 | 84,884.80 |           |
| 49T                    | Hourly        | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.90     |           |           |           |           |
|                        | Appx. Bi-wkly | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,032.00  |           |           |           |           |
|                        | Appx. Monthly | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,569.33  |           |           |           |           |
|                        | Appx. Annual  | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,832.00 |           |           |           |           |
| 49A                    | Hourly        | 30.03     | 30.81     | 31.56     | 32.37     | 33.11     | 33.94     | 34.80     | 35.65     | 36.55     | 37.43     | 38.35     | 39.33     | 40.31     | 41.32     |           |
|                        | Appx. Bi-wkly | 2,402.40  | 2,464.80  | 2,524.80  | 2,589.60  | 2,648.80  | 2,715.20  | 2,784.00  | 2,852.00  | 2,924.00  | 2,994.40  | 3,068.00  | 3,146.40  | 3,224.80  | 3,305.60  |           |
|                        | Appx. Monthly | 5,205.20  | 5,340.40  | 5,470.40  | 5,610.80  | 5,739.07  | 5,882.93  | 6,032.00  | 6,179.33  | 6,335.33  | 6,487.87  | 6,647.33  | 6,812.00  | 6,987.07  | 7,162.13  |           |
|                        | Appx. Annual  | 62,462.40 | 64,084.80 | 65,644.80 | 67,329.60 | 68,868.80 | 70,595.20 | 72,384.00 | 74,152.00 | 76,024.00 | 77,854.40 | 79,768.00 | 81,806.40 | 83,844.80 | 85,945.60 |           |
| 49C                    | Hourly        | 30.19     | 30.93     | 31.72     | 32.54     | 33.29     | 34.10     | 34.99     | 35.80     | 36.74     | 37.62     | 38.55     | 39.51     | 40.50     | 41.51     |           |
|                        | Appx. Bi-wkly | 2,415.20  | 2,474.40  | 2,537.60  | 2,603.20  | 2,672.00  | 2,728.00  | 2,799.20  | 2,864.00  | 2,939.20  | 3,009.60  | 3,084.00  | 3,160.80  | 3,240.00  | 3,320.80  |           |
|                        | Appx. Monthly | 5,232.93  | 5,361.20  | 5,498.13  | 5,640.27  | 5,770.27  | 5,910.67  | 6,064.93  | 6,205.33  | 6,368.27  | 6,520.80  | 6,682.00  | 6,848.40  | 7,020.00  | 7,195.07  |           |
|                        | Appx. Annual  | 62,795.20 | 64,334.40 | 65,977.60 | 67,683.20 | 69,243.20 | 70,928.00 | 72,779.20 | 74,464.00 | 76,419.20 | 78,249.60 | 80,184.00 | 82,180.80 | 84,240.00 | 86,340.80 |           |
| 50                     | Hourly        | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.82     | 39.80     | 40.78     | 41.80     |           |
|                        | Appx. Bi-wkly | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,105.60  | 3,184.00  | 3,262.40  | 3,344.00  |           |
|                        | Appx. Monthly | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,728.80  | 6,898.67  | 7,068.53  | 7,245.33  |           |
|                        | Appx. Annual  | 63,294.40 | 64,854.40 | 66,476.80 | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,745.60 | 82,784.00 | 84,822.40 | 86,944.00 |           |
| 50T                    | Hourly        | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.81     |           |           |           |           |
|                        | Appx. Bi-wkly | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,104.80  |           |           |           |           |
|                        | Appx. Monthly | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,727.07  |           |           |           |           |
|                        | Appx. Annual  | 63,294.40 | 64,854.40 | 66,476.80 | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,724.80 |           |           |           |           |
| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   |
| 50A                    | Hourly        | 30.81     | 31.56     | 32.37     | 33.11     | 33.94     | 34.80     | 35.65     | 36.55     | 37.43     | 38.33     | 39.32     | 40.28     | 41.29     | 42.32     |           |
|                        | Appx. Bi-wkly | 2,464.80  | 2,524.80  | 2,589.60  | 2,648.80  | 2,715.20  | 2,784.00  | 2,852.00  | 2,924.00  | 2,994.40  | 3,066.40  | 3,145.60  | 3,222.40  | 3,303.20  | 3,385.60  |           |
|                        | Appx. Monthly | 5,340.40  | 5,470.40  | 5,610.80  | 5,739.07  | 5,882.93  | 6,032.00  | 6,179.33  | 6,335.33  | 6,487.87  | 6,643.87  | 6,815.47  | 6,981.87  | 7,156.93  | 7,335.47  |           |
|                        | Appx. Annual  | 64,084.80 | 65,644.80 | 67,329.60 | 68,868.80 | 70,595.20 | 72,384.00 | 74,152.00 | 76,024.00 | 77,854.40 | 79,726.40 | 81,785.60 | 83,782.40 | 85,883.20 | 88,025.60 |           |
| 50C                    | Hourly        | 30.93     | 31.72     | 32.54     | 33.29     | 34.10     | 34.99     | 35.80     | 36.74     | 37.62     | 38.53     | 39.48     | 40.47     | 41.49     | 42.53     |           |
|                        | Appx. Bi-wkly | 2,474.40  | 2,537.60  | 2,603.20  | 2,66      |           |           |           |           |           |           |           |           |           |           |           |



| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 53                     | Hourly        | 32.70     | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.78     | 42.83     | 43.90     | 45.00     |            |
|                        | Appx. Bi-wkly | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,342.40  | 3,426.40  | 3,512.00  | 3,600.00  |            |
|                        | Appx. Monthly | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,241.87  | 7,423.87  | 7,609.33  | 7,800.00  |            |
|                        | Appx. Annual  | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,902.40 | 89,086.40 | 91,312.00 | 93,600.00 |            |
| 53T                    | Hourly        | 32.70     | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     |            |
|                        | Appx. Bi-wkly | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,426.40  | 3,512.00  |           |            |
|                        | Appx. Monthly | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,423.87  | 7,609.33  |           |            |
|                        | Appx. Annual  | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 |            |
| 53A                    | Hourly        | 33.11     | 33.94     | 34.80     | 35.65     | 36.55     | 37.43     | 38.33     | 39.30     | 40.26     | 41.28     | 42.31     | 43.37     | 44.45     | 45.57     |            |
|                        | Appx. Bi-wkly | 2,648.80  | 2,715.20  | 2,784.00  | 2,852.00  | 2,924.00  | 2,994.40  | 3,066.40  | 3,144.00  | 3,220.80  | 3,302.40  | 3,384.80  | 3,469.60  | 3,556.00  | 3,645.60  |            |
|                        | Appx. Monthly | 5,739.07  | 5,882.93  | 6,032.00  | 6,179.33  | 6,335.33  | 6,487.87  | 6,643.87  | 6,812.00  | 6,978.40  | 7,155.20  | 7,332.00  | 7,517.47  | 7,704.67  | 7,898.80  |            |
|                        | Appx. Annual  | 68,868.80 | 70,595.20 | 72,384.00 | 74,152.00 | 76,024.00 | 77,854.40 | 79,726.40 | 81,744.00 | 83,740.80 | 85,862.40 | 88,004.80 | 90,209.60 | 92,456.00 | 94,785.60 |            |
| 53C                    | Hourly        | 33.29     | 34.10     | 34.99     | 35.80     | 36.74     | 37.62     | 38.53     | 39.47     | 40.48     | 41.48     | 42.52     | 43.59     | 44.68     | 45.79     |            |
|                        | Appx. Bi-wkly | 2,663.20  | 2,728.00  | 2,799.20  | 2,864.00  | 2,939.20  | 3,009.60  | 3,082.40  | 3,157.60  | 3,238.40  | 3,318.40  | 3,401.60  | 3,487.20  | 3,574.40  | 3,663.20  |            |
|                        | Appx. Monthly | 5,770.27  | 5,910.67  | 6,064.93  | 6,205.33  | 6,368.27  | 6,520.80  | 6,678.53  | 6,841.47  | 7,016.53  | 7,198.87  | 7,379.13  | 7,556.60  | 7,744.53  | 7,936.93  |            |
|                        | Appx. Annual  | 69,243.20 | 70,928.00 | 72,779.20 | 74,464.00 | 76,419.20 | 78,249.60 | 80,142.40 | 82,097.60 | 84,198.40 | 86,278.40 | 88,441.60 | 90,667.20 | 92,934.40 | 95,243.20 |            |
| 54                     | Hourly        | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09     |            |
|                        | Appx. Bi-wkly | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20  |            |
|                        | Appx. Monthly | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93  |            |
|                        | Appx. Annual  | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20 |            |
| 54E                    | Hourly        | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09     | 47.25      |
|                        | Appx. Bi-wkly | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20  | 3,780.00   |
|                        | Appx. Monthly | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93  | 8,190.00   |
|                        | Appx. Annual  | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20 | 98,280.00  |
| 54T                    | Hourly        | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09     |            |
|                        | Appx. Bi-wkly | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20  |            |
|                        | Appx. Monthly | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93  |            |
|                        | Appx. Annual  | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20 | 98,280.00  |
| 54A                    | Hourly        | 33.94     | 34.80     | 35.65     | 36.55     | 37.43     | 38.33     | 39.30     | 40.26     | 41.28     | 42.30     | 43.35     | 44.42     | 45.54     | 46.68     |            |
|                        | Appx. Bi-wkly | 2,715.20  | 2,784.00  | 2,852.00  | 2,924.00  | 2,994.40  | 3,066.40  | 3,144.00  | 3,220.80  | 3,302.40  | 3,384.80  | 3,468.00  | 3,553.60  | 3,643.20  | 3,734.40  |            |
|                        | Appx. Monthly | 5,882.93  | 6,032.00  | 6,179.33  | 6,335.33  | 6,487.87  | 6,643.87  | 6,812.00  | 6,978.40  | 7,155.20  | 7,332.00  | 7,514.00  | 7,699.47  | 7,893.60  | 8,091.20  |            |
|                        | Appx. Annual  | 70,595.20 | 72,384.00 | 74,152.00 | 76,024.00 | 77,854.40 | 79,726.40 | 81,744.00 | 83,740.80 | 85,862.40 | 87,984.00 | 90,168.00 | 92,393.60 | 94,723.20 | 97,094.40 |            |
| 54C                    | Hourly        | 34.10     | 34.99     | 35.80     | 36.74     | 37.62     | 38.53     | 39.47     | 40.48     | 41.48     | 42.51     | 43.56     | 44.65     | 45.76     | 46.91     |            |
|                        | Appx. Bi-wkly | 2,728.00  | 2,799.20  | 2,864.00  | 2,939.20  | 3,009.60  | 3,082.40  | 3,157.60  | 3,238.40  | 3,318.40  | 3,400.80  | 3,484.80  | 3,572.00  | 3,660.00  | 3,752.80  |            |
|                        | Appx. Monthly | 5,910.67  | 6,064.93  | 6,205.33  | 6,368.27  | 6,520.80  | 6,678.53  | 6,841.47  | 7,016.53  | 7,198.87  | 7,368.40  | 7,550.40  | 7,739.33  | 7,931.73  | 8,131.07  |            |
|                        | Appx. Annual  | 70,928.00 | 72,779.20 | 74,464.00 | 76,419.20 | 78,249.60 | 80,142.40 | 82,097.60 | 84,198.40 | 86,278.40 | 88,420.80 | 90,604.80 | 92,872.00 | 95,180.80 | 97,572.80 |            |
| 55                     | Hourly        | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09     | 47.25     |            |
|                        | Appx. Bi-wkly | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20  | 3,780.00  |            |
|                        | Appx. Monthly | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93  | 8,190.00  |            |
|                        | Appx. Annual  | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20 | 98,280.00 |            |
| 55E                    | Hourly        | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09     | 47.25     | 48.43      |
|                        | Appx. Bi-wkly | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20  | 3,780.00  | 3,874.40   |
|                        | Appx. Monthly | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93  | 8,190.00  | 8,394.53   |
|                        | Appx. Annual  | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20 | 98,280.00 | 100,734.40 |
| 55T                    | Hourly        | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09     | 47.25     |            |
|                        | Appx. Bi-wkly | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20  | 3,780.00  |            |
|                        | Appx. Monthly | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93  | 8,190.00  |            |
|                        | Appx. Annual  | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20 | 98,280.00 | 100,734.40 |
| 55A                    | Hourly        | 34.80     | 35.65     | 36.55     | 37.43     | 38.33     | 39.30     | 40.26     | 41.28     | 42.30     | 43.35     | 44.43     | 45.55     | 46.68     | 47.84     |            |
|                        | Appx. Bi-wkly | 2,784.00  | 2,852.00  | 2,924.00  | 2,994.40  | 3,066.40  | 3,144.00  | 3,220.80  | 3,302.40  | 3,384.80  | 3,468.00  | 3,554.40  | 3,644.00  | 3,734.40  | 3,827.20  |            |
|                        | Appx. Monthly | 6,032.00  | 6,179.33  | 6,335.33  | 6,487.87  | 6,643.87  | 6,812.00  | 6,978.40  | 7,155.20  | 7,332.00  | 7,514.00  | 7,701.20  | 7,893.33  | 8,091.20  | 8,292.27  |            |
|                        | Appx. Annual  | 72,384.00 | 74,152.00 | 76,024.00 | 77,854.40 | 79,726.40 | 81,744.00 | 83,740.80 | 85,862.40 | 87,984.00 | 90,168.00 | 92,414.40 | 94,744.00 | 97,094.40 | 99,507.20 |            |
| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15    |
| 55AE                   | Hourly        | 34.80     | 35.65     | 36.55     | 37.43     | 38.33     | 39.30     | 40.26     | 41.28     | 42.30     | 43.35     | 44.43     | 45.55     | 46.68     | 47.84     | 49.04      |
|                        | Appx. Bi-wkly | 2,784.00  | 2,852.00  | 2,924.00  | 2,994.40  | 3,066.40  | 3,144.00  | 3,220.80  | 3,302.40  | 3,384.80  | 3,468.00  | 3,554.40  | 3,644.00  | 3,734.40  | 3,827.20  | 3,923.20   |
|                        | Appx. Monthly | 6,032.00  | 6,179.33  | 6,335.33  | 6,487.87  | 6,643.87  | 6,812.00  | 6,978.40  | 7,155.20  | 7,332.00  | 7,514.00  | 7,701.20  | 7,893.33  | 8,091.20  | 8,292.27  | 8,500.27   |
|                        | Appx. Annual  | 7         |           |           |           |           |           |           |           |           |           |           |           |           |           |            |



| Ranges Eff. 08/09/2025        |               | Step 1        | Step 2        | Step 3        | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10        | Step 11        | Step 12        | Step 13        | Step 14        | Step 15        |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>58</b>                     | Hourly        | 36.98         | 37.86         | 38.79         | 39.77         | 40.75         | 41.77         | 42.81         | 43.88         | 44.95         | 46.08          | 47.25          | 48.43          | 49.64          | 50.87          |                |
|                               | Appx. Bi-wkly | 2,958.40      | 3,028.80      | 3,103.20      | 3,181.60      | 3,260.00      | 3,341.60      | 3,424.80      | 3,510.40      | 3,596.00      | 3,686.40       | 3,780.00       | 3,874.40       | 3,971.20       | 4,069.60       |                |
|                               | Appx. Monthly | 6,409.87      | 6,562.40      | 6,723.60      | 6,893.47      | 7,063.33      | 7,240.13      | 7,420.40      | 7,605.87      | 7,791.33      | 7,987.20       | 8,190.00       | 8,394.53       | 8,604.27       | 8,817.47       |                |
|                               | Appx. Annual  | 76,918.40     | 78,748.80     | 80,683.20     | 82,721.60     | 84,760.00     | 86,881.60     | 89,044.80     | 91,270.40     | 93,496.00     | 95,846.40      | 98,280.00      | 100,734.40     | 103,251.20     | 105,809.60     |                |
| <b>58E</b>                    | Hourly        | 36.98         | 37.86         | 38.79         | 39.77         | 40.75         | 41.77         | 42.81         | 43.88         | 44.95         | 46.08          | 47.25          | 48.43          | 49.63          | 50.87          | 52.14          |
|                               | Appx. Bi-wkly | 2,958.40      | 3,028.80      | 3,103.20      | 3,181.60      | 3,260.00      | 3,341.60      | 3,424.80      | 3,510.40      | 3,596.00      | 3,686.40       | 3,780.00       | 3,874.40       | 3,970.40       | 4,069.60       | 4,171.20       |
|                               | Appx. Monthly | 6,409.87      | 6,562.40      | 6,723.60      | 6,893.47      | 7,063.33      | 7,240.13      | 7,420.40      | 7,605.87      | 7,791.33      | 7,987.20       | 8,190.00       | 8,394.53       | 8,602.53       | 8,817.47       | 9,037.60       |
|                               | Appx. Annual  | 76,918.40     | 78,748.80     | 80,683.20     | 82,721.60     | 84,760.00     | 86,881.60     | 89,044.80     | 91,270.40     | 93,496.00     | 95,846.40      | 98,280.00      | 100,734.40     | 103,230.40     | 105,809.60     | 108,451.20     |
| <b>58T</b>                    | Hourly        | 36.98         | 37.86         | 38.79         | 39.77         | 40.75         | 41.77         | 42.81         | 43.88         | 44.95         | 46.08          | 47.25          |                |                |                | 0.00           |
|                               | Appx. Bi-wkly | 2,958.40      | 3,028.80      | 3,103.20      | 3,181.60      | 3,260.00      | 3,341.60      | 3,424.80      | 3,510.40      | 3,596.00      | 3,686.40       | 3,779.20       |                |                |                |                |
|                               | Appx. Monthly | 6,409.87      | 6,562.40      | 6,723.60      | 6,893.47      | 7,063.33      | 7,240.13      | 7,420.40      | 7,605.87      | 7,791.33      | 7,987.20       | 8,188.27       |                |                |                |                |
|                               | Appx. Annual  | 76,918.40     | 78,748.80     | 80,683.20     | 82,721.60     | 84,760.00     | 86,881.60     | 89,044.80     | 91,270.40     | 93,496.00     | 95,846.40      | 98,259.20      |                |                |                |                |
| <b>58A</b>                    | Hourly        | 37.43         | 38.33         | 39.30         | 40.26         | 41.28         | 42.30         | 43.35         | 44.43         | 45.52         | 46.66          | 47.82          | 49.04          | 50.25          | 51.51          |                |
|                               | Appx. Bi-wkly | 2,994.40      | 3,066.40      | 3,144.00      | 3,220.80      | 3,302.40      | 3,384.00      | 3,468.00      | 3,554.40      | 3,641.60      | 3,732.80       | 3,825.60       | 3,923.20       | 4,020.00       | 4,120.80       |                |
|                               | Appx. Monthly | 6,487.87      | 6,643.87      | 6,812.00      | 6,978.40      | 7,155.20      | 7,332.00      | 7,514.00      | 7,701.20      | 7,890.13      | 8,087.73       | 8,288.80       | 8,500.27       | 8,710.00       | 8,928.40       |                |
|                               | Appx. Annual  | 77,854.40     | 79,726.40     | 81,744.00     | 83,740.80     | 85,862.40     | 87,984.00     | 90,168.00     | 92,414.40     | 94,681.60     | 97,052.80      | 99,465.60      | 102,003.20     | 104,520.00     | 107,140.80     |                |
| <b>58C</b>                    | Hourly        | 37.62         | 38.53         | 39.47         | 40.48         | 41.48         | 42.51         | 43.56         | 44.65         | 45.74         | 46.91          | 48.08          | 49.29          | 50.52          | 51.79          |                |
|                               | Appx. Bi-wkly | 3,009.60      | 3,082.40      | 3,157.60      | 3,238.40      | 3,318.40      | 3,400.80      | 3,484.80      | 3,572.00      | 3,659.20      | 3,752.80       | 3,846.40       | 3,943.20       | 4,041.60       | 4,143.20       |                |
|                               | Appx. Monthly | 6,520.80      | 6,678.53      | 6,841.47      | 7,016.53      | 7,189.87      | 7,368.40      | 7,550.40      | 7,739.33      | 7,932.27      | 8,131.07       | 8,333.87       | 8,543.60       | 8,756.80       | 8,976.93       |                |
|                               | Appx. Annual  | 78,249.60     | 80,142.40     | 82,097.60     | 84,198.40     | 86,278.40     | 88,420.80     | 90,604.80     | 92,872.00     | 95,139.20     | 97,572.80      | 100,006.40     | 102,523.20     | 105,081.60     | 107,723.20     |                |
| <b>59</b>                     | Hourly        | 37.86         | 38.79         | 39.77         | 40.75         | 41.77         | 42.81         | 43.88         | 44.95         | 46.08         | 47.22          | 48.39          | 49.59          | 50.84          | 52.11          |                |
|                               | Appx. Bi-wkly | 3,028.80      | 3,103.20      | 3,181.60      | 3,260.00      | 3,341.60      | 3,424.80      | 3,510.40      | 3,596.00      | 3,686.40      | 3,777.60       | 3,871.20       | 3,967.20       | 4,067.20       | 4,168.80       |                |
|                               | Appx. Monthly | 6,562.40      | 6,723.60      | 6,893.47      | 7,063.33      | 7,240.13      | 7,420.40      | 7,605.87      | 7,791.33      | 7,987.20      | 8,184.80       | 8,387.60       | 8,595.60       | 8,812.27       | 9,032.40       |                |
|                               | Appx. Annual  | 78,748.80     | 80,683.20     | 82,721.60     | 84,760.00     | 86,881.60     | 89,044.80     | 91,270.40     | 93,496.00     | 95,846.40     | 98,217.60      | 100,651.20     | 103,147.20     | 105,747.20     | 108,388.80     |                |
| <b>59E</b>                    | Hourly        | 37.86         | 38.79         | 39.77         | 40.75         | 41.77         | 42.81         | 43.88         | 44.95         | 46.08         | 47.22          | 48.39          | 49.59          | 50.84          | 52.11          | 53.41          |
|                               | Appx. Bi-wkly | 3,028.80      | 3,103.20      | 3,181.60      | 3,260.00      | 3,341.60      | 3,424.80      | 3,510.40      | 3,596.00      | 3,686.40      | 3,777.60       | 3,871.20       | 3,967.20       | 4,067.20       | 4,168.80       | 4,272.80       |
|                               | Appx. Monthly | 6,562.40      | 6,723.60      | 6,893.47      | 7,063.33      | 7,240.13      | 7,420.40      | 7,605.87      | 7,791.33      | 7,987.20      | 8,184.80       | 8,387.60       | 8,595.60       | 8,812.27       | 9,032.40       | 9,257.73       |
|                               | Appx. Annual  | 78,748.80     | 80,683.20     | 82,721.60     | 84,760.00     | 86,881.60     | 89,044.80     | 91,270.40     | 93,496.00     | 95,846.40     | 98,217.60      | 100,651.20     | 103,147.20     | 105,747.20     | 108,388.80     | 111,092.80     |
| <b>59T</b>                    | Hourly        | 37.86         | 38.79         | 39.77         | 40.75         | 41.77         | 42.81         | 43.88         | 44.95         | 46.08         | 47.22          | 48.40          |                |                |                |                |
|                               | Appx. Bi-wkly | 3,028.80      | 3,103.20      | 3,181.60      | 3,260.00      | 3,341.60      | 3,424.80      | 3,510.40      | 3,596.00      | 3,686.40      | 3,777.60       | 3,872.00       |                |                |                |                |
|                               | Appx. Monthly | 6,562.40      | 6,723.60      | 6,893.47      | 7,063.33      | 7,240.13      | 7,420.40      | 7,605.87      | 7,791.33      | 7,987.20      | 8,184.80       | 8,389.33       |                |                |                |                |
|                               | Appx. Annual  | 78,748.80     | 80,683.20     | 82,721.60     | 84,760.00     | 86,881.60     | 89,044.80     | 91,270.40     | 93,496.00     | 95,846.40     | 98,217.60      | 100,672.00     |                |                |                |                |
| <b>59A</b>                    | Hourly        | 38.33         | 39.30         | 40.26         | 41.28         | 42.30         | 43.35         | 44.43         | 45.52         | 46.66         | 47.79          | 49.02          | 50.23          | 51.49          | 52.78          |                |
|                               | Appx. Bi-wkly | 3,066.40      | 3,144.00      | 3,220.80      | 3,302.40      | 3,384.00      | 3,468.00      | 3,554.40      | 3,641.60      | 3,732.80      | 3,823.20       | 3,921.60       | 4,018.40       | 4,119.20       | 4,222.40       |                |
|                               | Appx. Monthly | 6,643.87      | 6,812.00      | 6,978.40      | 7,155.20      | 7,332.00      | 7,514.00      | 7,701.20      | 7,890.13      | 8,087.73      | 8,283.60       | 8,486.80       | 8,706.53       | 8,924.93       | 9,148.53       |                |
|                               | Appx. Annual  | 79,726.40     | 81,744.00     | 83,740.80     | 85,862.40     | 87,984.00     | 90,168.00     | 92,414.40     | 94,681.60     | 97,052.80     | 99,403.20      | 101,961.60     | 104,478.40     | 107,099.20     | 109,728.00     |                |
| <b>59C</b>                    | Hourly        | 38.53         | 39.47         | 40.48         | 41.48         | 42.51         | 43.56         | 44.65         | 45.74         | 46.91         | 48.05          | 49.22          | 50.46          | 51.73          | 53.02          |                |
|                               | Appx. Bi-wkly | 3,082.40      | 3,157.60      | 3,238.40      | 3,318.40      | 3,400.80      | 3,484.80      | 3,572.00      | 3,659.20      | 3,752.80      | 3,844.00       | 3,937.60       | 4,036.80       | 4,138.40       | 4,241.60       |                |
|                               | Appx. Monthly | 6,678.53      | 6,841.47      | 7,016.53      | 7,189.87      | 7,368.40      | 7,550.40      | 7,739.33      | 7,928.27      | 8,131.07      | 8,328.67       | 8,531.47       | 8,746.40       | 8,966.53       | 9,190.13       |                |
|                               | Appx. Annual  | 80,142.40     | 82,097.60     | 84,198.40     | 86,278.40     | 88,420.80     | 90,604.80     | 92,872.00     | 95,139.20     | 97,572.80     | 99,944.00      | 102,377.60     | 104,956.80     | 107,598.40     | 110,281.60     |                |
| <b>60</b>                     | Hourly        | 38.79         | 39.77         | 40.75         | 41.77         | 42.81         | 43.88         | 44.95         | 46.08         | 47.22         | 48.43          | 49.64          | 50.90          | 52.18          | 53.49          |                |
|                               | Appx. Bi-wkly | 3,103.20      | 3,181.60      | 3,260.00      | 3,341.60      | 3,424.80      | 3,510.40      | 3,596.00      | 3,686.40      | 3,777.60      | 3,874.40       | 3,971.20       | 4,072.00       | 4,174.40       | 4,279.20       |                |
|                               | Appx. Monthly | 6,723.60      | 6,893.47      | 7,063.33      | 7,240.13      | 7,420.40      | 7,605.87      | 7,791.33      | 7,987.20      | 8,184.80      | 8,394.53       | 8,604.27       | 8,822.67       | 9,044.53       | 9,271.60       |                |
|                               | Appx. Annual  | 80,683.20     | 82,721.60     | 84,760.00     | 86,881.60     | 89,044.80     | 91,270.40     | 93,496.00     | 95,846.40     | 98,217.60     | 100,734.40     | 103,251.20     | 105,872.00     | 108,534.40     | 111,259.20     |                |
| <b>60T</b>                    | Hourly        | 38.79         | 39.77         | 40.75         | 41.77         | 42.81         | 43.88         | 44.95         | 46.08         | 47.22         | 48.43          | 49.65          |                |                |                |                |
|                               | Appx. Bi-wkly | 3,103.20      | 3,181.60      | 3,260.00      | 3,341.60      | 3,424.80      | 3,510.40      | 3,596.00      | 3,686.40      | 3,777.60      | 3,874.40       | 3,972.00       |                |                |                |                |
|                               | Appx. Monthly | 6,723.60      | 6,893.47      | 7,063.33      | 7,240.13      | 7,420.40      | 7,605.87      | 7,791.33      | 7,987.20      | 8,184.80      | 8,394.53       | 8,606.00       |                |                |                |                |
|                               | Appx. Annual  | 80,683.20     | 82,721.60     | 84,760.00     | 86,881.60     | 89,044.80     | 91,270.40     | 93,496.00     | 95,846.40     | 98,217.60     | 100,734.40     | 103,272.00     |                |                |                |                |
| <b>60A</b>                    | Hourly        | 39.30         | 40.26         | 41.28         | 42.30         | 43.35         | 44.43         | 45.52         | 46.66         | 47.79         | 49.05          | 50.26          | 51.51          | 52.80          | 54.12          |                |
|                               | Appx. Bi-wkly | 3,144.00      | 3,220.80      | 3,302.40      | 3,384.00      | 3,468.00      | 3,554.40      | 3,641.60      | 3,732.80      | 3,823.20      | 3,924.00       | 4,020.80       | 4,120.80       | 4,224.00       | 4,329.60       |                |
|                               | Appx. Monthly | 6,812.00      | 6,978.40      | 7,155.20      | 7,332.00      | 7,514.00      | 7,701.20      | 7,890.13      | 8,087.73      | 8,283.60      | 8,502.00       | 8,711.73       | 8,928.40       | 9,152.00       | 9,380.80       |                |
|                               | Appx. Annual  | 81,744.00     | 83,740.80     | 85,862.40     | 87,984.00     | 90,168.00     | 92,414.40     | 94,681.60     | 97,052.80     | 99,403.20     | 102,024.00     | 104,540.80     | 107,140.80     | 109,824.00     | 112,569.60     |                |
| <b>Ranges Eff. 08/09/2025</b> |               | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> | <b>Step 14</b> | <b>Step 15</b> |
| <b>60C</b>                    | Hourly        | 39.47         | 40.48         | 41.48         | 42.51         | 43.56         | 44.65         | 45.74         | 46.91         | 48.05         | 49.29          | 50.52          | 51.78          | 53.08          | 54.40          |                |
|                               | Appx. Bi-wkly | 3,157.60      | 3,238.40      | 3,318.40      | 3,400.80      | 3,484.80      | 3,572.00      | 3,659.20      | 3,752.80      | 3,844.00      | 3,943.20       | 4,041.60       | 4,142.40       | 4,246.40       | 4,352.00       |                |
|                               | Appx. Monthly | 6,841.47      | 7,016.53      | 7,189.87      | 7,368.40      | 7,550.40      | 7,739.33      | 7,928.27      | 8,131.07      | 8,328.67      | 8,543.60       | 8,756.80       | 8,975.20       | 9,200.53       | 9,429.33       |                |
|                               | Appx. Annual  | 82,097.60     | 84,198.40     | 86,278.40     | 88,420.80     | 90,604.80     | 92,872.00     | 95,139.20     | 97,572.80     | 99,94         |                |                |                |                |                |                |



| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    |
|------------------------|---------------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 63                     | Hourly        | 41.77     | 42.81     | 43.88     | 44.95     | 46.08      | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.37      | 54.71      | 56.08      | 57.48      |            |
|                        | Appx. Bi-wkly | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40   | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,269.60   | 4,376.80   | 4,486.40   | 4,598.40   |            |
|                        | Appx. Monthly | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20   | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,250.80   | 9,483.07   | 9,720.53   | 9,963.20   |            |
|                        | Appx. Annual  | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40  | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 111,009.60 | 113,796.80 | 116,646.40 | 119,558.40 |            |
| 63E                    | Hourly        | 41.77     | 42.81     | 43.88     | 44.95     | 46.08      | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.37      | 54.71      | 56.08      | 57.48      | 58.98      |
|                        | Appx. Bi-wkly | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40   | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,269.60   | 4,376.80   | 4,486.40   | 4,603.20   | 4,718.40   |
|                        | Appx. Monthly | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20   | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,250.80   | 9,483.07   | 9,720.53   | 9,973.60   | 10,223.20  |
|                        | Appx. Annual  | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40  | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 111,009.60 | 113,796.80 | 116,646.40 | 119,683.20 | 122,678.40 |
| 63T                    | Hourly        | 41.77     | 42.81     | 43.88     | 44.95     | 46.08      | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.37      | 54.71      | 56.08      | 57.48      |            |
|                        | Appx. Bi-wkly | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40   | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,269.60   | 4,376.80   | 4,486.40   | 4,598.40   |            |
|                        | Appx. Monthly | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20   | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,250.80   | 9,483.07   | 9,720.53   | 9,963.20   |            |
|                        | Appx. Annual  | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40  | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 111,009.60 | 113,796.80 | 116,646.40 | 119,558.40 |            |
| 63A                    | Hourly        | 42.30     | 43.35     | 44.43     | 45.52     | 46.66      | 47.79      | 49.05      | 50.20      | 51.48      | 52.71      | 54.04      | 55.40      | 56.79      | 58.22      |            |
|                        | Appx. Bi-wkly | 3,384.00  | 3,468.00  | 3,554.40  | 3,641.60  | 3,732.80   | 3,823.20   | 3,924.00   | 4,016.00   | 4,118.40   | 4,216.80   | 4,323.20   | 4,432.00   | 4,543.20   | 4,657.60   |            |
|                        | Appx. Monthly | 7,332.00  | 7,514.00  | 7,701.20  | 7,890.13  | 8,087.73   | 8,283.60   | 8,502.00   | 8,701.33   | 8,923.20   | 9,136.40   | 9,360.00   | 9,588.80   | 9,829.73   | 10,074.13  | 10,327.20  |
|                        | Appx. Annual  | 87,984.00 | 90,168.00 | 92,414.40 | 94,681.60 | 97,052.80  | 99,403.20  | 102,024.00 | 104,416.00 | 107,078.40 | 109,636.80 | 112,300.00 | 115,065.60 | 117,958.40 | 120,889.60 | 123,962.40 |
| 63C                    | Hourly        | 42.51     | 43.56     | 44.65     | 45.74     | 46.91      | 48.05      | 49.29      | 50.44      | 51.74      | 52.97      | 54.30      | 55.65      | 57.04      | 58.46      |            |
|                        | Appx. Bi-wkly | 3,400.80  | 3,484.80  | 3,572.00  | 3,659.20  | 3,752.80   | 3,844.00   | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,344.00   | 4,452.00   | 4,563.20   | 4,676.80   |            |
|                        | Appx. Monthly | 7,368.40  | 7,550.40  | 7,739.33  | 7,928.27  | 8,131.07   | 8,328.67   | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,412.00   | 9,646.00   | 9,886.93   | 10,133.07  |            |
|                        | Appx. Annual  | 88,420.80 | 90,604.80 | 92,872.00 | 95,139.20 | 97,572.80  | 99,944.00  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,944.00 | 115,752.00 | 118,643.20 | 121,596.80 |            |
| 64                     | Hourly        | 42.81     | 43.88     | 44.95     | 46.08     | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.65      | 56.01      | 57.40      | 58.83      |            |
|                        | Appx. Bi-wkly | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,372.00   | 4,480.80   | 4,592.00   | 4,706.40   |            |
|                        | Appx. Monthly | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,472.67   | 9,708.40   | 9,949.33   | 10,197.20  |            |
|                        | Appx. Annual  | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,672.00 | 116,500.80 | 119,392.00 | 122,366.40 |            |
| 64E                    | Hourly        | 42.81     | 43.88     | 44.95     | 46.08     | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.65      | 56.01      | 57.42      | 58.86      | 60.34      |
|                        | Appx. Bi-wkly | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,372.00   | 4,480.80   | 4,593.60   | 4,708.80   | 4,827.20   |
|                        | Appx. Monthly | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,472.67   | 9,708.40   | 9,952.80   | 10,202.40  | 10,458.93  |
|                        | Appx. Annual  | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,672.00 | 116,500.80 | 119,433.60 | 122,428.80 | 125,507.20 |
| 64T                    | Hourly        | 42.81     | 43.88     | 44.95     | 46.08     | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.66      | 56.01      | 57.40      | 58.83      |            |
|                        | Appx. Bi-wkly | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,372.00   | 4,480.80   | 4,592.00   | 4,706.40   |            |
|                        | Appx. Monthly | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,472.67   | 9,708.40   | 9,949.33   | 10,197.20  |            |
|                        | Appx. Annual  | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,692.80 | 116,500.80 | 119,433.60 | 122,428.80 | 125,507.20 |
| 64A                    | Hourly        | 43.35     | 44.43     | 45.52     | 46.66     | 47.79      | 49.05      | 50.20      | 51.48      | 52.71      | 54.00      | 55.32      | 56.71      | 58.12      | 59.58      |            |
|                        | Appx. Bi-wkly | 3,468.00  | 3,554.40  | 3,641.60  | 3,732.80  | 3,823.20   | 3,924.00   | 4,016.00   | 4,118.40   | 4,216.80   | 4,320.00   | 4,425.60   | 4,536.80   | 4,649.60   | 4,766.40   |            |
|                        | Appx. Monthly | 7,514.00  | 7,701.20  | 7,890.13  | 8,087.73  | 8,283.60   | 8,502.00   | 8,701.33   | 8,923.20   | 9,136.40   | 9,360.00   | 9,588.80   | 9,829.73   | 10,074.13  | 10,327.20  |            |
|                        | Appx. Annual  | 90,168.00 | 92,414.40 | 94,681.60 | 97,052.80 | 99,403.20  | 102,024.00 | 104,416.00 | 107,078.40 | 109,636.80 | 112,300.00 | 115,065.60 | 117,958.40 | 120,889.60 | 123,962.40 |            |
| 64C                    | Hourly        | 43.56     | 44.65     | 45.74     | 46.91     | 48.05      | 49.29      | 50.44      | 51.74      | 52.97      | 54.24      | 55.62      | 57.01      | 58.44      | 59.90      |            |
|                        | Appx. Bi-wkly | 3,484.80  | 3,572.00  | 3,659.20  | 3,752.80  | 3,844.00   | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,449.60   | 4,560.80   | 4,675.20   | 4,792.00   |            |
|                        | Appx. Monthly | 7,550.40  | 7,739.33  | 7,928.27  | 8,131.07  | 8,328.67   | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,640.80   | 9,881.73   | 10,129.60  | 10,382.67  |            |
|                        | Appx. Annual  | 90,604.80 | 92,872.00 | 95,139.20 | 97,572.80 | 99,944.00  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,689.60 | 118,580.80 | 121,555.20 | 124,592.00 |            |
| 65                     | Hourly        | 43.88     | 44.95     | 46.08     | 47.22     | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.49      | 58.94      | 60.41      |            |
|                        | Appx. Bi-wkly | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60  | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,599.20   | 4,715.20   | 4,832.80   |            |
|                        | Appx. Monthly | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80  | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,964.93   | 10,216.27  | 10,471.07  |            |
|                        | Appx. Annual  | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60 | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,579.20 | 122,595.20 | 125,652.80 |            |
| 65E                    | Hourly        | 43.88     | 44.98     | 46.07     | 47.24     | 48.40      | 49.65      | 50.81      | 52.14      | 53.37      | 54.66      | 56.02      | 57.41      | 58.85      | 60.34      | 61.84      |
|                        | Appx. Bi-wkly | 3,510.40  | 3,598.40  | 3,685.60  | 3,779.20  | 3,872.00   | 3,972.00   | 4,064.80   | 4,171.20   | 4,269.60   | 4,372.80   | 4,481.60   | 4,592.80   | 4,708.00   | 4,827.20   | 4,947.20   |
|                        | Appx. Monthly | 7,605.87  | 7,796.53  | 7,985.47  | 8,188.27  | 8,389.33   | 8,606.00   | 8,807.07   | 9,037.60   | 9,250.80   | 9,474.40   | 9,710.13   | 9,951.07   | 10,200.67  | 10,458.93  | 10,718.93  |
|                        | Appx. Annual  | 91,270.40 | 93,558.40 | 95,825.60 | 98,259.20 | 100,672.00 | 103,272.00 | 105,684.80 | 108,514.00 | 111,009.60 | 113,692.80 | 116,521.60 | 119,412.80 | 122,408.00 | 125,507.20 | 128,627.20 |
| 65T                    | Hourly        | 43.88     | 44.95     | 46.08     | 47.22     | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.49      | 58.94      | 60.41      |            |
|                        | Appx. Bi-wkly | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60  | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,599.20   | 4,715.20   | 4,832.80   |            |
|                        | Appx. Monthly | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80  | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,964.93   | 10,216.27  | 10,471.07  |            |
|                        | Appx. Annual  | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60 | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,579.20 | 122,595.20 | 125,652.80 |            |
| 65E                    | Hourly        | 43.88     | 44.98     | 46.07     | 47.24     | 48.40      | 49.65      | 50.81      | 52.14      | 53.37      | 54.66      | 56.02      | 57.41      | 58.85      | 60.34      | 61.84      |
|                        | Appx. Bi-wkly | 3,510.40  | 3,598.40  | 3,685.60  | 3,779.20  | 3,872.00   | 3,972.00   | 4,064.80   | 4,171.20   | 4,269.60   | 4,372.80   | 4,481.60   | 4,592.80   | 4,708.00   | 4,827.20   | 4,947.20   |
|                        | Appx. Monthly | 7,605.87  | 7,796.53  | 7,985.47  | 8,188.27  | 8,389.33   | 8,606.00   | 8,807.07   | 9,037.60   | 9,250.80   | 9,474.40   | 9,710.13   | 9,951.07   | 10,200.67  | 10,458.9   |            |





| Ranges Eff. 08/09/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 67T                    | Hourly        | 46.08      | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,686.40   | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   |            |            |            |            |
|                        | Appx. Monthly | 7,987.20   | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  |            |            |            |            |
|                        | Appx. Annual  | 95,846.40  | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 |            |            |            |            |
| 67A                    | Hourly        | 46.66      | 47.79      | 49.05      | 50.20      | 51.48      | 52.71      | 54.00      | 55.39      | 56.79      | 58.20      | 59.66      | 61.15      | 62.68      | 64.24      |            |
|                        | Appx. Bi-wkly | 3,732.80   | 3,823.20   | 3,924.00   | 4,016.00   | 4,118.40   | 4,216.80   | 4,320.00   | 4,431.20   | 4,543.20   | 4,656.00   | 4,772.80   | 4,892.00   | 5,014.40   | 5,139.20   |            |
|                        | Appx. Monthly | 8,087.73   | 8,283.60   | 8,502.00   | 8,701.33   | 8,923.20   | 9,136.40   | 9,360.00   | 9,600.93   | 9,843.60   | 10,088.00  | 10,341.07  | 10,599.33  | 10,864.53  | 11,134.93  |            |
|                        | Appx. Annual  | 97,052.80  | 99,403.20  | 102,024.00 | 104,416.00 | 107,078.40 | 109,636.80 | 112,320.00 | 115,211.20 | 118,123.20 | 121,056.00 | 124,092.80 | 127,192.00 | 130,374.40 | 133,619.20 |            |
| 67C                    | Hourly        | 46.91      | 48.05      | 49.29      | 50.44      | 51.74      | 52.97      | 54.24      | 55.67      | 57.05      | 58.47      | 59.96      | 61.45      | 62.97      | 64.55      |            |
|                        | Appx. Bi-wkly | 3,752.80   | 3,844.00   | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,453.60   | 4,564.00   | 4,677.60   | 4,796.80   | 4,916.00   | 5,037.60   | 5,164.00   |            |
|                        | Appx. Monthly | 8,131.07   | 8,328.67   | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,649.47   | 9,888.67   | 10,134.80  | 10,393.07  | 10,651.33  | 10,914.80  | 11,188.67  |            |
|                        | Appx. Annual  | 97,572.80  | 99,944.00  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,793.60 | 118,664.00 | 121,617.60 | 124,716.80 | 127,816.00 | 130,977.60 | 134,264.00 |            |
| 67CE                   | Hourly        | 46.91      | 48.05      | 49.29      | 50.44      | 51.74      | 52.97      | 54.24      | 55.67      | 57.05      | 58.47      | 59.96      | 61.45      | 62.97      | 64.55      | 66.17      |
|                        | Appx. Bi-wkly | 3,752.80   | 3,844.00   | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,453.60   | 4,564.00   | 4,677.60   | 4,796.80   | 4,916.00   | 5,037.60   | 5,164.00   | 5,293.60   |
|                        | Appx. Monthly | 8,131.07   | 8,328.67   | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,649.47   | 9,888.67   | 10,134.80  | 10,393.07  | 10,651.33  | 10,914.80  | 11,188.67  | 11,469.47  |
|                        | Appx. Annual  | 97,572.80  | 99,944.00  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,793.60 | 118,664.00 | 121,617.60 | 124,716.80 | 127,816.00 | 130,977.60 | 134,264.00 | 137,637.60 |
| 68                     | Hourly        | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.38      | 61.88      | 63.43      | 65.01      |            |
|                        | Appx. Bi-wkly | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,830.40   | 4,950.40   | 5,074.40   | 5,200.80   |            |
|                        | Appx. Monthly | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,465.87  | 10,725.87  | 10,994.53  | 11,268.40  |            |
|                        | Appx. Annual  | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,590.40 | 128,710.40 | 131,934.40 | 135,220.80 |            |
| 68T                    | Hourly        | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   |            |            |            |            |
|                        | Appx. Monthly | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  |            |            |            |            |
|                        | Appx. Annual  | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 |            |            |            |            |
| 68A                    | Hourly        | 47.79      | 49.05      | 50.20      | 51.48      | 52.71      | 54.00      | 55.39      | 56.79      | 58.20      | 59.66      | 61.13      | 62.65      | 64.23      | 65.84      |            |
|                        | Appx. Bi-wkly | 3,823.20   | 3,924.00   | 4,016.00   | 4,118.40   | 4,216.80   | 4,320.00   | 4,431.20   | 4,543.20   | 4,656.00   | 4,772.80   | 4,890.40   | 5,012.00   | 5,138.40   | 5,267.20   |            |
|                        | Appx. Monthly | 8,283.60   | 8,502.00   | 8,701.33   | 8,923.20   | 9,136.40   | 9,360.00   | 9,600.93   | 9,843.60   | 10,088.00  | 10,341.07  | 10,595.87  | 10,859.33  | 11,133.20  | 11,412.27  |            |
|                        | Appx. Annual  | 99,403.20  | 102,024.00 | 104,416.00 | 107,078.40 | 109,636.80 | 112,320.00 | 115,211.20 | 118,123.20 | 121,056.00 | 124,092.80 | 127,150.40 | 130,312.00 | 133,598.40 | 136,947.20 | 140,379.20 |
| 68C                    | Hourly        | 48.05      | 49.29      | 50.44      | 51.74      | 52.97      | 54.24      | 55.67      | 57.05      | 58.47      | 59.96      | 61.44      | 62.96      | 64.53      | 66.15      |            |
|                        | Appx. Bi-wkly | 3,844.00   | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,453.60   | 4,564.00   | 4,677.60   | 4,796.80   | 4,915.20   | 5,036.80   | 5,162.40   | 5,292.00   |            |
|                        | Appx. Monthly | 8,328.67   | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,649.47   | 9,888.67   | 10,134.80  | 10,393.07  | 10,649.60  | 10,913.07  | 11,185.20  | 11,466.00  |            |
|                        | Appx. Annual  | 99,944.00  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,793.60 | 118,664.00 | 121,617.60 | 124,716.80 | 127,795.20 | 130,956.80 | 134,222.40 | 137,592.00 |            |
| 69                     | Hourly        | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      | 61.89      | 63.43      | 65.02      | 66.65      |            |
|                        | Appx. Bi-wkly | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,951.20   | 5,074.40   | 5,201.60   | 5,332.00   |            |
|                        | Appx. Monthly | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,727.60  | 10,994.53  | 11,270.13  | 11,552.67  |            |
|                        | Appx. Annual  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,711.20 | 131,934.40 | 135,241.60 | 138,632.00 |            |
| 69T                    | Hourly        | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      | 61.90      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,952.00   |            |            |            |            |
|                        | Appx. Monthly | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,729.33  |            |            |            |            |
|                        | Appx. Annual  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,752.00 |            |            |            |            |
| 69A                    | Hourly        | 49.05      | 50.20      | 51.48      | 52.71      | 54.00      | 55.39      | 56.79      | 58.20      | 59.66      | 61.14      | 62.67      | 64.24      | 65.84      | 67.49      |            |
|                        | Appx. Bi-wkly | 3,924.00   | 4,016.00   | 4,118.40   | 4,216.80   | 4,320.00   | 4,431.20   | 4,543.20   | 4,656.00   | 4,772.80   | 4,891.20   | 5,013.60   | 5,139.20   | 5,267.20   | 5,399.20   |            |
|                        | Appx. Monthly | 8,502.00   | 8,701.33   | 8,923.20   | 9,136.40   | 9,360.00   | 9,600.93   | 9,843.60   | 10,088.00  | 10,341.07  | 10,597.60  | 10,862.80  | 11,134.93  | 11,412.27  | 11,698.27  |            |
|                        | Appx. Annual  | 102,024.00 | 104,416.00 | 107,078.40 | 109,636.80 | 112,320.00 | 115,211.20 | 118,123.20 | 121,056.00 | 124,092.80 | 127,171.20 | 130,353.60 | 133,619.20 | 136,947.20 | 140,379.20 |            |
| 69C                    | Hourly        | 49.29      | 50.44      | 51.74      | 52.97      | 54.24      | 55.67      | 57.05      | 58.47      | 59.96      | 61.45      | 62.97      | 64.55      | 66.16      | 67.82      |            |
|                        | Appx. Bi-wkly | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,453.60   | 4,564.00   | 4,677.60   | 4,796.80   | 4,916.00   | 5,037.60   | 5,164.00   | 5,292.00   | 5,425.60   |            |
|                        | Appx. Monthly | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,649.47   | 9,888.67   | 10,134.80  | 10,393.07  | 10,651.33  | 10,914.80  | 11,188.67  | 11,467.73  | 11,755.47  |            |
|                        | Appx. Annual  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,793.60 | 118,664.00 | 121,617.60 | 124,716.80 | 127,816.00 | 130,977.60 | 134,264.00 | 137,612.80 | 141,065.60 |            |
| 70                     | Hourly        | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      | 61.93      | 63.46      | 65.05      | 66.68      | 68.35      |            |
|                        | Appx. Bi-wkly | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,954.40   | 5,076.80   | 5,204.00   | 5,334.40   | 5,468.00   |            |
|                        | Appx. Monthly | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,734.53  | 10,999.73  | 11,275.33  | 11,557.87  | 11,847.33  |            |
|                        | Appx. Annual  | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,814.40 | 131,996.80 | 135,304.00 | 138,694.40 | 142,168.00 |            |
| Ranges Eff. 08/09/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    |
| 70T                    | Hourly        | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      | 61.93      | 63.48      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,954.40   | 5,078.40   |            |            |            |            |
|                        | Appx. Monthly | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,734.53  | 11,003.20  |            |            |            |            |
|                        | Appx. Annual  | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,814.40 | 132,038.40 |            |            |            |            |



| Ranges Eff. 08/09/2025        |               | Step 1        | Step 2        | Step 3        | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10        | Step 11        | Step 12        | Step 13        | Step 14        | Step 15        |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>72C</b>                    | Hourly        | 52.97         | 54.24         | 55.67         | 57.05         | 58.47         | 59.96         | 61.45         | 63.01         | 64.53         | 66.16          | 67.82          | 69.51          | 71.27          | 73.05          |                |
|                               | Appx. Bi-wkly | 4,237.60      | 4,339.20      | 4,453.60      | 4,564.00      | 4,677.60      | 4,796.80      | 4,916.00      | 5,040.80      | 5,162.40      | 5,292.80       | 5,425.60       | 5,560.80       | 5,701.60       | 5,844.00       |                |
|                               | Appx. Monthly | 9,181.47      | 9,401.60      | 9,649.47      | 9,888.67      | 10,134.80     | 10,393.07     | 10,651.33     | 10,921.73     | 11,185.20     | 11,467.73      | 11,755.47      | 12,048.40      | 12,353.47      | 12,662.00      |                |
|                               | Appx. Annual  | 110,177.60    | 112,819.20    | 115,793.60    | 118,664.00    | 121,617.60    | 124,716.80    | 127,816.00    | 131,060.80    | 134,222.40    | 137,612.80     | 141,065.60     | 144,580.80     | 148,241.60     | 151,944.00     |                |
| <b>73</b>                     | Hourly        | 53.33         | 54.71         | 56.08         | 57.47         | 58.92         | 60.39         | 61.93         | 63.43         | 65.03         | 66.63          | 68.32          | 70.02          | 71.78          | 73.57          |                |
|                               | Appx. Bi-wkly | 4,266.40      | 4,376.80      | 4,486.40      | 4,597.60      | 4,713.60      | 4,831.20      | 4,954.40      | 5,074.40      | 5,202.40      | 5,330.40       | 5,465.60       | 5,601.60       | 5,742.40       | 5,885.60       |                |
|                               | Appx. Monthly | 9,243.87      | 9,483.07      | 9,720.53      | 9,961.47      | 10,212.80     | 10,467.60     | 10,734.53     | 10,994.53     | 11,271.87     | 11,549.20      | 11,842.13      | 12,136.80      | 12,441.87      | 12,752.13      |                |
|                               | Appx. Annual  | 110,926.40    | 113,796.80    | 116,646.40    | 119,537.60    | 122,553.60    | 125,611.20    | 128,814.40    | 131,934.40    | 135,262.40    | 138,590.40     | 142,105.60     | 145,641.60     | 149,302.40     | 153,025.60     |                |
| <b>73T</b>                    | Hourly        | 53.33         | 54.71         | 56.08         | 57.47         | 58.92         | 60.39         | 61.93         | 63.43         | 65.03         | 66.63          | 68.30          | 70.00          | 71.76          | 73.52          |                |
|                               | Appx. Bi-wkly | 4,266.40      | 4,376.80      | 4,486.40      | 4,597.60      | 4,713.60      | 4,831.20      | 4,954.40      | 5,074.40      | 5,202.40      | 5,330.40       | 5,464.00       | 5,600.00       | 5,740.00       | 5,880.00       |                |
|                               | Appx. Monthly | 9,243.87      | 9,483.07      | 9,720.53      | 9,961.47      | 10,212.80     | 10,467.60     | 10,734.53     | 10,994.53     | 11,271.87     | 11,549.20      | 11,836.93      | 12,133.33      | 12,438.40      | 12,743.60      |                |
|                               | Appx. Annual  | 110,926.40    | 113,796.80    | 116,646.40    | 119,537.60    | 122,553.60    | 125,611.20    | 128,814.40    | 131,934.40    | 135,262.40    | 138,590.40     | 142,043.20     | 145,600.00     | 149,260.80     | 152,921.60     |                |
| <b>73A</b>                    | Hourly        | 54.00         | 55.39         | 56.79         | 58.20         | 59.66         | 61.14         | 62.71         | 64.23         | 65.84         | 67.50          | 69.17          | 70.89          | 72.68          | 74.49          |                |
|                               | Appx. Bi-wkly | 4,320.00      | 4,431.20      | 4,543.20      | 4,656.00      | 4,772.80      | 4,891.20      | 5,016.80      | 5,138.40      | 5,267.20      | 5,400.00       | 5,533.60       | 5,671.20       | 5,814.00       | 5,959.20       |                |
|                               | Appx. Monthly | 9,360.00      | 9,600.93      | 9,843.60      | 10,088.00     | 10,341.07     | 10,597.60     | 10,869.73     | 11,133.20     | 11,412.27     | 11,700.00      | 11,984.27      | 12,282.40      | 12,593.87      | 12,910.00      |                |
|                               | Appx. Annual  | 112,320.00    | 115,211.20    | 118,123.20    | 121,056.00    | 124,092.80    | 127,171.20    | 130,436.80    | 133,598.40    | 136,947.20    | 140,400.00     | 143,811.20     | 147,388.80     | 151,091.20     | 154,897.60     |                |
| <b>73C</b>                    | Hourly        | 54.24         | 55.67         | 57.05         | 58.47         | 59.96         | 61.45         | 63.01         | 64.53         | 66.16         | 67.79          | 69.51          | 71.25          | 73.04          | 74.86          |                |
|                               | Appx. Bi-wkly | 4,339.20      | 4,453.60      | 4,564.00      | 4,677.60      | 4,796.80      | 4,916.00      | 5,040.80      | 5,162.40      | 5,292.80      | 5,423.20       | 5,560.80       | 5,700.00       | 5,842.40       | 5,988.80       |                |
|                               | Appx. Monthly | 9,401.60      | 9,649.47      | 9,888.67      | 10,134.80     | 10,393.07     | 10,651.33     | 10,921.73     | 11,185.20     | 11,467.73     | 11,750.27      | 12,048.40      | 12,350.00      | 12,660.27      | 12,975.73      |                |
|                               | Appx. Annual  | 112,819.20    | 115,793.60    | 118,664.00    | 121,617.60    | 124,716.80    | 127,816.00    | 131,060.80    | 134,222.40    | 137,612.80    | 141,003.20     | 144,580.80     | 148,200.00     | 151,923.20     | 155,708.80     |                |
| <b>74</b>                     | Hourly        | 54.71         | 56.08         | 57.47         | 58.92         | 60.39         | 61.93         | 63.43         | 65.03         | 66.63         | 68.29          | 70.00          | 71.76          | 73.55          | 75.40          |                |
|                               | Appx. Bi-wkly | 4,376.80      | 4,486.40      | 4,597.60      | 4,713.60      | 4,831.20      | 4,954.40      | 5,074.40      | 5,202.40      | 5,330.40      | 5,463.20       | 5,600.00       | 5,740.80       | 5,884.00       | 6,032.00       |                |
|                               | Appx. Monthly | 9,483.07      | 9,720.53      | 9,961.47      | 10,212.80     | 10,467.60     | 10,734.53     | 10,994.53     | 11,271.87     | 11,549.20     | 11,836.93      | 12,133.33      | 12,438.40      | 12,748.67      | 13,069.33      |                |
|                               | Appx. Annual  | 113,796.80    | 116,646.40    | 119,537.60    | 122,553.60    | 125,611.20    | 128,814.40    | 131,934.40    | 135,262.40    | 138,590.40    | 142,043.20     | 145,600.00     | 149,260.80     | 152,984.00     | 156,832.00     |                |
| <b>74T</b>                    | Hourly        | 54.71         | 56.08         | 57.47         | 58.92         | 60.39         | 61.93         | 63.43         | 65.03         | 66.63         | 68.29          | 70.00          | 71.76          | 73.55          | 75.40          |                |
|                               | Appx. Bi-wkly | 4,376.80      | 4,486.40      | 4,597.60      | 4,713.60      | 4,831.20      | 4,954.40      | 5,074.40      | 5,202.40      | 5,330.40      | 5,463.20       | 5,600.00       | 5,740.80       | 5,884.00       | 6,032.00       |                |
|                               | Appx. Monthly | 9,483.07      | 9,720.53      | 9,961.47      | 10,212.80     | 10,467.60     | 10,734.53     | 10,994.53     | 11,271.87     | 11,549.20     | 11,836.93      | 12,133.33      | 12,438.40      | 12,743.60      | 13,069.33      |                |
|                               | Appx. Annual  | 113,796.80    | 116,646.40    | 119,537.60    | 122,553.60    | 125,611.20    | 128,814.40    | 131,934.40    | 135,262.40    | 138,590.40    | 142,043.20     | 145,600.00     | 149,260.80     | 152,921.60     | 156,582.40     |                |
| <b>74A</b>                    | Hourly        | 55.39         | 56.79         | 58.20         | 59.66         | 61.14         | 62.71         | 64.23         | 65.84         | 67.50         | 69.14          | 70.86          | 72.64          | 74.47          | 76.33          |                |
|                               | Appx. Bi-wkly | 4,431.20      | 4,543.20      | 4,656.00      | 4,772.80      | 4,891.20      | 5,016.80      | 5,138.40      | 5,267.20      | 5,400.00      | 5,531.20       | 5,668.80       | 5,811.20       | 5,957.60       | 6,106.40       |                |
|                               | Appx. Monthly | 9,600.93      | 9,843.60      | 10,088.00     | 10,341.07     | 10,597.60     | 10,869.73     | 11,133.20     | 11,412.27     | 11,700.00     | 11,984.27      | 12,282.40      | 12,593.87      | 12,908.13      | 13,230.53      |                |
|                               | Appx. Annual  | 115,211.20    | 118,123.20    | 121,056.00    | 124,092.80    | 127,171.20    | 130,436.80    | 133,598.40    | 136,947.20    | 140,400.00    | 143,811.20     | 147,388.80     | 151,091.20     | 154,897.60     | 158,766.40     |                |
| <b>74C</b>                    | Hourly        | 55.67         | 57.05         | 58.47         | 59.96         | 61.45         | 63.01         | 64.53         | 66.16         | 67.79         | 69.47          | 71.22          | 73.02          | 74.85          | 76.72          |                |
|                               | Appx. Bi-wkly | 4,453.60      | 4,564.00      | 4,677.60      | 4,796.80      | 4,916.00      | 5,040.80      | 5,162.40      | 5,292.80      | 5,423.20      | 5,557.60       | 5,697.60       | 5,841.60       | 5,988.00       | 6,137.60       |                |
|                               | Appx. Monthly | 9,649.47      | 9,888.67      | 10,134.80     | 10,393.07     | 10,651.33     | 10,921.73     | 11,185.20     | 11,467.73     | 11,750.27     | 12,041.47      | 12,344.80      | 12,658.80      | 12,974.00      | 13,291.13      |                |
|                               | Appx. Annual  | 115,793.60    | 118,664.00    | 121,617.60    | 124,716.80    | 127,816.00    | 131,060.80    | 134,222.40    | 137,612.80    | 141,003.20    | 144,497.60     | 148,137.60     | 151,881.60     | 155,688.00     | 159,577.60     |                |
| <b>75</b>                     | Hourly        | 56.08         | 57.47         | 58.92         | 60.39         | 61.93         | 63.43         | 65.03         | 66.63         | 68.29         | 70.00          | 71.74          | 73.52          | 75.35          | 77.24          |                |
|                               | Appx. Bi-wkly | 4,486.40      | 4,597.60      | 4,713.60      | 4,831.20      | 4,954.40      | 5,074.40      | 5,202.40      | 5,330.40      | 5,463.20      | 5,600.00       | 5,739.20       | 5,881.60       | 6,028.00       | 6,179.20       |                |
|                               | Appx. Monthly | 9,720.53      | 9,961.47      | 10,212.80     | 10,467.60     | 10,734.53     | 10,994.53     | 11,271.87     | 11,549.20     | 11,836.93     | 12,133.33      | 12,434.93      | 12,743.47      | 13,060.67      | 13,388.27      |                |
|                               | Appx. Annual  | 116,646.40    | 119,537.60    | 122,553.60    | 125,611.20    | 128,814.40    | 131,934.40    | 135,262.40    | 138,590.40    | 142,043.20    | 145,600.00     | 149,219.20     | 152,921.60     | 156,728.00     | 160,659.20     |                |
| <b>75T</b>                    | Hourly        | 56.08         | 57.47         | 58.92         | 60.39         | 61.93         | 63.43         | 65.03         | 66.63         | 68.29         | 70.00          | 71.75          | 73.52          | 75.35          | 77.24          |                |
|                               | Appx. Bi-wkly | 4,486.40      | 4,597.60      | 4,713.60      | 4,831.20      | 4,954.40      | 5,074.40      | 5,202.40      | 5,330.40      | 5,463.20      | 5,600.00       | 5,740.00       | 5,884.00       | 6,032.00       | 6,180.00       |                |
|                               | Appx. Monthly | 9,720.53      | 9,961.47      | 10,212.80     | 10,467.60     | 10,734.53     | 10,994.53     | 11,271.87     | 11,549.20     | 11,836.93     | 12,133.33      | 12,436.67      | 12,743.60      | 13,060.67      | 13,388.27      |                |
|                               | Appx. Annual  | 116,646.40    | 119,537.60    | 122,553.60    | 125,611.20    | 128,814.40    | 131,934.40    | 135,262.40    | 138,590.40    | 142,043.20    | 145,600.00     | 149,240.00     | 152,921.60     | 156,640.00     | 160,392.00     |                |
| <b>75A</b>                    | Hourly        | 56.79         | 58.20         | 59.66         | 61.14         | 62.71         | 64.23         | 65.84         | 67.50         | 69.14         | 70.86          | 72.62          | 74.45          | 76.30          | 78.21          |                |
|                               | Appx. Bi-wkly | 4,543.20      | 4,656.00      | 4,772.80      | 4,891.20      | 5,016.80      | 5,138.40      | 5,267.20      | 5,400.00      | 5,531.20      | 5,668.80       | 5,809.60       | 5,956.00       | 6,104.00       | 6,256.80       |                |
|                               | Appx. Monthly | 9,843.60      | 10,088.00     | 10,341.07     | 10,597.60     | 10,869.73     | 11,133.20     | 11,412.27     | 11,700.00     | 11,984.27     | 12,282.40      | 12,587.47      | 12,904.67      | 13,225.33      | 13,556.40      |                |
|                               | Appx. Annual  | 118,123.20    | 121,056.00    | 124,092.80    | 127,171.20    | 130,436.80    | 133,598.40    | 136,947.20    | 140,400.00    | 143,811.20    | 147,388.80     | 151,049.60     | 154,856.00     | 158,704.00     | 162,676.80     |                |
| <b>75C</b>                    | Hourly        | 57.05         | 58.47         | 59.96         | 61.45         | 63.01         | 64.53         | 66.16         | 67.79         | 69.47         | 71.22          | 72.98          | 74.80          | 76.67          | 78.59          |                |
|                               | Appx. Bi-wkly | 4,564.00      | 4,677.60      | 4,796.80      | 4,916.00      | 5,040.80      | 5,162.40      | 5,292.80      | 5,423.20      | 5,557.60      | 5,697.60       | 5,838.40       | 5,984.00       | 6,133.60       | 6,287.20       |                |
|                               | Appx. Monthly | 9,888.67      | 10,134.80     | 10,393.07     | 10,651.33     | 10,921.73     | 11,185.20     | 11,467.73     | 11,750.27     | 12,041.47     | 12,344.80      | 12,649.87      | 12,965.33      | 13,289.47      | 13,622.27      |                |
|                               | Appx. Annual  | 118,664.00    | 121,617.60    | 124,716.80    | 127,816.00    | 131,060.80    | 134,222.40    | 137,612.80    | 141,003.20    | 144,497.60    | 148,137.60     | 151,798.40     | 155,584.00     | 159,473.60     | 163,467.20     |                |
| <b>Ranges Eff. 08/09/2025</b> |               | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> | <b>Step 14</b> | <b>Step 15</b> |
| <b>76</b>                     | Hourly        | 57.47         | 58.92         | 60.39         | 61.93         | 63.43         | 65.03         | 66.63         | 68.29         | 70.00         | 71.76          | 73.54          | 75.39          | 77.28          | 79.22          |                |
|                               | Appx. Bi-wkly | 4,597.60      | 4,713.60      | 4,831.20      | 4,954.40      | 5,074.40      | 5,20          |               |               |               |                |                |                |                |                |                |



| Ranges Eff. 08/09/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15   |  |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|--|
| 78A                    | Hourly        | 61.14      | 62.71      | 64.23      | 65.84      | 67.50      | 69.14      | 70.86      | 72.64      | 74.50      | 76.34      | 78.25      | 80.21      | 82.20      | 84.26      |           |  |
|                        | Appx. Bi-wkly | 4,891.20   | 5,016.80   | 5,138.40   | 5,267.20   | 5,400.00   | 5,531.20   | 5,668.80   | 5,811.20   | 5,960.00   | 6,107.20   | 6,260.00   | 6,418.80   | 6,576.00   | 6,740.80   |           |  |
|                        | Appx. Monthly | 10,597.60  | 10,869.73  | 11,133.20  | 11,412.27  | 11,700.00  | 11,984.27  | 12,282.40  | 12,593.93  | 12,913.33  | 13,232.27  | 13,563.33  | 13,903.07  | 14,248.00  | 14,605.07  |           |  |
|                        | Appx. Annual  | 127,171.20 | 130,436.80 | 133,598.40 | 136,947.20 | 140,400.00 | 143,811.20 | 147,388.80 | 151,091.20 | 154,960.00 | 158,787.20 | 162,760.00 | 166,836.80 | 170,976.00 | 175,260.80 |           |  |
| 78C                    | Hourly        | 61.45      | 63.01      | 64.53      | 66.16      | 67.79      | 69.47      | 71.22      | 73.01      | 74.88      | 76.70      | 78.63      | 80.62      | 82.64      | 84.71      |           |  |
|                        | Appx. Bi-wkly | 4,916.00   | 5,040.80   | 5,162.40   | 5,292.80   | 5,423.20   | 5,557.60   | 5,697.60   | 5,840.80   | 5,990.40   | 6,136.00   | 6,290.40   | 6,449.60   | 6,611.20   | 6,776.80   |           |  |
|                        | Appx. Monthly | 10,651.33  | 10,921.73  | 11,185.20  | 11,467.73  | 11,750.27  | 12,041.47  | 12,344.80  | 12,655.07  | 12,979.20  | 13,294.67  | 13,629.20  | 13,974.13  | 14,324.27  | 14,683.07  |           |  |
|                        | Appx. Annual  | 127,816.00 | 131,060.80 | 134,222.40 | 137,612.80 | 141,003.20 | 144,497.60 | 148,137.60 | 151,860.80 | 155,750.40 | 159,536.00 | 163,550.40 | 167,689.60 | 171,891.20 | 176,196.80 |           |  |
| 79                     | Hourly        | 61.93      | 63.43      | 65.03      | 66.63      | 68.29      | 70.00      | 71.76      | 73.56      | 75.39      | 77.31      | 79.25      | 81.21      | 83.23      | 85.31      |           |  |
|                        | Appx. Bi-wkly | 4,954.40   | 5,074.40   | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.80   | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,496.80   | 6,658.40   | 6,824.80   |           |  |
|                        | Appx. Monthly | 10,734.53  | 10,994.53  | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,438.40  | 12,750.40  | 13,067.60  | 13,394.67  | 13,731.47  | 14,076.40  | 14,426.53  | 14,787.07  |           |  |
|                        | Appx. Annual  | 128,814.40 | 131,934.40 | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,260.80 | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,916.80 | 173,118.40 | 177,444.80 |           |  |
| 79T                    | Hourly        | 61.93      | 63.43      | 65.03      | 66.63      | 68.29      | 70.00      | 71.76      | 73.56      | 75.39      | 77.31      | 79.25      | 81.21      | 83.23      | 85.31      |           |  |
|                        | Appx. Bi-wkly | 4,954.40   | 5,074.40   | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.80   | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,496.80   | 6,658.40   | 6,824.80   |           |  |
|                        | Appx. Monthly | 10,734.53  | 10,994.53  | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,438.40  | 12,750.40  | 13,067.60  | 13,394.67  | 13,731.47  | 14,076.40  | 14,426.53  | 14,787.07  |           |  |
|                        | Appx. Annual  | 128,814.40 | 131,934.40 | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,260.80 | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,916.80 | 173,118.40 | 177,444.80 |           |  |
| 79A                    | Hourly        | 62.71      | 64.23      | 65.84      | 67.50      | 69.14      | 70.86      | 72.64      | 74.50      | 76.34      | 78.25      | 80.21      | 82.24      | 84.28      | 86.40      |           |  |
|                        | Appx. Bi-wkly | 5,016.80   | 5,138.40   | 5,267.20   | 5,400.00   | 5,531.20   | 5,668.80   | 5,811.20   | 5,960.00   | 6,107.20   | 6,263.20   | 6,418.40   | 6,579.20   | 6,744.00   | 6,912.00   |           |  |
|                        | Appx. Monthly | 10,869.73  | 11,133.20  | 11,412.27  | 11,700.00  | 11,984.27  | 12,282.40  | 12,593.93  | 12,913.33  | 13,232.27  | 13,570.27  | 13,906.53  | 14,254.93  | 14,608.53  | 14,976.00  |           |  |
|                        | Appx. Annual  | 130,436.80 | 133,598.40 | 136,947.20 | 140,400.00 | 143,811.20 | 147,388.80 | 151,091.20 | 154,960.00 | 158,787.20 | 162,843.20 | 166,878.40 | 171,059.20 | 175,302.40 | 179,712.00 |           |  |
| 79C                    | Hourly        | 63.01      | 64.53      | 66.16      | 67.79      | 69.47      | 71.22      | 73.01      | 74.88      | 76.70      | 78.66      | 80.65      | 82.67      | 84.74      | 86.86      |           |  |
|                        | Appx. Bi-wkly | 5,040.80   | 5,162.40   | 5,292.80   | 5,423.20   | 5,557.60   | 5,697.60   | 5,840.80   | 5,990.40   | 6,136.00   | 6,292.80   | 6,452.00   | 6,613.60   | 6,779.20   | 6,948.80   |           |  |
|                        | Appx. Monthly | 10,921.73  | 11,185.20  | 11,467.73  | 11,750.27  | 12,041.47  | 12,344.80  | 12,655.07  | 12,979.20  | 13,294.67  | 13,634.40  | 13,979.33  | 14,329.47  | 14,688.27  | 15,055.73  |           |  |
|                        | Appx. Annual  | 131,060.80 | 134,222.40 | 137,612.80 | 141,003.20 | 144,497.60 | 148,137.60 | 151,860.80 | 155,750.40 | 159,536.00 | 163,612.80 | 167,752.00 | 171,953.60 | 176,259.20 | 180,668.80 |           |  |
| 80                     | Hourly        | 63.43      | 65.03      | 66.63      | 68.29      | 70.00      | 71.76      | 73.56      | 75.39      | 77.31      | 79.25      | 81.21      | 83.23      | 85.31      | 87.45      |           |  |
|                        | Appx. Bi-wkly | 5,074.40   | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.80   | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,496.80   | 6,658.40   | 6,824.80   | 6,996.00   |           |  |
|                        | Appx. Monthly | 10,994.53  | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,438.40  | 12,750.40  | 13,067.60  | 13,400.40  | 13,731.47  | 14,076.40  | 14,426.53  | 14,787.07  | 15,158.00  |           |  |
|                        | Appx. Annual  | 131,934.40 | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,260.80 | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,916.80 | 173,118.40 | 177,444.80 | 181,896.00 |           |  |
| 80T                    | Hourly        | 63.43      | 65.03      | 66.63      | 68.29      | 70.00      | 71.76      | 73.56      | 75.39      | 77.31      | 79.25      | 81.19      | 83.22      | 85.30      | 87.44      |           |  |
|                        | Appx. Bi-wkly | 5,074.40   | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.80   | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,495.20   | 6,657.60   | 6,824.00   | 6,995.20   |           |  |
|                        | Appx. Monthly | 10,994.53  | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,438.40  | 12,750.40  | 13,067.60  | 13,400.40  | 13,731.47  | 14,072.93  | 14,424.80  | 14,785.33  | 15,156.27  | 15,534.13 |  |
|                        | Appx. Annual  | 131,934.40 | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,260.80 | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,875.20 | 173,118.40 | 177,444.80 | 181,896.00 |           |  |
| 80A                    | Hourly        | 64.23      | 65.84      | 67.50      | 69.14      | 70.86      | 72.64      | 74.50      | 76.34      | 78.25      | 80.23      | 82.24      | 84.28      | 86.40      | 88.56      |           |  |
|                        | Appx. Bi-wkly | 5,138.40   | 5,267.20   | 5,400.00   | 5,531.20   | 5,668.80   | 5,811.20   | 5,960.00   | 6,107.20   | 6,263.20   | 6,418.40   | 6,579.20   | 6,744.00   | 6,912.00   | 7,084.80   |           |  |
|                        | Appx. Monthly | 11,133.20  | 11,412.27  | 11,700.00  | 11,984.27  | 12,282.40  | 12,593.93  | 12,913.33  | 13,232.27  | 13,570.27  | 13,906.53  | 14,254.93  | 14,608.53  | 14,976.00  | 15,350.40  |           |  |
|                        | Appx. Annual  | 133,598.40 | 136,947.20 | 140,400.00 | 143,811.20 | 147,388.80 | 151,091.20 | 154,960.00 | 158,787.20 | 162,843.20 | 166,878.40 | 171,059.20 | 175,302.40 | 179,712.00 | 184,204.80 |           |  |
| 80C                    | Hourly        | 64.53      | 66.16      | 67.79      | 69.47      | 71.22      | 73.01      | 74.88      | 76.70      | 78.66      | 80.65      | 82.66      | 84.73      | 86.85      | 89.02      |           |  |
|                        | Appx. Bi-wkly | 5,162.40   | 5,292.80   | 5,423.20   | 5,557.60   | 5,697.60   | 5,840.80   | 5,990.40   | 6,136.00   | 6,292.80   | 6,452.00   | 6,612.80   | 6,778.40   | 6,948.00   | 7,121.60   |           |  |
|                        | Appx. Monthly | 11,185.20  | 11,467.73  | 11,750.27  | 12,041.47  | 12,344.80  | 12,655.07  | 12,979.20  | 13,294.67  | 13,634.40  | 13,979.33  | 14,327.73  | 14,686.53  | 15,054.00  | 15,430.13  |           |  |
|                        | Appx. Annual  | 134,222.40 | 137,612.80 | 141,003.20 | 144,497.60 | 148,137.60 | 151,860.80 | 155,750.40 | 159,536.00 | 163,612.80 | 167,752.00 | 171,932.80 | 176,238.40 | 180,648.00 | 185,161.60 |           |  |
| 81                     | Hourly        | 65.03      | 66.63      | 68.29      | 70.00      | 71.76      | 73.56      | 75.39      | 77.31      | 79.25      | 81.18      | 83.22      | 85.30      | 87.44      | 89.62      |           |  |
|                        | Appx. Bi-wkly | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.80   | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.00   | 6,995.20   | 7,169.60   |           |  |
|                        | Appx. Monthly | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,438.40  | 12,750.40  | 13,067.60  | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,785.33  | 15,156.27  | 15,534.13  |           |  |
|                        | Appx. Annual  | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,260.80 | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,424.00 | 181,875.20 | 186,409.60 |           |  |
| 81T                    | Hourly        | 65.03      | 66.63      | 68.29      | 70.00      | 71.76      | 73.56      | 75.39      | 77.31      | 79.25      | 81.18      | 83.21      | 85.30      | 87.44      | 89.62      |           |  |
|                        | Appx. Bi-wkly | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.80   | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.00   | 6,995.20   | 7,169.60   |           |  |
|                        | Appx. Monthly | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,438.40  | 12,750.40  | 13,067.60  | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,785.33  | 15,156.27  | 15,534.13  |           |  |
|                        | Appx. Annual  | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,260.80 | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,424.00 | 181,875.20 | 186,409.60 |           |  |
| 81A                    | Hourly        | 65.84      | 67.50      | 69.14      | 70.86      | 72.64      | 74.50      | 76.34      | 78.25      | 80.23      | 82.19      | 84.27      | 86.39      | 88.55      | 90.76      |           |  |
|                        | Appx. Bi-wkly | 5,267.20   | 5,400.00   | 5,531.20   | 5,668.80   | 5,811.20   | 5,960.00   | 6,107.20   | 6,263.20   | 6,418.40   | 6,575.20   | 6,741.60   | 6,912.00   | 7,084.80   | 7,260.80   |           |  |
|                        | Appx. Monthly | 11,412.27  | 11,700.00  | 11,984.27  | 12,282.40  | 12,593.93  | 12,913.33  | 13,232.27  | 13,570.27  | 13,906.53  | 14,246.27  | 14,606.80  | 14,974.27  | 15,348.67  | 15,731.73  |           |  |
|                        | Appx. Annual  | 136,947.20 | 140,400.00 | 143,811.20 | 147,388.80 | 151,091.20 | 154,960.00 | 158,787.20 | 162,843.20 | 166,878.40 | 170,955.20 | 175,281.60 | 179,691.20 | 184,184.00 | 188,780.80 |           |  |
| Ranges Eff. 08/09/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15   |  |
| 81C                    | Hourly        | 66.16      | 67.79      | 69.47      | 71.22      | 73.01      | 74.88      | 76.70      | 78.66      | 80.65      | 82.63      | 84.69      | 86.80      | 88.98      | 91.21      |           |  |
|                        | Appx. Bi-wkly | 5,292.80   | 5,423.20   | 5,557.60   | 5,697.60   | 5,840.80   | 5,990.40   | 6,136.00   | 6,292.80   | 6,452.00   | 6,610.40   | 6,77       |            |            |            |           |  |



| Ranges Eff. 08/09/2025        |               | Step 1        | Step 2        | Step 3        | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10        | Step 11        | Step 12        | Step 13        | Step 14        | Step 15        |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>84T</b>                    | Hourly        | 70.00         | 71.76         | 73.56         | 75.39         | 77.31         | 79.22         | 81.18         | 83.22         | 85.31         | 87.45          | 89.63          |                |                |                |                |
|                               | Appx. Bi-wkly | 5,600.00      | 5,740.80      | 5,884.80      | 6,031.20      | 6,184.80      | 6,337.60      | 6,494.40      | 6,657.60      | 6,824.80      | 6,996.00       | 7,170.40       |                |                |                |                |
|                               | Appx. Monthly | 12,133.33     | 12,438.40     | 12,750.40     | 13,067.60     | 13,400.40     | 13,731.47     | 14,071.20     | 14,424.80     | 14,787.07     | 15,158.00      | 15,535.87      |                |                |                |                |
|                               | Appx. Annual  | 145,600.00    | 149,260.80    | 153,004.80    | 156,811.20    | 160,804.80    | 164,777.60    | 168,854.40    | 173,097.60    | 177,444.80    | 181,896.00     | 186,430.40     |                |                |                |                |
| <b>84A</b>                    | Hourly        | 70.86         | 72.64         | 74.50         | 76.34         | 78.29         | 80.23         | 82.19         | 84.27         | 86.39         | 88.54          | 90.77          | 93.04          | 95.37          | 97.75          |                |
|                               | Appx. Bi-wkly | 5,668.80      | 5,811.20      | 5,960.00      | 6,107.20      | 6,263.20      | 6,418.40      | 6,575.20      | 6,741.60      | 6,911.20      | 7,083.20       | 7,261.60       | 7,443.20       | 7,629.60       | 7,820.00       |                |
|                               | Appx. Monthly | 12,282.40     | 12,590.93     | 12,913.33     | 13,232.27     | 13,570.27     | 13,906.53     | 14,246.27     | 14,606.80     | 14,974.27     | 15,346.93      | 15,733.47      | 16,126.93      | 16,530.80      | 16,943.33      |                |
|                               | Appx. Annual  | 147,388.80    | 151,091.20    | 154,960.00    | 158,787.20    | 162,843.20    | 166,878.40    | 170,955.20    | 175,281.60    | 179,691.20    | 184,163.20     | 188,801.60     | 193,523.20     | 198,369.60     | 203,320.00     |                |
| <b>84C</b>                    | Hourly        | 71.22         | 73.01         | 74.88         | 76.70         | 78.66         | 80.65         | 82.63         | 84.69         | 86.80         | 88.98          | 91.20          | 93.48          | 95.82          | 98.22          |                |
|                               | Appx. Bi-wkly | 5,697.60      | 5,840.80      | 5,990.40      | 6,136.00      | 6,292.80      | 6,452.00      | 6,610.40      | 6,775.20      | 6,944.00      | 7,118.40       | 7,296.00       | 7,478.40       | 7,665.60       | 7,857.60       |                |
|                               | Appx. Monthly | 12,344.80     | 12,655.07     | 12,979.20     | 13,294.67     | 13,634.40     | 13,979.33     | 14,322.53     | 14,679.60     | 15,045.33     | 15,423.20      | 15,808.00      | 16,203.20      | 16,608.80      | 17,024.80      |                |
|                               | Appx. Annual  | 148,137.60    | 151,860.80    | 155,750.40    | 159,536.00    | 163,612.80    | 167,752.00    | 171,870.40    | 176,155.20    | 180,544.00    | 185,078.40     | 189,696.00     | 194,438.40     | 199,305.60     | 204,297.60     |                |
| <b>85</b>                     | Hourly        | 71.76         | 73.56         | 75.39         | 77.31         | 79.22         | 81.18         | 83.22         | 85.31         | 87.45         | 89.63          | 91.88          | 94.16          | 96.52          | 98.93          |                |
|                               | Appx. Bi-wkly | 5,740.80      | 5,884.80      | 6,031.20      | 6,184.80      | 6,337.60      | 6,494.40      | 6,657.60      | 6,824.80      | 6,996.00      | 7,170.40       | 7,350.40       | 7,532.80       | 7,721.60       | 7,914.40       |                |
|                               | Appx. Monthly | 12,438.40     | 12,750.40     | 13,067.60     | 13,400.40     | 13,731.47     | 14,071.20     | 14,424.80     | 14,787.07     | 15,158.00     | 15,535.87      | 15,925.87      | 16,321.07      | 16,730.13      | 17,147.87      |                |
|                               | Appx. Annual  | 149,260.80    | 153,004.80    | 156,811.20    | 160,804.80    | 164,777.60    | 168,854.40    | 173,097.60    | 177,444.80    | 181,896.00    | 186,430.40     | 191,110.40     | 195,852.80     | 200,761.60     | 205,774.40     |                |
| <b>85T</b>                    | Hourly        | 71.76         | 73.56         | 75.39         | 77.31         | 79.22         | 81.18         | 83.22         | 85.31         | 87.45         | 89.63          | 91.88          |                |                |                |                |
|                               | Appx. Bi-wkly | 5,740.80      | 5,884.80      | 6,031.20      | 6,184.80      | 6,337.60      | 6,494.40      | 6,657.60      | 6,824.80      | 6,996.00      | 7,170.40       | 7,350.40       |                |                |                |                |
|                               | Appx. Monthly | 12,438.40     | 12,750.40     | 13,067.60     | 13,400.40     | 13,731.47     | 14,071.20     | 14,424.80     | 14,787.07     | 15,158.00     | 15,535.87      | 15,925.87      |                |                |                |                |
|                               | Appx. Annual  | 149,260.80    | 153,004.80    | 156,811.20    | 160,804.80    | 164,777.60    | 168,854.40    | 173,097.60    | 177,444.80    | 181,896.00    | 186,430.40     | 191,110.40     |                |                |                |                |
| <b>85A</b>                    | Hourly        | 72.64         | 74.50         | 76.34         | 78.29         | 80.23         | 82.19         | 84.27         | 86.39         | 88.54         | 90.76          | 93.02          | 95.35          | 97.73          | 100.17         |                |
|                               | Appx. Bi-wkly | 5,811.20      | 5,960.00      | 6,107.20      | 6,263.20      | 6,418.40      | 6,575.20      | 6,741.60      | 6,911.20      | 7,083.20      | 7,260.80       | 7,441.60       | 7,628.00       | 7,818.40       | 8,013.60       |                |
|                               | Appx. Monthly | 12,590.93     | 12,913.33     | 13,232.27     | 13,570.27     | 13,906.53     | 14,246.27     | 14,606.80     | 14,974.27     | 15,346.93     | 15,731.73      | 16,123.47      | 16,527.33      | 16,938.87      | 17,362.80      |                |
|                               | Appx. Annual  | 151,091.20    | 154,960.00    | 158,787.20    | 162,843.20    | 166,878.40    | 170,955.20    | 175,281.60    | 179,691.20    | 184,163.20    | 188,780.80     | 193,481.60     | 198,328.00     | 203,278.40     | 208,352.00     |                |
| <b>85C</b>                    | Hourly        | 73.01         | 74.88         | 76.70         | 78.66         | 80.65         | 82.63         | 84.69         | 86.80         | 88.98         | 91.19          | 93.48          | 95.82          | 98.22          | 100.67         |                |
|                               | Appx. Bi-wkly | 5,840.80      | 5,990.40      | 6,136.00      | 6,292.80      | 6,452.00      | 6,610.40      | 6,775.20      | 6,944.00      | 7,118.40      | 7,296.00       | 7,478.40       | 7,665.60       | 7,857.60       | 8,053.60       |                |
|                               | Appx. Monthly | 12,655.07     | 12,979.20     | 13,294.67     | 13,634.40     | 13,979.33     | 14,322.53     | 14,679.60     | 15,045.33     | 15,423.20     | 15,808.00      | 16,203.20      | 16,608.80      | 17,024.80      | 17,449.47      |                |
|                               | Appx. Annual  | 151,860.80    | 155,750.40    | 159,536.00    | 163,612.80    | 167,752.00    | 171,870.40    | 176,155.20    | 180,544.00    | 185,078.40    | 189,696.00     | 194,438.40     | 199,305.60     | 204,297.60     | 209,393.60     |                |
| <b>86</b>                     | Hourly        | 73.56         | 75.39         | 77.31         | 79.22         | 81.18         | 83.22         | 85.31         | 87.45         | 89.63         | 91.87          | 94.16          | 96.51          | 98.93          | 101.40         |                |
|                               | Appx. Bi-wkly | 5,884.80      | 6,031.20      | 6,184.80      | 6,337.60      | 6,494.40      | 6,657.60      | 6,824.80      | 6,996.00      | 7,170.40      | 7,349.60       | 7,532.80       | 7,720.80       | 7,914.40       | 8,112.00       |                |
|                               | Appx. Monthly | 12,750.40     | 13,067.60     | 13,400.40     | 13,731.47     | 14,071.20     | 14,424.80     | 14,787.07     | 15,158.00     | 15,535.87     | 15,924.13      | 16,321.07      | 16,728.40      | 17,147.87      | 17,576.00      |                |
|                               | Appx. Annual  | 153,004.80    | 156,811.20    | 160,804.80    | 164,777.60    | 168,854.40    | 173,097.60    | 177,444.80    | 181,896.00    | 186,430.40    | 191,089.60     | 195,852.80     | 200,740.80     | 205,774.40     | 210,912.00     |                |
| <b>86T</b>                    | Hourly        | 73.56         | 75.39         | 77.31         | 79.22         | 81.18         | 83.22         | 85.31         | 87.45         | 89.63         | 91.87          | 94.16          |                |                |                |                |
|                               | Appx. Bi-wkly | 5,884.80      | 6,031.20      | 6,184.80      | 6,337.60      | 6,494.40      | 6,657.60      | 6,824.80      | 6,996.00      | 7,170.40      | 7,349.60       | 7,532.80       |                |                |                |                |
|                               | Appx. Monthly | 12,750.40     | 13,067.60     | 13,400.40     | 13,731.47     | 14,071.20     | 14,424.80     | 14,787.07     | 15,158.00     | 15,535.87     | 15,924.13      | 16,321.07      |                |                |                |                |
|                               | Appx. Annual  | 153,004.80    | 156,811.20    | 160,804.80    | 164,777.60    | 168,854.40    | 173,097.60    | 177,444.80    | 181,896.00    | 186,430.40    | 191,089.60     | 195,852.80     |                |                |                |                |
| <b>86A</b>                    | Hourly        | 74.50         | 76.34         | 78.29         | 80.23         | 82.19         | 84.27         | 86.39         | 88.54         | 90.76         | 93.01          | 95.34          | 97.72          | 100.16         | 102.66         |                |
|                               | Appx. Bi-wkly | 5,960.00      | 6,107.20      | 6,263.20      | 6,418.40      | 6,575.20      | 6,741.60      | 6,911.20      | 7,083.20      | 7,260.80      | 7,440.80       | 7,627.20       | 7,816.00       | 8,012.80       | 8,212.80       |                |
|                               | Appx. Monthly | 12,913.33     | 13,232.27     | 13,570.27     | 13,906.53     | 14,246.27     | 14,606.80     | 14,974.27     | 15,346.93     | 15,731.73     | 16,121.73      | 16,525.60      | 16,938.13      | 17,361.07      | 17,794.40      |                |
|                               | Appx. Annual  | 154,960.00    | 158,787.20    | 162,843.20    | 166,878.40    | 170,955.20    | 175,281.60    | 179,691.20    | 184,163.20    | 188,780.80    | 193,460.80     | 198,307.20     | 203,257.60     | 208,332.80     | 213,532.80     |                |
| <b>86C</b>                    | Hourly        | 74.88         | 76.70         | 78.66         | 80.65         | 82.63         | 84.69         | 86.80         | 88.98         | 91.19         | 93.47          | 95.81          | 98.22          | 100.67         | 103.19         |                |
|                               | Appx. Bi-wkly | 5,990.40      | 6,136.00      | 6,292.80      | 6,452.00      | 6,610.40      | 6,775.20      | 6,944.00      | 7,118.40      | 7,296.00      | 7,477.60       | 7,664.80       | 7,857.60       | 8,053.60       | 8,255.20       |                |
|                               | Appx. Monthly | 12,979.20     | 13,294.67     | 13,634.40     | 13,979.33     | 14,322.53     | 14,679.60     | 15,045.33     | 15,423.20     | 15,808.00     | 16,201.47      | 16,607.07      | 17,024.80      | 17,449.47      | 17,886.27      |                |
|                               | Appx. Annual  | 155,750.40    | 159,536.00    | 163,612.80    | 167,752.00    | 171,870.40    | 176,155.20    | 180,544.00    | 185,078.40    | 189,696.00    | 194,417.60     | 199,284.80     | 204,297.60     | 209,393.60     | 214,635.20     |                |
| <b>87</b>                     | Hourly        | 75.39         | 77.31         | 79.22         | 81.18         | 83.22         | 85.31         | 87.45         | 89.63         | 91.87         | 94.18          | 96.52          | 98.95          | 101.42         | 103.96         |                |
|                               | Appx. Bi-wkly | 6,031.20      | 6,184.80      | 6,337.60      | 6,494.40      | 6,657.60      | 6,824.80      | 6,996.00      | 7,170.40      | 7,349.60      | 7,534.40       | 7,721.60       | 7,916.00       | 8,112.00       | 8,316.80       |                |
|                               | Appx. Monthly | 13,067.60     | 13,400.40     | 13,731.47     | 14,071.20     | 14,424.80     | 14,787.07     | 15,158.00     | 15,535.87     | 15,924.13     | 16,324.53      | 16,730.13      | 17,151.33      | 17,579.47      | 18,019.73      |                |
|                               | Appx. Annual  | 156,811.20    | 160,804.80    | 164,777.60    | 168,854.40    | 173,097.60    | 177,444.80    | 181,896.00    | 186,430.40    | 191,089.60    | 195,894.40     | 200,761.60     | 205,816.00     | 210,953.60     | 216,236.80     |                |
| <b>87T</b>                    | Hourly        | 75.39         | 77.31         | 79.22         | 81.18         | 83.22         | 85.31         | 87.45         | 89.63         | 91.87         | 94.18          | 96.54          |                |                |                |                |
|                               | Appx. Bi-wkly | 6,031.20      | 6,184.80      | 6,337.60      | 6,494.40      | 6,657.60      | 6,824.80      | 6,996.00      | 7,170.40      | 7,349.60      | 7,534.40       | 7,723.20       |                |                |                |                |
|                               | Appx. Monthly | 13,067.60     | 13,400.40     | 13,731.47     | 14,071.20     | 14,424.80     | 14,787.07     | 15,158.00     | 15,535.87     | 15,924.13     | 16,324.53      | 16,733.60      |                |                |                |                |
|                               | Appx. Annual  | 156,811.20    | 160,804.80    | 164,777.60    | 168,854.40    | 173,097.60    | 177,444.80    | 181,896.00    | 186,430.40    | 191,089.60    | 195,894.40     | 200,803.20     |                |                |                |                |
| <b>Ranges Eff. 08/09/2025</b> |               | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> | <b>Step 14</b> | <b>Step 15</b> |
| <b>87A</b>                    | Hourly        | 76.34         | 78.29         | 80.23         | 82.19         | 84.27         | 86.39         | 88.54         | 90.76         | 93.01         | 95.37          | 97.74          | 100.19         | 102.69         | 105.26         |                |
|                               | Appx. Bi-wkly | 6,107.20      | 6,263.20      | 6,418.40      | 6,575.20      | 6,741.60      | 6,911.20      | 7,083.20      | 7,260.80      | 7,440.80      | 7,629.60       | 7,819.20       | 8,015.20       | 8,215.20       | 8,420.80       |                |
|                               | Appx. Monthly | 13,232.27     | 13,570.27     | 13,906.53     | 14,246.27     | 14,606.80     | 14,974.27     | 15,346.93     | 15,731.73     | 16,121.73     | 16,530.80      | 16,941.60      | 17,366.27      | 17,799.60      | 18,245.07      |                |
|                               | Appx. Annual  | 158,787.2     |               |               |               |               |               |               |               |               |                |                |                |                |                |                |



| Ranges Eff. 08/09/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 90                     | Hourly        | 81.18      | 83.22      | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.97     | 106.57     | 109.24     | 111.97     |         |
|                        | Appx. Bi-wkly | 6,494.40   | 6,657.60   | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,317.60   | 8,526.60   | 8,739.20   | 8,957.60   |         |
|                        | Appx. Monthly | 14,071.20  | 14,424.80  | 14,787.07  | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,021.47  | 18,472.13  | 18,934.93  | 19,408.13  |         |
|                        | Appx. Annual  | 168,854.40 | 173,097.60 | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,257.60 | 221,665.60 | 227,219.20 | 232,897.60 |         |
| 90T                    | Hourly        | 81.18      | 83.22      | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,494.40   | 6,657.60   | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   |            |            |            |         |
|                        | Appx. Monthly | 14,071.20  | 14,424.80  | 14,787.07  | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  |            |            |            |         |
|                        | Appx. Annual  | 168,854.40 | 173,097.60 | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 |            |            |            |         |
| 90A                    | Hourly        | 82.19      | 84.27      | 86.39      | 88.54      | 90.76      | 93.01      | 95.37      | 97.74      | 100.17     | 102.70     | 105.28     | 107.90     | 110.60     | 113.36     |         |
|                        | Appx. Bi-wkly | 6,575.20   | 6,741.60   | 6,911.20   | 7,083.20   | 7,260.80   | 7,440.80   | 7,629.60   | 7,819.20   | 8,013.60   | 8,216.00   | 8,422.40   | 8,632.00   | 8,848.00   | 9,068.00   |         |
|                        | Appx. Monthly | 14,246.27  | 14,606.80  | 14,974.27  | 15,346.93  | 15,731.73  | 16,121.73  | 16,530.80  | 16,941.60  | 17,362.80  | 17,801.33  | 18,248.53  | 18,702.73  | 19,170.67  | 19,649.07  |         |
|                        | Appx. Annual  | 170,955.20 | 175,281.60 | 179,691.20 | 184,163.20 | 188,780.80 | 193,460.80 | 198,369.60 | 203,299.20 | 208,353.60 | 213,616.00 | 218,982.40 | 224,432.00 | 230,048.00 | 235,788.80 |         |
| 90C                    | Hourly        | 82.63      | 84.69      | 86.80      | 88.98      | 91.19      | 93.47      | 95.83      | 98.25      | 100.64     | 103.21     | 105.80     | 108.44     | 111.15     | 113.93     |         |
|                        | Appx. Bi-wkly | 6,610.40   | 6,775.20   | 6,944.00   | 7,118.40   | 7,295.20   | 7,477.60   | 7,666.40   | 7,860.00   | 8,051.20   | 8,256.80   | 8,464.00   | 8,675.20   | 8,892.00   | 9,114.40   |         |
|                        | Appx. Monthly | 14,322.53  | 14,679.60  | 15,045.33  | 15,423.20  | 15,806.27  | 16,201.47  | 16,610.53  | 17,030.00  | 17,444.27  | 17,889.73  | 18,338.67  | 18,796.27  | 19,266.00  | 19,747.87  |         |
|                        | Appx. Annual  | 171,870.40 | 176,155.20 | 180,544.00 | 185,078.40 | 189,675.20 | 194,417.60 | 199,326.40 | 204,360.00 | 209,331.20 | 214,676.80 | 220,064.00 | 225,525.20 | 231,192.00 | 236,974.40 |         |
| 91                     | Hourly        | 83.22      | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.23     | 111.96     | 114.76     |         |
|                        | Appx. Bi-wkly | 6,657.60   | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,738.40   | 8,956.80   | 9,180.80   |         |
|                        | Appx. Monthly | 14,424.80  | 14,787.07  | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,932.00  | 19,406.40  | 19,891.73  |         |
|                        | Appx. Annual  | 173,097.60 | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,198.40 | 232,876.80 | 238,700.80 |         |
| 91T                    | Hourly        | 83.22      | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.55     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,657.60   | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.00   |            |            |            |         |
|                        | Appx. Monthly | 14,424.80  | 14,787.07  | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,468.67  |            |            |            |         |
|                        | Appx. Annual  | 173,097.60 | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,624.00 |            |            |            |         |
| 91A                    | Hourly        | 84.27      | 86.39      | 88.54      | 90.76      | 93.01      | 95.37      | 97.74      | 100.17     | 102.70     | 105.27     | 107.89     | 110.59     | 113.37     | 116.20     |         |
|                        | Appx. Bi-wkly | 6,741.60   | 6,911.20   | 7,083.20   | 7,260.80   | 7,440.80   | 7,629.60   | 7,819.20   | 8,013.60   | 8,216.00   | 8,421.60   | 8,631.20   | 8,847.20   | 9,069.60   | 9,296.00   |         |
|                        | Appx. Monthly | 14,606.80  | 14,974.27  | 15,346.93  | 15,731.73  | 16,121.73  | 16,530.80  | 16,941.60  | 17,362.80  | 17,801.33  | 18,246.80  | 18,700.93  | 19,168.93  | 19,650.80  | 20,141.33  |         |
|                        | Appx. Annual  | 175,281.60 | 179,691.20 | 184,163.20 | 188,780.80 | 193,460.80 | 198,369.60 | 203,299.20 | 208,353.60 | 213,616.00 | 218,961.60 | 224,411.20 | 230,027.20 | 235,809.60 | 241,666.00 |         |
| 91C                    | Hourly        | 84.69      | 86.80      | 88.98      | 91.19      | 93.47      | 95.83      | 98.25      | 100.64     | 103.21     | 105.79     | 108.42     | 111.13     | 113.92     | 116.77     |         |
|                        | Appx. Bi-wkly | 6,775.20   | 6,944.00   | 7,118.40   | 7,295.20   | 7,477.60   | 7,666.40   | 7,860.00   | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,890.40   | 9,113.60   | 9,341.60   |         |
|                        | Appx. Monthly | 14,679.60  | 15,045.33  | 15,423.20  | 15,806.27  | 16,201.47  | 16,610.53  | 17,030.00  | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.73  | 19,262.53  | 19,746.13  | 20,240.13  |         |
|                        | Appx. Annual  | 176,155.20 | 180,544.00 | 185,078.40 | 189,675.20 | 194,417.60 | 199,326.40 | 204,360.00 | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,150.40 | 236,953.60 | 242,881.60 |         |
| 92                     | Hourly        | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.72     | 117.58     |         |
|                        | Appx. Bi-wkly | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,177.60   | 9,406.40   |         |
|                        | Appx. Monthly | 14,787.07  | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,884.80  | 20,380.53  |         |
|                        | Appx. Annual  | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,617.60 | 244,566.40 |         |
| 92T                    | Hourly        | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.23     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,738.40   |            |            |            |         |
|                        | Appx. Monthly | 14,787.07  | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,932.00  |            |            |            |         |
|                        | Appx. Annual  | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,198.40 |            |            |            |         |
| 92A                    | Hourly        | 86.39      | 88.54      | 90.76      | 93.01      | 95.37      | 97.74      | 100.17     | 102.70     | 105.27     | 107.89     | 110.57     | 113.32     | 116.17     | 119.08     |         |
|                        | Appx. Bi-wkly | 6,911.20   | 7,083.20   | 7,260.80   | 7,440.80   | 7,629.60   | 7,819.20   | 8,013.60   | 8,216.00   | 8,421.60   | 8,631.20   | 8,845.60   | 9,065.60   | 9,292.00   | 9,526.40   |         |
|                        | Appx. Monthly | 14,974.27  | 15,346.93  | 15,731.73  | 16,121.73  | 16,530.80  | 16,941.60  | 17,362.80  | 17,801.33  | 18,246.80  | 18,700.93  | 19,165.47  | 19,642.13  | 20,136.13  | 20,640.53  |         |
|                        | Appx. Annual  | 179,691.20 | 184,163.20 | 188,780.80 | 193,460.80 | 198,369.60 | 203,299.20 | 208,353.60 | 213,616.00 | 218,961.60 | 224,411.20 | 229,985.60 | 235,705.60 | 241,633.60 | 247,686.40 |         |
| 92C                    | Hourly        | 86.80      | 88.98      | 91.19      | 93.47      | 95.83      | 98.25      | 100.64     | 103.21     | 105.79     | 108.42     | 111.11     | 113.91     | 116.75     | 119.67     |         |
|                        | Appx. Bi-wkly | 6,944.00   | 7,118.40   | 7,295.20   | 7,477.60   | 7,666.40   | 7,860.00   | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,112.80   | 9,340.00   | 9,573.60   |         |
|                        | Appx. Monthly | 15,045.33  | 15,423.20  | 15,806.27  | 16,201.47  | 16,610.53  | 17,030.00  | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,744.40  | 20,236.67  | 20,742.80  |         |
|                        | Appx. Annual  | 180,544.00 | 185,078.40 | 189,675.20 | 194,417.60 | 199,326.40 | 204,360.00 | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 | 236,932.80 | 242,804.00 | 248,816.00 |         |
| 93                     | Hourly        | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.94     | 114.73     | 117.61     | 120.54     |         |
|                        | Appx. Bi-wkly | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,955.20   | 9,178.40   | 9,408.00   | 9,643.20   |         |
|                        | Appx. Monthly | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,402.93  | 19,886.53  | 20,385.73  | 20,893.60  |         |
|                        | Appx. Annual  | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,835.20 | 238,638.40 | 244,628.80 | 250,723.20 |         |
| 93T                    | Hourly        | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.94     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,955.20   |            |            |            |         |
|                        | Appx. Monthly | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,402.93  |            |            |            |         |
|                        | Appx. Annual  | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 |            |            |            |            |            |            |            |            |         |



| Ranges Eff. 08/09/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 95C                    | Hourly        | 93.47      | 95.83      | 98.25      | 100.64     | 103.21     | 105.79     | 108.42     | 111.11     | 113.91     | 116.72     | 119.64     | 122.64     | 125.69     | 128.83     |         |
|                        | Appx. Bi-wkly | 7,477.60   | 7,666.40   | 7,860.00   | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,112.80   | 9,337.60   | 9,571.20   | 9,811.20   | 10,055.20  | 10,306.40  |         |
|                        | Appx. Monthly | 16,201.47  | 16,610.53  | 17,030.00  | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,744.40  | 20,231.47  | 20,737.60  | 21,257.60  | 21,786.27  | 22,330.53  |         |
|                        | Appx. Annual  | 194,417.60 | 199,326.40 | 204,360.00 | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 | 236,932.80 | 242,777.60 | 248,851.20 | 255,091.20 | 261,435.20 | 267,966.40 |         |
| 96                     | Hourly        | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.56     | 120.52     | 123.53     | 126.62     | 129.78     |         |
|                        | Appx. Bi-wkly | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,176.80   | 9,404.80   | 9,641.60   | 9,882.40   | 10,129.60  | 10,382.40  |         |
|                        | Appx. Monthly | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,883.07  | 20,377.07  | 20,890.13  | 21,411.87  | 21,947.47  | 22,495.20  |         |
|                        | Appx. Annual  | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,596.80 | 244,524.80 | 250,681.60 | 256,942.40 | 263,369.60 | 269,942.40 |         |
| 96T                    | Hourly        | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.56     | 120.52     | 123.53     | 126.62     | 129.78     |         |
|                        | Appx. Bi-wkly | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,176.80   | 9,404.80   | 9,641.60   | 9,882.40   | 10,129.60  | 10,382.40  |         |
|                        | Appx. Monthly | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,883.07  | 20,377.07  | 20,890.13  | 21,411.87  | 21,947.47  | 22,495.20  |         |
|                        | Appx. Annual  | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,596.80 | 244,524.80 | 250,681.60 | 256,942.40 | 263,369.60 | 269,942.40 |         |
| 96A                    | Hourly        | 95.37      | 97.74      | 100.17     | 102.70     | 105.27     | 107.89     | 110.57     | 113.32     | 116.15     | 119.05     | 122.03     | 125.07     | 128.20     | 131.41     |         |
|                        | Appx. Bi-wkly | 7,629.60   | 7,819.20   | 8,013.60   | 8,216.00   | 8,421.60   | 8,631.20   | 8,845.60   | 9,065.60   | 9,292.00   | 9,524.00   | 9,762.40   | 10,005.60  | 10,256.00  | 10,512.80  |         |
|                        | Appx. Monthly | 16,530.80  | 16,941.60  | 17,362.80  | 17,801.33  | 18,246.80  | 18,700.93  | 19,165.47  | 19,642.13  | 20,132.67  | 20,635.33  | 21,151.87  | 21,678.80  | 22,221.33  | 22,777.73  |         |
|                        | Appx. Annual  | 198,369.60 | 203,299.20 | 208,353.60 | 213,616.00 | 218,961.60 | 224,411.20 | 229,985.60 | 235,705.60 | 241,592.00 | 247,624.00 | 253,822.40 | 260,145.60 | 266,656.00 | 273,332.80 |         |
| 96C                    | Hourly        | 95.83      | 98.25      | 100.64     | 103.21     | 105.79     | 108.42     | 111.11     | 113.91     | 116.72     | 119.64     | 122.64     | 125.69     | 128.83     | 132.04     |         |
|                        | Appx. Bi-wkly | 7,666.40   | 7,860.00   | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,112.80   | 9,337.60   | 9,571.20   | 9,809.60   | 10,053.60  | 10,304.80  | 10,563.20  |         |
|                        | Appx. Monthly | 16,610.53  | 17,030.00  | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,744.40  | 20,231.47  | 20,737.60  | 21,254.13  | 21,782.80  | 22,327.07  | 22,886.93  |         |
|                        | Appx. Annual  | 199,326.40 | 204,360.00 | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 | 236,932.80 | 242,777.60 | 248,851.20 | 255,049.60 | 261,393.60 | 267,924.80 | 274,643.20 |         |
| 97                     | Hourly        | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.56     | 120.53     | 123.53     | 126.62     | 129.79     | 133.03     |         |
|                        | Appx. Bi-wkly | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,176.80   | 9,404.80   | 9,642.40   | 9,882.40   | 10,129.60  | 10,383.20  | 10,642.40  |         |
|                        | Appx. Monthly | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,883.07  | 20,377.07  | 20,891.87  | 21,411.87  | 21,947.47  | 22,496.93  | 23,058.53  |         |
|                        | Appx. Annual  | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,596.80 | 244,524.80 | 250,702.40 | 256,984.00 | 263,369.60 | 269,963.20 | 276,702.40 |         |
| 97T                    | Hourly        | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.56     | 120.53     | 123.53     | 126.62     | 129.79     | 133.03     |         |
|                        | Appx. Bi-wkly | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,176.80   | 9,404.80   | 9,642.40   | 9,882.40   | 10,129.60  | 10,383.20  | 10,642.40  |         |
|                        | Appx. Monthly | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,883.07  | 20,377.07  | 20,891.87  | 21,411.87  | 21,947.47  | 22,496.93  | 23,058.53  |         |
|                        | Appx. Annual  | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,596.80 | 244,524.80 | 250,702.40 | 256,984.00 | 263,369.60 | 269,963.20 | 276,702.40 |         |
| 97A                    | Hourly        | 97.74      | 100.17     | 102.70     | 105.27     | 107.89     | 110.57     | 113.32     | 116.15     | 119.05     | 122.04     | 125.07     | 128.21     | 131.42     | 134.70     |         |
|                        | Appx. Bi-wkly | 7,819.20   | 8,013.60   | 8,216.00   | 8,421.60   | 8,631.20   | 8,845.60   | 9,065.60   | 9,292.00   | 9,524.00   | 9,763.20   | 10,005.60  | 10,256.00  | 10,512.80  | 10,776.00  |         |
|                        | Appx. Monthly | 16,941.60  | 17,362.80  | 17,801.33  | 18,246.80  | 18,700.93  | 19,165.47  | 19,642.13  | 20,132.67  | 20,635.33  | 21,153.60  | 21,678.80  | 22,223.07  | 22,779.47  | 23,348.00  |         |
|                        | Appx. Annual  | 203,299.20 | 208,353.60 | 213,616.00 | 218,961.60 | 224,411.20 | 229,985.60 | 235,705.60 | 241,592.00 | 247,624.00 | 253,822.40 | 260,145.60 | 266,676.80 | 273,353.60 | 280,176.00 |         |
| 97C                    | Hourly        | 98.25      | 100.64     | 103.21     | 105.79     | 108.42     | 111.11     | 113.91     | 116.72     | 119.64     | 122.63     | 125.69     | 128.83     | 132.06     | 135.36     |         |
|                        | Appx. Bi-wkly | 7,860.00   | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,112.80   | 9,337.60   | 9,571.20   | 9,810.40   | 10,055.20  | 10,306.40  | 10,564.80  | 10,828.80  |         |
|                        | Appx. Monthly | 17,030.00  | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,744.40  | 20,231.47  | 20,737.60  | 21,255.87  | 21,786.27  | 22,330.53  | 22,890.40  | 23,462.40  |         |
|                        | Appx. Annual  | 204,360.00 | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 | 236,932.80 | 242,777.60 | 248,851.20 | 255,070.40 | 261,435.20 | 267,942.40 | 274,684.80 | 281,548.80 |         |
| 98                     | Hourly        | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.56     | 120.53     | 123.55     | 126.66     | 129.82     | 133.07     | 136.39     |         |
|                        | Appx. Bi-wkly | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,176.80   | 9,404.80   | 9,642.40   | 9,884.00   | 10,132.80  | 10,385.60  | 10,645.60  | 10,911.20  |         |
|                        | Appx. Monthly | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,883.07  | 20,377.07  | 20,891.87  | 21,415.33  | 21,944.50  | 22,502.13  | 23,065.47  | 23,640.93  |         |
|                        | Appx. Annual  | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,596.80 | 244,524.80 | 250,702.40 | 256,984.00 | 263,452.80 | 270,025.60 | 276,785.60 | 283,691.20 |         |
| 98T                    | Hourly        | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.56     | 120.53     | 123.55     | 126.66     | 129.82     | 133.07     | 136.39     |         |
|                        | Appx. Bi-wkly | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,176.80   | 9,404.80   | 9,642.40   | 9,884.00   | 10,131.20  | 10,382.40  | 10,640.00  | 10,904.00  |         |
|                        | Appx. Monthly | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,883.07  | 20,377.07  | 20,891.87  | 21,415.33  | 21,944.50  | 22,502.13  | 23,065.47  | 23,640.93  |         |
|                        | Appx. Annual  | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,596.80 | 244,524.80 | 250,702.40 | 256,984.00 | 263,452.80 | 270,025.60 | 276,785.60 | 283,691.20 |         |
| 98A                    | Hourly        | 100.17     | 102.70     | 105.27     | 107.89     | 110.57     | 113.32     | 116.15     | 119.05     | 122.04     | 125.09     | 128.25     | 131.45     | 134.73     | 138.10     |         |
|                        | Appx. Bi-wkly | 8,013.60   | 8,216.00   | 8,421.60   | 8,631.20   | 8,845.60   | 9,065.60   | 9,292.00   | 9,524.00   | 9,763.20   | 10,007.20  | 10,260.00  | 10,516.00  | 10,778.40  | 11,048.00  |         |
|                        | Appx. Monthly | 17,362.80  | 17,801.33  | 18,246.80  | 18,700.93  | 19,165.47  | 19,642.13  | 20,132.67  | 20,635.33  | 21,153.60  | 21,682.27  | 22,230.00  | 22,784.67  | 23,353.20  | 23,937.33  |         |
|                        | Appx. Annual  | 208,353.60 | 213,616.00 | 218,961.60 | 224,411.20 | 229,985.60 | 235,705.60 | 241,592.00 | 247,624.00 | 253,822.40 | 260,187.20 | 266,760.00 | 273,416.00 | 280,238.40 | 287,248.00 |         |
| 98C                    | Hourly        | 100.64     | 103.21     | 105.79     | 108.42     | 111.11     | 113.91     | 116.72     | 119.64     | 122.63     | 125.72     | 128.85     | 132.10     | 135.39     | 138.78     |         |
|                        | Appx. Bi-wkly | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,112.80   | 9,337.60   | 9,571.20   | 9,810.40   | 10,057.60  | 10,308.00  | 10,568.00  | 10,831.20  | 11,102.40  |         |
|                        | Appx. Monthly | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,744.40  | 20,231.47  | 20,737.60  | 21,255.87  | 21,791.47  | 22,334.00  | 22,893.33  | 23,467.60  | 24,055.20  |         |
|                        | Appx. Annual  | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 | 236,932.80 | 242,777.60 | 248,851.20 | 255,070.40 | 261,497.60 | 268,008.00 | 274,768.00 | 281,611.20 | 288,662.40 |         |
| 99                     | Hourly        | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.56     | 120.53     | 123.55     | 126.62     | 129.79     | 133.03     | 136.36     | 139.77     |         |
|                        | Appx. Bi-wkly | 8,11       |            |            |            |            |            |            |            |            |            |            |            |            |            |         |

Effective 02/21/2026



| Ranges Eff. 02/21/2026        | Step 1        | Step 2        | Step 3        | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10        | Step 11        | Step 12        | Step 13        | Step 14   | Step 15   | Step 16   |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|-----------|-----------|-----------|
| <b>30</b>                     | Hourly        | 18.69         | 19.15         | 19.60         | 20.03         | 20.59         | 21.13         | 21.62         | 22.16         | 22.69          | 23.23          | 23.80          | 24.39          | 25.00     | 25.63     | 26.27     |
|                               | Appx. Bi-wkly | 1,495.20      | 1,532.00      | 1,568.00      | 1,602.40      | 1,647.20      | 1,690.40      | 1,729.60      | 1,772.80      | 1,815.20       | 1,858.40       | 1,904.00       | 1,951.20       | 2,000.00  | 2,050.40  | 2,101.60  |
|                               | Appx. Monthly | 3,239.60      | 3,319.33      | 3,397.33      | 3,471.87      | 3,548.93      | 3,626.53      | 3,747.47      | 3,841.07      | 3,932.93       | 4,026.53       | 4,125.33       | 4,227.60       | 4,333.33  | 4,442.53  | 4,553.47  |
|                               | Appx. Annual  | 38,875.20     | 39,832.00     | 40,768.00     | 41,662.40     | 42,827.20     | 43,950.40     | 44,969.60     | 46,092.80     | 47,195.20      | 48,318.40      | 49,504.00      | 50,731.20      | 52,000.00 | 53,310.40 | 54,641.60 |
| <b>30T</b>                    | Hourly        | 18.69         | 19.15         | 19.60         | 20.03         | 20.59         | 21.13         | 21.62         | 22.16         | 22.69          | 23.23          | 23.80          | 24.40          | 25.34     | 25.98     | 26.63     |
|                               | Appx. Bi-wkly | 1,495.20      | 1,532.00      | 1,568.00      | 1,602.40      | 1,647.20      | 1,690.40      | 1,729.60      | 1,772.80      | 1,815.20       | 1,858.40       | 1,904.00       | 1,952.00       | 2,002.00  | 2,054.00  | 2,108.00  |
|                               | Appx. Monthly | 3,239.60      | 3,319.33      | 3,397.33      | 3,471.87      | 3,548.93      | 3,626.53      | 3,747.47      | 3,841.07      | 3,932.93       | 4,026.53       | 4,125.33       | 4,229.33       | 4,338.33  | 4,447.33  | 4,558.67  |
|                               | Appx. Annual  | 38,875.20     | 39,832.00     | 40,768.00     | 41,662.40     | 42,827.20     | 43,950.40     | 44,969.60     | 46,092.80     | 47,195.20      | 48,318.40      | 49,504.00      | 50,752.00      | 52,072.00 | 53,468.00 | 54,940.00 |
| <b>30A</b>                    | Hourly        | 18.93         | 19.39         | 19.86         | 20.30         | 20.86         | 21.40         | 21.89         | 22.42         | 22.97          | 23.53          | 24.10          | 24.72          | 25.44     | 26.28     | 27.16     |
|                               | Appx. Bi-wkly | 1,514.40      | 1,551.20      | 1,588.80      | 1,624.00      | 1,668.80      | 1,712.00      | 1,751.20      | 1,793.60      | 1,837.60       | 1,882.40       | 1,928.00       | 1,977.60       | 2,029.60  | 2,084.00  | 2,140.00  |
|                               | Appx. Monthly | 3,281.20      | 3,360.93      | 3,442.40      | 3,518.67      | 3,615.73      | 3,709.33      | 3,794.27      | 3,886.13      | 3,981.47       | 4,078.53       | 4,177.33       | 4,284.80       | 4,392.27  | 4,503.20  | 4,615.87  |
|                               | Appx. Annual  | 39,374.40     | 40,331.20     | 41,308.80     | 42,224.00     | 43,388.80     | 44,512.00     | 45,531.20     | 46,633.60     | 47,777.60      | 48,942.40      | 50,128.00      | 51,417.60      | 52,707.20 | 54,038.40 | 55,390.40 |
| <b>30C</b>                    | Hourly        | 19.00         | 19.47         | 19.95         | 20.40         | 20.95         | 21.49         | 22.00         | 22.56         | 23.10          | 23.64          | 24.24          | 24.82          | 25.44     | 26.08     | 26.73     |
|                               | Appx. Bi-wkly | 1,520.00      | 1,557.60      | 1,596.00      | 1,632.00      | 1,676.00      | 1,719.20      | 1,760.00      | 1,804.80      | 1,848.00       | 1,891.20       | 1,939.20       | 1,985.60       | 2,035.20  | 2,086.40  | 2,138.40  |
|                               | Appx. Monthly | 3,293.33      | 3,374.80      | 3,458.00      | 3,536.00      | 3,631.33      | 3,724.93      | 3,813.33      | 3,910.40      | 4,004.00       | 4,097.60       | 4,201.60       | 4,302.13       | 4,409.60  | 4,520.53  | 4,633.20  |
|                               | Appx. Annual  | 39,520.00     | 40,497.60     | 41,496.00     | 42,432.00     | 43,576.00     | 44,699.20     | 45,760.00     | 46,924.80     | 48,048.00      | 49,171.20      | 50,419.20      | 51,625.60      | 52,915.20 | 54,246.40 | 55,598.40 |
| <b>31</b>                     | Hourly        | 19.15         | 19.60         | 20.03         | 20.59         | 21.13         | 21.62         | 22.16         | 22.69         | 23.23          | 23.81          | 24.40          | 25.03          | 25.66     | 26.30     | 26.96     |
|                               | Appx. Bi-wkly | 1,532.00      | 1,568.00      | 1,602.40      | 1,647.20      | 1,690.40      | 1,729.60      | 1,772.80      | 1,815.20      | 1,858.40       | 1,904.80       | 1,952.00       | 2,002.00       | 2,052.80  | 2,104.00  | 2,156.80  |
|                               | Appx. Monthly | 3,319.33      | 3,397.33      | 3,471.87      | 3,548.93      | 3,626.53      | 3,747.47      | 3,841.07      | 3,932.93      | 4,026.53       | 4,127.07       | 4,229.33       | 4,338.53       | 4,447.73  | 4,558.67  | 4,673.07  |
|                               | Appx. Annual  | 39,832.00     | 40,768.00     | 41,662.40     | 42,827.20     | 43,950.40     | 44,969.60     | 46,092.80     | 47,195.20     | 48,318.40      | 49,524.80      | 50,752.00      | 52,062.40      | 53,372.80 | 54,704.00 | 56,076.80 |
| <b>31T</b>                    | Hourly        | 19.15         | 19.60         | 20.03         | 20.59         | 21.13         | 21.62         | 22.16         | 22.69         | 23.23          | 23.81          | 24.41          | 25.02          | 25.63     | 26.27     | 26.92     |
|                               | Appx. Bi-wkly | 1,532.00      | 1,568.00      | 1,602.40      | 1,647.20      | 1,690.40      | 1,729.60      | 1,772.80      | 1,815.20      | 1,858.40       | 1,904.80       | 1,952.80       | 2,001.60       | 2,051.60  | 2,102.00  | 2,153.60  |
|                               | Appx. Monthly | 3,319.33      | 3,397.33      | 3,471.87      | 3,548.93      | 3,626.53      | 3,747.47      | 3,841.07      | 3,932.93      | 4,026.53       | 4,127.07       | 4,231.07       | 4,336.80       | 4,442.00  | 4,548.00  | 4,654.00  |
|                               | Appx. Annual  | 39,832.00     | 40,768.00     | 41,662.40     | 42,827.20     | 43,950.40     | 44,969.60     | 46,092.80     | 47,195.20     | 48,318.40      | 49,524.80      | 50,772.80      | 52,041.60      | 53,352.00 | 54,704.00 | 56,096.00 |
| <b>31A</b>                    | Hourly        | 19.39         | 19.86         | 20.30         | 20.86         | 21.40         | 21.89         | 22.42         | 22.97         | 23.53          | 24.11          | 24.73          | 25.35          | 25.98     | 26.63     | 27.30     |
|                               | Appx. Bi-wkly | 1,551.20      | 1,588.80      | 1,624.00      | 1,668.80      | 1,712.00      | 1,751.20      | 1,793.60      | 1,837.60      | 1,882.40       | 1,928.00       | 1,978.40       | 2,028.00       | 2,078.40  | 2,130.40  | 2,184.00  |
|                               | Appx. Monthly | 3,360.93      | 3,442.40      | 3,518.67      | 3,615.73      | 3,709.33      | 3,794.27      | 3,886.13      | 3,981.47      | 4,078.53       | 4,179.07       | 4,286.53       | 4,394.00       | 4,503.20  | 4,615.87  | 4,732.00  |
|                               | Appx. Annual  | 40,331.20     | 41,308.80     | 42,224.00     | 43,388.80     | 44,512.00     | 45,531.20     | 46,633.60     | 47,777.60     | 48,942.40      | 50,148.80      | 51,438.40      | 52,728.00      | 54,038.40 | 55,390.40 | 56,784.00 |
| <b>31C</b>                    | Hourly        | 19.47         | 19.95         | 20.40         | 20.95         | 21.49         | 22.00         | 22.56         | 23.10         | 23.64          | 24.25          | 24.83          | 25.46          | 26.10     | 26.75     | 27.42     |
|                               | Appx. Bi-wkly | 1,557.60      | 1,596.00      | 1,632.00      | 1,676.00      | 1,719.20      | 1,760.00      | 1,804.80      | 1,848.00      | 1,891.20       | 1,940.00       | 1,986.40       | 2,036.00       | 2,088.00  | 2,140.00  | 2,193.60  |
|                               | Appx. Monthly | 3,374.80      | 3,458.00      | 3,536.00      | 3,631.33      | 3,724.93      | 3,813.33      | 3,910.40      | 4,004.00      | 4,097.60       | 4,203.33       | 4,303.87       | 4,413.07       | 4,524.00  | 4,636.67  | 4,752.80  |
|                               | Appx. Annual  | 40,497.60     | 41,496.00     | 42,432.00     | 43,576.00     | 44,699.20     | 45,760.00     | 46,924.80     | 48,048.00     | 49,171.20      | 50,400.00      | 51,646.40      | 52,956.80      | 54,288.00 | 55,640.00 | 57,033.60 |
| <b>32</b>                     | Hourly        | 19.60         | 20.03         | 20.59         | 21.13         | 21.62         | 22.16         | 22.69         | 23.23         | 23.81          | 24.41          | 25.04          | 25.65          | 26.29     | 26.94     | 27.61     |
|                               | Appx. Bi-wkly | 1,568.00      | 1,602.40      | 1,647.20      | 1,690.40      | 1,729.60      | 1,772.80      | 1,815.20      | 1,858.40      | 1,904.80       | 1,952.80       | 2,002.00       | 2,052.00       | 2,103.20  | 2,155.20  | 2,208.80  |
|                               | Appx. Monthly | 3,397.33      | 3,471.87      | 3,548.93      | 3,626.53      | 3,747.47      | 3,841.07      | 3,932.93      | 4,026.53      | 4,127.07       | 4,231.07       | 4,340.27       | 4,446.00       | 4,556.93  | 4,669.60  | 4,785.73  |
|                               | Appx. Annual  | 40,768.00     | 41,662.40     | 42,827.20     | 43,950.40     | 44,969.60     | 46,092.80     | 47,195.20     | 48,318.40     | 49,524.80      | 50,772.80      | 52,082.40      | 53,532.00      | 54,683.20 | 56,035.20 | 57,428.80 |
| <b>32T</b>                    | Hourly        | 19.60         | 20.03         | 20.59         | 21.13         | 21.62         | 22.16         | 22.69         | 23.23         | 23.81          | 24.41          | 25.02          | 25.65          | 26.29     | 26.94     | 27.61     |
|                               | Appx. Bi-wkly | 1,568.00      | 1,602.40      | 1,647.20      | 1,690.40      | 1,729.60      | 1,772.80      | 1,815.20      | 1,858.40      | 1,904.80       | 1,952.80       | 2,001.60       | 2,052.00       | 2,103.20  | 2,155.20  | 2,208.80  |
|                               | Appx. Monthly | 3,397.33      | 3,471.87      | 3,548.93      | 3,626.53      | 3,747.47      | 3,841.07      | 3,932.93      | 4,026.53      | 4,127.07       | 4,231.07       | 4,336.80       | 4,442.00       | 4,548.00  | 4,654.00  | 4,760.00  |
|                               | Appx. Annual  | 40,768.00     | 41,662.40     | 42,827.20     | 43,950.40     | 44,969.60     | 46,092.80     | 47,195.20     | 48,318.40     | 49,524.80      | 50,772.80      | 52,041.60      | 53,352.00      | 54,704.00 | 56,096.00 | 57,528.00 |
| <b>32A</b>                    | Hourly        | 19.86         | 20.30         | 20.86         | 21.40         | 21.89         | 22.42         | 22.97         | 23.53         | 24.11          | 24.74          | 25.36          | 25.98          | 26.63     | 27.30     | 27.98     |
|                               | Appx. Bi-wkly | 1,588.80      | 1,624.00      | 1,668.80      | 1,712.00      | 1,751.20      | 1,793.60      | 1,837.60      | 1,882.40      | 1,928.00       | 1,979.20       | 2,028.00       | 2,078.40       | 2,130.40  | 2,184.00  | 2,238.40  |
|                               | Appx. Monthly | 3,442.40      | 3,518.67      | 3,615.73      | 3,709.33      | 3,794.27      | 3,886.13      | 3,981.47      | 4,078.53      | 4,288.27       | 4,395.73       | 4,503.20       | 4,615.87       | 4,732.00  | 4,849.87  | 4,967.87  |
|                               | Appx. Annual  | 41,308.80     | 42,224.00     | 43,388.80     | 44,512.00     | 45,531.20     | 46,633.60     | 47,777.60     | 48,942.40     | 50,148.80      | 51,459.20      | 52,748.80      | 54,038.40      | 55,390.40 | 56,784.00 | 58,196.00 |
| <b>32C</b>                    | Hourly        | 19.95         | 20.40         | 20.95         | 21.49         | 22.00         | 22.56         | 23.10         | 23.64         | 24.25          | 24.84          | 25.47          | 26.12          | 26.77     | 27.44     | 28.13     |
|                               | Appx. Bi-wkly | 1,596.00      | 1,632.00      | 1,676.00      | 1,719.20      | 1,760.00      | 1,804.80      | 1,848.00      | 1,891.20      | 1,940.00       | 1,987.20       | 2,037.60       | 2,089.60       | 2,141.60  | 2,195.20  | 2,250.40  |
|                               | Appx. Monthly | 3,458.00      | 3,536.00      | 3,631.33      | 3,724.93      | 3,813.33      | 3,910.40      | 4,004.00      | 4,097.60      | 4,203.33       | 4,305.60       | 4,414.80       | 4,527.47       | 4,640.13  | 4,756.27  | 4,875.87  |
|                               | Appx. Annual  | 41,496.00     | 42,432.00     | 43,576.00     | 44,699.20     | 45,760.00     | 46,924.80     | 48,048.00     | 49,171.20     | 50,400.00      | 51,667.20      | 52,977.60      | 54,329.60      | 55,681.60 | 57,075.20 | 58,510.40 |
| <b>33</b>                     | Hourly        | 20.03         | 20.59         | 21.13         | 21.62         | 22.16         | 22.69         | 23.23         | 23.81         | 24.41          | 25.03          | 25.63          | 26.29          | 26.94     | 27.61     | 28.30     |
|                               | Appx. Bi-wkly | 1,602.40      | 1,647.20      | 1,690.40      | 1,729.60      | 1,772.80      | 1,815.20      | 1,858.40      | 1,904.80      | 1,952.80       | 2,002.00       | 2,050.40       | 2,103.20       | 2,155.20  | 2,208.80  | 2,264.00  |
|                               | Appx. Monthly | 3,471.87      | 3,548.93      | 3,626.53      | 3,747.47      | 3,841.07      | 3,932.93      | 4,026.53      | 4,127.07      | 4,231.07       | 4,338.53       | 4,442.53       | 4,556.93       | 4,669.60  | 4,785.73  | 4,905.33  |
|                               | Appx. Annual  | 41,662.40     | 42,827.20     | 43,950.40     | 44,969.60     | 46,092.80     | 47,195.20     | 48,318.40     | 49,524.80     | 50,772.80      | 52,062.40      | 53,310.40      | 54,683.20      | 56,035.20 | 57,428.80 | 58,864.00 |
| <b>Ranges Eff. 02/21/2026</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> |           |           |           |



| Ranges Eff. 02/21/2026 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 36                     | Hourly        | 21.62     | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.59     | 28.28     | 28.99     | 29.72     | 30.46     |         |
|                        | Appx. Bi-wkly | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,207.20  | 2,262.40  | 2,319.20  | 2,377.60  | 2,436.80  |         |
|                        | Appx. Monthly | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,782.27  | 4,901.87  | 5,024.93  | 5,151.47  | 5,279.73  |         |
|                        | Appx. Annual  | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,387.20 | 58,822.40 | 60,299.20 | 61,817.60 | 63,356.80 |         |
| 36T                    | Hourly        | 21.62     | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.61     | 28.30     |           |           |           |         |
|                        | Appx. Bi-wkly | 1,729.60  | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,264.00  |           |           |           |         |
|                        | Appx. Monthly | 3,747.47  | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,785.73  | 4,905.33  |           |           |           |         |
|                        | Appx. Annual  | 44,969.60 | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,428.80 | 58,864.00 |           |           |           |         |
| 36A                    | Hourly        | 21.89     | 22.42     | 22.97     | 23.53     | 24.11     | 24.74     | 25.35     | 25.96     | 26.58     | 27.26     | 27.94     | 28.63     | 29.34     | 30.08     | 30.83     |         |
|                        | Appx. Bi-wkly | 1,751.20  | 1,793.60  | 1,837.60  | 1,882.40  | 1,928.80  | 1,979.20  | 2,028.00  | 2,076.80  | 2,126.40  | 2,180.80  | 2,235.20  | 2,290.40  | 2,347.20  | 2,406.40  | 2,466.40  |         |
|                        | Appx. Monthly | 3,794.27  | 3,886.13  | 3,981.47  | 4,078.53  | 4,179.07  | 4,288.27  | 4,394.00  | 4,499.73  | 4,607.20  | 4,725.07  | 4,842.93  | 4,962.53  | 5,085.60  | 5,213.87  | 5,343.87  |         |
|                        | Appx. Annual  | 45,531.20 | 46,633.60 | 47,777.60 | 48,942.40 | 50,148.80 | 51,459.20 | 52,728.00 | 53,996.80 | 55,286.40 | 56,700.80 | 58,115.20 | 59,550.40 | 61,027.20 | 62,566.40 | 64,126.40 |         |
| 36C                    | Hourly        | 22.00     | 22.56     | 23.10     | 23.64     | 24.25     | 24.84     | 25.46     | 26.11     | 26.72     | 27.42     | 28.12     | 28.81     | 29.55     | 30.29     | 31.05     |         |
|                        | Appx. Bi-wkly | 1,760.00  | 1,804.80  | 1,848.00  | 1,891.20  | 1,940.00  | 1,987.20  | 2,036.80  | 2,088.80  | 2,137.60  | 2,193.60  | 2,249.60  | 2,304.80  | 2,364.00  | 2,423.20  | 2,484.00  |         |
|                        | Appx. Monthly | 3,813.33  | 3,910.40  | 4,004.00  | 4,097.60  | 4,203.33  | 4,305.60  | 4,413.07  | 4,525.73  | 4,631.47  | 4,752.80  | 4,874.13  | 4,993.73  | 5,122.00  | 5,250.27  | 5,382.00  |         |
|                        | Appx. Annual  | 45,760.00 | 46,924.80 | 48,048.00 | 49,171.20 | 50,440.00 | 51,667.20 | 52,956.80 | 54,308.80 | 55,776.00 | 57,033.60 | 58,489.60 | 59,924.00 | 61,464.00 | 63,003.20 | 64,584.00 |         |
| 37                     | Hourly        | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.29     | 29.02     | 29.74     | 30.48     | 31.24     |         |
|                        | Appx. Bi-wkly | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,263.20  | 2,321.60  | 2,379.20  | 2,438.40  | 2,499.20  |         |
|                        | Appx. Monthly | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,903.60  | 5,030.13  | 5,154.93  | 5,283.20  | 5,414.93  |         |
|                        | Appx. Annual  | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,843.20 | 60,361.60 | 61,859.20 | 63,398.40 | 64,979.20 |         |
| 37T                    | Hourly        | 22.16     | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.29     | 29.00     |           |           |           |         |
|                        | Appx. Bi-wkly | 1,772.80  | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,263.20  | 2,320.00  |           |           |           |         |
|                        | Appx. Monthly | 3,841.07  | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,903.60  | 5,026.67  |           |           |           |         |
|                        | Appx. Annual  | 46,092.80 | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,843.20 | 60,320.00 |           |           |           |         |
| 37A                    | Hourly        | 22.42     | 22.97     | 23.53     | 24.11     | 24.74     | 25.35     | 25.96     | 26.58     | 27.26     | 27.95     | 28.65     | 29.38     | 30.12     | 30.87     | 31.64     |         |
|                        | Appx. Bi-wkly | 1,793.60  | 1,837.60  | 1,882.40  | 1,928.80  | 1,979.20  | 2,028.00  | 2,076.80  | 2,126.40  | 2,180.80  | 2,236.00  | 2,292.00  | 2,350.40  | 2,409.60  | 2,469.60  | 2,531.20  |         |
|                        | Appx. Monthly | 3,886.13  | 3,981.47  | 4,078.53  | 4,179.07  | 4,288.27  | 4,394.00  | 4,499.73  | 4,607.20  | 4,725.07  | 4,844.67  | 4,966.00  | 5,092.53  | 5,220.80  | 5,350.80  | 5,484.27  |         |
|                        | Appx. Annual  | 46,633.60 | 47,777.60 | 48,942.40 | 50,148.80 | 51,459.20 | 52,728.00 | 53,996.80 | 55,286.40 | 56,700.80 | 58,136.00 | 59,592.00 | 61,110.40 | 62,649.60 | 64,209.60 | 65,811.20 |         |
| 37C                    | Hourly        | 22.56     | 23.10     | 23.64     | 24.25     | 24.84     | 25.46     | 26.11     | 26.72     | 27.42     | 28.13     | 28.78     | 29.51     | 30.25     | 31.00     | 31.78     |         |
|                        | Appx. Bi-wkly | 1,804.80  | 1,848.00  | 1,891.20  | 1,940.00  | 1,987.20  | 2,036.80  | 2,088.80  | 2,137.60  | 2,193.60  | 2,250.40  | 2,302.40  | 2,360.80  | 2,420.00  | 2,480.00  | 2,542.40  |         |
|                        | Appx. Monthly | 3,910.40  | 4,004.00  | 4,097.60  | 4,203.33  | 4,305.60  | 4,413.07  | 4,525.73  | 4,631.47  | 4,752.80  | 4,875.87  | 4,988.53  | 5,115.07  | 5,243.33  | 5,373.33  | 5,508.53  |         |
|                        | Appx. Annual  | 46,924.80 | 48,048.00 | 49,171.20 | 50,440.00 | 51,667.20 | 52,956.80 | 54,308.80 | 55,776.00 | 57,033.60 | 58,510.40 | 59,862.40 | 61,380.00 | 62,920.00 | 64,480.00 | 66,102.40 |         |
| 38                     | Hourly        | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.97     | 29.68     | 30.43     | 31.19     | 31.97     |         |
|                        | Appx. Bi-wkly | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,317.60  | 2,374.40  | 2,434.40  | 2,495.20  | 2,557.60  |         |
|                        | Appx. Monthly | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,021.47  | 5,144.53  | 5,274.53  | 5,406.27  | 5,541.47  |         |
|                        | Appx. Annual  | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,257.60 | 61,734.40 | 63,294.40 | 64,875.20 | 66,497.60 |         |
| 38T                    | Hourly        | 22.69     | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.96     | 29.68     |           |           |           |         |
|                        | Appx. Bi-wkly | 1,815.20  | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,316.80  | 2,374.40  |           |           |           |         |
|                        | Appx. Monthly | 3,932.93  | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,019.73  | 5,144.53  |           |           |           |         |
|                        | Appx. Annual  | 47,195.20 | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,236.80 | 61,734.40 |           |           |           |         |
| 38A                    | Hourly        | 22.97     | 23.53     | 24.11     | 24.74     | 25.35     | 25.96     | 26.58     | 27.26     | 27.95     | 28.61     | 29.32     | 30.07     | 30.81     | 31.58     | 32.37     |         |
|                        | Appx. Bi-wkly | 1,837.60  | 1,882.40  | 1,928.80  | 1,979.20  | 2,028.00  | 2,076.80  | 2,126.40  | 2,180.80  | 2,236.00  | 2,288.80  | 2,345.60  | 2,405.60  | 2,464.80  | 2,526.40  | 2,589.60  |         |
|                        | Appx. Monthly | 3,981.47  | 4,078.53  | 4,179.07  | 4,288.27  | 4,394.00  | 4,499.73  | 4,607.20  | 4,725.07  | 4,844.67  | 4,959.07  | 5,082.13  | 5,212.13  | 5,340.40  | 5,473.87  | 5,610.80  |         |
|                        | Appx. Annual  | 47,777.60 | 48,942.40 | 50,148.80 | 51,459.20 | 52,728.00 | 53,996.80 | 55,286.40 | 56,700.80 | 58,136.00 | 59,508.80 | 60,985.60 | 62,545.60 | 64,084.80 | 65,686.40 | 67,329.60 |         |
| 38C                    | Hourly        | 23.10     | 23.64     | 24.25     | 24.84     | 25.46     | 26.11     | 26.72     | 27.42     | 28.13     | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     |         |
|                        | Appx. Bi-wkly | 1,848.00  | 1,891.20  | 1,940.00  | 1,987.20  | 2,036.80  | 2,088.80  | 2,137.60  | 2,193.60  | 2,250.40  | 2,299.20  | 2,356.80  | 2,416.00  | 2,476.80  | 2,538.40  | 2,601.60  |         |
|                        | Appx. Monthly | 4,004.00  | 4,097.60  | 4,203.33  | 4,305.60  | 4,413.07  | 4,525.73  | 4,631.47  | 4,752.80  | 4,875.87  | 4,981.60  | 5,106.40  | 5,234.67  | 5,366.40  | 5,499.87  | 5,636.80  |         |
|                        | Appx. Annual  | 48,048.00 | 49,171.20 | 50,440.00 | 51,667.20 | 52,956.80 | 54,308.80 | 55,776.00 | 57,033.60 | 58,510.40 | 59,779.20 | 61,276.80 | 62,816.00 | 64,396.80 | 65,998.40 | 67,641.60 |         |
| 39                     | Hourly        | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     |         |
|                        | Appx. Bi-wkly | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,376.80  | 2,436.00  | 2,496.80  | 2,559.20  | 2,623.20  |         |
|                        | Appx. Monthly | 4,026.53  | 4,127.07  | 4,231.07  | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,149.73  | 5,278.00  | 5,409.73  | 5,544.93  | 5,683.60  |         |
|                        | Appx. Annual  | 48,318.40 | 49,524.80 | 50,772.80 | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,796.80 | 63,336.00 | 64,916.80 | 66,539.20 | 68,203.20 |         |
| Ranges Eff. 02/21/2026 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
| 39T                    | Hourly        | 23.23     | 23.81     | 24.41     | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.72     | 30.46     |           |           |           |         |
|                        | Appx. Bi-wkly | 1,858.40  | 1,904.80  | 1,952.80  | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2         |           |           |           |           |           |           |         |





| Ranges Eff. 02/21/2026 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 42                     | Hourly        | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.94     | 32.75     | 33.57     | 34.40     | 35.26     |         |
|                        | Appx. Bi-wkly | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,555.20  | 2,620.00  | 2,685.60  | 2,752.00  | 2,820.80  |         |
|                        | Appx. Monthly | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,536.27  | 5,676.67  | 5,818.80  | 5,962.67  | 6,111.73  |         |
|                        | Appx. Annual  | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,435.20 | 68,120.00 | 69,825.60 | 71,552.00 | 73,340.80 |         |
| 42T                    | Hourly        | 25.03     | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.94     | 32.75     | 33.57     | 34.40     | 35.26     |         |
|                        | Appx. Bi-wkly | 2,002.40  | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,555.20  | 2,620.00  | 2,685.60  | 2,752.00  | 2,820.80  |         |
|                        | Appx. Monthly | 4,338.53  | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,536.27  | 5,676.67  | 5,818.80  | 5,962.67  | 6,111.73  |         |
|                        | Appx. Annual  | 52,062.40 | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,435.20 | 68,120.00 | 69,825.60 | 71,552.00 | 73,340.80 |         |
| 42A                    | Hourly        | 25.35     | 25.96     | 26.58     | 27.26     | 27.95     | 28.61     | 29.34     | 30.03     | 30.81     | 31.56     | 32.34     | 33.15     | 33.98     | 34.82     | 35.69     |         |
|                        | Appx. Bi-wkly | 2,028.00  | 2,076.80  | 2,126.40  | 2,180.80  | 2,236.00  | 2,288.80  | 2,347.20  | 2,402.40  | 2,464.80  | 2,524.80  | 2,587.20  | 2,652.00  | 2,718.40  | 2,785.60  | 2,855.20  |         |
|                        | Appx. Monthly | 4,394.00  | 4,499.73  | 4,607.20  | 4,725.07  | 4,844.67  | 4,959.07  | 5,085.60  | 5,205.20  | 5,340.40  | 5,470.40  | 5,605.60  | 5,746.00  | 5,889.87  | 6,035.47  | 6,186.27  |         |
|                        | Appx. Annual  | 52,728.00 | 53,996.80 | 55,286.40 | 56,700.80 | 58,136.00 | 59,508.80 | 61,027.20 | 62,462.40 | 64,084.80 | 65,644.80 | 67,267.20 | 68,952.00 | 70,678.40 | 72,425.60 | 74,235.20 |         |
| 42C                    | Hourly        | 25.46     | 26.11     | 26.72     | 27.42     | 28.13     | 28.74     | 29.49     | 30.19     | 30.93     | 31.72     | 32.52     | 33.32     | 34.15     | 35.01     | 35.89     |         |
|                        | Appx. Bi-wkly | 2,036.80  | 2,088.80  | 2,137.60  | 2,193.60  | 2,250.40  | 2,299.20  | 2,359.20  | 2,415.20  | 2,474.40  | 2,537.60  | 2,603.20  | 2,668.00  | 2,732.00  | 2,800.80  | 2,871.20  |         |
|                        | Appx. Monthly | 4,413.07  | 4,525.73  | 4,631.47  | 4,752.80  | 4,875.87  | 4,981.60  | 5,111.60  | 5,232.93  | 5,361.20  | 5,498.13  | 5,636.80  | 5,775.47  | 5,919.33  | 6,068.40  | 6,220.93  |         |
|                        | Appx. Annual  | 52,956.80 | 54,308.80 | 55,577.60 | 57,033.60 | 58,510.40 | 59,779.20 | 61,339.20 | 62,795.20 | 64,334.40 | 65,977.60 | 67,641.60 | 69,305.60 | 71,032.00 | 72,820.80 | 74,651.20 |         |
| 43                     | Hourly        | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.77     | 33.60     | 34.44     | 35.31     | 36.19     |         |
|                        | Appx. Bi-wkly | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,621.60  | 2,688.00  | 2,755.20  | 2,824.00  | 2,895.20  |         |
|                        | Appx. Monthly | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,680.13  | 5,824.00  | 5,969.60  | 6,120.40  | 6,272.93  |         |
|                        | Appx. Annual  | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,161.60 | 69,888.00 | 71,635.20 | 73,444.80 | 75,275.20 |         |
| 43T                    | Hourly        | 25.62     | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.77     | 33.60     | 34.44     | 35.31     | 36.19     |         |
|                        | Appx. Bi-wkly | 2,049.60  | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,621.60  | 2,688.00  | 2,755.20  | 2,824.00  | 2,895.20  |         |
|                        | Appx. Monthly | 4,440.80  | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,680.13  | 5,824.00  | 5,969.60  | 6,120.40  | 6,272.93  |         |
|                        | Appx. Annual  | 53,289.60 | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,161.60 | 69,888.00 | 71,635.20 | 73,444.80 | 75,275.20 |         |
| 43A                    | Hourly        | 25.96     | 26.58     | 27.26     | 27.95     | 28.61     | 29.34     | 30.03     | 30.81     | 31.56     | 32.37     | 33.17     | 34.01     | 34.87     | 35.74     | 36.63     |         |
|                        | Appx. Bi-wkly | 2,076.80  | 2,126.40  | 2,180.80  | 2,236.00  | 2,288.80  | 2,347.20  | 2,402.40  | 2,464.80  | 2,524.80  | 2,589.60  | 2,653.60  | 2,720.80  | 2,789.60  | 2,859.20  | 2,930.40  |         |
|                        | Appx. Monthly | 4,499.73  | 4,607.20  | 4,725.07  | 4,844.67  | 4,959.07  | 5,085.60  | 5,205.20  | 5,340.40  | 5,470.40  | 5,610.80  | 5,749.47  | 5,895.07  | 6,044.13  | 6,194.93  | 6,349.20  |         |
|                        | Appx. Annual  | 53,996.80 | 55,286.40 | 56,700.80 | 58,136.00 | 59,508.80 | 61,027.20 | 62,462.40 | 64,084.80 | 65,644.80 | 67,329.60 | 68,993.60 | 70,740.80 | 72,529.60 | 74,339.20 | 76,190.40 |         |
| 43C                    | Hourly        | 26.11     | 26.72     | 27.42     | 28.13     | 28.74     | 29.49     | 30.19     | 30.93     | 31.72     | 32.54     | 33.35     | 34.18     | 35.03     | 35.91     | 36.81     |         |
|                        | Appx. Bi-wkly | 2,088.80  | 2,137.60  | 2,193.60  | 2,250.40  | 2,299.20  | 2,359.20  | 2,415.20  | 2,474.40  | 2,537.60  | 2,603.20  | 2,668.00  | 2,734.40  | 2,802.40  | 2,872.80  | 2,944.80  |         |
|                        | Appx. Monthly | 4,525.73  | 4,631.47  | 4,752.80  | 4,875.87  | 4,981.60  | 5,111.60  | 5,232.93  | 5,361.20  | 5,498.13  | 5,640.27  | 5,780.67  | 5,924.53  | 6,071.87  | 6,224.40  | 6,380.40  |         |
|                        | Appx. Annual  | 54,308.80 | 55,577.60 | 57,033.60 | 58,510.40 | 59,779.20 | 61,339.20 | 62,795.20 | 64,334.40 | 65,977.60 | 67,683.20 | 69,368.00 | 71,094.40 | 72,862.40 | 74,628.80 | 76,584.80 |         |
| 44                     | Hourly        | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.36     | 35.22     | 36.09     | 36.99     |         |
|                        | Appx. Bi-wkly | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,682.40  | 2,748.80  | 2,817.60  | 2,887.20  | 2,959.20  |         |
|                        | Appx. Monthly | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,955.73  | 6,104.80  | 6,255.60  | 6,411.60  |         |
|                        | Appx. Annual  | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,161.60 | 69,742.40 | 71,468.80 | 73,257.60 | 75,067.20 | 76,939.20 |         |
| 44T                    | Hourly        | 26.27     | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.52     | 34.36     | 35.22     | 36.09     | 36.99     |         |
|                        | Appx. Bi-wkly | 2,101.60  | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,681.60  | 2,748.80  | 2,817.60  | 2,887.20  | 2,959.20  |         |
|                        | Appx. Monthly | 4,553.47  | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,955.73  | 6,104.80  | 6,255.60  | 6,411.60  |         |
|                        | Appx. Annual  | 54,641.60 | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,161.60 | 69,742.40 | 71,468.80 | 73,257.60 | 75,067.20 | 76,939.20 |         |
| 44A                    | Hourly        | 26.58     | 27.26     | 27.95     | 28.61     | 29.34     | 30.03     | 30.81     | 31.56     | 32.37     | 33.11     | 33.94     | 34.78     | 35.66     | 36.55     | 37.46     |         |
|                        | Appx. Bi-wkly | 2,126.40  | 2,180.80  | 2,236.00  | 2,288.80  | 2,347.20  | 2,402.40  | 2,464.80  | 2,524.80  | 2,589.60  | 2,648.80  | 2,715.20  | 2,782.40  | 2,852.80  | 2,924.00  | 2,996.80  |         |
|                        | Appx. Monthly | 4,607.20  | 4,725.07  | 4,844.67  | 4,959.07  | 5,085.60  | 5,205.20  | 5,340.40  | 5,470.40  | 5,610.80  | 5,739.07  | 5,882.93  | 6,028.53  | 6,181.07  | 6,335.33  | 6,493.07  |         |
|                        | Appx. Annual  | 55,286.40 | 56,700.80 | 58,136.00 | 59,508.80 | 61,027.20 | 62,462.40 | 64,084.80 | 65,644.80 | 67,329.60 | 68,868.80 | 70,595.20 | 72,342.40 | 74,172.80 | 76,024.00 | 77,916.80 |         |
| 44C                    | Hourly        | 26.72     | 27.42     | 28.13     | 28.74     | 29.49     | 30.19     | 30.93     | 31.72     | 32.54     | 33.29     | 34.10     | 34.97     | 35.83     | 36.73     | 37.65     |         |
|                        | Appx. Bi-wkly | 2,137.60  | 2,193.60  | 2,250.40  | 2,299.20  | 2,359.20  | 2,415.20  | 2,474.40  | 2,537.60  | 2,603.20  | 2,668.00  | 2,728.00  | 2,792.00  | 2,860.00  | 2,930.40  | 3,002.00  |         |
|                        | Appx. Monthly | 4,631.47  | 4,752.80  | 4,875.87  | 4,981.60  | 5,111.60  | 5,232.93  | 5,361.20  | 5,498.13  | 5,640.27  | 5,770.27  | 5,910.67  | 6,061.47  | 6,215.53  | 6,366.53  | 6,526.00  |         |
|                        | Appx. Annual  | 55,577.60 | 57,033.60 | 58,510.40 | 59,779.20 | 61,339.20 | 62,795.20 | 64,334.40 | 65,977.60 | 67,683.20 | 69,243.20 | 70,928.00 | 72,737.60 | 74,526.40 | 76,398.40 | 78,312.00 |         |
| 45                     | Hourly        | 26.94     | 27.60     | 28.25     | 28.99     | 29.67     | 30.43     | 31.18     | 31.96     | 32.70     | 33.53     | 34.37     | 35.23     | 36.10     | 37.01     | 37.94     |         |
|                        | Appx. Bi-wkly | 2,155.20  | 2,208.00  | 2,260.00  | 2,319.20  | 2,373.60  | 2,434.40  | 2,494.40  | 2,556.80  | 2,616.00  | 2,682.40  | 2,749.60  | 2,818.40  | 2,888.00  | 2,960.80  | 3,035.20  |         |
|                        | Appx. Monthly | 4,669.60  | 4,784.00  | 4,896.67  | 5,024.93  | 5,142.80  | 5,274.53  | 5,404.53  | 5,539.73  | 5,668.00  | 5,811.87  | 5,957.47  | 6,106.53  | 6,257.33  | 6,415.07  | 6,576.27  |         |
|                        | Appx. Annual  | 56,035.20 | 57,408.00 | 58,760.00 | 60,299.20 | 61,713.60 | 63,294.40 | 64,854.40 | 66,476.80 | 68,161.60 | 69,742.40 | 71,489.60 | 73,278.40 | 75,088.00 | 76,980.80 | 78,915.20 |         |
| Ranges Eff. 02/21/2026 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
|                        |               |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |



| Ranges Eff. 02/21/2026        |                 | Step 1        | Step 2        | Step 3        | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10        | Step 11        | Step 12        | Step 13        | Step 14        | Step 15        | Step 16        |
|-------------------------------|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>48</b>                     | Hourly          | 28.99         | 29.67         | 30.43         | 31.18         | 31.96         | 32.70         | 33.53         | 34.38         | 35.20         | 36.10          | 37.01          | 37.92          | 38.88          | 39.85          | 40.85          |                |
|                               | Appx. Bi-wkly   | 2,319.20      | 2,373.60      | 2,434.40      | 2,494.40      | 2,556.80      | 2,616.00      | 2,682.40      | 2,750.40      | 2,816.00      | 2,888.00       | 2,960.80       | 3,033.60       | 3,110.40       | 3,188.00       | 3,268.00       |                |
|                               | Appx. Monthly   | 5,024.93      | 5,142.80      | 5,274.53      | 5,404.53      | 5,539.73      | 5,668.00      | 5,811.87      | 5,959.20      | 6,101.33      | 6,257.33       | 6,415.07       | 6,572.80       | 6,739.20       | 6,907.33       | 7,080.67       |                |
|                               | Appx. Annual    | 60,299.20     | 61,713.60     | 63,294.40     | 64,854.40     | 66,476.80     | 68,016.00     | 69,742.40     | 71,510.40     | 73,216.00     | 75,088.00      | 76,980.80      | 78,913.60      | 80,870.40      | 82,888.00      | 84,968.00      |                |
| <b>48T</b>                    | Hourly          | 28.99         | 29.67         | 30.43         | 31.18         | 31.96         | 32.70         | 33.53         | 34.38         | 35.20         | 36.10          | 37.01          | 37.92          | 38.88          | 39.85          | 40.85          |                |
|                               | Appx. Bi-wkly   | 2,319.20      | 2,373.60      | 2,434.40      | 2,494.40      | 2,556.80      | 2,616.00      | 2,682.40      | 2,750.40      | 2,816.00      | 2,888.00       | 2,960.80       | 3,033.60       | 3,110.40       | 3,188.00       | 3,268.00       |                |
|                               | Appx. Monthly   | 5,024.93      | 5,142.80      | 5,274.53      | 5,404.53      | 5,539.73      | 5,668.00      | 5,811.87      | 5,959.20      | 6,101.33      | 6,257.33       | 6,415.07       | 6,572.80       | 6,739.20       | 6,907.33       | 7,080.67       |                |
|                               | Appx. Annual    | 60,299.20     | 61,713.60     | 63,294.40     | 64,854.40     | 66,476.80     | 68,016.00     | 69,742.40     | 71,510.40     | 73,216.00     | 75,088.00      | 76,980.80      | 78,913.60      | 80,870.40      | 82,888.00      | 84,968.00      |                |
| <b>48A</b>                    | Hourly          | 29.34         | 30.03         | 30.81         | 31.56         | 32.37         | 33.11         | 33.94         | 34.80         | 35.65         | 36.55          | 37.46          | 38.40          | 39.36          | 40.35          | 41.36          |                |
|                               | Appx. Bi-wkly   | 2,347.20      | 2,402.40      | 2,464.80      | 2,524.80      | 2,589.60      | 2,648.80      | 2,715.20      | 2,784.00      | 2,852.00      | 2,924.00       | 2,996.80       | 3,072.00       | 3,148.80       | 3,228.00       | 3,308.80       |                |
|                               | Appx. Monthly   | 5,085.60      | 5,205.20      | 5,340.40      | 5,470.40      | 5,610.80      | 5,739.07      | 5,882.93      | 6,032.00      | 6,179.33      | 6,335.33       | 6,493.07       | 6,656.00       | 6,822.40       | 6,994.00       | 7,169.07       |                |
|                               | Appx. Annual    | 61,027.20     | 62,462.40     | 64,084.80     | 65,644.80     | 67,329.60     | 68,868.80     | 70,595.20     | 72,384.00     | 74,152.00     | 76,024.00      | 77,916.80      | 79,820.00      | 81,868.80      | 83,928.00      | 86,028.80      |                |
| <b>48C</b>                    | Hourly          | 29.49         | 30.19         | 30.93         | 31.72         | 32.54         | 33.29         | 34.10         | 34.99         | 35.80         | 36.74          | 37.65          | 38.59          | 39.56          | 40.55          | 41.56          |                |
|                               | Appx. Bi-wkly   | 2,359.20      | 2,415.20      | 2,474.40      | 2,537.60      | 2,603.20      | 2,663.20      | 2,728.00      | 2,799.20      | 2,864.00      | 2,939.20       | 3,012.00       | 3,087.20       | 3,164.80       | 3,244.00       | 3,324.80       |                |
|                               | Appx. Monthly   | 5,111.60      | 5,232.93      | 5,361.20      | 5,498.13      | 5,640.27      | 5,770.27      | 5,910.67      | 6,064.93      | 6,205.33      | 6,368.27       | 6,526.00       | 6,688.93       | 6,857.07       | 7,028.67       | 7,203.73       |                |
|                               | Appx. Annual    | 61,339.20     | 62,795.20     | 64,334.40     | 65,977.60     | 67,683.20     | 69,243.20     | 70,928.00     | 72,779.20     | 74,464.00     | 76,419.20      | 78,249.60      | 80,184.00      | 82,180.80      | 84,240.00      | 86,444.80      |                |
| <b>49</b>                     | Hourly          | 29.67         | 30.43         | 31.18         | 31.96         | 32.70         | 33.53         | 34.38         | 35.20         | 36.10         | 36.98          | 37.88          | 38.83          | 39.81          | 40.81          | 41.83          |                |
|                               | Appx. Bi-wkly   | 2,373.60      | 2,434.40      | 2,494.40      | 2,556.80      | 2,616.00      | 2,682.40      | 2,750.40      | 2,816.00      | 2,888.00      | 2,958.40       | 3,030.40       | 3,106.40       | 3,184.80       | 3,264.80       | 3,346.40       |                |
|                               | Appx. Monthly   | 5,142.80      | 5,274.53      | 5,404.53      | 5,539.73      | 5,668.00      | 5,811.87      | 5,959.20      | 6,101.33      | 6,257.33      | 6,409.87       | 6,565.87       | 6,730.53       | 6,900.40       | 7,073.73       | 7,250.53       |                |
|                               | Appx. Annual    | 61,713.60     | 63,294.40     | 64,854.40     | 66,476.80     | 68,016.00     | 69,742.40     | 71,510.40     | 73,216.00     | 75,088.00     | 76,918.40      | 78,790.40      | 80,766.40      | 82,804.80      | 84,884.80      | 87,006.40      |                |
| <b>49T</b>                    | Hourly          | 29.67         | 30.43         | 31.18         | 31.96         | 32.70         | 33.53         | 34.38         | 35.20         | 36.10         | 36.98          | 37.90          | 38.85          | 39.81          | 40.81          | 41.83          |                |
|                               | Appx. Bi-wkly   | 2,373.60      | 2,434.40      | 2,494.40      | 2,556.80      | 2,616.00      | 2,682.40      | 2,750.40      | 2,816.00      | 2,888.00      | 2,958.40       | 3,032.00       | 3,108.00       | 3,184.80       | 3,264.80       | 3,346.40       |                |
|                               | Appx. Monthly   | 5,142.80      | 5,274.53      | 5,404.53      | 5,539.73      | 5,668.00      | 5,811.87      | 5,959.20      | 6,101.33      | 6,257.33      | 6,409.87       | 6,569.33       | 6,734.00       | 6,900.40       | 7,073.73       | 7,250.53       |                |
|                               | Appx. Annual    | 61,713.60     | 63,294.40     | 64,854.40     | 66,476.80     | 68,016.00     | 69,742.40     | 71,510.40     | 73,216.00     | 75,088.00     | 76,918.40      | 78,832.00      | 80,808.00      |                |                |                |                |
| <b>49A</b>                    | Hourly          | 30.03         | 30.81         | 31.56         | 32.37         | 33.11         | 33.94         | 34.80         | 35.65         | 36.55         | 37.43          | 38.35          | 39.33          | 40.31          | 41.32          | 42.35          |                |
|                               | Appx. Bi-wkly   | 2,402.40      | 2,464.80      | 2,524.80      | 2,589.60      | 2,648.80      | 2,715.20      | 2,784.00      | 2,852.00      | 2,924.00      | 2,994.40       | 3,068.00       | 3,146.40       | 3,224.80       | 3,305.60       | 3,388.00       |                |
|                               | Appx. Monthly   | 5,205.20      | 5,340.40      | 5,470.40      | 5,610.80      | 5,739.07      | 5,882.93      | 6,032.00      | 6,179.33      | 6,335.33      | 6,487.87       | 6,647.33       | 6,812.00       | 6,987.07       | 7,162.13       | 7,340.67       |                |
|                               | Appx. Annual    | 62,462.40     | 64,084.80     | 65,644.80     | 67,329.60     | 68,868.80     | 70,595.20     | 72,384.00     | 74,152.00     | 76,024.00     | 77,854.40      | 79,768.00      | 81,806.40      | 83,844.80      | 85,945.60      | 88,088.00      |                |
| <b>49C</b>                    | Hourly          | 30.19         | 30.93         | 31.72         | 32.54         | 33.29         | 34.10         | 34.99         | 35.80         | 36.74         | 37.62          | 38.55          | 39.51          | 40.50          | 41.51          | 42.55          |                |
|                               | Appx. Bi-wkly   | 2,415.20      | 2,474.40      | 2,537.60      | 2,603.20      | 2,663.20      | 2,728.00      | 2,799.20      | 2,864.00      | 2,939.20      | 3,009.60       | 3,084.00       | 3,160.80       | 3,240.00       | 3,320.80       | 3,404.00       |                |
|                               | Appx. Monthly   | 5,232.93      | 5,361.20      | 5,498.13      | 5,640.27      | 5,770.27      | 5,910.67      | 6,064.93      | 6,205.33      | 6,368.27      | 6,520.80       | 6,682.00       | 6,848.40       | 7,020.00       | 7,195.07       | 7,375.33       |                |
|                               | Appx. Annual    | 62,795.20     | 64,334.40     | 65,977.60     | 67,683.20     | 69,243.20     | 70,928.00     | 72,779.20     | 74,464.00     | 76,419.20     | 78,249.60      | 80,184.00      | 82,180.80      | 84,240.00      | 86,340.00      | 88,504.00      |                |
| <b>50</b>                     | Hourly          | 30.43         | 31.18         | 31.96         | 32.70         | 33.53         | 34.38         | 35.20         | 36.10         | 36.98         | 37.86          | 38.82          | 39.80          | 40.78          | 41.80          | 42.85          |                |
|                               | Appx. Bi-wkly   | 2,434.40      | 2,494.40      | 2,556.80      | 2,616.00      | 2,682.40      | 2,750.40      | 2,816.00      | 2,888.00      | 2,958.40      | 3,028.80       | 3,105.60       | 3,184.00       | 3,264.00       | 3,344.00       | 3,428.00       |                |
|                               | Appx. Monthly   | 5,274.53      | 5,404.53      | 5,539.73      | 5,668.00      | 5,811.87      | 5,959.20      | 6,101.33      | 6,257.33      | 6,409.87      | 6,562.40       | 6,728.80       | 6,898.67       | 7,068.53       | 7,245.33       | 7,427.33       |                |
|                               | Appx. Annual    | 63,294.40     | 64,854.40     | 66,476.80     | 68,016.00     | 69,742.40     | 71,510.40     | 73,216.00     | 75,088.00     | 76,918.40     | 78,748.80      | 80,745.60      | 82,784.00      | 84,822.40      | 86,944.00      | 89,128.00      |                |
| <b>50T</b>                    | Hourly          | 30.43         | 31.18         | 31.96         | 32.70         | 33.53         | 34.38         | 35.20         | 36.10         | 36.98         | 37.86          | 38.81          | 39.78          |                |                |                |                |
|                               | Appx. Bi-wkly   | 2,434.40      | 2,494.40      | 2,556.80      | 2,616.00      | 2,682.40      | 2,750.40      | 2,816.00      | 2,888.00      | 2,958.40      | 3,028.80       | 3,104.80       | 3,182.40       |                |                |                |                |
|                               | Appx. Monthly   | 5,274.53      | 5,404.53      | 5,539.73      | 5,668.00      | 5,811.87      | 5,959.20      | 6,101.33      | 6,257.33      | 6,409.87      | 6,562.40       | 6,727.07       | 6,895.20       |                |                |                |                |
|                               | Appx. Annual    | 63,294.40     | 64,854.40     | 66,476.80     | 68,016.00     | 69,742.40     | 71,510.40     | 73,216.00     | 75,088.00     | 76,918.40     | 78,748.80      | 80,724.80      | 82,742.40      |                |                |                |                |
| <b>50A</b>                    | Hourly          | 30.81         | 31.56         | 32.37         | 33.11         | 33.94         | 34.80         | 35.65         | 36.55         | 37.43         | 38.33          | 39.32          | 40.28          | 41.29          | 42.32          | 43.38          |                |
|                               | Appx. Bi-wkly   | 2,464.80      | 2,524.80      | 2,589.60      | 2,648.80      | 2,715.20      | 2,784.00      | 2,852.00      | 2,924.00      | 2,994.40      | 3,066.40       | 3,145.60       | 3,222.40       | 3,303.20       | 3,385.60       | 3,470.40       |                |
|                               | Appx. Monthly   | 5,340.40      | 5,470.40      | 5,610.80      | 5,739.07      | 5,882.93      | 6,032.00      | 6,179.33      | 6,335.33      | 6,487.87      | 6,643.87       | 6,815.47       | 6,981.87       | 7,156.93       | 7,335.47       | 7,519.20       |                |
|                               | Appx. Annual    | 64,084.80     | 65,644.80     | 67,329.60     | 68,868.80     | 70,595.20     | 72,384.00     | 74,152.00     | 76,024.00     | 77,854.40     | 79,726.40      | 81,785.60      | 83,824.00      | 85,883.20      | 88,025.60      | 90,230.40      |                |
| <b>50C</b>                    | Hourly          | 30.93         | 31.72         | 32.54         | 33.29         | 34.10         | 34.99         | 35.80         | 36.74         | 37.62         | 38.53          | 39.48          | 40.47          | 41.49          | 42.53          | 43.59          |                |
|                               | Appx. Bi-wkly   | 2,474.40      | 2,537.60      | 2,603.20      | 2,663.20      | 2,728.00      | 2,799.20      | 2,864.00      | 2,939.20      | 3,009.60      | 3,082.40       | 3,158.40       | 3,237.60       | 3,319.20       | 3,402.40       | 3,487.20       |                |
|                               | Appx. Monthly   | 5,361.20      | 5,498.13      | 5,640.27      | 5,770.27      | 5,910.67      | 6,064.93      | 6,205.33      | 6,368.27      | 6,520.80      | 6,678.53       | 6,843.20       | 7,014.80       | 7,191.60       | 7,371.87       | 7,556.00       |                |
|                               | Appx. Annual    | 64,334.40     | 65,977.60     | 67,683.20     | 69,243.20     | 70,928.00     | 72,779.20     | 74,464.00     | 76,419.20     | 78,249.60     | 80,142.40      | 82,118.40      | 84,177.60      | 86,299.20      | 88,462.40      | 90,667.20      |                |
| <b>51</b>                     | Hourly          | 31.18         | 31.96         | 32.70         | 33.53         | 34.38         | 35.20         | 36.10         | 36.98         | 37.86         | 38.79          | 39.75          | 40.75          | 41.77          | 42.81          | 43.88          |                |
|                               | Appx. Bi-wkly   | 2,494.40      | 2,556.80      | 2,616.00      | 2,682.40      | 2,750.40      | 2,816.00      | 2,888.00      | 2,958.40      | 3,028.80      | 3,103.20       | 3,180.00       | 3,260.00       | 3,341.60       | 3,424.80       | 3,510.40       |                |
|                               | Appx. Monthly   | 5,404.53      | 5,539.73      | 5,668.00      | 5,811.87      | 5,959.20      | 6,101.33      | 6,257.33      | 6,409.87      | 6,562.40      | 6,723.60       | 6,890.00       | 7,063.33       | 7,240.13       | 7,420.40       | 7,605.87       |                |
|                               | Appx. Annual    | 64,854.40     | 66,476.80     | 68,016.00     | 69,742.40     | 71,510.40     | 73,216.00     | 75,088.00     | 76,918.40     | 78,748.80     | 80,683.20      | 82,680.00      | 84,760.00      | 86,861.60      | 89,044.80      | 91,270.40      |                |
| <b>Ranges Eff. 02/21/2026</b> |                 | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> | <b>Step 14</b> | <b>Step 15</b> | <b>Step 16</b> |
|                               | <b>51T&lt;/</b> |               |               |               |               |               |               |               |               |               |                |                |                |                |                |                |                |



| Ranges Eff. 02/21/2026 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14    | Step 15    | Step 16    |  |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|--|
| 54                     | Hourly        | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09      | 47.24      |            |  |
|                        | Appx. Bi-wkly | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20   | 3,779.20   |            |  |
|                        | Appx. Monthly | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93   | 8,188.27   |            |  |
|                        | Appx. Annual  | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20  | 98,259.20  |            |  |
| 54E                    | Hourly        | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09      | 47.24      | 48.43      |  |
|                        | Appx. Bi-wkly | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20   | 3,780.00   | 3,874.40   |  |
|                        | Appx. Monthly | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93   | 8,190.00   | 8,394.53   |  |
|                        | Appx. Annual  | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20  | 98,280.00  | 100,734.40 |  |
| 54T                    | Hourly        | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09      | 47.24      |            |  |
|                        | Appx. Bi-wkly | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20   | 3,780.00   | 3,874.40   |  |
|                        | Appx. Monthly | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93   | 8,190.00   | 8,394.53   |  |
|                        | Appx. Annual  | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20  | 98,280.00  | 100,734.40 |  |
| 54A                    | Hourly        | 33.94     | 34.80     | 35.65     | 36.55     | 37.43     | 38.33     | 39.30     | 40.26     | 41.28     | 42.30     | 43.35     | 44.42     | 45.54     | 46.68      | 47.85      |            |  |
|                        | Appx. Bi-wkly | 2,715.20  | 2,784.00  | 2,852.00  | 2,924.00  | 2,994.40  | 3,066.40  | 3,144.00  | 3,220.80  | 3,302.40  | 3,384.00  | 3,468.00  | 3,554.00  | 3,644.00  | 3,734.40   | 3,828.00   |            |  |
|                        | Appx. Monthly | 5,882.93  | 6,032.00  | 6,179.33  | 6,335.33  | 6,487.87  | 6,643.87  | 6,812.00  | 6,978.40  | 7,155.20  | 7,332.00  | 7,514.00  | 7,699.47  | 7,893.60  | 8,091.20   | 8,294.00   |            |  |
|                        | Appx. Annual  | 70,595.20 | 72,384.00 | 74,152.00 | 76,024.00 | 77,854.40 | 79,726.40 | 81,744.00 | 83,740.80 | 85,862.40 | 87,984.00 | 90,168.00 | 92,414.40 | 94,744.00 | 97,094.40  | 99,528.00  |            |  |
| 54C                    | Hourly        | 34.10     | 34.99     | 35.80     | 36.74     | 37.62     | 38.53     | 39.47     | 40.48     | 41.48     | 42.51     | 43.56     | 44.65     | 45.76     | 46.91      | 48.08      |            |  |
|                        | Appx. Bi-wkly | 2,728.00  | 2,799.20  | 2,864.00  | 2,939.20  | 3,009.60  | 3,082.40  | 3,157.60  | 3,238.40  | 3,318.40  | 3,400.80  | 3,484.80  | 3,572.00  | 3,660.80  | 3,752.00   | 3,846.40   |            |  |
|                        | Appx. Monthly | 5,910.67  | 6,064.93  | 6,205.33  | 6,368.27  | 6,520.80  | 6,678.53  | 6,841.47  | 7,016.53  | 7,189.87  | 7,368.40  | 7,550.40  | 7,739.33  | 7,931.73  | 8,131.07   | 8,333.87   |            |  |
|                        | Appx. Annual  | 70,928.00 | 72,779.20 | 74,464.00 | 76,149.20 | 78,249.60 | 80,142.40 | 82,097.60 | 84,198.40 | 86,278.40 | 88,420.80 | 90,604.80 | 92,872.00 | 95,180.80 | 97,528.00  | 100,006.40 |            |  |
| 55                     | Hourly        | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09     | 47.24      | 48.43      |            |  |
|                        | Appx. Bi-wkly | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20  | 3,780.00   | 3,874.40   |            |  |
|                        | Appx. Monthly | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93  | 8,190.00   | 8,394.53   |            |  |
|                        | Appx. Annual  | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20 | 98,280.00  | 100,734.40 |            |  |
| 55E                    | Hourly        | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09     | 47.24      | 48.43      | 49.64      |  |
|                        | Appx. Bi-wkly | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20  | 3,780.00   | 3,874.40   | 3,971.20   |  |
|                        | Appx. Monthly | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93  | 8,190.00   | 8,394.53   | 8,604.27   |  |
|                        | Appx. Annual  | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20 | 98,280.00  | 100,734.40 | 103,251.20 |  |
| 55T                    | Hourly        | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.98     | 46.09     | 47.24      | 48.43      |            |  |
|                        | Appx. Bi-wkly | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,598.40  | 3,687.20  | 3,780.00   | 3,874.40   |            |  |
|                        | Appx. Monthly | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,796.53  | 7,993.60  | 8,194.00   | 8,394.53   |            |  |
|                        | Appx. Annual  | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,558.40 | 95,944.00 | 98,374.40  | 100,852.00 |            |  |
| 55A                    | Hourly        | 34.80     | 35.65     | 36.55     | 37.43     | 38.33     | 39.30     | 40.26     | 41.28     | 42.30     | 43.35     | 44.43     | 45.55     | 46.68     | 47.84      | 49.04      |            |  |
|                        | Appx. Bi-wkly | 2,784.00  | 2,852.00  | 2,924.00  | 2,994.40  | 3,066.40  | 3,144.00  | 3,220.80  | 3,302.40  | 3,384.00  | 3,468.00  | 3,554.00  | 3,644.00  | 3,734.40  | 3,828.00   | 3,923.20   |            |  |
|                        | Appx. Monthly | 6,032.00  | 6,179.33  | 6,335.33  | 6,487.87  | 6,643.87  | 6,812.00  | 6,978.40  | 7,155.20  | 7,332.00  | 7,514.00  | 7,701.20  | 7,893.33  | 8,091.20  | 8,292.27   | 8,500.27   |            |  |
|                        | Appx. Annual  | 72,384.00 | 74,152.00 | 76,024.00 | 77,854.40 | 79,726.40 | 81,744.00 | 83,740.80 | 85,862.40 | 87,984.00 | 90,168.00 | 92,414.40 | 94,744.00 | 97,094.40 | 99,528.00  | 102,003.20 |            |  |
| 55AE                   | Hourly        | 34.80     | 35.65     | 36.55     | 37.43     | 38.33     | 39.30     | 40.26     | 41.28     | 42.30     | 43.35     | 44.43     | 45.55     | 46.68     | 47.84      | 49.04      | 50.27      |  |
|                        | Appx. Bi-wkly | 2,784.00  | 2,852.00  | 2,924.00  | 2,994.40  | 3,066.40  | 3,144.00  | 3,220.80  | 3,302.40  | 3,384.00  | 3,468.00  | 3,554.00  | 3,644.00  | 3,734.40  | 3,827.20   | 3,923.20   | 4,021.60   |  |
|                        | Appx. Monthly | 6,032.00  | 6,179.33  | 6,335.33  | 6,487.87  | 6,643.87  | 6,812.00  | 6,978.40  | 7,155.20  | 7,332.00  | 7,514.00  | 7,701.20  | 7,893.33  | 8,091.20  | 8,292.27   | 8,500.27   | 8,713.47   |  |
|                        | Appx. Annual  | 72,384.00 | 74,152.00 | 76,024.00 | 77,854.40 | 79,726.40 | 81,744.00 | 83,740.80 | 85,862.40 | 87,984.00 | 90,168.00 | 92,414.40 | 94,744.00 | 97,094.40 | 99,528.00  | 102,003.20 | 104,561.60 |  |
| 55C                    | Hourly        | 34.99     | 35.80     | 36.74     | 37.62     | 38.53     | 39.47     | 40.48     | 41.48     | 42.51     | 43.56     | 44.65     | 45.76     | 46.91     | 48.08      | 49.28      |            |  |
|                        | Appx. Bi-wkly | 2,799.20  | 2,864.00  | 2,939.20  | 3,009.60  | 3,082.40  | 3,157.60  | 3,238.40  | 3,318.40  | 3,400.80  | 3,484.80  | 3,572.00  | 3,660.80  | 3,752.00  | 3,846.40   | 3,942.40   |            |  |
|                        | Appx. Monthly | 6,064.93  | 6,205.33  | 6,368.27  | 6,520.80  | 6,678.53  | 6,841.47  | 7,016.53  | 7,189.87  | 7,368.40  | 7,550.40  | 7,739.33  | 7,931.73  | 8,131.07  | 8,333.87   | 8,541.87   |            |  |
|                        | Appx. Annual  | 72,779.20 | 74,464.00 | 76,149.20 | 78,249.60 | 80,142.40 | 82,097.60 | 84,198.40 | 86,278.40 | 88,420.80 | 90,604.80 | 92,872.00 | 95,180.80 | 97,528.00 | 100,006.40 | 102,502.40 |            |  |
| 56                     | Hourly        | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.97     | 46.09     | 47.24     | 48.44      | 49.65      |            |  |
|                        | Appx. Bi-wkly | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,597.60  | 3,687.20  | 3,780.00  | 3,875.20   | 3,972.00   |            |  |
|                        | Appx. Monthly | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,794.80  | 7,988.93  | 8,191.73  | 8,396.27   | 8,606.00   |            |  |
|                        | Appx. Annual  | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,537.60 | 95,867.20 | 98,300.80 | 100,755.20 | 103,272.00 |            |  |
| 56T                    | Hourly        | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.98     | 46.10     | 47.24     | 48.44      | 49.65      |            |  |
|                        | Appx. Bi-wkly | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,598.40  | 3,688.00  | 3,780.00  | 3,874.40   | 3,970.00   |            |  |
|                        | Appx. Monthly | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,796.53  | 7,990.67  | 8,188.00  | 8,387.60   | 8,588.00   |            |  |
|                        | Appx. Annual  | 73,216.00 | 75        |           |           |           |           |           |           |           |           |           |           |           |            |            |            |  |



| Ranges Eff. 02/21/2026 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |            |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 59                     | Hourly        | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.95     | 46.08      | 47.22      | 48.39      | 49.59      | 50.84      | 52.11      | 53.41      |            |            |
|                        | Appx. Bi-wkly | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40   | 3,777.60   | 3,871.20   | 3,967.20   | 4,067.20   | 4,168.80   | 4,272.80   | 4,380.00   |            |
|                        | Appx. Monthly | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20   | 8,184.80   | 8,389.33   | 8,595.60   | 8,812.27   | 9,032.40   | 9,257.73   | 9,490.00   |            |
|                        | Appx. Annual  | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40  | 98,217.60  | 100,651.20 | 103,147.20 | 105,747.20 | 108,388.80 | 111,092.80 | 113,880.00 |            |
| 59E                    | Hourly        | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.95     | 46.08      | 47.22      | 48.39      | 49.59      | 50.84      | 52.11      | 53.41      | 54.75      |            |
|                        | Appx. Bi-wkly | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40   | 3,777.60   | 3,871.20   | 3,967.20   | 4,067.20   | 4,168.80   | 4,272.80   | 4,380.00   | 4,490.00   |
|                        | Appx. Monthly | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20   | 8,184.80   | 8,389.33   | 8,595.60   | 8,812.27   | 9,032.40   | 9,257.73   | 9,490.00   | 9,728.00   |
|                        | Appx. Annual  | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40  | 98,217.60  | 100,651.20 | 103,147.20 | 105,747.20 | 108,388.80 | 111,092.80 | 113,880.00 | 116,744.00 |
| 59T                    | Hourly        | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.95     | 46.08      | 47.22      | 48.40      | 49.61      |            |            |            |            |            |
|                        | Appx. Bi-wkly | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40   | 3,777.60   | 3,872.00   | 3,968.80   |            |            |            |            |            |
|                        | Appx. Monthly | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20   | 8,184.80   | 8,389.33   | 8,599.07   |            |            |            |            |            |
|                        | Appx. Annual  | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40  | 98,217.60  | 100,672.00 | 103,188.80 |            |            |            |            |            |
| 59A                    | Hourly        | 38.33     | 39.30     | 40.26     | 41.28     | 42.30     | 43.35     | 44.43     | 45.52     | 46.66      | 47.79      | 49.02      | 50.23      | 51.49      | 52.78      | 54.10      |            |            |
|                        | Appx. Bi-wkly | 3,066.40  | 3,144.00  | 3,220.80  | 3,302.40  | 3,384.00  | 3,468.00  | 3,554.40  | 3,641.60  | 3,732.80   | 3,823.20   | 3,921.60   | 4,018.40   | 4,119.20   | 4,222.40   | 4,328.00   |            |            |
|                        | Appx. Monthly | 6,643.87  | 6,812.00  | 6,978.40  | 7,155.20  | 7,332.00  | 7,514.00  | 7,701.20  | 7,890.13  | 8,087.73   | 8,283.60   | 8,496.80   | 8,706.53   | 8,924.93   | 9,148.53   | 9,377.33   |            |            |
|                        | Appx. Annual  | 79,726.40 | 81,744.00 | 83,740.80 | 85,862.40 | 87,984.00 | 90,168.00 | 92,414.40 | 94,681.60 | 97,052.80  | 99,403.20  | 101,961.60 | 104,478.40 | 107,099.20 | 109,728.00 | 112,528.00 |            |            |
| 59C                    | Hourly        | 38.53     | 39.47     | 40.48     | 41.48     | 42.51     | 43.56     | 44.65     | 45.74     | 46.91      | 48.05      | 49.22      | 50.46      | 51.73      | 53.02      | 54.35      |            |            |
|                        | Appx. Bi-wkly | 3,082.40  | 3,157.60  | 3,238.40  | 3,318.40  | 3,400.80  | 3,484.80  | 3,572.00  | 3,659.20  | 3,752.80   | 3,844.00   | 3,937.60   | 4,036.80   | 4,138.40   | 4,241.60   | 4,348.00   |            |            |
|                        | Appx. Monthly | 6,678.53  | 6,841.47  | 7,016.53  | 7,189.87  | 7,368.40  | 7,550.40  | 7,739.33  | 7,928.27  | 8,131.07   | 8,328.67   | 8,531.47   | 8,746.40   | 8,966.53   | 9,190.13   | 9,420.67   |            |            |
|                        | Appx. Annual  | 80,142.40 | 82,097.60 | 84,198.40 | 86,278.40 | 88,420.80 | 90,604.80 | 92,872.00 | 95,139.20 | 97,572.80  | 99,944.00  | 102,377.60 | 104,956.80 | 107,598.40 | 110,281.60 | 113,048.00 |            |            |
| 60                     | Hourly        | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.95     | 46.08     | 47.22      | 48.43      | 49.64      | 50.90      | 52.18      | 53.49      | 54.83      |            |            |
|                        | Appx. Bi-wkly | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60   | 3,874.40   | 3,971.20   | 4,072.00   | 4,174.40   | 4,279.20   | 4,386.40   |            |            |
|                        | Appx. Monthly | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80   | 8,394.53   | 8,604.27   | 8,822.67   | 9,044.53   | 9,271.60   | 9,503.87   |            |            |
|                        | Appx. Annual  | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60  | 100,734.40 | 103,251.20 | 105,872.00 | 108,534.40 | 111,259.20 | 114,046.40 |            |            |
| 60T                    | Hourly        | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.95     | 46.08     | 47.22      | 48.43      | 49.65      | 50.89      |            |            |            |            |            |
|                        | Appx. Bi-wkly | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60   | 3,874.40   | 3,972.00   | 4,071.20   |            |            |            |            |            |
|                        | Appx. Monthly | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80   | 8,394.53   | 8,606.00   | 8,820.93   |            |            |            |            |            |
|                        | Appx. Annual  | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60  | 100,734.40 | 103,272.00 | 105,851.20 |            |            |            |            |            |
| 60A                    | Hourly        | 39.30     | 40.26     | 41.28     | 42.30     | 43.35     | 44.43     | 45.52     | 46.66     | 47.79      | 49.05      | 50.26      | 51.51      | 52.80      | 54.12      | 55.47      |            |            |
|                        | Appx. Bi-wkly | 3,144.00  | 3,220.80  | 3,302.40  | 3,384.00  | 3,468.00  | 3,554.40  | 3,641.60  | 3,732.80  | 3,823.20   | 3,924.00   | 4,020.80   | 4,120.80   | 4,224.00   | 4,329.60   | 4,437.60   |            |            |
|                        | Appx. Monthly | 6,812.00  | 6,978.40  | 7,155.20  | 7,332.00  | 7,514.00  | 7,701.20  | 7,890.13  | 8,087.73  | 8,283.60   | 8,502.00   | 8,711.73   | 8,928.40   | 9,152.00   | 9,380.80   | 9,614.80   |            |            |
|                        | Appx. Annual  | 81,744.00 | 83,740.80 | 85,862.40 | 87,984.00 | 90,168.00 | 92,414.40 | 94,681.60 | 97,052.80 | 99,403.20  | 102,024.00 | 104,540.80 | 107,148.00 | 109,824.00 | 112,569.60 | 115,377.60 |            |            |
| 60C                    | Hourly        | 39.47     | 40.48     | 41.48     | 42.51     | 43.56     | 44.65     | 45.74     | 46.91     | 48.05      | 49.29      | 50.52      | 51.78      | 53.08      | 54.40      | 55.76      |            |            |
|                        | Appx. Bi-wkly | 3,157.60  | 3,238.40  | 3,318.40  | 3,400.80  | 3,484.80  | 3,572.00  | 3,659.20  | 3,752.80  | 3,844.00   | 3,943.20   | 4,041.60   | 4,142.40   | 4,246.40   | 4,352.00   | 4,460.80   |            |            |
|                        | Appx. Monthly | 6,841.47  | 7,016.53  | 7,189.87  | 7,368.40  | 7,550.40  | 7,739.33  | 7,928.27  | 8,131.07  | 8,328.67   | 8,543.60   | 8,756.80   | 8,975.20   | 9,200.53   | 9,429.33   | 9,665.07   |            |            |
|                        | Appx. Annual  | 82,097.60 | 84,198.40 | 86,278.40 | 88,420.80 | 90,604.80 | 92,872.00 | 95,139.20 | 97,572.80 | 99,944.00  | 102,523.20 | 105,081.60 | 107,702.40 | 110,406.40 | 113,152.00 | 115,980.80 |            |            |
| 61                     | Hourly        | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.95     | 46.08     | 47.22     | 48.43      | 49.57      | 50.81      | 52.10      | 53.41      | 54.74      | 56.11      |            |            |
|                        | Appx. Bi-wkly | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60  | 3,874.40   | 3,965.60   | 4,064.80   | 4,168.00   | 4,272.80   | 4,379.20   | 4,488.80   |            |            |
|                        | Appx. Monthly | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80  | 8,394.53   | 8,592.13   | 8,807.07   | 9,030.67   | 9,257.73   | 9,488.27   | 9,725.73   |            |            |
|                        | Appx. Annual  | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60 | 100,734.40 | 103,105.60 | 105,684.80 | 108,368.00 | 111,092.80 | 113,859.20 | 116,708.80 |            |            |
| 61T                    | Hourly        | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.95     | 46.08     | 47.22     | 48.43      | 49.57      | 50.81      | 52.08      |            |            |            |            |            |
|                        | Appx. Bi-wkly | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60  | 3,874.40   | 3,965.60   | 4,064.80   | 4,166.40   |            |            |            |            |            |
|                        | Appx. Monthly | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80  | 8,394.53   | 8,592.13   | 8,807.07   | 9,027.20   |            |            |            |            |            |
|                        | Appx. Annual  | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60 | 100,734.40 | 103,105.60 | 105,684.80 | 108,326.40 |            |            |            |            |            |
| 61A                    | Hourly        | 40.26     | 41.28     | 42.30     | 43.35     | 44.43     | 45.52     | 46.66     | 47.79     | 49.05      | 50.20      | 51.44      | 52.73      | 54.05      | 55.40      | 56.79      |            |            |
|                        | Appx. Bi-wkly | 3,220.80  | 3,302.40  | 3,384.00  | 3,468.00  | 3,554.40  | 3,641.60  | 3,732.80  | 3,823.20  | 3,924.00   | 4,016.00   | 4,115.20   | 4,218.40   | 4,324.00   | 4,432.00   | 4,543.20   |            |            |
|                        | Appx. Monthly | 6,978.40  | 7,155.20  | 7,332.00  | 7,514.00  | 7,701.20  | 7,890.13  | 8,087.73  | 8,283.60  | 8,502.00   | 8,701.33   | 8,916.27   | 9,139.87   | 9,368.67   | 9,602.67   | 9,843.60   |            |            |
|                        | Appx. Annual  | 83,740.80 | 85,862.40 | 87,984.00 | 90,168.00 | 92,414.40 | 94,681.60 | 97,052.80 | 99,403.20 | 102,024.00 | 104,416.00 | 106,995.20 | 109,678.40 | 112,424.00 | 115,232.00 | 118,123.20 |            |            |
| 61C                    | Hourly        | 40.48     | 41.48     | 42.51     | 43.56     | 44.65     | 45.74     | 46.91     | 48.05     | 49.29      | 50.44      | 51.71      | 53.08      | 54.30      | 55.66      | 57.05      |            |            |
|                        | Appx. Bi-wkly | 3,238.40  | 3,318.40  | 3,400.80  | 3,484.80  | 3,572.00  | 3,659.20  | 3,752.80  | 3,844.00  | 3,943.20   | 4,035.20   | 4,136.80   | 4,238.40   | 4,344.00   | 4,452.80   | 4,564.00   |            |            |
|                        | Appx. Monthly | 7,016.53  | 7,189.87  | 7,368.40  | 7,550.40  | 7,739.33  | 7,928.27  | 8,131.07  | 8,328.67  | 8,543.60   | 8,742.93   | 8,963.07   | 9,183.20   | 9,412.00   | 9,647.73   | 9,888.67   |            |            |
|                        | Appx. Annual  | 84,198.40 | 86,278.40 | 88,420.80 | 90,604.80 | 92,872.00 | 95,139.20 | 97,572.80 | 99,944.00 | 102,523.20 | 104,915.20 | 107,556.80 | 110,198.40 | 112,944.00 | 115,727.20 | 118,664.00 |            |            |
| Ranges Eff. 02/21/2026 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |            |            |
|                        | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10    | Step 11    | Step 12    |            |            |            |            |            |            |



| Ranges Eff. 02/21/2026 |               | Step 1    | Step 2    | Step 3    | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |
|------------------------|---------------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 64E                    | Hourly        | 42.81     | 43.88     | 44.95     | 46.08      | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.65      | 56.01      | 57.42      | 58.86      | 60.34      | 61.85      |
|                        | Appx. Bi-wkly | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40   | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,372.00   | 4,480.80   | 4,593.60   | 4,708.80   | 4,827.20   | 4,948.00   |
|                        | Appx. Monthly | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20   | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,472.67   | 9,708.40   | 9,952.80   | 10,202.40  | 10,458.93  | 10,720.67  |
|                        | Appx. Annual  | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40  | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,672.00 | 116,500.80 | 119,433.60 | 122,428.80 | 125,507.20 | 128,648.00 |
| 64T                    | Hourly        | 42.81     | 43.88     | 44.95     | 46.08      | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.66      | 56.03      | 57.42      | 58.86      | 60.34      | 61.85      |
|                        | Appx. Bi-wkly | 3,424.80  | 3,510.40  | 3,596.00  | 3,686.40   | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,372.80   | 4,482.40   | 4,597.20   | 4,712.80   | 4,829.20   | 4,946.40   |
|                        | Appx. Monthly | 7,420.40  | 7,605.87  | 7,791.33  | 7,987.20   | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,474.40   | 9,711.87   | 9,955.20   | 10,204.40  | 10,460.93  | 10,724.67  |
|                        | Appx. Annual  | 89,044.80 | 91,270.40 | 93,496.00 | 95,846.40  | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,692.80 | 116,542.40 | 119,488.80 | 122,528.80 | 125,664.00 | 128,800.00 |
| 64A                    | Hourly        | 43.35     | 44.43     | 45.52     | 46.66      | 47.79      | 49.05      | 50.20      | 51.48      | 52.71      | 54.00      | 55.32      | 56.71      | 58.12      | 59.58      | 61.07      | 62.59      |
|                        | Appx. Bi-wkly | 3,468.00  | 3,554.40  | 3,641.60  | 3,732.80   | 3,823.20   | 3,924.00   | 4,016.00   | 4,118.40   | 4,216.80   | 4,320.00   | 4,425.60   | 4,536.80   | 4,649.60   | 4,766.40   | 4,885.60   | 5,008.00   |
|                        | Appx. Monthly | 7,514.00  | 7,701.20  | 7,890.13  | 8,087.73   | 8,283.60   | 8,502.00   | 8,701.33   | 8,923.20   | 9,136.40   | 9,360.00   | 9,588.80   | 9,829.73   | 10,074.13  | 10,327.20  | 10,585.47  | 10,848.00  |
|                        | Appx. Annual  | 90,168.00 | 92,414.40 | 94,681.60 | 97,052.80  | 99,403.20  | 102,024.00 | 104,416.00 | 107,078.40 | 109,636.80 | 112,320.00 | 115,065.60 | 117,956.80 | 120,889.60 | 123,926.40 | 127,025.60 | 130,184.00 |
| 64C                    | Hourly        | 43.56     | 44.65     | 45.74     | 46.91      | 48.05      | 49.29      | 50.44      | 51.74      | 52.97      | 54.24      | 55.62      | 57.01      | 58.44      | 59.90      | 61.40      | 62.92      |
|                        | Appx. Bi-wkly | 3,484.80  | 3,572.00  | 3,659.20  | 3,752.80   | 3,844.00   | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,444.00   | 4,560.80   | 4,679.20   | 4,792.00   | 4,910.40   | 5,030.40   |
|                        | Appx. Monthly | 7,550.40  | 7,739.33  | 7,928.27  | 8,131.07   | 8,328.67   | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,640.80   | 9,881.73   | 10,129.60  | 10,382.67  | 10,642.67  | 10,909.20  |
|                        | Appx. Annual  | 90,604.80 | 92,872.00 | 95,139.20 | 97,572.80  | 99,944.00  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,689.60 | 118,580.80 | 121,552.00 | 124,592.00 | 127,712.00 | 130,912.00 |
| 65                     | Hourly        | 43.88     | 44.95     | 46.08     | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.49      | 58.94      | 60.41      | 61.92      | 63.47      |
|                        | Appx. Bi-wkly | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,599.20   | 4,715.20   | 4,832.80   | 4,953.60   | 5,076.80   |
|                        | Appx. Monthly | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,964.93   | 10,216.27  | 10,471.07  | 10,731.80  | 11,000.00  |
|                        | Appx. Annual  | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,579.20 | 122,595.20 | 125,652.80 | 128,793.60 | 132,024.00 |
| 65E                    | Hourly        | 43.88     | 44.98     | 46.07     | 47.24      | 48.40      | 49.65      | 50.81      | 52.14      | 53.37      | 54.66      | 56.02      | 57.41      | 58.85      | 60.34      | 61.84      | 63.39      |
|                        | Appx. Bi-wkly | 3,510.40  | 3,598.40  | 3,685.60  | 3,779.20   | 3,872.00   | 3,972.00   | 4,064.80   | 4,171.20   | 4,269.60   | 4,372.80   | 4,481.60   | 4,592.80   | 4,708.00   | 4,827.20   | 4,947.20   | 5,071.20   |
|                        | Appx. Monthly | 7,605.87  | 7,796.53  | 7,985.47  | 8,188.27   | 8,389.33   | 8,606.00   | 8,807.07   | 9,013.20   | 9,250.80   | 9,474.40   | 9,710.13   | 9,951.07   | 10,200.67  | 10,458.93  | 10,718.93  | 10,987.60  |
|                        | Appx. Annual  | 91,270.40 | 93,558.40 | 95,825.60 | 98,259.20  | 100,672.00 | 103,272.00 | 105,684.80 | 108,451.20 | 111,009.60 | 113,692.80 | 116,521.60 | 119,412.80 | 122,408.00 | 125,507.20 | 128,627.20 | 131,851.20 |
| 65T                    | Hourly        | 43.88     | 44.95     | 46.08     | 47.22      | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.48      | 58.92      | 60.41      | 61.92      | 63.47      |
|                        | Appx. Bi-wkly | 3,510.40  | 3,596.00  | 3,686.40  | 3,777.60   | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,599.20   | 4,715.20   | 4,832.80   | 4,953.60   | 5,076.80   |
|                        | Appx. Monthly | 7,605.87  | 7,791.33  | 7,987.20  | 8,184.80   | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,964.93   | 10,216.27  | 10,471.07  | 10,731.80  | 11,000.00  |
|                        | Appx. Annual  | 91,270.40 | 93,496.00 | 95,846.40 | 98,217.60  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,558.40 | 122,558.40 | 125,612.80 | 128,724.80 | 131,896.00 |
| 65A                    | Hourly        | 44.43     | 45.52     | 46.66     | 47.79      | 49.05      | 50.20      | 51.48      | 52.71      | 54.00      | 55.39      | 56.79      | 58.22      | 59.66      | 61.15      | 62.68      | 64.24      |
|                        | Appx. Bi-wkly | 3,554.40  | 3,641.60  | 3,732.80  | 3,823.20   | 3,924.00   | 4,016.00   | 4,118.40   | 4,216.80   | 4,320.00   | 4,431.20   | 4,543.20   | 4,657.60   | 4,772.80   | 4,892.00   | 5,014.40   | 5,144.00   |
|                        | Appx. Monthly | 7,701.20  | 7,890.13  | 8,087.73  | 8,283.60   | 8,502.00   | 8,701.33   | 8,923.20   | 9,136.40   | 9,360.00   | 9,600.93   | 9,843.60   | 10,091.47  | 10,341.07  | 10,599.33  | 10,864.53  | 11,138.40  |
|                        | Appx. Annual  | 92,414.40 | 94,681.60 | 97,052.80 | 99,403.20  | 102,024.00 | 104,416.00 | 107,078.40 | 109,636.80 | 112,320.00 | 115,211.20 | 118,123.20 | 121,097.60 | 124,092.80 | 127,128.00 | 130,240.00 | 133,424.00 |
| 65C                    | Hourly        | 44.65     | 45.74     | 46.91     | 48.05      | 49.29      | 50.44      | 51.74      | 52.97      | 54.24      | 55.67      | 57.05      | 58.48      | 59.96      | 61.46      | 63.00      | 64.56      |
|                        | Appx. Bi-wkly | 3,572.00  | 3,659.20  | 3,752.80  | 3,844.00   | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,453.60   | 4,564.00   | 4,679.20   | 4,796.80   | 4,916.80   | 5,040.00   | 5,169.60   |
|                        | Appx. Monthly | 7,739.33  | 7,928.27  | 8,131.07  | 8,328.67   | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,649.47   | 9,888.67   | 10,136.53  | 10,393.07  | 10,653.07  | 10,920.00  | 11,192.00  |
|                        | Appx. Annual  | 92,872.00 | 95,139.20 | 97,572.80 | 99,944.00  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,793.60 | 118,664.00 | 121,638.40 | 124,716.80 | 127,836.80 | 131,000.00 | 134,224.00 |
| 65CE                   | Hourly        | 44.65     | 45.74     | 46.91     | 48.05      | 49.29      | 50.44      | 51.74      | 52.97      | 54.24      | 55.67      | 57.05      | 58.48      | 59.96      | 61.46      | 62.99      | 64.56      |
|                        | Appx. Bi-wkly | 3,572.00  | 3,659.20  | 3,752.80  | 3,844.00   | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,453.60   | 4,564.00   | 4,679.20   | 4,796.80   | 4,916.80   | 5,039.20   | 5,164.00   |
|                        | Appx. Monthly | 7,739.33  | 7,928.27  | 8,131.07  | 8,328.67   | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,649.47   | 9,888.67   | 10,136.53  | 10,393.07  | 10,653.07  | 10,918.27  | 11,190.40  |
|                        | Appx. Annual  | 92,872.00 | 95,139.20 | 97,572.80 | 99,944.00  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,793.60 | 118,664.00 | 121,638.40 | 124,716.80 | 127,836.80 | 131,019.20 | 134,284.80 |
| 66                     | Hourly        | 44.95     | 46.08     | 47.22     | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.49      | 58.93      | 60.40      | 61.91      | 63.46      | 65.03      |
|                        | Appx. Bi-wkly | 3,596.00  | 3,686.40  | 3,777.60  | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,599.20   | 4,714.40   | 4,832.00   | 4,952.80   | 5,076.80   | 5,208.00   |
|                        | Appx. Monthly | 7,791.33  | 7,987.20  | 8,184.80  | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,964.93   | 10,214.53  | 10,469.33  | 10,731.07  | 11,000.00  | 11,276.00  |
|                        | Appx. Annual  | 93,496.00 | 95,846.40 | 98,217.60 | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,579.20 | 122,574.40 | 125,632.00 | 128,772.80 | 131,996.80 | 135,304.00 |
| 66T                    | Hourly        | 44.95     | 46.08     | 47.22     | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.48      | 58.92      | 60.41      | 61.92      | 63.47      | 65.03      |
|                        | Appx. Bi-wkly | 3,596.00  | 3,686.40  | 3,777.60  | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,599.20   | 4,715.20   | 4,832.80   | 4,953.60   | 5,076.80   | 5,208.00   |
|                        | Appx. Monthly | 7,791.33  | 7,987.20  | 8,184.80  | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,964.93   | 10,216.27  | 10,471.07  | 10,731.80  | 11,000.00  | 11,276.00  |
|                        | Appx. Annual  | 93,496.00 | 95,846.40 | 98,217.60 | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,558.40 | 122,558.40 | 125,612.80 | 128,724.80 | 131,896.00 | 135,136.00 |
| 66AAE                  | Hourly        | 45.21     | 46.32     | 47.49     | 48.65      | 49.90      | 51.07      | 52.39      | 53.63      | 54.92      | 56.37      | 57.76      | 59.21      | 60.71      | 62.22      | 63.78      | 65.37      |
|                        | Appx. Bi-wkly | 3,616.80  | 3,705.60  | 3,799.20  | 3,892.00   | 3,992.00   | 4,085.60   | 4,191.20   | 4,290.40   | 4,393.60   | 4,509.60   | 4,620.80   | 4,736.80   | 4,856.80   | 4,977.60   | 5,102.40   | 5,229.60   |
|                        | Appx. Monthly | 7,836.40  | 8,028.80  | 8,2       |            |            |            |            |            |            |            |            |            |            |            |            |            |



| Ranges Eff. 02/21/2026 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 68C                    | Hourly        | 48.05      | 49.29      | 50.44      | 51.74      | 52.97      | 54.24      | 55.67      | 57.05      | 58.47      | 59.96      | 61.44      | 62.96      | 64.53      | 66.15      | 67.80      |         |
|                        | Appx. Bi-wkly | 3,844.00   | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,453.60   | 4,564.00   | 4,677.60   | 4,796.80   | 4,915.20   | 5,036.80   | 5,162.40   | 5,292.00   | 5,424.00   |         |
|                        | Appx. Monthly | 8,328.67   | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,649.47   | 9,888.67   | 10,134.80  | 10,393.07  | 10,649.60  | 10,913.07  | 11,185.20  | 11,466.00  | 11,752.00  |         |
|                        | Appx. Annual  | 99,944.00  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,793.60 | 118,664.00 | 121,617.60 | 124,716.80 | 127,995.20 | 130,956.80 | 134,222.40 | 137,592.00 | 141,024.00 |         |
| 69                     | Hourly        | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      | 61.89      | 63.43      | 65.02      | 66.65      | 68.32      |         |
|                        | Appx. Bi-wkly | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,951.20   | 5,074.40   | 5,201.60   | 5,332.00   | 5,465.60   |         |
|                        | Appx. Monthly | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,727.60  | 10,994.53  | 11,270.13  | 11,552.67  | 11,842.13  |         |
|                        | Appx. Annual  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,731.20 | 131,934.40 | 135,241.60 | 138,632.00 | 142,105.60 |         |
| 69T                    | Hourly        | 48.43      | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      | 61.90      | 63.45      | 65.06      | 66.73      | 68.46      |         |
|                        | Appx. Bi-wkly | 3,874.40   | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,952.00   | 5,076.00   | 5,204.00   | 5,336.00   | 5,472.00   |         |
|                        | Appx. Monthly | 8,394.53   | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,729.33  | 10,998.00  | 11,274.00  | 11,557.00  | 11,848.00  |         |
|                        | Appx. Annual  | 100,734.40 | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,752.00 | 131,976.00 | 135,288.00 | 138,696.00 | 142,200.00 |         |
| 69A                    | Hourly        | 49.05      | 50.20      | 51.48      | 52.71      | 54.00      | 55.39      | 56.79      | 58.20      | 59.66      | 61.14      | 62.67      | 64.24      | 65.84      | 67.49      | 69.18      |         |
|                        | Appx. Bi-wkly | 3,924.00   | 4,016.00   | 4,118.40   | 4,216.80   | 4,320.00   | 4,431.20   | 4,543.20   | 4,656.00   | 4,772.80   | 4,891.20   | 5,013.60   | 5,139.20   | 5,267.20   | 5,399.20   | 5,534.40   |         |
|                        | Appx. Monthly | 8,502.00   | 8,701.33   | 8,923.20   | 9,136.40   | 9,360.00   | 9,600.93   | 9,843.60   | 10,088.00  | 10,341.07  | 10,597.60  | 10,862.80  | 11,134.93  | 11,412.27  | 11,698.27  | 11,991.20  |         |
|                        | Appx. Annual  | 102,024.00 | 104,416.00 | 107,078.40 | 109,636.80 | 112,320.00 | 115,211.20 | 118,123.20 | 121,056.00 | 124,092.80 | 127,171.20 | 130,353.60 | 133,619.20 | 136,947.20 | 140,379.20 | 143,894.40 |         |
| 69C                    | Hourly        | 49.29      | 50.44      | 51.74      | 52.97      | 54.24      | 55.67      | 57.05      | 58.47      | 59.96      | 61.45      | 62.97      | 64.55      | 66.16      | 67.82      | 69.52      |         |
|                        | Appx. Bi-wkly | 3,943.20   | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,453.60   | 4,564.00   | 4,677.60   | 4,796.80   | 4,916.00   | 5,037.60   | 5,164.00   | 5,292.80   | 5,425.60   | 5,561.60   |         |
|                        | Appx. Monthly | 8,543.60   | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,649.47   | 9,888.67   | 10,134.80  | 10,393.07  | 10,651.33  | 10,914.80  | 11,188.67  | 11,467.73  | 11,755.47  | 12,050.13  |         |
|                        | Appx. Annual  | 102,523.20 | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,793.60 | 118,664.00 | 121,617.60 | 124,716.80 | 127,816.00 | 130,977.60 | 134,264.00 | 137,612.80 | 141,065.60 | 144,601.60 |         |
| 70                     | Hourly        | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      | 61.93      | 63.46      | 65.05      | 66.68      | 68.35      | 70.06      |         |
|                        | Appx. Bi-wkly | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,954.40   | 5,076.80   | 5,204.00   | 5,334.40   | 5,468.00   | 5,608.00   |         |
|                        | Appx. Monthly | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,734.53  | 10,999.73  | 11,275.33  | 11,557.87  | 11,847.33  | 12,143.73  |         |
|                        | Appx. Annual  | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,814.40 | 131,996.80 | 135,304.00 | 138,694.40 | 142,168.00 | 145,724.80 |         |
| 70T                    | Hourly        | 49.57      | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      | 61.93      | 63.48      | 65.07      | 66.70      | 68.37      | 70.08      |         |
|                        | Appx. Bi-wkly | 3,965.60   | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,954.40   | 5,078.40   | 5,205.60   | 5,336.00   | 5,472.00   | 5,614.40   |         |
|                        | Appx. Monthly | 8,592.13   | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,734.53  | 11,003.20  | 11,278.80  | 11,558.00  | 11,840.00  | 12,128.00  |         |
|                        | Appx. Annual  | 103,105.60 | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,814.40 | 132,038.40 | 135,345.60 | 138,696.00 | 142,168.00 | 145,724.80 |         |
| 70A                    | Hourly        | 50.20      | 51.48      | 52.71      | 54.00      | 55.39      | 56.79      | 58.20      | 59.66      | 61.14      | 62.71      | 64.26      | 65.87      | 67.52      | 69.21      | 70.94      |         |
|                        | Appx. Bi-wkly | 4,016.00   | 4,118.40   | 4,216.80   | 4,320.00   | 4,431.20   | 4,543.20   | 4,656.00   | 4,772.80   | 4,891.20   | 5,016.80   | 5,140.80   | 5,269.60   | 5,401.60   | 5,536.80   | 5,675.20   |         |
|                        | Appx. Monthly | 8,701.33   | 8,923.20   | 9,136.40   | 9,360.00   | 9,600.93   | 9,843.60   | 10,088.00  | 10,341.07  | 10,597.60  | 10,869.73  | 11,138.40  | 11,417.47  | 11,703.47  | 11,996.40  | 12,296.27  |         |
|                        | Appx. Annual  | 104,416.00 | 107,078.40 | 109,636.80 | 112,320.00 | 115,211.20 | 118,123.20 | 121,056.00 | 124,092.80 | 127,171.20 | 130,436.80 | 133,660.80 | 137,009.60 | 140,441.60 | 143,956.80 | 147,555.20 |         |
| 70C                    | Hourly        | 50.44      | 51.74      | 52.97      | 54.24      | 55.67      | 57.05      | 58.47      | 59.96      | 61.45      | 63.01      | 64.59      | 66.20      | 67.86      | 69.56      | 71.30      |         |
|                        | Appx. Bi-wkly | 4,035.20   | 4,139.20   | 4,237.60   | 4,339.20   | 4,453.60   | 4,564.00   | 4,677.60   | 4,796.80   | 4,916.00   | 5,040.80   | 5,167.20   | 5,296.00   | 5,428.80   | 5,564.80   | 5,704.00   |         |
|                        | Appx. Monthly | 8,742.93   | 8,968.27   | 9,181.47   | 9,401.60   | 9,649.47   | 9,888.67   | 10,134.80  | 10,393.07  | 10,651.33  | 10,921.73  | 11,195.60  | 11,474.67  | 11,762.40  | 12,057.07  | 12,358.67  |         |
|                        | Appx. Annual  | 104,915.20 | 107,619.20 | 110,177.60 | 112,819.20 | 115,793.60 | 118,664.00 | 121,617.60 | 124,716.80 | 127,816.00 | 131,060.80 | 134,347.20 | 137,696.00 | 141,148.80 | 144,684.80 | 148,304.00 |         |
| 71                     | Hourly        | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      | 61.93      | 63.43      | 65.01      | 66.64      | 68.31      | 70.02      | 71.77      |         |
|                        | Appx. Bi-wkly | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,954.40   | 5,074.40   | 5,200.80   | 5,321.20   | 5,446.40   | 5,574.40   | 5,704.00   |         |
|                        | Appx. Monthly | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,734.53  | 10,994.53  | 11,268.40  | 11,550.93  | 11,840.00  | 12,136.80  | 12,443.13  |         |
|                        | Appx. Annual  | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,814.40 | 131,934.40 | 135,220.80 | 138,611.20 | 142,084.80 | 145,641.60 | 149,281.60 |         |
| 71T                    | Hourly        | 50.87      | 52.08      | 53.33      | 54.71      | 56.08      | 57.47      | 58.92      | 60.39      | 61.93      | 63.43      | 65.01      | 66.64      | 68.31      | 70.02      | 71.77      |         |
|                        | Appx. Bi-wkly | 4,069.60   | 4,166.40   | 4,266.40   | 4,376.80   | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,954.40   | 5,074.40   | 5,200.80   | 5,321.20   | 5,446.40   | 5,574.40   | 5,704.00   |         |
|                        | Appx. Monthly | 8,817.47   | 9,027.20   | 9,243.87   | 9,483.07   | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,734.53  | 10,994.53  | 11,268.40  | 11,550.93  | 11,840.00  | 12,136.80  | 12,443.13  |         |
|                        | Appx. Annual  | 105,809.60 | 108,326.40 | 110,926.40 | 113,796.80 | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,814.40 | 131,934.40 | 135,220.80 | 138,611.20 | 142,084.80 | 145,641.60 | 149,281.60 |         |
| 71A                    | Hourly        | 51.48      | 52.71      | 54.00      | 55.39      | 56.79      | 58.20      | 59.66      | 61.14      | 62.71      | 64.23      | 65.83      | 67.50      | 69.19      | 70.92      | 72.69      |         |
|                        | Appx. Bi-wkly | 4,118.40   | 4,216.80   | 4,320.00   | 4,431.20   | 4,543.20   | 4,656.00   | 4,772.80   | 4,891.20   | 5,016.80   | 5,138.40   | 5,266.40   | 5,400.00   | 5,535.20   | 5,673.60   | 5,815.20   |         |
|                        | Appx. Monthly | 8,923.20   | 9,136.40   | 9,360.00   | 9,600.93   | 9,843.60   | 10,088.00  | 10,341.07  | 10,597.60  | 10,869.73  | 11,133.20  | 11,410.53  | 11,700.00  | 11,992.93  | 12,292.80  | 12,599.60  |         |
|                        | Appx. Annual  | 107,078.40 | 109,636.80 | 112,320.00 | 115,211.20 | 118,123.20 | 121,056.00 | 124,092.80 | 127,171.20 | 130,436.80 | 133,598.40 | 136,926.40 | 140,400.00 | 143,915.20 | 147,513.60 | 151,195.20 |         |
| 71C                    | Hourly        | 51.74      | 52.97      | 54.24      | 55.67      | 57.05      | 58.47      | 59.96      | 61.45      | 63.01      | 64.53      | 66.15      | 67.80      | 69.50      | 71.25      | 73.03      |         |
|                        | Appx. Bi-wkly | 4,139.20   | 4,237.60   | 4,339.20   | 4,453.60   | 4,564.00   | 4,677.60   | 4,796.80   | 4,916.00   | 5,040.80   | 5,167.20   | 5,296.00   | 5,424.00   | 5,556.00   | 5,700.00   | 5,848.40   |         |
|                        | Appx. Monthly | 8,968.27   | 9,181.47   | 9,401.60   | 9,649.47   | 9,888.67   | 10,134.80  | 10,393.07  | 10,651.33  | 10,921.73  | 11,185.20  | 11,466.00  | 11,752.00  | 12,046.67  | 12,350.00  | 12,658.53  |         |
|                        | Appx. Annual  | 107,619.20 | 110,177.60 | 112,819.20 | 115,793.60 | 118,664.00 | 121,617.60 | 124,716.80 | 127,816.00 | 1          |            |            |            |            |            |            |         |



| Ranges Eff. 02/21/2026 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 74C                    | Hourly        | 55.67      | 57.05      | 58.47      | 59.96      | 61.45      | 63.01      | 64.53      | 66.16      | 67.79      | 69.47      | 71.22      | 73.02      | 74.85      | 76.72      | 78.64      |         |
|                        | Appx. Bi-wkly | 4,453.60   | 4,564.00   | 4,677.60   | 4,796.80   | 4,916.00   | 5,040.80   | 5,162.40   | 5,292.80   | 5,423.20   | 5,557.60   | 5,697.60   | 5,841.60   | 5,988.00   | 6,137.60   | 6,291.20   |         |
|                        | Appx. Monthly | 9,649.47   | 9,888.67   | 10,134.80  | 10,393.07  | 10,651.33  | 10,921.73  | 11,185.20  | 11,467.73  | 11,750.27  | 12,041.47  | 12,344.80  | 12,656.80  | 12,974.00  | 13,298.13  | 13,630.93  |         |
|                        | Appx. Annual  | 115,793.60 | 118,664.00 | 121,617.60 | 124,716.80 | 127,816.00 | 131,060.80 | 134,222.40 | 137,612.80 | 141,003.20 | 144,497.60 | 148,137.60 | 151,881.60 | 155,688.00 | 159,577.60 | 163,571.20 |         |
| 75                     | Hourly        | 56.08      | 57.47      | 58.92      | 60.39      | 61.93      | 63.43      | 65.03      | 66.63      | 68.29      | 70.00      | 71.74      | 73.52      | 75.35      | 77.24      | 79.17      |         |
|                        | Appx. Bi-wkly | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,954.40   | 5,074.40   | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,739.20   | 5,881.60   | 6,028.00   | 6,179.20   | 6,333.60   |         |
|                        | Appx. Monthly | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,734.53  | 10,994.53  | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,434.93  | 12,743.47  | 13,062.00  | 13,388.27  | 13,722.80  |         |
|                        | Appx. Annual  | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,814.40 | 131,934.40 | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,219.20 | 152,921.60 | 156,728.00 | 160,659.20 | 164,773.60 |         |
| 75T                    | Hourly        | 56.08      | 57.47      | 58.92      | 60.39      | 61.93      | 63.43      | 65.03      | 66.63      | 68.29      | 70.00      | 71.75      | 73.54      |            |            |            |         |
|                        | Appx. Bi-wkly | 4,486.40   | 4,597.60   | 4,713.60   | 4,831.20   | 4,954.40   | 5,074.40   | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.00   | 5,882.00   |            |            |            |         |
|                        | Appx. Monthly | 9,720.53   | 9,961.47   | 10,212.80  | 10,467.60  | 10,734.53  | 10,994.53  | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,436.67  | 12,746.93  |            |            |            |         |
|                        | Appx. Annual  | 116,646.40 | 119,537.60 | 122,553.60 | 125,611.20 | 128,814.40 | 131,934.40 | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,240.00 | 152,963.20 |            |            |            |         |
| 75A                    | Hourly        | 56.79      | 58.20      | 59.66      | 61.14      | 62.71      | 64.23      | 65.84      | 67.50      | 69.14      | 70.86      | 72.62      | 74.45      | 76.30      | 78.21      | 80.17      |         |
|                        | Appx. Bi-wkly | 4,543.20   | 4,656.00   | 4,772.80   | 4,891.20   | 5,016.80   | 5,138.40   | 5,267.20   | 5,400.00   | 5,531.20   | 5,668.80   | 5,809.60   | 5,956.00   | 6,104.00   | 6,256.80   | 6,413.60   |         |
|                        | Appx. Monthly | 9,843.60   | 10,088.00  | 10,341.07  | 10,597.60  | 10,869.73  | 11,133.20  | 11,412.27  | 11,700.00  | 11,984.27  | 12,282.40  | 12,587.47  | 12,904.67  | 13,225.33  | 13,556.40  | 13,896.13  |         |
|                        | Appx. Annual  | 118,123.20 | 121,056.00 | 124,092.80 | 127,171.20 | 130,436.80 | 133,598.40 | 136,947.20 | 140,400.00 | 143,811.20 | 147,388.80 | 151,049.60 | 154,856.00 | 158,704.00 | 162,676.80 | 166,753.60 |         |
| 75C                    | Hourly        | 57.05      | 58.47      | 59.96      | 61.45      | 63.01      | 64.53      | 66.16      | 67.79      | 69.47      | 71.22      | 72.98      | 74.80      | 76.67      | 78.59      | 80.55      |         |
|                        | Appx. Bi-wkly | 4,564.00   | 4,677.60   | 4,796.80   | 4,916.00   | 5,040.80   | 5,162.40   | 5,292.80   | 5,423.20   | 5,557.60   | 5,697.60   | 5,838.40   | 5,984.00   | 6,133.60   | 6,287.20   | 6,444.00   |         |
|                        | Appx. Monthly | 9,888.67   | 10,134.80  | 10,393.07  | 10,651.33  | 10,921.73  | 11,185.20  | 11,467.73  | 11,750.27  | 12,041.47  | 12,344.80  | 12,649.87  | 12,965.33  | 13,289.47  | 13,622.27  | 13,962.00  |         |
|                        | Appx. Annual  | 118,664.00 | 121,617.60 | 124,716.80 | 127,816.00 | 131,060.80 | 134,222.40 | 137,612.80 | 141,003.20 | 144,497.60 | 148,137.60 | 151,798.40 | 155,584.00 | 159,473.60 | 163,467.20 | 167,544.00 |         |
| 76                     | Hourly        | 57.47      | 58.92      | 60.39      | 61.93      | 63.43      | 65.03      | 66.63      | 68.29      | 70.00      | 71.76      | 73.54      | 75.39      | 77.28      | 79.22      | 81.20      |         |
|                        | Appx. Bi-wkly | 4,597.60   | 4,713.60   | 4,831.20   | 4,954.40   | 5,074.40   | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.80   | 5,882.00   | 6,031.20   | 6,182.40   | 6,337.60   | 6,496.00   |         |
|                        | Appx. Monthly | 9,961.47   | 10,212.80  | 10,467.60  | 10,734.53  | 10,994.53  | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,438.40  | 12,746.93  | 13,067.60  | 13,395.20  | 13,731.47  | 14,074.67  |         |
|                        | Appx. Annual  | 119,537.60 | 122,553.60 | 125,611.20 | 128,814.40 | 131,934.40 | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,260.80 | 152,963.20 | 156,811.20 | 160,742.40 | 164,777.60 | 168,896.00 |         |
| 76T                    | Hourly        | 57.47      | 58.92      | 60.39      | 61.93      | 63.43      | 65.03      | 66.63      | 68.29      | 70.00      | 71.76      | 73.55      | 75.39      |            |            |            |         |
|                        | Appx. Bi-wkly | 4,597.60   | 4,713.60   | 4,831.20   | 4,954.40   | 5,074.40   | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.80   | 5,884.00   | 6,031.20   |            |            |            |         |
|                        | Appx. Monthly | 9,961.47   | 10,212.80  | 10,467.60  | 10,734.53  | 10,994.53  | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,438.40  | 12,748.67  | 13,067.60  |            |            |            |         |
|                        | Appx. Annual  | 119,537.60 | 122,553.60 | 125,611.20 | 128,814.40 | 131,934.40 | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,260.80 | 152,984.00 | 156,811.20 |            |            |            |         |
| 76A                    | Hourly        | 58.20      | 59.66      | 61.14      | 62.71      | 64.23      | 65.84      | 67.50      | 69.14      | 70.86      | 72.64      | 74.47      | 76.32      | 78.23      | 80.19      | 82.19      |         |
|                        | Appx. Bi-wkly | 4,656.00   | 4,772.80   | 4,891.20   | 5,016.80   | 5,138.40   | 5,267.20   | 5,400.00   | 5,531.20   | 5,668.80   | 5,811.20   | 5,957.60   | 6,105.60   | 6,258.40   | 6,415.20   | 6,575.20   |         |
|                        | Appx. Monthly | 10,088.00  | 10,341.07  | 10,597.60  | 10,869.73  | 11,133.20  | 11,412.27  | 11,700.00  | 11,984.27  | 12,282.40  | 12,590.93  | 12,908.13  | 13,228.80  | 13,559.87  | 13,899.60  | 14,246.27  |         |
|                        | Appx. Annual  | 121,056.00 | 124,092.80 | 127,171.20 | 130,436.80 | 133,598.40 | 136,947.20 | 140,400.00 | 143,811.20 | 147,388.80 | 151,091.20 | 154,897.60 | 158,745.60 | 162,718.40 | 166,795.20 | 170,952.00 |         |
| 76C                    | Hourly        | 58.47      | 59.96      | 61.45      | 63.01      | 64.53      | 66.16      | 67.79      | 69.47      | 71.22      | 73.01      | 74.84      | 76.70      | 78.61      | 80.58      | 82.59      |         |
|                        | Appx. Bi-wkly | 4,677.60   | 4,796.80   | 4,916.00   | 5,040.80   | 5,162.40   | 5,292.80   | 5,423.20   | 5,557.60   | 5,697.60   | 5,840.80   | 5,987.20   | 6,136.00   | 6,288.80   | 6,446.40   | 6,607.20   |         |
|                        | Appx. Monthly | 10,134.80  | 10,393.07  | 10,651.33  | 10,921.73  | 11,185.20  | 11,467.73  | 11,750.27  | 12,041.47  | 12,344.80  | 12,655.07  | 12,972.27  | 13,294.67  | 13,625.73  | 13,967.00  | 14,315.60  |         |
|                        | Appx. Annual  | 121,617.60 | 124,716.80 | 127,816.00 | 131,060.80 | 134,222.40 | 137,612.80 | 141,003.20 | 144,497.60 | 148,137.60 | 151,860.80 | 155,667.20 | 159,536.00 | 163,508.80 | 167,606.40 | 171,787.20 |         |
| 77                     | Hourly        | 58.92      | 60.39      | 61.93      | 63.43      | 65.03      | 66.63      | 68.29      | 70.00      | 71.76      | 73.56      | 75.41      | 77.31      | 79.24      | 81.22      | 83.25      |         |
|                        | Appx. Bi-wkly | 4,713.60   | 4,831.20   | 4,954.40   | 5,074.40   | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.80   | 5,884.80   | 6,032.80   | 6,184.80   | 6,339.20   | 6,497.60   | 6,660.00   |         |
|                        | Appx. Monthly | 10,212.80  | 10,467.60  | 10,734.53  | 10,994.53  | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,438.40  | 12,750.40  | 13,071.07  | 13,400.40  | 13,734.93  | 14,078.13  | 14,430.00  |         |
|                        | Appx. Annual  | 122,553.60 | 125,611.20 | 128,814.40 | 131,934.40 | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,260.80 | 153,004.80 | 156,852.80 | 160,804.80 | 164,819.20 | 168,937.60 | 173,160.00 |         |
| 77T                    | Hourly        | 58.92      | 60.39      | 61.93      | 63.43      | 65.03      | 66.63      | 68.29      | 70.00      | 71.76      | 73.56      | 75.41      | 77.30      |            |            |            |         |
|                        | Appx. Bi-wkly | 4,713.60   | 4,831.20   | 4,954.40   | 5,074.40   | 5,202.40   | 5,330.40   | 5,463.20   | 5,600.00   | 5,740.80   | 5,884.80   | 6,032.80   | 6,184.00   |            |            |            |         |
|                        | Appx. Monthly | 10,212.80  | 10,467.60  | 10,734.53  | 10,994.53  | 11,271.87  | 11,549.20  | 11,836.93  | 12,133.33  | 12,438.40  | 12,750.40  | 13,071.07  | 13,398.67  |            |            |            |         |
|                        | Appx. Annual  | 122,553.60 | 125,611.20 | 128,814.40 | 131,934.40 | 135,262.40 | 138,590.40 | 142,043.20 | 145,600.00 | 149,260.80 | 153,004.80 | 156,852.80 | 160,784.00 |            |            |            |         |
| 77A                    | Hourly        | 59.66      | 61.14      | 62.71      | 64.23      | 65.84      | 67.50      | 69.14      | 70.86      | 72.64      | 74.50      | 76.37      | 78.29      | 80.25      | 82.26      | 84.32      |         |
|                        | Appx. Bi-wkly | 4,772.80   | 4,891.20   | 5,016.80   | 5,138.40   | 5,267.20   | 5,400.00   | 5,531.20   | 5,668.80   | 5,811.20   | 5,960.00   | 6,109.60   | 6,263.20   | 6,420.00   | 6,580.80   | 6,745.60   |         |
|                        | Appx. Monthly | 10,341.07  | 10,597.60  | 10,869.73  | 11,133.20  | 11,412.27  | 11,700.00  | 11,984.27  | 12,282.40  | 12,590.93  | 12,913.33  | 13,237.47  | 13,570.27  | 13,910.00  | 14,258.40  | 14,615.47  |         |
|                        | Appx. Annual  | 124,092.80 | 127,171.20 | 130,436.80 | 133,598.40 | 136,947.20 | 140,400.00 | 143,811.20 | 147,388.80 | 151,091.20 | 154,960.00 | 158,849.60 | 162,843.20 | 166,920.00 | 171,100.80 | 175,385.60 |         |
| 77C                    | Hourly        | 59.96      | 61.45      | 63.01      | 64.53      | 66.16      | 67.79      | 69.47      | 71.22      | 73.01      | 74.88      | 76.75      | 78.64      | 80.62      | 82.64      | 84.71      |         |
|                        | Appx. Bi-wkly | 4,796.80   | 4,916.00   | 5,040.80   | 5,162.40   | 5,292.80   | 5,423.20   | 5,557.60   | 5,697.60   | 5,840.80   | 5,990.40   | 6,140.00   | 6,291.20   | 6,449.60   | 6,611.20   | 6,776.80   |         |
|                        | Appx. Monthly | 10,393.07  | 10,651.33  | 10,921.73  | 11,185.20  | 11,467.73  | 11,750.27  | 12,041.47  | 12,344.80  | 12,655.07  | 12,979.20  | 13,303.33  | 13,630.93  | 13,974.13  | 14,324.27  | 14,683.07  |         |
|                        | Appx. Annual  | 124,716.80 | 127,816.00 | 131,060.80 | 134,222.40 | 137,612.80 | 141,003.20 | 144,497.60 | 148,137.60 | 151,860.80 | 155,750.40 | 159,640.00 | 163,571.20 | 167,689.60 | 171,891.20 | 176,196.80 |         |
| 78                     | Hourly        |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |         |

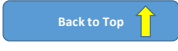


| Ranges Eff. 02/21/2026        |               | Step 1        | Step 2        | Step 3        | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |
|-------------------------------|---------------|---------------|---------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| <b>80C</b>                    | Hourly        | 64.53         | 66.16         | 67.79         | 69.47      | 71.22      | 73.01      | 74.88      | 76.70      | 78.66      | 80.65      | 82.66      | 84.73      | 86.85      | 89.02      | 91.25      |         |
|                               | Appx. Bi-wkly | 5,162.40      | 5,292.80      | 5,423.20      | 5,557.60   | 5,697.60   | 5,840.80   | 5,990.40   | 6,136.00   | 6,292.80   | 6,452.00   | 6,612.80   | 6,778.40   | 6,948.00   | 7,121.60   | 7,300.00   |         |
|                               | Appx. Monthly | 11,271.87     | 11,467.73     | 11,750.27     | 12,041.47  | 12,344.80  | 12,655.07  | 12,974.27  | 13,299.20  | 13,634.40  | 13,979.33  | 14,327.73  | 14,686.53  | 15,054.00  | 15,431.60  | 15,816.67  |         |
|                               | Appx. Annual  | 134,222.40    | 137,612.80    | 141,003.20    | 144,497.60 | 148,137.60 | 151,860.80 | 155,750.40 | 159,536.00 | 163,612.80 | 167,752.00 | 171,932.80 | 176,238.40 | 180,648.00 | 185,161.60 | 189,800.00 |         |
| <b>81</b>                     | Hourly        | 65.03         | 66.63         | 68.29         | 70.00      | 71.76      | 73.56      | 75.39      | 77.31      | 79.22      | 81.18      | 83.22      | 85.30      | 87.44      | 89.62      | 91.86      |         |
|                               | Appx. Bi-wkly | 5,202.40      | 5,330.40      | 5,463.20      | 5,600.00   | 5,740.80   | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.00   | 6,995.20   | 7,169.60   | 7,348.80   |         |
|                               | Appx. Monthly | 11,271.87     | 11,549.20     | 11,836.93     | 12,133.33  | 12,438.40  | 12,750.40  | 13,067.60  | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,785.33  | 15,156.27  | 15,534.13  | 15,922.40  |         |
|                               | Appx. Annual  | 135,262.40    | 138,590.40    | 142,043.20    | 145,600.00 | 149,260.80 | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,424.00 | 181,875.20 | 186,409.60 | 191,068.80 |         |
| <b>81T</b>                    | Hourly        | 65.03         | 66.63         | 68.29         | 70.00      | 71.76      | 73.56      | 75.39      | 77.31      | 79.22      | 81.18      | 83.21      | 85.29      |            |            |            |         |
|                               | Appx. Bi-wkly | 5,202.40      | 5,330.40      | 5,463.20      | 5,600.00   | 5,740.80   | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,494.40   | 6,656.80   | 6,823.20   |            |            |            |         |
|                               | Appx. Monthly | 11,271.87     | 11,549.20     | 11,836.93     | 12,133.33  | 12,438.40  | 12,750.40  | 13,067.60  | 13,400.40  | 13,731.47  | 14,071.20  | 14,423.07  | 14,783.60  |            |            |            |         |
|                               | Appx. Annual  | 135,262.40    | 138,590.40    | 142,043.20    | 145,600.00 | 149,260.80 | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,854.40 | 173,076.80 | 177,403.20 |            |            |            |         |
| <b>81A</b>                    | Hourly        | 65.84         | 67.50         | 69.14         | 70.86      | 72.64      | 74.50      | 76.34      | 78.29      | 80.23      | 82.19      | 84.27      | 86.39      | 88.55      | 90.76      | 93.03      |         |
|                               | Appx. Bi-wkly | 5,267.20      | 5,400.00      | 5,531.20      | 5,668.80   | 5,811.20   | 5,960.00   | 6,107.20   | 6,263.20   | 6,418.40   | 6,575.20   | 6,741.60   | 6,911.20   | 7,084.00   | 7,260.80   | 7,442.40   |         |
|                               | Appx. Monthly | 11,412.27     | 11,700.00     | 11,984.27     | 12,282.40  | 12,590.93  | 12,913.33  | 13,232.27  | 13,570.27  | 13,906.53  | 14,246.27  | 14,606.80  | 14,974.27  | 15,348.67  | 15,731.73  | 16,125.20  |         |
|                               | Appx. Annual  | 136,947.20    | 140,400.00    | 143,811.20    | 147,388.80 | 151,091.20 | 154,960.00 | 158,787.20 | 162,843.20 | 166,878.40 | 170,955.20 | 175,281.60 | 179,691.20 | 184,184.00 | 188,780.80 | 193,502.40 |         |
| <b>81C</b>                    | Hourly        | 66.16         | 67.79         | 69.47         | 71.22      | 73.01      | 74.88      | 76.70      | 78.66      | 80.65      | 82.63      | 84.69      | 86.80      | 88.98      | 91.21      | 93.49      |         |
|                               | Appx. Bi-wkly | 5,292.80      | 5,423.20      | 5,557.60      | 5,697.60   | 5,840.80   | 5,990.40   | 6,136.00   | 6,292.80   | 6,452.00   | 6,610.40   | 6,775.20   | 6,944.00   | 7,118.40   | 7,296.80   | 7,479.20   |         |
|                               | Appx. Monthly | 11,467.73     | 11,750.27     | 12,041.47     | 12,344.80  | 12,655.07  | 12,974.27  | 13,294.67  | 13,634.40  | 13,979.33  | 14,322.53  | 14,679.60  | 15,045.33  | 15,423.20  | 15,809.73  | 16,204.93  |         |
|                               | Appx. Annual  | 137,612.80    | 141,003.20    | 144,497.60    | 148,137.60 | 151,860.80 | 155,750.40 | 159,536.00 | 163,612.80 | 167,752.00 | 171,870.40 | 176,155.20 | 180,544.00 | 185,078.40 | 189,716.80 | 194,459.20 |         |
| <b>82</b>                     | Hourly        | 66.63         | 68.29         | 70.00         | 71.76      | 73.56      | 75.39      | 77.31      | 79.22      | 81.18      | 83.22      | 85.30      | 87.44      | 89.62      | 91.86      | 94.17      |         |
|                               | Appx. Bi-wkly | 5,330.40      | 5,463.20      | 5,600.00      | 5,740.80   | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.00   | 6,995.20   | 7,169.60   | 7,349.60   | 7,533.60   |         |
|                               | Appx. Monthly | 11,549.20     | 11,836.93     | 12,133.33     | 12,438.40  | 12,750.40  | 13,067.60  | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,785.33  | 15,156.27  | 15,534.13  | 15,924.13  | 16,322.80  |         |
|                               | Appx. Annual  | 138,590.40    | 142,043.20    | 145,600.00    | 149,260.80 | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,424.00 | 181,875.20 | 186,409.60 | 191,089.60 | 195,873.60 |         |
| <b>82T</b>                    | Hourly        | 66.63         | 68.29         | 70.00         | 71.76      | 73.56      | 75.39      | 77.31      | 79.22      | 81.18      | 83.22      | 85.30      | 87.43      |            |            |            |         |
|                               | Appx. Bi-wkly | 5,330.40      | 5,463.20      | 5,600.00      | 5,740.80   | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.00   | 6,994.40   |            |            |            |         |
|                               | Appx. Monthly | 11,549.20     | 11,836.93     | 12,133.33     | 12,438.40  | 12,750.40  | 13,067.60  | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,785.33  | 15,154.53  |            |            |            |         |
|                               | Appx. Annual  | 138,590.40    | 142,043.20    | 145,600.00    | 149,260.80 | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,424.00 | 181,854.40 |            |            |            |         |
| <b>82A</b>                    | Hourly        | 67.50         | 69.14         | 70.86         | 72.64      | 74.50      | 76.34      | 78.29      | 80.23      | 82.19      | 84.27      | 86.37      | 88.53      | 90.75      | 93.02      | 95.35      |         |
|                               | Appx. Bi-wkly | 5,400.00      | 5,531.20      | 5,668.80      | 5,811.20   | 5,960.00   | 6,107.20   | 6,263.20   | 6,418.40   | 6,575.20   | 6,741.60   | 6,909.60   | 7,082.40   | 7,260.00   | 7,441.60   | 7,628.00   |         |
|                               | Appx. Monthly | 11,700.00     | 11,984.27     | 12,282.40     | 12,590.93  | 12,913.33  | 13,232.27  | 13,570.27  | 13,906.53  | 14,246.27  | 14,606.80  | 14,970.80  | 15,345.20  | 15,730.00  | 16,123.47  | 16,527.33  |         |
|                               | Appx. Annual  | 140,400.00    | 143,811.20    | 147,388.80    | 151,091.20 | 154,960.00 | 158,787.20 | 162,843.20 | 166,878.40 | 170,955.20 | 175,281.60 | 179,649.60 | 184,142.40 | 188,760.00 | 193,481.60 | 198,328.00 |         |
| <b>82C</b>                    | Hourly        | 67.79         | 69.47         | 71.22         | 73.01      | 74.88      | 76.70      | 78.66      | 80.65      | 82.63      | 84.69      | 86.79      | 88.96      | 91.20      | 93.47      | 95.81      |         |
|                               | Appx. Bi-wkly | 5,423.20      | 5,557.60      | 5,697.60      | 5,840.80   | 5,990.40   | 6,136.00   | 6,292.80   | 6,452.00   | 6,610.40   | 6,775.20   | 6,943.20   | 7,116.80   | 7,296.00   | 7,477.60   | 7,664.80   |         |
|                               | Appx. Monthly | 11,750.27     | 12,041.47     | 12,344.80     | 12,655.07  | 12,974.27  | 13,294.67  | 13,634.40  | 13,979.33  | 14,322.53  | 14,679.60  | 15,043.60  | 15,419.73  | 15,808.00  | 16,201.47  | 16,607.07  |         |
|                               | Appx. Annual  | 141,003.20    | 144,497.60    | 148,137.60    | 151,860.80 | 155,750.40 | 159,536.00 | 163,612.80 | 167,752.00 | 171,870.40 | 176,155.20 | 180,523.20 | 185,036.80 | 189,696.00 | 194,417.60 | 199,284.80 |         |
| <b>83</b>                     | Hourly        | 68.29         | 70.00         | 71.76         | 73.56      | 75.39      | 77.31      | 79.22      | 81.18      | 83.22      | 85.31      | 87.45      | 89.65      | 91.89      | 94.18      | 96.53      |         |
|                               | Appx. Bi-wkly | 5,463.20      | 5,600.00      | 5,740.80      | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.80   | 6,996.00   | 7,172.00   | 7,351.20   | 7,534.40   | 7,722.40   |         |
|                               | Appx. Monthly | 11,836.93     | 12,133.33     | 12,438.40     | 12,750.40  | 13,067.60  | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,787.07  | 15,158.00  | 15,539.33  | 15,927.60  | 16,324.53  | 16,731.87  |         |
|                               | Appx. Annual  | 142,043.20    | 145,600.00    | 149,260.80    | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,444.80 | 181,896.00 | 186,472.00 | 191,131.20 | 195,894.40 | 200,782.40 |         |
| <b>83T</b>                    | Hourly        | 68.29         | 70.00         | 71.76         | 73.56      | 75.39      | 77.31      | 79.22      | 81.18      | 83.22      | 85.31      | 87.45      | 89.64      |            |            |            |         |
|                               | Appx. Bi-wkly | 5,463.20      | 5,600.00      | 5,740.80      | 5,884.80   | 6,031.20   | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.80   | 6,996.00   | 7,171.20   |            |            |            |         |
|                               | Appx. Monthly | 11,836.93     | 12,133.33     | 12,438.40     | 12,750.40  | 13,067.60  | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,787.07  | 15,158.00  | 15,537.60  |            |            |            |         |
|                               | Appx. Annual  | 142,043.20    | 145,600.00    | 149,260.80    | 153,004.80 | 156,811.20 | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,444.80 | 181,896.00 | 186,451.20 |            |            |            |         |
| <b>83A</b>                    | Hourly        | 69.14         | 70.86         | 72.64         | 74.50      | 76.34      | 78.29      | 80.23      | 82.19      | 84.27      | 86.39      | 88.54      | 90.76      | 93.03      | 95.36      | 97.74      |         |
|                               | Appx. Bi-wkly | 5,531.20      | 5,668.80      | 5,811.20      | 5,960.00   | 6,107.20   | 6,263.20   | 6,418.40   | 6,575.20   | 6,741.60   | 6,911.20   | 7,083.20   | 7,260.80   | 7,442.40   | 7,628.00   | 7,819.20   |         |
|                               | Appx. Monthly | 11,984.27     | 12,282.40     | 12,590.93     | 12,913.33  | 13,232.27  | 13,570.27  | 13,906.53  | 14,246.27  | 14,606.80  | 14,974.27  | 15,346.93  | 15,731.73  | 16,125.20  | 16,529.07  | 16,941.60  |         |
|                               | Appx. Annual  | 143,811.20    | 147,388.80    | 151,091.20    | 154,960.00 | 158,787.20 | 162,843.20 | 166,878.40 | 170,955.20 | 175,281.60 | 179,691.20 | 184,163.20 | 188,780.80 | 193,502.40 | 198,348.80 | 203,299.20 |         |
| <b>83C</b>                    | Hourly        | 69.47         | 71.22         | 73.01         | 74.88      | 76.70      | 78.66      | 80.65      | 82.63      | 84.69      | 86.80      | 88.98      | 91.22      | 93.49      | 95.83      | 98.23      |         |
|                               | Appx. Bi-wkly | 5,557.60      | 5,697.60      | 5,840.80      | 5,990.40   | 6,136.00   | 6,292.80   | 6,452.00   | 6,610.40   | 6,775.20   | 6,944.00   | 7,118.40   | 7,297.60   | 7,479.20   | 7,666.40   | 7,858.40   |         |
|                               | Appx. Monthly | 12,041.47     | 12,344.80     | 12,655.07     | 12,974.27  | 13,294.67  | 13,634.40  | 13,979.33  | 14,322.53  | 14,679.60  | 15,045.33  | 15,423.20  | 15,811.47  | 16,204.93  | 16,610.53  | 17,026.53  |         |
|                               | Appx. Annual  | 144,977.60    | 148,137.60    | 151,860.80    | 155,750.40 | 159,536.00 | 163,612.80 | 167,752.00 | 171,870.40 | 176,155.20 | 180,544.00 | 185,078.40 | 189,737.60 | 194,529.60 | 199,326.40 | 204,318.40 |         |
| <b>Ranges Eff. 02/21/2026</b> |               | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> |            |            |            |            |            |            |            |            |            |            |            |            |         |





| Ranges Eff. 02/21/2026 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 86C                    | Hourly        | 74.88      | 76.70      | 78.66      | 80.65      | 82.63      | 84.69      | 86.80      | 88.98      | 91.19      | 93.47      | 95.81      | 98.22      | 100.67     | 103.19     | 105.77     |         |
|                        | Appx. Bi-wkly | 5,990.40   | 6,136.00   | 6,292.80   | 6,452.00   | 6,610.40   | 6,775.20   | 6,944.00   | 7,118.40   | 7,295.20   | 7,477.60   | 7,664.80   | 7,857.60   | 8,053.60   | 8,255.20   | 8,461.60   |         |
|                        | Appx. Monthly | 12,979.20  | 13,294.67  | 13,634.40  | 13,979.33  | 14,322.53  | 14,679.60  | 15,043.33  | 15,423.20  | 15,806.27  | 16,201.47  | 16,607.07  | 17,024.80  | 17,449.47  | 17,886.27  | 18,333.47  |         |
|                        | Appx. Annual  | 155,750.40 | 159,536.00 | 163,612.80 | 167,752.00 | 171,870.40 | 176,155.20 | 180,544.00 | 185,078.40 | 189,675.20 | 194,417.60 | 199,284.80 | 204,297.60 | 209,393.60 | 214,635.20 | 220,016.60 |         |
| 87                     | Hourly        | 75.39      | 77.31      | 79.22      | 81.18      | 83.22      | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.95      | 101.42     | 103.96     | 106.56     |         |
|                        | Appx. Bi-wkly | 6,031.20   | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,916.00   | 8,113.60   | 8,316.80   | 8,524.80   |         |
|                        | Appx. Monthly | 13,067.60  | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,787.07  | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,151.33  | 17,579.47  | 18,019.73  | 18,470.40  |         |
|                        | Appx. Annual  | 156,811.20 | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,816.00 | 210,953.60 | 216,236.80 | 221,644.80 |         |
| 87T                    | Hourly        | 75.39      | 77.31      | 79.22      | 81.18      | 83.22      | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.54      | 98.95      |            |            |            |         |
|                        | Appx. Bi-wkly | 6,031.20   | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,916.00   |            |            |            |         |
|                        | Appx. Monthly | 13,067.60  | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,787.07  | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,733.60  | 17,151.33  |            |            |            |         |
|                        | Appx. Annual  | 156,811.20 | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,803.20 | 205,816.00 |            |            |            |         |
| 87A                    | Hourly        | 76.34      | 78.29      | 80.23      | 82.19      | 84.27      | 86.39      | 88.54      | 90.76      | 93.01      | 95.37      | 97.74      | 100.19     | 102.69     | 105.26     | 107.89     |         |
|                        | Appx. Bi-wkly | 6,107.20   | 6,263.20   | 6,418.40   | 6,575.20   | 6,741.60   | 6,911.20   | 7,083.20   | 7,260.80   | 7,440.80   | 7,629.60   | 7,819.20   | 8,015.20   | 8,215.20   | 8,420.80   | 8,631.20   |         |
|                        | Appx. Monthly | 13,232.27  | 13,570.27  | 13,906.53  | 14,246.27  | 14,606.80  | 14,974.27  | 15,346.93  | 15,731.73  | 16,121.73  | 16,530.80  | 16,941.60  | 17,366.27  | 17,799.60  | 18,245.07  | 18,700.93  |         |
|                        | Appx. Annual  | 158,787.20 | 162,843.20 | 166,878.40 | 170,955.20 | 175,281.60 | 179,691.20 | 184,163.20 | 188,780.80 | 193,460.80 | 198,369.60 | 203,299.20 | 208,395.20 | 213,595.20 | 218,940.80 | 224,411.20 |         |
| 87C                    | Hourly        | 76.70      | 78.66      | 80.65      | 82.63      | 84.69      | 86.80      | 88.98      | 91.19      | 93.47      | 95.83      | 98.25      | 100.70     | 103.23     | 105.81     | 108.46     |         |
|                        | Appx. Bi-wkly | 6,136.00   | 6,292.80   | 6,452.00   | 6,610.40   | 6,775.20   | 6,944.00   | 7,118.40   | 7,295.20   | 7,477.60   | 7,664.80   | 7,860.00   | 8,056.00   | 8,258.40   | 8,464.80   | 8,676.80   |         |
|                        | Appx. Monthly | 13,294.67  | 13,634.40  | 13,979.33  | 14,322.53  | 14,679.60  | 15,043.33  | 15,423.20  | 15,806.27  | 16,201.47  | 16,607.07  | 17,030.00  | 17,454.67  | 17,891.20  | 18,340.40  | 18,799.73  |         |
|                        | Appx. Annual  | 159,536.00 | 163,612.80 | 167,752.00 | 171,870.40 | 176,155.20 | 180,544.00 | 185,078.40 | 189,675.20 | 194,417.60 | 199,326.40 | 204,360.00 | 209,545.60 | 214,718.40 | 220,084.80 | 225,596.80 |         |
| 88                     | Hourly        | 77.31      | 79.22      | 81.18      | 83.22      | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.96      | 101.41     | 103.95     | 106.54     | 109.20     |         |
|                        | Appx. Bi-wkly | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,916.80   | 8,112.80   | 8,316.00   | 8,523.20   | 8,736.00   |         |
|                        | Appx. Monthly | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,787.07  | 15,158.00  | 15,538.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,153.07  | 17,577.73  | 18,018.00  | 18,466.93  | 18,928.00  |         |
|                        | Appx. Annual  | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,836.80 | 210,932.80 | 216,216.00 | 221,603.20 | 227,136.00 |         |
| 88T                    | Hourly        | 77.31      | 79.22      | 81.18      | 83.22      | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.40     | 103.92     | 106.51     | 109.11     |         |
|                        | Appx. Bi-wkly | 6,184.80   | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,112.00   | 8,316.00   | 8,523.00   | 8,736.00   |         |
|                        | Appx. Monthly | 13,400.40  | 13,731.47  | 14,071.20  | 14,424.80  | 14,787.07  | 15,158.00  | 15,538.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,577.00  | 18,018.00  | 18,466.93  | 18,928.00  |         |
|                        | Appx. Annual  | 160,804.80 | 164,777.60 | 168,854.40 | 173,097.60 | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,912.00 | 216,216.00 | 221,603.20 | 227,136.00 |         |
| 88A                    | Hourly        | 78.29      | 80.23      | 82.19      | 84.27      | 86.39      | 88.54      | 90.76      | 93.01      | 95.37      | 97.74      | 100.19     | 102.70     | 105.28     | 107.91     | 110.61     |         |
|                        | Appx. Bi-wkly | 6,263.20   | 6,418.40   | 6,575.20   | 6,741.60   | 6,911.20   | 7,083.20   | 7,260.80   | 7,440.80   | 7,629.60   | 7,819.20   | 8,015.20   | 8,215.20   | 8,422.40   | 8,632.80   | 8,848.80   |         |
|                        | Appx. Monthly | 13,570.27  | 13,906.53  | 14,246.27  | 14,606.80  | 14,974.27  | 15,346.93  | 15,731.73  | 16,121.73  | 16,530.80  | 16,941.60  | 17,366.27  | 17,801.33  | 18,248.53  | 18,704.40  | 19,172.40  |         |
|                        | Appx. Annual  | 162,843.20 | 166,878.40 | 170,955.20 | 175,281.60 | 179,691.20 | 184,163.20 | 188,780.80 | 193,460.80 | 198,369.60 | 203,299.20 | 208,395.20 | 213,616.00 | 218,982.40 | 224,525.80 | 230,068.80 |         |
| 88C                    | Hourly        | 78.66      | 80.65      | 82.63      | 84.69      | 86.80      | 88.98      | 91.19      | 93.47      | 95.83      | 98.25      | 100.67     | 103.20     | 105.76     | 108.41     | 111.12     |         |
|                        | Appx. Bi-wkly | 6,292.80   | 6,452.00   | 6,610.40   | 6,775.20   | 6,944.00   | 7,118.40   | 7,295.20   | 7,477.60   | 7,664.80   | 7,860.00   | 8,056.00   | 8,256.00   | 8,460.80   | 8,672.80   | 8,889.60   |         |
|                        | Appx. Monthly | 13,634.40  | 13,979.33  | 14,322.53  | 14,679.60  | 15,043.33  | 15,423.20  | 15,806.27  | 16,201.47  | 16,610.53  | 17,030.00  | 17,449.47  | 17,888.00  | 18,331.73  | 18,791.07  | 19,260.80  |         |
|                        | Appx. Annual  | 163,612.80 | 167,752.00 | 171,870.40 | 176,155.20 | 180,544.00 | 185,078.40 | 189,675.20 | 194,417.60 | 199,326.40 | 204,360.00 | 209,393.60 | 214,656.00 | 219,980.80 | 225,492.80 | 231,129.60 |         |
| 89                     | Hourly        | 79.22      | 81.18      | 83.22      | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.39     | 103.94     | 106.53     | 109.20     | 111.93     |         |
|                        | Appx. Bi-wkly | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,111.20   | 8,315.20   | 8,522.40   | 8,736.00   | 8,954.40   |         |
|                        | Appx. Monthly | 13,731.47  | 14,071.20  | 14,424.80  | 14,787.07  | 15,158.00  | 15,538.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,574.27  | 18,016.27  | 18,465.20  | 18,928.00  | 19,401.20  |         |
|                        | Appx. Annual  | 164,777.60 | 168,854.40 | 173,097.60 | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,891.20 | 216,195.20 | 221,582.40 | 227,136.00 | 232,814.40 |         |
| 89T                    | Hourly        | 79.22      | 81.18      | 83.22      | 85.31      | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.40     | 103.94     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,337.60   | 6,494.40   | 6,657.60   | 6,824.80   | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,112.00   | 8,315.20   |            |            |            |         |
|                        | Appx. Monthly | 13,731.47  | 14,071.20  | 14,424.80  | 14,787.07  | 15,158.00  | 15,538.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,577.00  | 18,016.27  |            |            |            |         |
|                        | Appx. Annual  | 164,777.60 | 168,854.40 | 173,097.60 | 177,444.80 | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,912.00 | 216,195.20 |            |            |            |         |
| 89A                    | Hourly        | 80.23      | 82.19      | 84.27      | 86.39      | 88.54      | 90.76      | 93.01      | 95.37      | 97.74      | 100.17     | 102.67     | 105.21     | 107.84     | 110.54     | 113.30     |         |
|                        | Appx. Bi-wkly | 6,418.40   | 6,575.20   | 6,741.60   | 6,911.20   | 7,083.20   | 7,260.80   | 7,440.80   | 7,629.60   | 7,819.20   | 8,013.60   | 8,213.60   | 8,416.80   | 8,622.20   | 8,831.20   | 9,044.00   |         |
|                        | Appx. Monthly | 13,906.53  | 14,246.27  | 14,606.80  | 14,974.27  | 15,346.93  | 15,731.73  | 16,121.73  | 16,530.80  | 16,941.60  | 17,362.80  | 17,796.13  | 18,236.40  | 18,692.27  | 19,160.27  | 19,638.67  |         |
|                        | Appx. Annual  | 166,878.40 | 170,955.20 | 175,281.60 | 179,691.20 | 184,163.20 | 188,780.80 | 193,460.80 | 198,369.60 | 203,299.20 | 208,353.60 | 213,553.60 | 218,836.80 | 224,307.20 | 229,923.20 | 235,664.00 |         |
| 89C                    | Hourly        | 80.65      | 82.63      | 84.69      | 86.80      | 88.98      | 91.19      | 93.47      | 95.83      | 98.25      | 100.64     | 103.16     | 105.74     | 108.38     | 111.09     | 113.87     |         |
|                        | Appx. Bi-wkly | 6,452.00   | 6,610.40   | 6,775.20   | 6,944.00   | 7,118.40   | 7,295.20   | 7,477.60   | 7,664.80   | 7,860.00   | 8,051.20   | 8,252.80   | 8,459.20   | 8,670.40   | 8,887.20   | 9,109.60   |         |
|                        | Appx. Monthly | 13,979.33  | 14,322.53  | 14,679.60  | 15,043.33  | 15,423.20  | 15,806.27  | 16,201.47  | 16,610.53  | 17,030.00  | 17,444.27  | 17,881.07  | 18,328.27  | 18,785.87  | 19,255.60  | 19,737.47  |         |
|                        | Appx. Annual  | 167,752.00 | 171,870.40 | 176,155.20 | 180,544.00 | 185,078.40 | 189,675.20 | 194,417.60 |            |            |            |            |            |            |            |            |         |



| Ranges Eff. 02/21/2026 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 92C                    | Hourly        | 86.80      | 88.98      | 91.19      | 93.47      | 95.83      | 98.25      | 100.64     | 103.21     | 105.79     | 108.42     | 111.11     | 113.91     | 116.75     | 119.67     | 122.66     |         |
|                        | Appx. Bi-wkly | 6,944.00   | 7,118.40   | 7,295.20   | 7,477.60   | 7,666.40   | 7,860.00   | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,112.80   | 9,340.00   | 9,573.60   | 9,812.80   |         |
|                        | Appx. Monthly | 15,045.33  | 15,423.20  | 15,806.27  | 16,201.47  | 16,610.53  | 17,030.00  | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,744.40  | 20,236.67  | 20,742.80  | 21,261.07  |         |
|                        | Appx. Annual  | 180,544.00 | 185,078.40 | 189,675.20 | 194,417.60 | 199,326.40 | 204,360.00 | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 | 236,932.80 | 242,840.00 | 248,931.60 | 255,132.80 |         |
| 93                     | Hourly        | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.94     | 114.73     | 117.61     | 120.54     | 123.55     |         |
|                        | Appx. Bi-wkly | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,952.20   | 9,178.40   | 9,408.80   | 9,643.20   | 9,884.00   |         |
|                        | Appx. Monthly | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,402.93  | 19,886.53  | 20,385.73  | 20,893.60  | 21,415.33  |         |
|                        | Appx. Annual  | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,835.20 | 238,638.40 | 244,628.80 | 250,723.20 | 256,984.00 |         |
| 93T                    | Hourly        | 87.45      | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.94     | 114.74     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,996.00   | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,952.20   | 9,179.20   |            |            |            |         |
|                        | Appx. Monthly | 15,158.00  | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,402.93  | 19,882.7   |            |            |            |         |
|                        | Appx. Annual  | 181,896.00 | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,835.20 | 238,659.20 |            |            |            |         |
| 93A                    | Hourly        | 88.54      | 90.76      | 93.01      | 95.37      | 97.74      | 100.17     | 102.70     | 105.27     | 107.89     | 110.57     | 113.33     | 116.18     | 119.08     | 122.06     | 125.11     |         |
|                        | Appx. Bi-wkly | 7,083.20   | 7,260.80   | 7,440.80   | 7,629.60   | 7,819.20   | 8,013.60   | 8,216.00   | 8,421.60   | 8,631.20   | 8,845.60   | 9,066.40   | 9,294.40   | 9,526.40   | 9,764.00   | 10,008.80  |         |
|                        | Appx. Monthly | 15,346.93  | 15,731.73  | 16,121.73  | 16,530.80  | 16,941.60  | 17,362.80  | 17,801.33  | 18,246.80  | 18,700.93  | 19,165.47  | 19,642.13  | 20,137.80  | 20,640.53  | 21,157.07  | 21,685.73  |         |
|                        | Appx. Annual  | 184,163.20 | 188,780.80 | 193,460.80 | 198,369.60 | 203,299.20 | 208,353.60 | 213,616.00 | 218,961.60 | 224,411.20 | 229,985.60 | 235,726.40 | 241,654.40 | 247,686.40 | 253,884.80 | 260,228.80 |         |
| 93C                    | Hourly        | 88.98      | 91.19      | 93.47      | 95.83      | 98.25      | 100.64     | 103.21     | 105.79     | 108.42     | 111.11     | 113.92     | 116.76     | 119.68     | 122.66     | 125.73     |         |
|                        | Appx. Bi-wkly | 7,118.40   | 7,295.20   | 7,477.60   | 7,666.40   | 7,860.00   | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,113.60   | 9,340.80   | 9,574.40   | 9,812.80   | 10,058.40  |         |
|                        | Appx. Monthly | 15,423.20  | 15,806.27  | 16,201.47  | 16,610.53  | 17,030.00  | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,746.13  | 20,238.40  | 20,744.53  | 21,261.07  | 21,793.20  |         |
|                        | Appx. Annual  | 185,078.40 | 189,675.20 | 194,417.60 | 199,326.40 | 204,360.00 | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 | 236,953.60 | 242,860.00 | 248,934.40 | 255,132.80 | 261,518.40 |         |
| 94                     | Hourly        | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.73     | 117.60     | 120.54     | 123.56     | 126.65     |         |
|                        | Appx. Bi-wkly | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,178.40   | 9,408.00   | 9,643.20   | 9,884.80   | 10,132.00  |         |
|                        | Appx. Monthly | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,886.53  | 20,384.00  | 20,893.60  | 21,417.07  | 21,952.67  |         |
|                        | Appx. Annual  | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,638.40 | 244,608.00 | 250,723.20 | 257,004.80 | 263,432.00 |         |
| 94T                    | Hourly        | 89.63      | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.73     | 117.60     |            |            |            |         |
|                        | Appx. Bi-wkly | 7,170.40   | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,178.40   | 9,408.00   |            |            |            |         |
|                        | Appx. Monthly | 15,535.87  | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,886.53  | 20,384.00  |            |            |            |         |
|                        | Appx. Annual  | 186,430.40 | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,638.40 | 244,608.00 |            |            |            |         |
| 94A                    | Hourly        | 90.76      | 93.01      | 95.37      | 97.74      | 100.17     | 102.70     | 105.27     | 107.89     | 110.57     | 113.32     | 116.18     | 119.07     | 122.04     | 125.09     | 128.22     |         |
|                        | Appx. Bi-wkly | 7,260.80   | 7,440.80   | 7,629.60   | 7,819.20   | 8,013.60   | 8,216.00   | 8,421.60   | 8,631.20   | 8,845.60   | 9,066.40   | 9,294.40   | 9,526.40   | 9,764.00   | 10,007.20  | 10,257.60  |         |
|                        | Appx. Monthly | 15,731.73  | 16,121.73  | 16,530.80  | 16,941.60  | 17,362.80  | 17,801.33  | 18,246.80  | 18,700.93  | 19,165.47  | 19,642.13  | 20,137.80  | 20,638.80  | 21,153.60  | 21,682.27  | 22,224.80  |         |
|                        | Appx. Annual  | 188,780.80 | 193,460.80 | 198,369.60 | 203,299.20 | 208,353.60 | 213,616.00 | 218,961.60 | 224,411.20 | 229,985.60 | 235,705.60 | 241,654.40 | 247,665.60 | 253,842.00 | 260,187.20 | 266,697.60 |         |
| 94C                    | Hourly        | 91.19      | 93.47      | 95.83      | 98.25      | 100.64     | 103.21     | 105.79     | 108.42     | 111.11     | 113.91     | 116.74     | 119.66     | 122.65     | 125.72     | 128.86     |         |
|                        | Appx. Bi-wkly | 7,295.20   | 7,477.60   | 7,666.40   | 7,860.00   | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,112.80   | 9,339.20   | 9,572.00   | 9,812.00   | 10,057.60  | 10,308.80  |         |
|                        | Appx. Monthly | 15,806.27  | 16,201.47  | 16,610.53  | 17,030.00  | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,744.40  | 20,234.93  | 20,741.07  | 21,259.33  | 21,791.47  | 22,335.73  |         |
|                        | Appx. Annual  | 189,675.20 | 194,417.60 | 199,326.40 | 204,360.00 | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 | 236,932.80 | 242,819.20 | 248,892.80 | 255,112.00 | 261,497.60 | 268,028.80 |         |
| 95                     | Hourly        | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.56     | 120.52     | 123.52     | 126.61     | 129.78     |         |
|                        | Appx. Bi-wkly | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,176.80   | 9,404.80   | 9,641.60   | 9,881.60   | 10,128.80  | 10,382.40  |         |
|                        | Appx. Monthly | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,883.07  | 20,377.07  | 20,890.13  | 21,410.13  | 21,945.73  | 22,495.20  |         |
|                        | Appx. Annual  | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,596.80 | 244,524.80 | 250,681.60 | 256,921.60 | 263,348.80 | 269,942.40 |         |
| 95T                    | Hourly        | 91.87      | 94.18      | 96.52      | 98.93      | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.57     | 120.51     |            |            |            |         |
|                        | Appx. Bi-wkly | 7,349.60   | 7,534.40   | 7,721.60   | 7,914.40   | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,176.80   | 9,405.60   | 9,640.80   |            |            |            |         |
|                        | Appx. Monthly | 15,924.13  | 16,324.53  | 16,730.13  | 17,147.87  | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,883.07  | 20,378.80  | 20,888.40  |            |            |            |         |
|                        | Appx. Annual  | 191,089.60 | 195,894.40 | 200,761.60 | 205,774.40 | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,596.80 | 244,545.60 | 250,660.80 |            |            |            |         |
| 95A                    | Hourly        | 93.01      | 95.37      | 97.74      | 100.17     | 102.70     | 105.27     | 107.89     | 110.57     | 113.32     | 116.15     | 119.05     | 122.03     | 125.08     | 128.21     | 131.42     |         |
|                        | Appx. Bi-wkly | 7,440.80   | 7,629.60   | 7,819.20   | 8,013.60   | 8,216.00   | 8,421.60   | 8,631.20   | 8,845.60   | 9,066.40   | 9,292.00   | 9,524.00   | 9,762.40   | 10,006.00  | 10,256.80  | 10,513.60  |         |
|                        | Appx. Monthly | 16,121.73  | 16,530.80  | 16,941.60  | 17,362.80  | 17,801.33  | 18,246.80  | 18,700.93  | 19,165.47  | 19,642.13  | 20,132.67  | 20,635.33  | 21,151.87  | 21,680.53  | 22,223.07  | 22,779.47  |         |
|                        | Appx. Annual  | 193,460.80 | 198,369.60 | 203,299.20 | 208,353.60 | 213,616.00 | 218,961.60 | 224,411.20 | 229,985.60 | 235,705.60 | 241,592.00 | 247,624.00 | 253,822.40 | 260,165.60 | 266,656.00 | 273,353.60 |         |
| 95C                    | Hourly        | 93.47      | 95.83      | 98.25      | 100.64     | 103.21     | 105.79     | 108.42     | 111.11     | 113.91     | 116.72     | 119.64     | 122.64     | 125.69     | 128.83     | 132.05     |         |
|                        | Appx. Bi-wkly | 7,477.60   | 7,666.40   | 7,860.00   | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,112.80   | 9,337.60   | 9,571.20   | 9,812.00   | 10,055.20  | 10,306.40  | 10,564.00  |         |
|                        | Appx. Monthly | 16,201.47  | 16,610.53  | 17,030.00  | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,744.40  | 20,231.47  | 20,737.60  | 21,257.60  | 21,786.27  | 22,330.53  | 22,888.67  |         |
|                        | Appx. Annual  | 194,417.60 | 199,326.40 | 204,360.00 | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 |            |            |            |            |            |            |            |         |



| Ranges Eff. 02/21/2026 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| <b>98C</b>             | Hourly        | 100.64     | 103.21     | 105.79     | 108.42     | 111.11     | 113.91     | 116.72     | 119.64     | 122.63     | 125.72     | 128.85     | 132.10     | 135.39     | 138.78     | 142.25     |         |
|                        | Appx. Bi-wkly | 8,051.20   | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,112.80   | 9,337.60   | 9,571.20   | 9,810.40   | 10,057.60  | 10,308.00  | 10,568.00  | 10,831.20  | 11,102.40  | 11,380.00  |         |
|                        | Appx. Monthly | 17,444.27  | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,744.40  | 20,231.47  | 20,737.60  | 21,255.87  | 21,791.47  | 22,334.00  | 22,897.33  | 23,467.60  | 24,055.20  | 24,656.67  |         |
|                        | Appx. Annual  | 209,331.20 | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 | 236,932.80 | 242,777.60 | 248,851.20 | 255,070.40 | 261,497.60 | 268,008.00 | 274,768.00 | 281,611.20 | 288,662.40 | 295,880.00 |         |
| <b>99</b>              | Hourly        | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.56     | 120.53     | 123.55     | 126.62     | 129.79     | 133.03     | 136.36     | 139.77     | 143.26     |         |
|                        | Appx. Bi-wkly | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,176.80   | 9,404.80   | 9,642.40   | 9,884.00   | 10,129.60  | 10,383.20  | 10,642.40  | 10,908.80  | 11,181.60  | 11,460.80  |         |
|                        | Appx. Monthly | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,883.07  | 20,377.07  | 20,891.87  | 21,415.33  | 21,947.47  | 22,496.93  | 23,058.53  | 23,635.73  | 24,226.80  | 24,831.73  |         |
|                        | Appx. Annual  | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,596.80 | 244,524.80 | 250,702.40 | 256,984.00 | 263,369.60 | 269,963.20 | 276,702.40 | 283,628.80 | 290,721.60 | 297,980.80 |         |
| <b>99T</b>             | Hourly        | 101.42     | 103.96     | 106.56     | 109.21     | 111.93     | 114.71     | 117.56     | 120.53     | 123.55     | 126.62     | 129.78     | 133.02     |            |            |            |         |
|                        | Appx. Bi-wkly | 8,113.60   | 8,316.80   | 8,524.80   | 8,736.80   | 8,954.40   | 9,176.80   | 9,404.80   | 9,642.40   | 9,884.00   | 10,129.60  | 10,382.40  | 10,641.60  |            |            |            |         |
|                        | Appx. Monthly | 17,579.47  | 18,019.73  | 18,470.40  | 18,929.73  | 19,401.20  | 19,883.07  | 20,377.07  | 20,891.87  | 21,415.33  | 21,947.47  | 22,495.20  | 23,056.80  |            |            |            |         |
|                        | Appx. Annual  | 210,953.60 | 216,236.80 | 221,644.80 | 227,156.80 | 232,814.40 | 238,596.80 | 244,524.80 | 250,702.40 | 256,984.00 | 263,369.60 | 269,942.40 | 276,681.60 |            |            |            |         |
| <b>99A</b>             | Hourly        | 102.70     | 105.27     | 107.89     | 110.57     | 113.32     | 116.15     | 119.05     | 122.04     | 125.09     | 128.21     | 131.41     | 134.68     | 138.04     | 141.49     | 145.03     |         |
|                        | Appx. Bi-wkly | 8,216.00   | 8,421.60   | 8,631.20   | 8,845.60   | 9,065.60   | 9,292.00   | 9,524.00   | 9,763.20   | 10,007.20  | 10,256.80  | 10,512.80  | 10,774.40  | 11,043.20  | 11,319.20  | 11,602.40  |         |
|                        | Appx. Monthly | 17,801.33  | 18,246.80  | 18,700.93  | 19,165.47  | 19,642.13  | 20,132.67  | 20,635.33  | 21,153.60  | 21,682.27  | 22,223.07  | 22,777.73  | 23,344.53  | 23,926.93  | 24,524.93  | 25,138.53  |         |
|                        | Appx. Annual  | 213,616.00 | 218,961.60 | 224,411.20 | 229,985.60 | 235,705.60 | 241,592.00 | 247,624.00 | 253,843.20 | 260,187.20 | 266,676.80 | 273,332.80 | 280,134.40 | 287,123.20 | 294,299.20 | 301,662.40 |         |
| <b>99C</b>             | Hourly        | 103.21     | 105.79     | 108.42     | 111.11     | 113.91     | 116.72     | 119.64     | 122.63     | 125.72     | 128.82     | 132.05     | 135.35     | 138.73     | 142.20     | 145.76     |         |
|                        | Appx. Bi-wkly | 8,256.80   | 8,463.20   | 8,673.60   | 8,888.80   | 9,112.80   | 9,337.60   | 9,571.20   | 9,810.40   | 10,057.60  | 10,305.60  | 10,564.00  | 10,828.00  | 11,098.40  | 11,376.00  | 11,660.80  |         |
|                        | Appx. Monthly | 17,889.73  | 18,336.93  | 18,792.80  | 19,259.07  | 19,744.40  | 20,231.47  | 20,737.60  | 21,255.87  | 21,791.47  | 22,328.80  | 22,888.67  | 23,460.67  | 24,046.53  | 24,648.00  | 25,265.07  |         |
|                        | Appx. Annual  | 214,676.80 | 220,043.20 | 225,513.60 | 231,108.80 | 236,932.80 | 242,777.60 | 248,851.20 | 255,070.40 | 261,497.60 | 267,945.60 | 274,664.00 | 281,528.00 | 288,558.40 | 295,776.00 | 303,180.80 |         |

Effective 08/08/2026



| Ranges Eff. 08/08/2026 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>30</b>              | Hourly        | 19.25     | 19.72     | 20.19     | 20.63     | 21.21     | 21.76     | 22.27     | 22.82     | 23.37     | 23.93     | 24.51     | 25.12     | 25.75     | 26.40     | 27.06     |
|                        | Appx. Bi-wkly | 1,540.00  | 1,577.60  | 1,615.20  | 1,650.40  | 1,696.80  | 1,740.80  | 1,781.60  | 1,825.60  | 1,869.60  | 1,914.40  | 1,960.80  | 2,009.60  | 2,060.00  | 2,112.00  | 2,164.80  |
|                        | Appx. Monthly | 3,336.67  | 3,418.13  | 3,499.60  | 3,575.87  | 3,676.40  | 3,771.73  | 3,860.13  | 3,955.47  | 4,050.80  | 4,147.87  | 4,248.40  | 4,354.13  | 4,463.33  | 4,576.00  | 4,690.40  |
|                        | Appx. Annual  | 40,040.00 | 41,017.60 | 41,995.20 | 42,910.40 | 44,116.80 | 45,260.80 | 46,321.60 | 47,465.60 | 48,609.60 | 49,774.40 | 50,980.80 | 52,249.60 | 53,560.00 | 54,912.00 | 56,284.80 |
| <b>30T</b>             | Hourly        | 19.25     | 19.72     | 20.19     | 20.63     | 21.21     | 21.76     | 22.27     | 22.82     | 23.37     | 23.93     | 24.51     | 25.13     |           |           |           |
|                        | Appx. Bi-wkly | 1,540.00  | 1,577.60  | 1,615.20  | 1,650.40  | 1,696.80  | 1,740.80  | 1,781.60  | 1,825.60  | 1,869.60  | 1,914.40  | 1,960.80  | 2,010.40  |           |           |           |
|                        | Appx. Monthly | 3,336.67  | 3,418.13  | 3,499.60  | 3,575.87  | 3,676.40  | 3,771.73  | 3,860.13  | 3,955.47  | 4,050.80  | 4,147.87  | 4,248.40  | 4,355.87  |           |           |           |
|                        | Appx. Annual  | 40,040.00 | 41,017.60 | 41,995.20 | 42,910.40 | 44,116.80 | 45,260.80 | 46,321.60 | 47,465.60 | 48,609.60 | 49,774.40 | 50,980.80 | 52,270.40 |           |           |           |
| <b>30A</b>             | Hourly        | 19.50     | 19.97     | 20.46     | 20.91     | 21.49     | 22.04     | 22.55     | 23.09     | 23.66     | 24.24     | 24.82     | 25.46     | 26.10     | 26.76     | 27.43     |
|                        | Appx. Bi-wkly | 1,560.00  | 1,597.60  | 1,636.80  | 1,672.80  | 1,719.20  | 1,763.20  | 1,804.00  | 1,847.20  | 1,892.80  | 1,939.20  | 1,985.60  | 2,036.80  | 2,088.00  | 2,140.80  | 2,194.40  |
|                        | Appx. Monthly | 3,380.00  | 3,461.47  | 3,546.40  | 3,624.40  | 3,724.93  | 3,820.27  | 3,908.67  | 4,002.27  | 4,101.07  | 4,201.60  | 4,302.13  | 4,413.07  | 4,524.00  | 4,638.40  | 4,754.53  |
|                        | Appx. Annual  | 40,560.00 | 41,537.60 | 42,556.80 | 43,492.80 | 44,699.20 | 45,843.20 | 46,904.00 | 48,027.20 | 49,212.80 | 50,419.20 | 51,625.60 | 52,956.80 | 54,288.00 | 55,660.80 | 57,054.40 |
| <b>30C</b>             | Hourly        | 19.57     | 20.05     | 20.55     | 21.01     | 21.58     | 22.13     | 22.66     | 23.24     | 23.79     | 24.35     | 24.97     | 25.56     | 26.20     | 26.86     | 27.53     |
|                        | Appx. Bi-wkly | 1,565.60  | 1,604.00  | 1,644.00  | 1,680.80  | 1,726.40  | 1,770.40  | 1,812.80  | 1,859.20  | 1,903.20  | 1,948.00  | 1,997.60  | 2,044.80  | 2,096.00  | 2,148.80  | 2,202.40  |
|                        | Appx. Monthly | 3,392.13  | 3,475.33  | 3,562.00  | 3,641.73  | 3,740.53  | 3,835.87  | 3,927.73  | 4,028.27  | 4,123.60  | 4,220.67  | 4,328.13  | 4,430.40  | 4,541.33  | 4,655.73  | 4,771.87  |
|                        | Appx. Annual  | 40,705.60 | 41,704.00 | 42,744.00 | 43,700.80 | 44,886.40 | 46,030.40 | 47,132.80 | 48,339.20 | 49,483.20 | 50,648.00 | 51,937.60 | 53,164.80 | 54,496.00 | 55,868.80 | 57,262.40 |
| <b>31</b>              | Hourly        | 19.72     | 20.19     | 20.63     | 21.21     | 21.76     | 22.27     | 22.82     | 23.37     | 23.93     | 24.52     | 25.13     | 25.78     | 26.43     | 27.09     | 27.77     |
|                        | Appx. Bi-wkly | 1,577.60  | 1,615.20  | 1,650.40  | 1,696.80  | 1,740.80  | 1,781.60  | 1,825.60  | 1,869.60  | 1,914.40  | 1,961.60  | 2,010.40  | 2,062.40  | 2,114.40  | 2,167.20  | 2,221.60  |
|                        | Appx. Monthly | 3,418.13  | 3,499.60  | 3,575.87  | 3,676.40  | 3,771.73  | 3,860.13  | 3,955.47  | 4,050.80  | 4,147.87  | 4,250.13  | 4,355.87  | 4,468.53  | 4,581.20  | 4,695.60  | 4,813.47  |
|                        | Appx. Annual  | 41,017.60 | 41,995.20 | 42,910.40 | 44,116.80 | 45,260.80 | 46,321.60 | 47,465.60 | 48,609.60 | 49,774.40 | 51,001.60 | 52,270.40 | 53,622.40 | 54,974.40 | 56,347.20 | 57,761.60 |
| <b>31T</b>             | Hourly        | 19.72     | 20.19     | 20.63     | 21.21     | 21.76     | 22.27     | 22.82     | 23.37     | 23.93     | 24.52     | 25.14     | 25.77     |           |           |           |
|                        | Appx. Bi-wkly | 1,577.60  | 1,615.20  | 1,650.40  | 1,696.80  | 1,740.80  | 1,781.60  | 1,825.60  | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,061.60  |           |           |           |
|                        | Appx. Monthly | 3,418.13  | 3,499.60  | 3,575.87  | 3,676.40  | 3,771.73  | 3,860.13  | 3,955.47  | 4,050.80  | 4,147.87  | 4,250.13  | 4,357.60  | 4,466.80  |           |           |           |
|                        | Appx. Annual  | 41,017.60 | 41,995.20 | 42,910.40 | 44,116.80 | 45,260.80 | 46,321.60 | 47,465.60 | 48,609.60 | 49,774.40 | 51,001.60 | 52,291.20 | 53,601.60 |           |           |           |
| <b>31A</b>             | Hourly        | 19.97     | 20.46     | 20.91     | 21.49     | 22.04     | 22.55     | 23.09     | 23.66     | 24.24     | 24.83     | 25.47     | 26.11     | 26.76     | 27.43     | 28.12     |
|                        | Appx. Bi-wkly | 1,597.60  | 1,636.80  | 1,672.80  | 1,719.20  | 1,763.20  | 1,804.00  | 1,847.20  | 1,892.80  | 1,939.20  | 1,986.40  | 2,037.60  | 2,088.00  | 2,140.80  | 2,194.40  | 2,249.60  |
|                        | Appx. Monthly | 3,461.47  | 3,546.40  | 3,624.40  | 3,724.93  | 3,820.27  | 3,908.67  | 4,002.27  | 4,101.07  | 4,201.60  | 4,303.87  | 4,414.80  | 4,525.73  | 4,638.40  | 4,754.53  | 4,874.13  |
|                        | Appx. Annual  | 41,537.60 | 42,556.80 | 43,492.80 | 44,699.20 | 45,843.20 | 46,904.00 | 48,027.20 | 49,212.80 | 50,419.20 | 51,646.40 | 52,977.60 | 54,308.80 | 55,660.80 | 57,054.40 | 58,489.60 |
| <b>31C</b>             | Hourly        | 20.05     | 20.55     | 21.01     | 21.58     | 22.13     | 22.66     | 23.24     | 23.79     | 24.35     | 24.98     | 25.57     | 26.22     | 26.88     | 27.55     | 28.24     |
|                        | Appx. Bi-wkly | 1,604.00  | 1,644.00  | 1,680.80  | 1,726.40  | 1,770.40  | 1,812.80  | 1,859.20  | 1,903.20  | 1,948.00  | 1,998.40  | 2,045.60  | 2,097.60  | 2,150.40  | 2,204.00  | 2,259.20  |
|                        | Appx. Monthly | 3,475.33  | 3,562.00  | 3,641.73  | 3,740.53  | 3,835.87  | 3,927.73  | 4,028.27  | 4,123.60  | 4,220.67  | 4,329.87  | 4,432.13  | 4,544.80  | 4,659.20  | 4,775.33  | 4,894.93  |
|                        | Appx. Annual  | 41,704.00 | 42,744.00 | 43,700.80 | 44,886.40 | 46,030.40 | 47,132.80 | 48,339.20 | 49,483.20 | 50,648.00 | 51,958.40 | 53,185.60 | 54,537.60 | 55,910.40 | 57,304.00 | 58,739.20 |
| <b>32</b>              | Hourly        | 20.19     | 20.63     | 21.21     | 21.76     | 22.27     | 22.82     | 23.37     | 23.93     | 24.52     | 25.14     | 25.79     | 26.42     | 27.08     | 27.75     | 28.44     |
|                        | Appx. Bi-wkly | 1,615.20  | 1,650.40  | 1,696.80  | 1,740.80  | 1,781.60  | 1,825.60  | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,063.20  | 2,113.60  | 2,166.40  | 2,220.00  | 2,275.20  |
|                        | Appx. Monthly | 3,499.60  | 3,575.87  | 3,676.40  | 3,771.73  | 3,860.13  | 3,955.47  | 4,050.80  | 4,147.87  | 4,250.13  | 4,357.60  | 4,470.27  | 4,579.47  | 4,693.87  | 4,810.00  | 4,929.60  |
|                        | Appx. Annual  | 41,995.20 | 42,910.40 | 44,116.80 | 45,260.80 | 46,321.60 | 47,465.60 | 48,609.60 | 49,774.40 | 51,001.60 | 52,291.20 | 53,643.20 | 54,953.60 | 56,326.40 | 57,720.00 | 59,155.20 |
| <b>32T</b>             | Hourly        | 20.19     | 20.63     | 21.21     | 21.76     | 22.27     | 22.82     | 23.37     | 23.93     | 24.52     | 25.14     | 25.77     | 26.42     |           |           |           |
|                        | Appx. Bi-wkly | 1,615.20  | 1,650.40  | 1,696.80  | 1,740.80  | 1,781.60  | 1,825.60  | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,061.60  | 2,113.60  |           |           |           |
|                        | Appx. Monthly | 3,499.60  | 3,575.87  | 3,676.40  | 3,771.73  | 3,860.13  | 3,955.47  | 4,050.80  | 4,147.87  | 4,250.13  | 4,357.60  | 4,466.80  | 4,579.47  |           |           |           |
|                        | Appx. Annual  | 41,995.20 | 42,910.40 | 44,116.80 | 45,260.80 | 46,321.60 | 47,465.60 | 48,609.60 | 49,774.40 | 51,001.60 | 52,291.20 | 53,601.60 | 54,953.60 |           |           |           |
| <b>32A</b>             | Hourly        | 20.46     | 20.91     | 21.49     | 22.04     | 22.55     | 23.09     | 23.66     | 24.24     | 24.83     | 25.48     | 26.12     | 26.76     | 27.43     | 28.12     | 28.82     |
|                        | Appx. Bi-wkly | 1,636.80  | 1,672.80  | 1,719.20  | 1,763.20  | 1,804.00  | 1,847.20  | 1,892.80  | 1,939.20  | 1,986.40  | 2,038.40  | 2,089.60  | 2,140.80  | 2,194.40  | 2,249.60  | 2,305.60  |
|                        | Appx. Monthly | 3,546.40  | 3,624.40  | 3,724.93  | 3,820.27  | 3,908.67  | 4,002.27  | 4,101.07  | 4,201.60  | 4,303.87  | 4,416.53  | 4,527.47  | 4,638.40  | 4,754.53  | 4,874.13  | 4,995.47  |
|                        | Appx. Annual  | 42,556.80 | 43,492.80 | 44,699.20 | 45,843.20 | 46,904.00 | 48,027.20 | 49,212.80 | 50,419.20 | 51,646.40 | 52,998.40 | 54,329.60 | 55,660.80 | 57,054.40 | 58,489.60 | 59,945.60 |
| <b>32C</b>             | Hourly        | 20.55     | 21.01     | 21.58     | 22.13     | 22.66     | 23.24     | 23.79     | 24.35     | 24.98     | 25.59     | 26.23     | 26.90     | 27.57     | 28.26     | 28.97     |
|                        | Appx. Bi-wkly | 1,644.00  | 1,680.80  | 1,726.40  | 1,770.40  | 1,812.80  | 1,859.20  | 1,903.20  | 1,948.00  | 1,998.40  | 2,047.20  | 2,098.40  | 2,152.00  | 2,205.60  | 2,260.80  | 2,317.60  |
|                        | Appx. Monthly | 3,562.00  | 3,641.73  | 3,740.53  | 3,835.87  | 3,927.73  | 4,028.27  | 4,123.60  | 4,220.67  | 4,329.87  | 4,435.60  | 4,546.53  | 4,662.67  | 4,778.80  | 4,898.40  | 5,021.47  |
|                        | Appx. Annual  | 42,744.00 | 43,700.80 | 44,886.40 | 46,030.40 | 47,132.80 | 48,339.20 | 49,483.20 | 50,648.00 | 51,958.40 | 53,227.20 | 54,558.40 | 55,952.00 | 57,345.60 | 58,780.80 | 60,257.60 |
| <b>33</b>              | Hourly        | 20.63     | 21.21     | 21.76     | 22.27     | 22.82     | 23.37     | 23.93     | 24.52     | 25.14     | 25.78     | 26.40     | 27.08     | 27.75     | 28.44     | 29.15     |
|                        | Appx. Bi-wkly | 1,650.40  | 1,696.80  | 1,740.80  | 1,781.60  | 1,825.60  | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,062.40  | 2,112.00  | 2,166.40  | 2,220.00  | 2,275.20  | 2,332.00  |
|                        | Appx. Monthly | 3,575.87  | 3,676.40  | 3,771.73  | 3,860.13  | 3,955.47  | 4,050.80  | 4,147.87  | 4,250.13  | 4,357.60  | 4,468.53  | 4,576.00  | 4,693.87  | 4,810.00  | 4,929.60  | 5,052.67  |
|                        | Appx. Annual  | 42,910.40 | 44,116.80 | 45,260.80 | 46,321.60 | 47,465.60 | 48,609.60 | 49,774.40 | 51,001.60 | 52,291.20 | 53,622.40 | 54,912.00 | 56,326.40 | 57,720.00 | 59,155.20 | 60,632.00 |
| <b>33T</b>             | Hourly        | 20.63     | 21.21     | 21.76     | 22.27     | 22.82     | 23.37     | 23.93     | 24.52     | 25.14     | 25.78     | 26.43     | 27.09     |           |           |           |
|                        | Appx. Bi-wkly | 1,650.40  | 1,696.80  | 1,740.80  | 1,781.60  | 1,825.60  | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,062.40  | 2,114.40  | 2,167.20  |           |           |           |
|                        |               |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |



| Ranges Eff. 08/08/2026 | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| <b>36</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 22.27     | 22.82     | 23.37     | 23.93     | 24.52     | 25.14     | 25.78     | 26.39     | 27.06     | 27.75     | 28.42     | 29.13     | 29.86     | 30.61     | 31.37     |         |
| Appx. Bi-wkly          | 1,781.60  | 1,825.60  | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,062.40  | 2,111.20  | 2,164.80  | 2,220.00  | 2,273.60  | 2,330.40  | 2,388.80  | 2,448.80  | 2,509.60  |         |
| Appx. Monthly          | 3,860.13  | 3,955.47  | 4,050.80  | 4,147.87  | 4,250.13  | 4,357.60  | 4,468.53  | 4,574.27  | 4,690.40  | 4,810.00  | 4,926.13  | 5,049.20  | 5,175.73  | 5,305.73  | 5,437.47  |         |
| Appx. Annual           | 46,321.60 | 47,465.60 | 48,609.60 | 49,774.40 | 51,001.60 | 52,291.20 | 53,622.40 | 54,991.20 | 56,284.80 | 57,720.00 | 59,113.60 | 60,590.40 | 62,108.80 | 63,668.80 | 65,249.60 |         |
| <b>36T</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 22.27     | 22.82     | 23.37     | 23.93     | 24.52     | 25.14     | 25.78     | 26.39     | 27.06     | 27.75     | 28.42     | 29.13     | 29.86     | 30.61     | 31.37     |         |
| Appx. Bi-wkly          | 1,781.60  | 1,825.60  | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,062.40  | 2,111.20  | 2,164.80  | 2,220.00  | 2,275.20  | 2,332.00  | 2,390.40  | 2,450.40  | 2,512.00  |         |
| Appx. Monthly          | 3,860.13  | 3,955.47  | 4,050.80  | 4,147.87  | 4,250.13  | 4,357.60  | 4,468.53  | 4,574.27  | 4,690.40  | 4,810.00  | 4,929.60  | 5,052.67  | 5,179.60  | 5,310.40  | 5,445.20  |         |
| Appx. Annual           | 46,321.60 | 47,465.60 | 48,609.60 | 49,774.40 | 51,001.60 | 52,291.20 | 53,622.40 | 54,991.20 | 56,284.80 | 57,720.00 | 59,155.20 | 60,632.00 | 62,160.00 | 63,740.00 | 65,372.00 |         |
| <b>36A</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 22.55     | 23.09     | 23.66     | 24.24     | 24.83     | 25.48     | 26.11     | 26.74     | 27.38     | 28.08     | 28.78     | 29.49     | 30.22     | 30.98     | 31.75     |         |
| Appx. Bi-wkly          | 1,804.00  | 1,847.20  | 1,892.80  | 1,939.20  | 1,986.40  | 2,038.40  | 2,088.80  | 2,139.20  | 2,190.40  | 2,246.40  | 2,302.40  | 2,359.20  | 2,417.60  | 2,478.40  | 2,540.00  |         |
| Appx. Monthly          | 3,908.67  | 4,002.27  | 4,101.07  | 4,201.60  | 4,303.87  | 4,416.53  | 4,525.73  | 4,634.93  | 4,745.87  | 4,867.20  | 4,988.53  | 5,111.60  | 5,238.13  | 5,369.87  | 5,503.33  |         |
| Appx. Annual           | 46,904.00 | 48,027.20 | 49,212.80 | 50,419.20 | 51,646.40 | 52,998.40 | 54,308.80 | 55,619.20 | 56,950.40 | 58,406.40 | 59,862.40 | 61,339.20 | 62,857.60 | 64,438.40 | 66,040.00 |         |
| <b>36C</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 22.66     | 23.24     | 23.79     | 24.35     | 24.98     | 25.59     | 26.22     | 26.89     | 27.52     | 28.24     | 28.96     | 29.67     | 30.44     | 31.20     | 31.98     |         |
| Appx. Bi-wkly          | 1,812.80  | 1,859.20  | 1,903.20  | 1,948.00  | 1,998.40  | 2,047.20  | 2,097.60  | 2,151.20  | 2,201.60  | 2,259.20  | 2,316.80  | 2,373.60  | 2,435.20  | 2,496.00  | 2,558.40  |         |
| Appx. Monthly          | 3,927.73  | 4,028.27  | 4,123.60  | 4,220.67  | 4,329.87  | 4,435.60  | 4,548.80  | 4,660.93  | 4,770.13  | 4,894.93  | 5,019.73  | 5,149.20  | 5,276.27  | 5,408.00  | 5,543.20  |         |
| Appx. Annual           | 47,132.80 | 48,339.20 | 49,483.20 | 50,648.00 | 51,958.40 | 53,227.20 | 54,537.60 | 55,931.20 | 57,241.60 | 58,739.20 | 60,236.80 | 61,713.60 | 63,215.20 | 64,896.00 | 66,518.40 |         |
| <b>37</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 22.82     | 23.37     | 23.93     | 24.52     | 25.14     | 25.78     | 26.39     | 27.06     | 27.75     | 28.43     | 29.14     | 29.89     | 30.63     | 31.39     | 32.18     |         |
| Appx. Bi-wkly          | 1,825.60  | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,062.40  | 2,111.20  | 2,164.80  | 2,220.00  | 2,274.40  | 2,331.20  | 2,391.20  | 2,450.40  | 2,511.20  | 2,574.40  |         |
| Appx. Monthly          | 3,955.47  | 4,050.80  | 4,147.87  | 4,250.13  | 4,357.60  | 4,468.53  | 4,574.27  | 4,690.40  | 4,810.00  | 4,927.87  | 5,050.93  | 5,180.93  | 5,309.20  | 5,440.93  | 5,577.87  |         |
| Appx. Annual           | 47,465.60 | 48,609.60 | 49,774.40 | 51,001.60 | 52,291.20 | 53,622.40 | 54,991.20 | 56,284.80 | 57,720.00 | 59,134.40 | 60,611.20 | 62,171.20 | 63,710.40 | 65,291.20 | 66,934.40 |         |
| <b>37T</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 22.82     | 23.37     | 23.93     | 24.52     | 25.14     | 25.78     | 26.39     | 27.06     | 27.75     | 28.43     | 29.14     | 29.87     | 30.61     | 31.37     | 32.18     |         |
| Appx. Bi-wkly          | 1,825.60  | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,062.40  | 2,111.20  | 2,164.80  | 2,220.00  | 2,274.40  | 2,331.20  | 2,389.60  | 2,450.40  | 2,512.00  | 2,574.40  |         |
| Appx. Monthly          | 3,955.47  | 4,050.80  | 4,147.87  | 4,250.13  | 4,357.60  | 4,468.53  | 4,574.27  | 4,690.40  | 4,810.00  | 4,927.87  | 5,050.93  | 5,177.47  | 5,309.20  | 5,440.93  | 5,577.87  |         |
| Appx. Annual           | 47,465.60 | 48,609.60 | 49,774.40 | 51,001.60 | 52,291.20 | 53,622.40 | 54,991.20 | 56,284.80 | 57,720.00 | 59,134.40 | 60,611.20 | 62,129.60 | 63,710.40 | 65,291.20 | 66,934.40 |         |
| <b>37A</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 23.09     | 23.66     | 24.24     | 24.83     | 25.48     | 26.11     | 26.74     | 27.38     | 28.08     | 28.79     | 29.51     | 30.26     | 31.02     | 31.80     | 32.59     |         |
| Appx. Bi-wkly          | 1,847.20  | 1,892.80  | 1,939.20  | 1,986.40  | 2,038.40  | 2,088.80  | 2,139.20  | 2,190.40  | 2,246.40  | 2,303.20  | 2,360.80  | 2,420.80  | 2,481.60  | 2,544.00  | 2,607.20  |         |
| Appx. Monthly          | 4,002.27  | 4,101.07  | 4,201.60  | 4,303.87  | 4,416.53  | 4,525.73  | 4,634.93  | 4,745.87  | 4,867.20  | 4,990.27  | 5,115.07  | 5,245.07  | 5,376.80  | 5,512.00  | 5,648.93  |         |
| Appx. Annual           | 48,027.20 | 49,212.80 | 50,419.20 | 51,646.40 | 52,998.40 | 54,308.80 | 55,619.20 | 56,950.40 | 58,406.40 | 59,883.20 | 61,380.80 | 62,940.80 | 64,521.60 | 66,144.00 | 67,787.20 |         |
| <b>37C</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 23.24     | 23.79     | 24.35     | 24.98     | 25.59     | 26.22     | 26.89     | 27.52     | 28.24     | 28.97     | 29.64     | 30.40     | 31.16     | 31.93     | 32.73     |         |
| Appx. Bi-wkly          | 1,859.20  | 1,903.20  | 1,948.00  | 1,998.40  | 2,047.20  | 2,097.60  | 2,151.20  | 2,201.60  | 2,259.20  | 2,317.60  | 2,371.20  | 2,432.00  | 2,492.80  | 2,554.40  | 2,618.40  |         |
| Appx. Monthly          | 4,028.27  | 4,123.60  | 4,220.67  | 4,329.87  | 4,435.60  | 4,548.80  | 4,660.93  | 4,770.13  | 4,894.93  | 5,021.47  | 5,137.60  | 5,269.33  | 5,401.07  | 5,534.53  | 5,673.20  |         |
| Appx. Annual           | 48,339.20 | 49,483.20 | 50,648.00 | 51,958.40 | 53,227.20 | 54,537.60 | 55,931.20 | 57,241.60 | 58,739.20 | 60,257.60 | 61,651.20 | 63,232.00 | 64,812.80 | 66,414.40 | 68,078.40 |         |
| <b>38</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 23.37     | 23.93     | 24.52     | 25.14     | 25.78     | 26.39     | 27.06     | 27.75     | 28.43     | 29.10     | 29.84     | 30.57     | 31.34     | 32.13     | 32.93     |         |
| Appx. Bi-wkly          | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,062.40  | 2,111.20  | 2,164.80  | 2,220.00  | 2,274.40  | 2,328.00  | 2,387.20  | 2,445.60  | 2,507.20  | 2,570.40  | 2,634.40  |         |
| Appx. Monthly          | 4,050.80  | 4,147.87  | 4,250.13  | 4,357.60  | 4,468.53  | 4,574.27  | 4,690.40  | 4,810.00  | 4,927.87  | 5,044.00  | 5,172.27  | 5,298.80  | 5,432.27  | 5,569.20  | 5,707.87  |         |
| Appx. Annual           | 48,609.60 | 49,774.40 | 51,001.60 | 52,291.20 | 53,622.40 | 54,991.20 | 56,284.80 | 57,720.00 | 59,134.40 | 60,528.00 | 62,067.20 | 63,585.60 | 65,187.20 | 66,830.40 | 68,494.40 |         |
| <b>38T</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 23.37     | 23.93     | 24.52     | 25.14     | 25.78     | 26.39     | 27.06     | 27.75     | 28.43     | 29.10     | 29.83     | 30.57     | 31.34     | 32.13     | 32.93     |         |
| Appx. Bi-wkly          | 1,869.60  | 1,914.40  | 1,961.60  | 2,011.20  | 2,062.40  | 2,111.20  | 2,164.80  | 2,220.00  | 2,274.40  | 2,328.00  | 2,386.40  | 2,445.60  | 2,507.20  | 2,570.40  | 2,634.40  |         |
| Appx. Monthly          | 4,050.80  | 4,147.87  | 4,250.13  | 4,357.60  | 4,468.53  | 4,574.27  | 4,690.40  | 4,810.00  | 4,927.87  | 5,044.00  | 5,170.53  | 5,298.80  | 5,430.00  | 5,564.00  | 5,702.40  |         |
| Appx. Annual           | 48,609.60 | 49,774.40 | 51,001.60 | 52,291.20 | 53,622.40 | 54,991.20 | 56,284.80 | 57,720.00 | 59,134.40 | 60,528.00 | 62,046.40 | 63,585.60 | 65,144.00 | 66,728.00 | 68,344.00 |         |
| <b>38A</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 23.66     | 24.24     | 24.83     | 25.48     | 26.11     | 26.74     | 27.38     | 28.08     | 28.79     | 29.47     | 30.20     | 30.97     | 31.73     | 32.53     | 33.34     |         |
| Appx. Bi-wkly          | 1,892.80  | 1,939.20  | 1,986.40  | 2,038.40  | 2,088.80  | 2,139.20  | 2,190.40  | 2,246.40  | 2,303.20  | 2,357.60  | 2,416.00  | 2,477.60  | 2,538.40  | 2,602.40  | 2,667.20  |         |
| Appx. Monthly          | 4,101.07  | 4,201.60  | 4,303.87  | 4,416.53  | 4,525.73  | 4,634.93  | 4,745.87  | 4,867.20  | 4,990.27  | 5,108.13  | 5,234.67  | 5,368.13  | 5,499.87  | 5,638.53  | 5,778.93  |         |
| Appx. Annual           | 49,212.80 | 50,419.20 | 51,646.40 | 52,998.40 | 54,308.80 | 55,619.20 | 56,950.40 | 58,406.40 | 59,883.20 | 61,297.60 | 62,816.00 | 64,417.60 | 65,998.40 | 67,662.40 | 69,347.20 |         |
| <b>38C</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 23.79     | 24.35     | 24.98     | 25.59     | 26.22     | 26.89     | 27.52     | 28.24     | 28.97     | 29.60     | 30.34     | 31.11     | 31.89     | 32.68     | 33.50     |         |
| Appx. Bi-wkly          | 1,903.20  | 1,948.00  | 1,998.40  | 2,047.20  | 2,097.60  | 2,151.20  | 2,201.60  | 2,259.20  | 2,317.60  | 2,368.00  | 2,427.20  | 2,488.80  | 2,551.20  | 2,614.40  | 2,680.00  |         |
| Appx. Monthly          | 4,123.60  | 4,220.67  | 4,329.87  | 4,435.60  | 4,548.80  | 4,660.93  | 4,770.13  | 4,894.93  | 5,021.47  | 5,130.67  | 5,258.93  | 5,392.40  | 5,526.60  | 5,665.53  | 5,806.67  |         |
| Appx. Annual           | 49,483.20 | 50,648.00 | 51,958.40 | 53,227.20 | 54,537.60 | 55,931.20 | 57,241.60 | 58,739.20 | 60,257.60 | 61,568.00 | 63,107.20 | 64,708.80 | 66,       |           |           |         |



| Ranges Eff. 08/08/2026 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>42</b>              | Hourly        | 25.78     | 26.39     | 27.06     | 27.75     | 28.43     | 29.10     | 29.86     | 30.56     | 31.34     | 32.12     | 32.90     | 33.73     | 34.58     | 35.43     | 36.32     |
|                        | Appx. Bi-wkly | 2,062.40  | 2,111.20  | 2,164.80  | 2,220.00  | 2,274.40  | 2,328.00  | 2,388.80  | 2,444.80  | 2,507.20  | 2,569.60  | 2,632.00  | 2,698.40  | 2,766.40  | 2,834.40  | 2,905.60  |
|                        | Appx. Monthly | 4,468.53  | 4,574.27  | 4,690.40  | 4,810.00  | 4,927.87  | 5,044.00  | 5,175.73  | 5,297.07  | 5,432.27  | 5,567.47  | 5,702.67  | 5,846.53  | 5,993.87  | 6,141.20  | 6,295.47  |
|                        | Appx. Annual  | 53,622.40 | 54,891.20 | 56,284.80 | 57,720.00 | 59,134.40 | 60,528.00 | 62,108.80 | 63,564.80 | 65,187.20 | 66,809.60 | 68,432.00 | 70,158.40 | 71,926.40 | 73,694.40 | 75,545.60 |
| <b>42T</b>             | Hourly        | 25.78     | 26.39     | 27.06     | 27.75     | 28.43     | 29.10     | 29.86     | 30.56     | 31.34     | 32.12     | 32.90     | 33.73     | 34.58     | 35.43     | 36.32     |
|                        | Appx. Bi-wkly | 2,062.40  | 2,111.20  | 2,164.80  | 2,220.00  | 2,274.40  | 2,328.00  | 2,388.80  | 2,444.80  | 2,507.20  | 2,569.60  | 2,632.00  | 2,698.40  | 2,766.40  | 2,834.40  | 2,905.60  |
|                        | Appx. Monthly | 4,468.53  | 4,574.27  | 4,690.40  | 4,810.00  | 4,927.87  | 5,044.00  | 5,175.73  | 5,297.07  | 5,432.27  | 5,567.47  | 5,702.67  | 5,846.53  | 5,993.87  | 6,141.20  | 6,295.47  |
|                        | Appx. Annual  | 53,622.40 | 54,891.20 | 56,284.80 | 57,720.00 | 59,134.40 | 60,528.00 | 62,108.80 | 63,564.80 | 65,187.20 | 66,809.60 | 68,432.00 | 70,158.40 | 71,926.40 | 73,694.40 | 75,545.60 |
| <b>42A</b>             | Hourly        | 26.11     | 26.74     | 27.38     | 28.08     | 28.79     | 29.47     | 30.22     | 30.93     | 31.73     | 32.51     | 33.31     | 34.14     | 35.00     | 35.86     | 36.76     |
|                        | Appx. Bi-wkly | 2,088.80  | 2,139.20  | 2,190.40  | 2,246.40  | 2,303.20  | 2,357.60  | 2,417.60  | 2,474.40  | 2,538.40  | 2,600.80  | 2,664.80  | 2,731.20  | 2,800.00  | 2,868.80  | 2,940.80  |
|                        | Appx. Monthly | 4,525.73  | 4,634.93  | 4,745.87  | 4,867.20  | 4,990.27  | 5,108.13  | 5,238.13  | 5,361.20  | 5,499.87  | 5,635.07  | 5,773.73  | 5,917.60  | 6,066.67  | 6,215.73  | 6,371.73  |
|                        | Appx. Annual  | 54,308.80 | 55,619.20 | 56,950.40 | 58,406.40 | 59,883.20 | 61,297.60 | 62,857.60 | 64,334.40 | 65,998.40 | 67,620.80 | 69,284.80 | 71,011.20 | 72,800.00 | 74,588.80 | 76,460.80 |
| <b>42C</b>             | Hourly        | 26.22     | 26.89     | 27.52     | 28.24     | 28.97     | 29.60     | 30.37     | 31.10     | 31.86     | 32.67     | 33.50     | 34.32     | 35.17     | 36.06     | 36.97     |
|                        | Appx. Bi-wkly | 2,097.60  | 2,151.20  | 2,201.60  | 2,259.20  | 2,317.60  | 2,378.00  | 2,439.60  | 2,498.00  | 2,548.80  | 2,613.60  | 2,680.00  | 2,745.60  | 2,813.60  | 2,884.80  | 2,957.60  |
|                        | Appx. Monthly | 4,544.80  | 4,660.93  | 4,770.13  | 4,894.93  | 5,021.47  | 5,130.67  | 5,264.13  | 5,390.67  | 5,522.40  | 5,662.80  | 5,806.67  | 5,948.80  | 6,096.13  | 6,250.40  | 6,408.13  |
|                        | Appx. Annual  | 54,537.60 | 55,931.20 | 57,241.60 | 58,739.20 | 60,257.60 | 61,568.00 | 63,169.60 | 64,688.00 | 66,268.80 | 67,953.60 | 69,680.00 | 71,385.60 | 73,153.60 | 75,004.80 | 76,897.60 |
| <b>43</b>              | Hourly        | 26.39     | 27.06     | 27.75     | 28.43     | 29.10     | 29.86     | 30.56     | 31.34     | 32.12     | 32.90     | 33.75     | 34.61     | 35.47     | 36.37     | 37.28     |
|                        | Appx. Bi-wkly | 2,111.20  | 2,164.80  | 2,220.00  | 2,274.40  | 2,328.00  | 2,388.80  | 2,444.80  | 2,507.20  | 2,569.60  | 2,632.00  | 2,700.00  | 2,768.80  | 2,837.60  | 2,909.60  | 2,982.40  |
|                        | Appx. Monthly | 4,574.27  | 4,690.40  | 4,810.00  | 4,927.87  | 5,044.00  | 5,175.73  | 5,297.07  | 5,432.27  | 5,567.47  | 5,706.13  | 5,850.00  | 5,999.07  | 6,148.13  | 6,304.13  | 6,461.87  |
|                        | Appx. Annual  | 54,891.20 | 56,284.80 | 57,720.00 | 59,134.40 | 60,528.00 | 62,108.80 | 63,564.80 | 65,187.20 | 66,809.60 | 68,473.60 | 70,200.00 | 71,988.80 | 73,777.60 | 75,649.60 | 77,542.40 |
| <b>43T</b>             | Hourly        | 26.39     | 27.06     | 27.75     | 28.43     | 29.10     | 29.86     | 30.56     | 31.34     | 32.12     | 32.90     | 33.75     | 34.61     | 35.47     | 36.37     | 37.28     |
|                        | Appx. Bi-wkly | 2,111.20  | 2,164.80  | 2,220.00  | 2,274.40  | 2,328.00  | 2,388.80  | 2,444.80  | 2,507.20  | 2,569.60  | 2,632.00  | 2,700.00  | 2,768.80  | 2,837.60  | 2,909.60  | 2,982.40  |
|                        | Appx. Monthly | 4,574.27  | 4,690.40  | 4,810.00  | 4,927.87  | 5,044.00  | 5,175.73  | 5,297.07  | 5,432.27  | 5,567.47  | 5,706.13  | 5,848.27  | 5,995.60  | 6,141.20  | 6,295.47  | 6,448.13  |
|                        | Appx. Annual  | 54,891.20 | 56,284.80 | 57,720.00 | 59,134.40 | 60,528.00 | 62,108.80 | 63,564.80 | 65,187.20 | 66,809.60 | 68,473.60 | 70,179.20 | 71,947.20 | 73,777.60 | 75,649.60 | 77,542.40 |
| <b>43A</b>             | Hourly        | 26.74     | 27.38     | 28.08     | 28.79     | 29.47     | 30.22     | 30.93     | 31.73     | 32.51     | 33.34     | 34.17     | 35.03     | 35.92     | 36.81     | 37.73     |
|                        | Appx. Bi-wkly | 2,139.20  | 2,190.40  | 2,246.40  | 2,303.20  | 2,357.60  | 2,417.60  | 2,474.40  | 2,538.40  | 2,600.80  | 2,667.20  | 2,733.60  | 2,802.40  | 2,873.60  | 2,944.80  | 3,018.40  |
|                        | Appx. Monthly | 4,634.93  | 4,745.87  | 4,867.20  | 4,990.27  | 5,108.13  | 5,238.13  | 5,361.20  | 5,499.87  | 5,635.07  | 5,778.93  | 5,922.80  | 6,071.87  | 6,226.13  | 6,380.40  | 6,539.87  |
|                        | Appx. Annual  | 55,619.20 | 56,950.40 | 58,406.40 | 59,883.20 | 61,297.60 | 62,857.60 | 64,334.40 | 65,998.40 | 67,620.80 | 69,347.20 | 71,073.60 | 72,862.40 | 74,713.60 | 76,564.80 | 78,478.40 |
| <b>43C</b>             | Hourly        | 26.89     | 27.52     | 28.24     | 28.97     | 29.60     | 30.37     | 31.10     | 31.86     | 32.67     | 33.52     | 34.35     | 35.21     | 36.08     | 36.99     | 37.91     |
|                        | Appx. Bi-wkly | 2,151.20  | 2,201.60  | 2,259.20  | 2,317.60  | 2,368.00  | 2,429.60  | 2,488.00  | 2,548.80  | 2,613.60  | 2,681.60  | 2,748.00  | 2,816.80  | 2,886.40  | 2,959.20  | 3,032.80  |
|                        | Appx. Monthly | 4,660.93  | 4,770.13  | 4,894.93  | 5,021.47  | 5,130.67  | 5,264.13  | 5,390.67  | 5,522.40  | 5,662.80  | 5,810.13  | 5,954.00  | 6,103.07  | 6,253.87  | 6,411.60  | 6,571.07  |
|                        | Appx. Annual  | 55,931.20 | 57,241.60 | 58,739.20 | 60,257.60 | 61,568.00 | 63,169.60 | 64,688.00 | 66,268.80 | 67,953.60 | 69,721.60 | 71,448.00 | 73,236.80 | 75,046.40 | 76,939.20 | 78,852.80 |
| <b>44</b>              | Hourly        | 27.06     | 27.75     | 28.43     | 29.10     | 29.86     | 30.56     | 31.34     | 32.12     | 32.90     | 33.68     | 34.54     | 35.39     | 36.28     | 37.17     | 38.10     |
|                        | Appx. Bi-wkly | 2,164.80  | 2,220.00  | 2,274.40  | 2,328.00  | 2,388.80  | 2,444.80  | 2,507.20  | 2,569.60  | 2,632.00  | 2,694.40  | 2,763.20  | 2,831.20  | 2,902.40  | 2,973.60  | 3,048.00  |
|                        | Appx. Monthly | 4,690.40  | 4,810.00  | 4,927.87  | 5,044.00  | 5,175.73  | 5,297.07  | 5,432.27  | 5,567.47  | 5,706.13  | 5,837.87  | 5,986.93  | 6,134.27  | 6,288.53  | 6,442.80  | 6,604.00  |
|                        | Appx. Annual  | 56,284.80 | 57,720.00 | 59,134.40 | 60,528.00 | 62,108.80 | 63,564.80 | 65,187.20 | 66,809.60 | 68,473.60 | 70,054.40 | 71,843.20 | 73,611.20 | 75,462.40 | 77,313.60 | 79,248.00 |
| <b>44T</b>             | Hourly        | 27.06     | 27.75     | 28.43     | 29.10     | 29.86     | 30.56     | 31.34     | 32.12     | 32.90     | 33.68     | 34.53     | 35.39     |           |           |           |
|                        | Appx. Bi-wkly | 2,164.80  | 2,220.00  | 2,274.40  | 2,328.00  | 2,388.80  | 2,444.80  | 2,507.20  | 2,569.60  | 2,632.00  | 2,694.40  | 2,762.40  | 2,831.20  |           |           |           |
|                        | Appx. Monthly | 4,690.40  | 4,810.00  | 4,927.87  | 5,044.00  | 5,175.73  | 5,297.07  | 5,432.27  | 5,567.47  | 5,706.13  | 5,837.87  | 5,985.20  | 6,134.27  |           |           |           |
|                        | Appx. Annual  | 56,284.80 | 57,720.00 | 59,134.40 | 60,528.00 | 62,108.80 | 63,564.80 | 65,187.20 | 66,809.60 | 68,473.60 | 70,054.40 | 71,822.40 | 73,611.20 |           |           |           |
| <b>44A</b>             | Hourly        | 27.38     | 28.08     | 28.79     | 29.47     | 30.22     | 30.93     | 31.73     | 32.51     | 33.34     | 34.10     | 34.96     | 35.82     | 36.73     | 37.65     | 38.58     |
|                        | Appx. Bi-wkly | 2,190.40  | 2,246.40  | 2,303.20  | 2,357.60  | 2,417.60  | 2,474.40  | 2,538.40  | 2,600.80  | 2,667.20  | 2,728.00  | 2,796.80  | 2,865.60  | 2,938.40  | 3,012.00  | 3,086.40  |
|                        | Appx. Monthly | 4,745.87  | 4,867.20  | 4,990.27  | 5,108.13  | 5,238.13  | 5,361.20  | 5,499.87  | 5,635.07  | 5,778.93  | 5,916.67  | 6,059.73  | 6,208.80  | 6,366.53  | 6,526.00  | 6,687.20  |
|                        | Appx. Annual  | 56,950.40 | 58,406.40 | 59,883.20 | 61,297.60 | 62,857.60 | 64,334.40 | 65,998.40 | 67,620.80 | 69,347.20 | 70,928.00 | 72,716.80 | 74,505.60 | 76,398.40 | 78,312.00 | 80,246.40 |
| <b>44C</b>             | Hourly        | 27.52     | 28.24     | 28.97     | 29.60     | 30.37     | 31.10     | 31.86     | 32.67     | 33.52     | 34.29     | 35.12     | 36.02     | 36.90     | 37.83     | 38.78     |
|                        | Appx. Bi-wkly | 2,201.60  | 2,259.20  | 2,317.60  | 2,368.00  | 2,429.60  | 2,488.00  | 2,548.80  | 2,613.60  | 2,681.60  | 2,743.20  | 2,809.60  | 2,881.60  | 2,952.00  | 3,026.40  | 3,102.40  |
|                        | Appx. Monthly | 4,770.13  | 4,894.93  | 5,021.47  | 5,130.67  | 5,264.13  | 5,390.67  | 5,522.40  | 5,662.80  | 5,810.13  | 5,943.60  | 6,087.47  | 6,243.47  | 6,396.00  | 6,557.20  | 6,721.87  |
|                        | Appx. Annual  | 57,241.60 | 58,739.20 | 60,257.60 | 61,568.00 | 63,169.60 | 64,688.00 | 66,268.80 | 67,953.60 | 69,721.60 | 71,323.20 | 73,049.60 | 74,921.60 | 76,752.00 | 78,686.40 | 80,662.40 |
| <b>45</b>              | Hourly        | 27.75     | 28.43     | 29.10     | 29.86     | 30.56     | 31.34     | 32.12     | 32.90     | 33.68     | 34.54     | 35.40     | 36.29     | 37.18     | 38.12     | 39.08     |
|                        | Appx. Bi-wkly | 2,220.00  | 2,274.40  | 2,328.00  | 2,388.80  | 2,444.80  | 2,507.20  | 2,569.60  | 2,632.00  | 2,694.40  | 2,763.20  | 2,832.00  | 2,903.20  | 2,974.40  | 3,049.60  | 3,126.40  |
|                        | Appx. Monthly | 4,810.00  | 4,927.87  | 5,044.00  | 5,175.73  | 5,297.07  | 5,432.27  | 5,567.47  | 5,706.13  | 5,837.87  | 5,986.93  | 6,136.00  | 6,290.27  | 6,444.53  | 6,607.47  | 6,773.87  |
|                        | Appx. Annual  | 57,720.00 | 59,134.40 | 60,528.00 | 62,108.80 | 63,564.80 | 65,187.20 | 66,809.60 | 68,473.60 | 70,054.40 | 71,843.20 | 73,632.00 | 75,483.20 | 77,334.40 | 79,289.60 | 81,286.40 |
| <b>45T</b>             | Hourly        | 27.75     | 28.43     | 29.10     | 29.86     | 30.56     | 31.34     | 32.12     | 32.90     | 33.68     | 34.54     | 35.39     | 36.28     |           |           |           |
|                        | Appx. Bi-wkly | 2,220.00  | 2,274.40  | 2,328.00  | 2,388.80  | 2,444.80  | 2,507.20  | 2,569.60  | 2,632.00  | 2,694.40  | 2,763.20  | 2,831.    |           |           |           |           |



| Ranges Eff. 08/08/2026 | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| <b>48</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 29.86     | 30.56     | 31.34     | 32.12     | 32.92     | 33.68     | 34.54     | 35.41     | 36.26     | 37.18     | 38.12     | 39.06     | 40.05     | 41.05     | 42.08     |         |
| Appx. Bi-wkly          | 2,388.80  | 2,444.80  | 2,507.20  | 2,569.60  | 2,633.60  | 2,694.40  | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,049.60  | 3,124.80  | 3,204.00  | 3,284.00  | 3,366.40  |         |
| Appx. Monthly          | 5,175.73  | 5,297.07  | 5,432.27  | 5,567.47  | 5,706.13  | 5,837.87  | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,607.47  | 6,770.40  | 6,942.00  | 7,115.33  | 7,293.87  |         |
| Appx. Annual           | 62,108.80 | 63,564.80 | 65,187.20 | 66,809.60 | 68,473.60 | 70,054.40 | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,289.60 | 81,244.80 | 83,304.00 | 85,384.00 | 87,526.40 |         |
| <b>48T</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 29.86     | 30.56     | 31.34     | 32.12     | 32.92     | 33.68     | 34.54     | 35.41     | 36.26     | 37.18     | 38.12     | 39.08     |           |           |           |         |
| Appx. Bi-wkly          | 2,388.80  | 2,444.80  | 2,507.20  | 2,569.60  | 2,633.60  | 2,694.40  | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,049.60  | 3,126.40  |           |           |           |         |
| Appx. Monthly          | 5,175.73  | 5,297.07  | 5,432.27  | 5,567.47  | 5,706.13  | 5,837.87  | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,607.47  | 6,773.87  |           |           |           |         |
| Appx. Annual           | 62,108.80 | 63,564.80 | 65,187.20 | 66,809.60 | 68,473.60 | 70,054.40 | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,289.60 | 81,286.40 |           |           |           |         |
| <b>48A</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 30.22     | 30.93     | 31.73     | 32.51     | 33.34     | 34.10     | 34.96     | 35.84     | 36.72     | 37.65     | 38.58     | 39.55     | 40.54     | 41.56     | 42.60     |         |
| Appx. Bi-wkly          | 2,417.60  | 2,474.40  | 2,538.40  | 2,600.80  | 2,667.20  | 2,728.00  | 2,796.80  | 2,867.20  | 2,937.60  | 3,012.00  | 3,086.40  | 3,164.00  | 3,243.20  | 3,324.80  | 3,408.00  |         |
| Appx. Monthly          | 5,238.13  | 5,361.20  | 5,499.87  | 5,635.07  | 5,778.93  | 5,910.67  | 6,059.73  | 6,212.27  | 6,364.80  | 6,526.00  | 6,687.20  | 6,855.33  | 7,026.93  | 7,203.73  | 7,384.00  |         |
| Appx. Annual           | 62,857.60 | 64,334.40 | 65,998.40 | 67,620.80 | 69,347.20 | 70,928.00 | 72,716.80 | 74,547.20 | 76,377.60 | 78,312.00 | 80,246.40 | 82,264.00 | 84,323.20 | 86,444.80 | 88,608.00 |         |
| <b>48C</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 30.37     | 31.10     | 31.86     | 32.67     | 33.52     | 34.29     | 35.12     | 36.04     | 36.87     | 37.84     | 38.78     | 39.75     | 40.75     | 41.77     | 42.81     |         |
| Appx. Bi-wkly          | 2,429.60  | 2,488.00  | 2,548.80  | 2,613.60  | 2,681.60  | 2,743.20  | 2,809.60  | 2,883.20  | 2,949.60  | 3,027.20  | 3,102.40  | 3,180.00  | 3,260.00  | 3,341.60  | 3,424.80  |         |
| Appx. Monthly          | 5,264.13  | 5,390.67  | 5,522.40  | 5,662.80  | 5,810.13  | 5,943.60  | 6,087.47  | 6,246.93  | 6,390.80  | 6,558.93  | 6,721.87  | 6,890.00  | 7,063.33  | 7,240.13  | 7,420.40  |         |
| Appx. Annual           | 63,169.60 | 64,688.00 | 66,268.80 | 67,953.60 | 69,721.60 | 71,323.20 | 73,049.60 | 74,963.20 | 76,689.60 | 78,707.20 | 80,662.40 | 82,680.00 | 84,760.00 | 86,881.60 | 89,044.80 |         |
| <b>49</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 30.56     | 31.34     | 32.12     | 32.92     | 33.68     | 34.54     | 35.41     | 36.26     | 37.18     | 38.09     | 39.02     | 39.99     | 41.00     | 42.03     | 43.08     |         |
| Appx. Bi-wkly          | 2,444.80  | 2,507.20  | 2,569.60  | 2,633.60  | 2,694.40  | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,121.60  | 3,199.20  | 3,280.00  | 3,362.40  | 3,446.40  |         |
| Appx. Monthly          | 5,297.07  | 5,432.27  | 5,567.47  | 5,706.13  | 5,837.87  | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,763.47  | 6,931.60  | 7,106.67  | 7,285.20  | 7,467.20  |         |
| Appx. Annual           | 63,564.80 | 65,187.20 | 66,809.60 | 68,473.60 | 70,054.40 | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,161.60 | 83,179.20 | 85,280.00 | 87,422.40 | 89,606.40 |         |
| <b>49T</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 30.56     | 31.34     | 32.12     | 32.92     | 33.68     | 34.54     | 35.41     | 36.26     | 37.18     | 38.09     | 39.04     | 40.02     |           |           |           |         |
| Appx. Bi-wkly          | 2,444.80  | 2,507.20  | 2,569.60  | 2,633.60  | 2,694.40  | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,123.20  | 3,201.60  |           |           |           |         |
| Appx. Monthly          | 5,297.07  | 5,432.27  | 5,567.47  | 5,706.13  | 5,837.87  | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,766.93  | 6,936.80  |           |           |           |         |
| Appx. Annual           | 63,564.80 | 65,187.20 | 66,809.60 | 68,473.60 | 70,054.40 | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,203.20 | 83,241.60 |           |           |           |         |
| <b>49A</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 30.93     | 31.73     | 32.51     | 33.34     | 34.10     | 34.96     | 35.84     | 36.72     | 37.65     | 38.55     | 39.50     | 40.51     | 41.52     | 42.56     | 43.62     |         |
| Appx. Bi-wkly          | 2,474.40  | 2,538.40  | 2,600.80  | 2,667.20  | 2,728.00  | 2,796.80  | 2,867.20  | 2,937.60  | 3,012.00  | 3,084.00  | 3,160.00  | 3,240.80  | 3,321.60  | 3,404.80  | 3,489.60  |         |
| Appx. Monthly          | 5,361.20  | 5,499.87  | 5,635.07  | 5,778.93  | 5,910.67  | 6,059.73  | 6,212.27  | 6,364.80  | 6,526.00  | 6,682.00  | 6,846.67  | 7,021.73  | 7,196.80  | 7,377.07  | 7,560.80  |         |
| Appx. Annual           | 64,334.40 | 65,998.40 | 67,620.80 | 69,347.20 | 70,928.00 | 72,716.80 | 74,547.20 | 76,377.60 | 78,312.00 | 80,184.00 | 82,160.00 | 84,260.80 | 86,361.60 | 88,524.80 | 90,729.60 |         |
| <b>49C</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 31.10     | 31.86     | 32.67     | 33.52     | 34.29     | 35.12     | 36.04     | 36.87     | 37.84     | 38.75     | 39.71     | 40.70     | 41.72     | 42.76     | 43.83     |         |
| Appx. Bi-wkly          | 2,488.00  | 2,548.80  | 2,613.60  | 2,681.60  | 2,743.20  | 2,809.60  | 2,883.20  | 2,949.60  | 3,027.20  | 3,100.00  | 3,176.80  | 3,256.00  | 3,337.60  | 3,420.80  | 3,506.40  |         |
| Appx. Monthly          | 5,390.67  | 5,522.40  | 5,662.80  | 5,810.13  | 5,943.60  | 6,087.47  | 6,246.93  | 6,390.80  | 6,558.93  | 6,716.67  | 6,883.07  | 7,054.67  | 7,231.47  | 7,413.73  | 7,597.20  |         |
| Appx. Annual           | 64,688.00 | 66,268.80 | 67,953.60 | 69,721.60 | 71,323.20 | 73,049.60 | 74,963.20 | 76,689.60 | 78,707.20 | 80,600.00 | 82,596.80 | 84,656.00 | 86,777.60 | 88,940.80 | 91,166.40 |         |
| <b>50</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 31.34     | 32.12     | 32.92     | 33.68     | 34.54     | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.98     | 40.99     | 42.00     | 43.05     | 44.14     |         |
| Appx. Bi-wkly          | 2,507.20  | 2,569.60  | 2,633.60  | 2,694.40  | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,198.40  | 3,279.20  | 3,360.00  | 3,444.00  | 3,531.20  |         |
| Appx. Monthly          | 5,432.27  | 5,567.47  | 5,706.13  | 5,837.87  | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,929.87  | 7,104.93  | 7,280.00  | 7,462.00  | 7,650.93  |         |
| Appx. Annual           | 65,187.20 | 66,809.60 | 68,473.60 | 70,054.40 | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,158.40 | 85,259.20 | 87,360.00 | 89,544.00 | 91,811.20 |         |
| <b>50T</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 31.34     | 32.12     | 32.92     | 33.68     | 34.54     | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.97     | 40.97     |           |           |           |         |
| Appx. Bi-wkly          | 2,507.20  | 2,569.60  | 2,633.60  | 2,694.40  | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,197.60  | 3,277.60  |           |           |           |         |
| Appx. Monthly          | 5,432.27  | 5,567.47  | 5,706.13  | 5,837.87  | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,928.13  | 7,101.47  |           |           |           |         |
| Appx. Annual           | 65,187.20 | 66,809.60 | 68,473.60 | 70,054.40 | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,137.60 | 85,217.60 |           |           |           |         |
| <b>50A</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 31.73     | 32.51     | 33.34     | 34.10     | 34.96     | 35.84     | 36.72     | 37.65     | 38.55     | 39.48     | 40.50     | 41.49     | 42.53     | 43.59     | 44.68     |         |
| Appx. Bi-wkly          | 2,538.40  | 2,600.80  | 2,667.20  | 2,728.00  | 2,796.80  | 2,867.20  | 2,937.60  | 3,012.00  | 3,084.00  | 3,158.40  | 3,240.00  | 3,319.20  | 3,402.40  | 3,487.20  | 3,574.40  |         |
| Appx. Monthly          | 5,499.87  | 5,635.07  | 5,778.93  | 5,910.67  | 6,059.73  | 6,212.27  | 6,364.80  | 6,526.00  | 6,682.00  | 6,843.20  | 7,020.00  | 7,191.60  | 7,371.87  | 7,555.60  | 7,744.53  |         |
| Appx. Annual           | 65,998.40 | 67,620.80 | 69,347.20 | 70,928.00 | 72,716.80 | 74,547.20 | 76,377.60 | 78,312.00 | 80,184.00 | 82,118.40 | 84,240.00 | 86,299.20 | 88,462.40 | 90,667.20 | 92,934.40 |         |
| <b>50C</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 31.86     | 32.67     | 33.52     | 34.29     | 35.12     | 36.04     | 36.87     | 37.84     | 38.75     | 39.69     | 40.66     | 41.68     | 42.73     | 43.81     | 44.90     |         |
| Appx. Bi-wkly          | 2,548.80  | 2,613.60  | 2,681.60  | 2,743.20  | 2,809.60  | 2,883.20  | 2,949.60  | 3,027.20  | 3,100.00  | 3,175.20  | 3,252.80  | 3,334.40  | 3,418.40  | 3,504.80  | 3,592.00  |         |
| Appx. Monthly          | 5,522.40  | 5,662.80  | 5,810.13  | 5,943.60  | 6,087.47  | 6,246.93  | 6,390.80  | 6,558.93  | 6,716.67  | 6,879.60  | 7,047.73  | 7,224.53  | 7,406.53  | 7,593.73  | 7,782.67  |         |
| Appx. Annual           | 66,268.80 | 67,953.60 | 69,721.60 | 71,323.20 | 73,049.60 | 74,963.20 | 76,689.60 | 78,707.20 | 80,600.00 | 82,555.20 | 84,572.80 | 86,694.40 | 88,878.40 | 91,124.80 | 93,392.00 |         |
| <b>51</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 32.12     | 32.92     | 33.68     | 34.54     | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.94     | 41.97     | 43.02     | 44.09     | 45.20     |         |
| Appx. Bi-wkly          | 2,569.60  | 2,633.60  | 2,694.40  | 2,763.    |           |           |           |           |           |           |           |           |           |           |           |         |



| Ranges Eff. 08/08/2026 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14    | Step 15    | Step 16    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|
| <b>54</b>              | Hourly        | 34.54     | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.32      | 47.47      | 48.66      |
|                        | Appx. Bi-wkly | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,705.60   | 3,797.60   | 3,892.80   |
|                        | Appx. Monthly | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,028.80   | 8,228.13   | 8,434.40   |
|                        | Appx. Annual  | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,345.60  | 98,737.60  | 101,212.80 |
| <b>54E</b>             | Hourly        | 34.54     | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.32      | 47.47      | 48.66      |
|                        | Appx. Bi-wkly | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,705.60   | 3,797.60   | 3,892.80   |
|                        | Appx. Monthly | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,028.80   | 8,228.13   | 8,434.40   |
|                        | Appx. Annual  | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,345.60  | 98,737.60  | 101,212.80 |
| <b>54T</b>             | Hourly        | 34.54     | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.32      | 47.47      | 48.66      |
|                        | Appx. Bi-wkly | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,705.60   | 3,797.60   | 3,892.80   |
|                        | Appx. Monthly | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,028.80   | 8,228.13   | 8,434.40   |
|                        | Appx. Annual  | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,345.60  | 98,737.60  | 101,212.80 |
| <b>54A</b>             | Hourly        | 34.96     | 35.84     | 36.72     | 37.65     | 38.55     | 39.48     | 40.48     | 41.47     | 42.52     | 43.57     | 44.65     | 45.76     | 46.91      | 48.08      | 49.29      |
|                        | Appx. Bi-wkly | 2,796.80  | 2,867.20  | 2,937.60  | 3,012.00  | 3,084.00  | 3,158.40  | 3,238.40  | 3,317.60  | 3,401.60  | 3,485.60  | 3,572.00  | 3,660.00  | 3,752.80   | 3,846.40   | 3,943.20   |
|                        | Appx. Monthly | 6,059.73  | 6,212.27  | 6,364.80  | 6,526.00  | 6,682.00  | 6,843.20  | 7,016.53  | 7,188.13  | 7,370.13  | 7,552.13  | 7,739.33  | 7,931.73  | 8,132.80   | 8,333.87   | 8,543.60   |
|                        | Appx. Annual  | 72,716.80 | 74,547.20 | 76,377.60 | 78,312.00 | 80,184.00 | 82,118.40 | 84,198.40 | 86,257.60 | 88,441.60 | 90,625.60 | 92,872.00 | 95,180.00 | 97,572.80  | 100,000.40 | 102,523.20 |
| <b>54C</b>             | Hourly        | 35.12     | 36.04     | 36.87     | 37.84     | 38.75     | 39.69     | 40.65     | 41.69     | 42.72     | 43.79     | 44.87     | 45.99     | 47.13      | 48.32      | 49.52      |
|                        | Appx. Bi-wkly | 2,809.60  | 2,883.20  | 2,949.60  | 3,027.20  | 3,100.00  | 3,175.20  | 3,252.00  | 3,335.20  | 3,417.60  | 3,503.20  | 3,589.60  | 3,679.20  | 3,770.40   | 3,865.60   | 3,961.60   |
|                        | Appx. Monthly | 6,087.47  | 6,246.93  | 6,390.80  | 6,558.93  | 6,716.67  | 6,879.60  | 7,046.00  | 7,226.27  | 7,404.80  | 7,590.27  | 7,777.47  | 7,971.60  | 8,169.20   | 8,375.47   | 8,583.47   |
|                        | Appx. Annual  | 73,049.60 | 74,963.20 | 76,689.60 | 78,707.20 | 80,600.00 | 82,552.00 | 84,552.00 | 86,715.20 | 88,857.60 | 91,083.20 | 93,329.60 | 95,659.20 | 98,030.40  | 100,505.60 | 103,000.00 |
| <b>55</b>              | Hourly        | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.32     | 47.47      | 48.67      | 49.88      |
|                        | Appx. Bi-wkly | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,705.60  | 3,797.60   | 3,893.60   | 3,990.40   |
|                        | Appx. Monthly | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,028.80  | 8,228.13   | 8,436.13   | 8,645.87   |
|                        | Appx. Annual  | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,345.60 | 98,737.60  | 101,233.60 | 103,750.40 |
| <b>55E</b>             | Hourly        | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.32     | 47.47      | 48.67      | 49.88      |
|                        | Appx. Bi-wkly | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,705.60  | 3,797.60   | 3,893.60   | 3,990.40   |
|                        | Appx. Monthly | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,028.80  | 8,228.13   | 8,436.13   | 8,645.87   |
|                        | Appx. Annual  | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,345.60 | 98,737.60  | 101,233.60 | 103,750.40 |
| <b>55T</b>             | Hourly        | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.32     | 47.47      | 48.67      | 49.88      |
|                        | Appx. Bi-wkly | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,705.60  | 3,797.60   | 3,893.60   | 3,990.40   |
|                        | Appx. Monthly | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,030.53  | 8,228.13   | 8,436.13   | 8,645.87   |
|                        | Appx. Annual  | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,345.60 | 98,737.60  | 101,233.60 | 103,750.40 |
| <b>55A</b>             | Hourly        | 35.84     | 36.72     | 37.65     | 38.55     | 39.48     | 40.48     | 41.47     | 42.52     | 43.57     | 44.65     | 45.76     | 46.92     | 48.08      | 49.28      | 50.51      |
|                        | Appx. Bi-wkly | 2,867.20  | 2,937.60  | 3,012.00  | 3,084.00  | 3,158.40  | 3,238.40  | 3,317.60  | 3,401.60  | 3,485.60  | 3,572.00  | 3,660.00  | 3,752.80  | 3,846.40   | 3,942.40   | 4,040.80   |
|                        | Appx. Monthly | 6,212.27  | 6,364.80  | 6,526.00  | 6,682.00  | 6,843.20  | 7,016.53  | 7,188.13  | 7,370.13  | 7,552.13  | 7,739.33  | 7,931.73  | 8,132.80  | 8,333.87   | 8,541.87   | 8,755.07   |
|                        | Appx. Annual  | 74,547.20 | 76,377.60 | 78,312.00 | 80,184.00 | 82,118.40 | 84,198.40 | 86,257.60 | 88,441.60 | 90,625.60 | 92,872.00 | 95,180.00 | 97,572.80 | 100,000.40 | 102,502.40 | 105,060.80 |
| <b>55AE</b>            | Hourly        | 35.84     | 36.72     | 37.65     | 38.55     | 39.48     | 40.48     | 41.47     | 42.52     | 43.57     | 44.65     | 45.76     | 46.92     | 48.08      | 49.28      | 50.51      |
|                        | Appx. Bi-wkly | 2,867.20  | 2,937.60  | 3,012.00  | 3,084.00  | 3,158.40  | 3,238.40  | 3,317.60  | 3,401.60  | 3,485.60  | 3,572.00  | 3,660.00  | 3,752.80  | 3,846.40   | 3,942.40   | 4,040.80   |
|                        | Appx. Monthly | 6,212.27  | 6,364.80  | 6,526.00  | 6,682.00  | 6,843.20  | 7,016.53  | 7,188.13  | 7,370.13  | 7,552.13  | 7,739.33  | 7,931.73  | 8,132.80  | 8,333.87   | 8,541.87   | 8,755.07   |
|                        | Appx. Annual  | 74,547.20 | 76,377.60 | 78,312.00 | 80,184.00 | 82,118.40 | 84,198.40 | 86,257.60 | 88,441.60 | 90,625.60 | 92,872.00 | 95,180.00 | 97,572.80 | 100,000.40 | 102,502.40 | 105,060.80 |
| <b>55C</b>             | Hourly        | 36.04     | 36.87     | 37.84     | 38.75     | 39.69     | 40.65     | 41.69     | 42.72     | 43.79     | 44.87     | 45.99     | 47.13     | 48.32      | 49.52      | 50.76      |
|                        | Appx. Bi-wkly | 2,883.20  | 2,949.60  | 3,027.20  | 3,100.00  | 3,175.20  | 3,252.00  | 3,335.20  | 3,417.60  | 3,503.20  | 3,589.60  | 3,679.20  | 3,769.60  | 3,865.60   | 3,961.60   | 4,060.80   |
|                        | Appx. Monthly | 6,246.93  | 6,390.80  | 6,558.93  | 6,716.67  | 6,879.60  | 7,046.00  | 7,226.27  | 7,404.80  | 7,590.27  | 7,777.47  | 7,971.60  | 8,167.47  | 8,375.47   | 8,583.47   | 8,798.40   |
|                        | Appx. Annual  | 74,963.20 | 76,689.60 | 78,707.20 | 80,600.00 | 82,552.00 | 84,552.00 | 86,715.20 | 88,857.60 | 91,083.20 | 93,329.60 | 95,659.20 | 98,009.60 | 100,505.60 | 103,001.60 | 105,580.80 |
| <b>56</b>              | Hourly        | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.32     | 47.47     | 48.68      | 49.89      | 51.14      |
|                        | Appx. Bi-wkly | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,705.60  | 3,797.60  | 3,894.40   | 3,991.20   | 4,091.20   |
|                        | Appx. Monthly | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,028.80  | 8,228.13  | 8,437.87   | 8,647.60   | 8,864.27   |
|                        | Appx. Annual  | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,345.60 | 98,737.60 | 101,254.40 | 103,771.20 | 106,371.20 |
| <b>56T</b>             | Hourly        | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.32     | 47.47     | 48.68      | 49.89      | 51.14      |
|                        | Appx. Bi-wkly | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,705.60  | 3,797.60  | 3,894.40   | 3,991.20   | 4,091.20   |
|                        | Appx. Monthly | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,030.53  | 8,229.87  | 8,437.87   | 8,647.60   | 8,864.27   |
|                        | Appx. Annual  | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,345.60 | 98,737.60 | 101,254.40 | 103,771.20 | 106,371.20 |
| <b>56A</b>             | Hourly        | 36.72     | 37.65     | 38.55     | 39.48     | 40.48     | 41.47     | 42.52     | 43.57     | 44.65     | 45.76     | 46.91     | 48.07     | 49.26      | 50.50      | 51.77      |
|                        | Appx. Bi-wkly |           |           |           |           |           |           |           |           |           |           |           |           |            |            |            |





| Ranges Eff. 08/08/2026 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>59</b>              | Hourly        | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20      | 46.30      | 47.46      | 48.64      | 49.84      | 51.08      | 52.37      | 53.67      | 55.01      |
|                        | Appx. Bi-wkly | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00   | 3,704.00   | 3,796.80   | 3,891.20   | 3,987.20   | 4,086.40   | 4,189.60   | 4,293.60   | 4,400.80   |
|                        | Appx. Monthly | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67   | 8,025.33   | 8,226.40   | 8,430.93   | 8,638.93   | 8,853.87   | 9,077.47   | 9,302.80   | 9,535.07   |
|                        | Appx. Annual  | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00  | 96,304.00  | 98,716.80  | 101,171.20 | 103,667.20 | 106,246.40 | 108,929.60 | 111,633.60 | 114,420.80 |
| <b>59E</b>             | Hourly        | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20      | 46.30      | 47.46      | 48.64      | 49.84      | 51.08      | 52.37      | 53.67      | 55.01      |
|                        | Appx. Bi-wkly | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00   | 3,704.00   | 3,796.80   | 3,891.20   | 3,987.20   | 4,086.40   | 4,189.60   | 4,293.60   | 4,400.80   |
|                        | Appx. Monthly | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67   | 8,025.33   | 8,226.40   | 8,430.93   | 8,638.93   | 8,853.87   | 9,077.47   | 9,302.80   | 9,535.07   |
|                        | Appx. Annual  | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00  | 96,304.00  | 98,716.80  | 101,171.20 | 103,667.20 | 106,246.40 | 108,929.60 | 111,633.60 | 114,420.80 |
| <b>59T</b>             | Hourly        | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20      | 46.30      | 47.46      | 48.64      | 49.84      | 51.08      | 52.37      | 53.67      | 55.01      |
|                        | Appx. Bi-wkly | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00   | 3,704.00   | 3,796.80   | 3,891.20   | 3,987.20   | 4,086.40   | 4,189.60   | 4,293.60   | 4,400.80   |
|                        | Appx. Monthly | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67   | 8,025.33   | 8,226.40   | 8,430.93   | 8,638.93   | 8,853.87   | 9,077.47   | 9,302.80   | 9,535.07   |
|                        | Appx. Annual  | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00  | 96,304.00  | 98,716.80  | 101,171.20 | 103,667.20 | 106,246.40 | 108,929.60 | 111,633.60 | 114,420.80 |
| <b>59A</b>             | Hourly        | 39.48     | 40.48     | 41.47     | 42.52     | 43.57     | 44.65     | 45.76      | 46.89      | 48.06      | 49.22      | 50.49      | 51.74      | 53.03      | 54.36      | 55.72      |
|                        | Appx. Bi-wkly | 3,158.40  | 3,238.40  | 3,317.60  | 3,401.60  | 3,485.60  | 3,572.00  | 3,660.80   | 3,751.20   | 3,844.80   | 3,937.60   | 4,039.20   | 4,139.20   | 4,242.40   | 4,348.80   | 4,457.60   |
|                        | Appx. Monthly | 6,843.20  | 7,016.53  | 7,188.13  | 7,370.13  | 7,552.13  | 7,739.33  | 7,931.73   | 8,127.60   | 8,330.40   | 8,531.47   | 8,751.60   | 8,968.27   | 9,191.87   | 9,422.13   | 9,658.13   |
|                        | Appx. Annual  | 82,118.40 | 84,198.40 | 86,257.60 | 88,441.60 | 90,625.60 | 92,874.00 | 95,180.80  | 97,531.20  | 99,964.80  | 102,377.60 | 105,019.20 | 107,619.20 | 110,302.40 | 113,068.80 | 115,897.60 |
| <b>59C</b>             | Hourly        | 39.69     | 40.65     | 41.69     | 42.72     | 43.79     | 44.87     | 45.99      | 47.11      | 48.32      | 49.49      | 50.70      | 51.97      | 53.28      | 54.61      | 55.98      |
|                        | Appx. Bi-wkly | 3,175.20  | 3,252.00  | 3,335.20  | 3,417.60  | 3,503.20  | 3,589.60  | 3,679.20   | 3,768.80   | 3,865.60   | 3,959.20   | 4,056.00   | 4,157.60   | 4,262.40   | 4,368.80   | 4,478.40   |
|                        | Appx. Monthly | 6,879.60  | 7,046.00  | 7,226.27  | 7,404.80  | 7,590.27  | 7,777.47  | 7,971.60   | 8,165.73   | 8,375.47   | 8,578.27   | 8,788.00   | 9,008.13   | 9,235.20   | 9,465.73   | 9,703.20   |
|                        | Appx. Annual  | 82,552.00 | 84,552.00 | 86,715.20 | 88,857.60 | 91,083.20 | 93,329.60 | 95,659.20  | 97,988.80  | 100,505.60 | 102,939.20 | 105,456.00 | 108,099.20 | 110,822.40 | 113,588.80 | 116,438.40 |
| <b>60</b>              | Hourly        | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.30      | 47.46      | 48.64      | 49.88      | 51.13      | 52.43      | 53.75      | 55.09      | 56.47      |
|                        | Appx. Bi-wkly | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,704.00   | 3,796.80   | 3,891.20   | 3,990.40   | 4,090.40   | 4,194.40   | 4,300.00   | 4,407.20   | 4,517.60   |
|                        | Appx. Monthly | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,025.33   | 8,226.40   | 8,430.93   | 8,645.87   | 8,862.53   | 9,087.87   | 9,316.67   | 9,548.93   | 9,788.13   |
|                        | Appx. Annual  | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,304.00  | 98,716.80  | 101,171.20 | 103,750.40 | 106,350.40 | 109,054.40 | 111,800.00 | 114,587.20 | 117,457.60 |
| <b>60T</b>             | Hourly        | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.30      | 47.46      | 48.64      | 49.88      | 51.13      | 52.43      | 53.75      | 55.09      | 56.47      |
|                        | Appx. Bi-wkly | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,704.00   | 3,796.80   | 3,891.20   | 3,990.40   | 4,090.40   | 4,194.40   | 4,300.00   | 4,407.20   | 4,517.60   |
|                        | Appx. Monthly | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,025.33   | 8,226.40   | 8,430.93   | 8,645.87   | 8,862.53   | 9,087.87   | 9,316.67   | 9,548.93   | 9,788.13   |
|                        | Appx. Annual  | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,304.00  | 98,716.80  | 101,171.20 | 103,750.40 | 106,350.40 | 109,054.40 | 111,800.00 | 114,587.20 | 117,457.60 |
| <b>60A</b>             | Hourly        | 40.48     | 41.47     | 42.52     | 43.57     | 44.65     | 45.76     | 46.89      | 48.06      | 49.22      | 50.52      | 51.77      | 53.06      | 54.38      | 55.74      | 57.13      |
|                        | Appx. Bi-wkly | 3,238.40  | 3,317.60  | 3,401.60  | 3,485.60  | 3,572.00  | 3,660.80  | 3,751.20   | 3,844.80   | 3,937.60   | 4,041.60   | 4,141.60   | 4,244.80   | 4,350.40   | 4,459.20   | 4,570.40   |
|                        | Appx. Monthly | 7,016.53  | 7,188.13  | 7,370.13  | 7,552.13  | 7,739.33  | 7,931.73  | 8,127.60   | 8,330.40   | 8,531.47   | 8,756.80   | 8,973.47   | 9,197.07   | 9,425.87   | 9,661.60   | 9,902.53   |
|                        | Appx. Annual  | 84,198.40 | 86,257.60 | 88,441.60 | 90,625.60 | 92,874.00 | 95,180.80 | 97,531.20  | 99,964.80  | 102,377.60 | 105,081.60 | 107,681.60 | 110,364.80 | 113,110.40 | 115,939.20 | 118,830.40 |
| <b>60C</b>             | Hourly        | 40.65     | 41.69     | 42.72     | 43.79     | 44.87     | 45.99     | 47.11      | 48.32      | 49.49      | 50.77      | 52.04      | 53.33      | 54.67      | 56.03      | 57.43      |
|                        | Appx. Bi-wkly | 3,252.00  | 3,335.20  | 3,417.60  | 3,503.20  | 3,589.60  | 3,679.20  | 3,768.80   | 3,865.60   | 3,959.20   | 4,061.60   | 4,163.20   | 4,266.40   | 4,373.60   | 4,482.40   | 4,594.40   |
|                        | Appx. Monthly | 7,046.00  | 7,226.27  | 7,404.80  | 7,590.27  | 7,777.47  | 7,971.60  | 8,165.73   | 8,375.47   | 8,578.27   | 8,800.13   | 9,020.27   | 9,243.87   | 9,476.13   | 9,711.87   | 9,954.53   |
|                        | Appx. Annual  | 84,552.00 | 86,715.20 | 88,857.60 | 91,083.20 | 93,329.60 | 95,659.20 | 97,988.80  | 100,505.60 | 102,939.20 | 105,456.00 | 108,099.20 | 110,822.40 | 113,713.60 | 116,744.00 | 119,944.00 |
| <b>61</b>              | Hourly        | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.30     | 47.46      | 48.64      | 49.88      | 51.06      | 52.33      | 53.66      | 55.01      | 56.38      | 57.79      |
|                        | Appx. Bi-wkly | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,704.00  | 3,796.80   | 3,891.20   | 3,990.40   | 4,084.80   | 4,186.40   | 4,292.80   | 4,400.80   | 4,510.40   | 4,623.20   |
|                        | Appx. Monthly | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,025.33  | 8,226.40   | 8,430.93   | 8,645.87   | 8,854.40   | 9,070.53   | 9,301.07   | 9,535.07   | 9,772.53   | 10,016.93  |
|                        | Appx. Annual  | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,304.00 | 98,716.80  | 101,171.20 | 103,750.40 | 106,204.80 | 108,846.40 | 111,612.80 | 114,420.80 | 117,270.40 | 120,203.20 |
| <b>61T</b>             | Hourly        | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.30     | 47.46      | 48.64      | 49.88      | 51.06      | 52.33      | 53.64      | 55.06      | 56.49      | 57.94      |
|                        | Appx. Bi-wkly | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,704.00  | 3,796.80   | 3,891.20   | 3,990.40   | 4,084.80   | 4,186.40   | 4,291.20   | 4,398.40   | 4,507.20   | 4,617.60   |
|                        | Appx. Monthly | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,025.33  | 8,226.40   | 8,430.93   | 8,645.87   | 8,854.40   | 9,070.53   | 9,297.60   | 9,535.07   | 9,772.53   | 10,016.93  |
|                        | Appx. Annual  | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,304.00 | 98,716.80  | 101,171.20 | 103,750.40 | 106,204.80 | 108,846.40 | 111,571.20 | 114,420.80 | 117,270.40 | 120,203.20 |
| <b>61A</b>             | Hourly        | 41.47     | 42.52     | 43.57     | 44.65     | 45.76     | 46.89     | 48.06      | 49.22      | 50.52      | 51.71      | 52.98      | 54.31      | 55.67      | 57.06      | 58.49      |
|                        | Appx. Bi-wkly | 3,317.60  | 3,401.60  | 3,485.60  | 3,572.00  | 3,660.80  | 3,751.20  | 3,844.80   | 3,937.60   | 4,041.60   | 4,136.80   | 4,238.40   | 4,344.80   | 4,453.60   | 4,564.80   | 4,679.20   |
|                        | Appx. Monthly | 7,188.13  | 7,370.13  | 7,552.13  | 7,739.33  | 7,931.73  | 8,127.60  | 8,330.40   | 8,531.47   | 8,756.80   | 8,963.07   | 9,183.20   | 9,413.73   | 9,649.47   | 9,890.40   | 10,138.27  |
|                        | Appx. Annual  | 86,257.60 | 88,441.60 | 90,625.60 | 92,874.00 | 95,180.80 | 97,531.20 | 99,964.80  | 102,377.60 | 105,081.60 | 107,556.80 | 110,198.40 | 112,964.80 | 115,793.60 | 118,684.80 | 121,659.20 |
| <b>61C</b>             | Hourly        | 41.69     | 42.72     | 43.79     | 44.87     | 45.99     | 47.11     | 48.32      | 49.49      | 50.77      | 51.95      | 53.26      | 54.57      | 55.93      | 57.33      | 58.76      |
|                        | Appx. Bi-wkly | 3,335.20  | 3,417.60  | 3,503.20  | 3,589.60  | 3,679.20  | 3,768.80  | 3,865.60   | 3,959.20   | 4,061.60   | 4,156.00   | 4,260.80   | 4,365.60   | 4,474.40   | 4,586.40   | 4,700.80   |
|                        | Appx. Monthly | 7,226.27  | 7,404.80  | 7,590.27  | 7,777.47  | 7,971.60  | 8,165.73  | 8,375.47   | 8,578.27   | 8,800.13   | 9,004.67   | 9,231.73   | 9,458.80   | 9,694.53   | 9,937.20   | 10,185.07  |
|                        | Appx. Annual  | 86,715.20 | 88,857.60 | 91,083.20 | 93,329.60 | 95,659.20 | 97,988.80 | 100,505.60 | 102,939.20 | 105,601.60 | 108,056.00 | 110,780.80 | 113,505.60 | 116,334.40 | 119,246.40 | 122,220.80 |
| <b>62</b>              | Hourly        | 41.97     | 43.02     | 44.09     | 45.20     | 46.30     | 47.46     | 48.64      | 49.88      | 51.06      | 52.40      | 53.68      |            |            |            |            |



| Ranges Eff. 08/08/2026 | Step 1        | Step 2    | Step 3    | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |            |
|------------------------|---------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>64E</b>             | Hourly        | 44.09     | 45.20     | 46.30      | 47.46      | 48.64      | 49.88      | 51.06      | 52.40      | 53.64      | 54.93      | 56.29      | 57.69      | 59.14      | 60.63      | 62.15      | 63.71      |
|                        | Appx. Bi-wkly | 3,527.20  | 3,616.00  | 3,704.00   | 3,796.80   | 3,891.20   | 3,990.40   | 4,084.80   | 4,192.00   | 4,291.20   | 4,394.40   | 4,503.20   | 4,615.20   | 4,731.20   | 4,850.40   | 4,972.00   | 5,096.80   |
|                        | Appx. Monthly | 7,642.27  | 7,834.67  | 8,025.33   | 8,226.40   | 8,430.93   | 8,645.87   | 8,850.40   | 9,082.67   | 9,297.60   | 9,521.20   | 9,756.93   | 9,999.60   | 10,250.93  | 10,509.20  | 10,772.67  | 11,043.07  |
|                        | Appx. Annual  | 91,707.20 | 94,016.00 | 96,304.00  | 98,716.80  | 101,171.20 | 103,750.40 | 106,204.80 | 108,992.00 | 111,571.20 | 114,254.40 | 117,083.20 | 119,995.20 | 123,011.20 | 126,110.40 | 129,272.00 | 132,516.80 |
| <b>64T</b>             | Hourly        | 44.09     | 45.20     | 46.30      | 47.46      | 48.64      | 49.88      | 51.06      | 52.40      | 53.64      | 54.93      | 56.30      | 57.71      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,527.20  | 3,616.00  | 3,704.00   | 3,796.80   | 3,891.20   | 3,990.40   | 4,084.80   | 4,192.00   | 4,291.20   | 4,394.40   | 4,504.00   | 4,616.80   |            |            |            |            |
|                        | Appx. Monthly | 7,642.27  | 7,834.67  | 8,025.33   | 8,226.40   | 8,430.93   | 8,645.87   | 8,850.40   | 9,082.67   | 9,297.60   | 9,521.20   | 9,758.67   | 10,003.07  |            |            |            |            |
|                        | Appx. Annual  | 91,707.20 | 94,016.00 | 96,304.00  | 98,716.80  | 101,171.20 | 103,750.40 | 106,204.80 | 108,992.00 | 111,571.20 | 114,254.40 | 117,104.00 | 120,036.80 |            |            |            |            |
| <b>64A</b>             | Hourly        | 44.65     | 45.76     | 46.89      | 48.06      | 49.22      | 50.52      | 51.71      | 53.02      | 54.29      | 55.62      | 56.98      | 58.41      | 59.86      | 61.37      | 62.90      |            |
|                        | Appx. Bi-wkly | 3,572.00  | 3,660.80  | 3,751.20   | 3,844.80   | 3,937.60   | 4,041.60   | 4,136.80   | 4,241.60   | 4,343.20   | 4,449.60   | 4,558.40   | 4,672.80   | 4,788.80   | 4,909.60   | 5,032.00   |            |
|                        | Appx. Monthly | 7,739.33  | 7,931.73  | 8,127.60   | 8,330.40   | 8,531.47   | 8,756.80   | 8,963.07   | 9,190.13   | 9,410.27   | 9,640.80   | 9,876.53   | 10,124.40  | 10,375.73  | 10,637.47  | 10,902.67  |            |
|                        | Appx. Annual  | 92,872.00 | 95,180.80 | 97,531.20  | 99,964.80  | 102,377.60 | 105,081.60 | 107,556.80 | 110,281.60 | 112,923.20 | 115,689.60 | 118,518.40 | 121,492.80 | 124,508.80 | 127,649.60 | 130,832.00 |            |
| <b>64C</b>             | Hourly        | 44.87     | 45.99     | 47.11      | 48.32      | 49.49      | 50.77      | 51.95      | 53.29      | 54.56      | 55.87      | 57.29      | 58.72      | 60.19      | 61.70      | 63.24      |            |
|                        | Appx. Bi-wkly | 3,589.60  | 3,679.20  | 3,768.80   | 3,865.60   | 3,959.20   | 4,061.60   | 4,156.00   | 4,263.20   | 4,364.80   | 4,469.60   | 4,583.20   | 4,697.60   | 4,815.20   | 4,936.00   | 5,059.20   |            |
|                        | Appx. Monthly | 7,777.47  | 7,971.60  | 8,165.73   | 8,375.47   | 8,578.27   | 8,800.13   | 9,004.67   | 9,236.93   | 9,457.07   | 9,684.13   | 9,930.27   | 10,185.07  | 10,439.87  | 10,694.67  | 10,961.60  |            |
|                        | Appx. Annual  | 93,329.60 | 95,659.20 | 97,988.80  | 100,505.60 | 102,939.20 | 105,601.60 | 108,056.00 | 110,843.20 | 113,484.80 | 116,209.60 | 119,163.20 | 122,137.60 | 125,195.20 | 128,336.00 | 131,539.20 |            |
| <b>65</b>              | Hourly        | 45.20     | 46.30     | 47.46      | 48.64      | 49.88      | 51.06      | 52.40      | 53.64      | 54.93      | 56.35      | 57.76      | 59.21      | 60.71      | 62.22      | 63.78      |            |
|                        | Appx. Bi-wkly | 3,616.00  | 3,704.00  | 3,796.80   | 3,891.20   | 3,990.40   | 4,084.80   | 4,192.00   | 4,291.20   | 4,394.40   | 4,508.00   | 4,620.80   | 4,736.80   | 4,856.80   | 4,977.60   | 5,102.40   |            |
|                        | Appx. Monthly | 7,834.67  | 8,025.33  | 8,226.40   | 8,430.93   | 8,645.87   | 8,850.40   | 9,082.67   | 9,297.60   | 9,521.20   | 9,767.33   | 10,011.73  | 10,263.07  | 10,523.07  | 10,784.80  | 11,055.20  |            |
|                        | Appx. Annual  | 94,016.00 | 96,304.00 | 98,716.80  | 101,171.20 | 103,750.40 | 106,204.80 | 108,992.00 | 111,571.20 | 114,254.40 | 117,208.00 | 120,140.80 | 123,156.80 | 126,276.80 | 129,417.60 | 132,662.40 |            |
| <b>65E</b>             | Hourly        | 45.20     | 46.33     | 47.45      | 48.66      | 49.85      | 51.14      | 52.33      | 53.70      | 54.97      | 56.30      | 57.70      | 59.13      | 60.62      | 62.15      | 63.70      | 65.29      |
|                        | Appx. Bi-wkly | 3,616.00  | 3,706.40  | 3,796.00   | 3,892.80   | 3,988.00   | 4,091.20   | 4,186.40   | 4,296.00   | 4,397.60   | 4,504.00   | 4,616.00   | 4,730.40   | 4,849.60   | 4,972.00   | 5,096.00   | 5,223.20   |
|                        | Appx. Monthly | 7,834.67  | 8,030.53  | 8,224.67   | 8,434.40   | 8,640.67   | 8,864.27   | 9,070.53   | 9,308.00   | 9,528.13   | 9,758.67   | 10,001.33  | 10,249.20  | 10,507.47  | 10,772.67  | 11,041.33  | 11,316.93  |
|                        | Appx. Annual  | 94,016.00 | 96,366.40 | 98,696.00  | 101,212.80 | 103,688.00 | 106,371.20 | 108,846.40 | 111,696.00 | 114,337.60 | 117,104.00 | 120,016.00 | 122,990.40 | 126,089.60 | 129,272.00 | 132,496.00 | 135,803.20 |
| <b>65T</b>             | Hourly        | 45.20     | 46.30     | 47.46      | 48.64      | 49.88      | 51.06      | 52.40      | 53.64      | 54.93      | 56.35      | 57.76      | 59.20      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,616.00  | 3,704.00  | 3,796.80   | 3,891.20   | 3,990.40   | 4,084.80   | 4,192.00   | 4,291.20   | 4,394.40   | 4,508.00   | 4,620.80   | 4,736.00   |            |            |            |            |
|                        | Appx. Monthly | 7,834.67  | 8,025.33  | 8,226.40   | 8,430.93   | 8,645.87   | 8,850.40   | 9,082.67   | 9,297.60   | 9,521.20   | 9,767.33   | 10,011.73  | 10,261.33  |            |            |            |            |
|                        | Appx. Annual  | 94,016.00 | 96,304.00 | 98,716.80  | 101,171.20 | 103,750.40 | 106,204.80 | 108,992.00 | 111,571.20 | 114,254.40 | 117,208.00 | 120,140.80 | 123,136.00 |            |            |            |            |
| <b>65A</b>             | Hourly        | 45.76     | 46.89     | 48.06      | 49.22      | 50.52      | 51.71      | 53.02      | 54.29      | 55.62      | 57.05      | 58.49      | 59.97      | 61.45      | 62.98      | 64.56      |            |
|                        | Appx. Bi-wkly | 3,660.80  | 3,751.20  | 3,844.80   | 3,937.60   | 4,041.60   | 4,136.80   | 4,241.60   | 4,343.20   | 4,449.60   | 4,564.00   | 4,679.20   | 4,797.60   | 4,916.00   | 5,038.40   | 5,164.80   |            |
|                        | Appx. Monthly | 7,931.73  | 8,127.60  | 8,330.40   | 8,531.47   | 8,756.80   | 8,963.07   | 9,190.13   | 9,410.27   | 9,640.80   | 9,888.67   | 10,138.27  | 10,394.80  | 10,651.33  | 10,916.53  | 11,190.40  |            |
|                        | Appx. Annual  | 95,180.80 | 97,531.20 | 99,964.80  | 102,377.60 | 105,081.60 | 107,556.80 | 110,281.60 | 112,923.20 | 115,689.60 | 118,664.00 | 121,659.20 | 124,737.60 | 127,816.00 | 130,998.40 | 134,284.80 |            |
| <b>65C</b>             | Hourly        | 45.99     | 47.11     | 48.32      | 49.49      | 50.77      | 51.95      | 53.29      | 54.56      | 55.87      | 57.34      | 58.76      | 60.23      | 61.76      | 63.30      | 64.89      |            |
|                        | Appx. Bi-wkly | 3,679.20  | 3,768.80  | 3,865.60   | 3,959.20   | 4,061.60   | 4,156.00   | 4,263.20   | 4,364.80   | 4,469.60   | 4,587.20   | 4,700.80   | 4,818.40   | 4,940.80   | 5,064.00   | 5,191.20   |            |
|                        | Appx. Monthly | 7,971.60  | 8,165.73  | 8,375.47   | 8,578.27   | 8,800.13   | 9,004.67   | 9,236.93   | 9,457.07   | 9,684.13   | 9,938.93   | 10,185.07  | 10,439.87  | 10,705.07  | 10,972.00  | 11,247.60  |            |
|                        | Appx. Annual  | 95,659.20 | 97,988.80 | 100,505.60 | 102,939.20 | 105,601.60 | 108,056.00 | 110,843.20 | 113,484.80 | 116,209.60 | 119,267.20 | 122,220.80 | 125,278.40 | 128,460.80 | 131,664.00 | 134,912.00 |            |
| <b>65CE</b>            | Hourly        | 45.99     | 47.11     | 48.32      | 49.49      | 50.77      | 51.95      | 53.29      | 54.56      | 55.87      | 57.34      | 58.76      | 60.23      | 61.76      | 63.30      | 64.88      | 66.50      |
|                        | Appx. Bi-wkly | 3,679.20  | 3,768.80  | 3,865.60   | 3,959.20   | 4,061.60   | 4,156.00   | 4,263.20   | 4,364.80   | 4,469.60   | 4,587.20   | 4,700.80   | 4,818.40   | 4,940.80   | 5,064.00   | 5,190.40   | 5,320.00   |
|                        | Appx. Monthly | 7,971.60  | 8,165.73  | 8,375.47   | 8,578.27   | 8,800.13   | 9,004.67   | 9,236.93   | 9,457.07   | 9,684.13   | 9,938.93   | 10,185.07  | 10,439.87  | 10,705.07  | 10,972.00  | 11,245.87  | 11,526.67  |
|                        | Appx. Annual  | 95,659.20 | 97,988.80 | 100,505.60 | 102,939.20 | 105,601.60 | 108,056.00 | 110,843.20 | 113,484.80 | 116,209.60 | 119,267.20 | 122,220.80 | 125,278.40 | 128,460.80 | 131,664.00 | 134,950.40 | 138,320.00 |
| <b>66</b>              | Hourly        | 46.30     | 47.46     | 48.64      | 49.88      | 51.06      | 52.40      | 53.64      | 54.93      | 56.35      | 57.76      | 59.21      | 60.70      | 62.21      | 63.77      | 65.36      |            |
|                        | Appx. Bi-wkly | 3,704.00  | 3,796.80  | 3,891.20   | 3,990.40   | 4,084.80   | 4,192.00   | 4,291.20   | 4,394.40   | 4,508.00   | 4,620.80   | 4,736.80   | 4,856.00   | 4,976.80   | 5,101.60   | 5,228.80   |            |
|                        | Appx. Monthly | 8,025.33  | 8,226.40  | 8,430.93   | 8,645.87   | 8,850.40   | 9,082.67   | 9,297.60   | 9,521.20   | 9,767.33   | 10,011.73  | 10,263.07  | 10,521.33  | 10,783.07  | 11,053.47  | 11,329.07  |            |
|                        | Appx. Annual  | 96,304.00 | 98,716.80 | 101,171.20 | 103,750.40 | 106,204.80 | 108,992.00 | 111,571.20 | 114,254.40 | 117,208.00 | 120,140.80 | 123,156.80 | 126,256.00 | 129,396.80 | 132,641.60 | 135,948.80 |            |
| <b>66T</b>             | Hourly        | 46.30     | 47.46     | 48.64      | 49.88      | 51.06      | 52.40      | 53.64      | 54.93      | 56.35      | 57.76      | 59.20      | 60.69      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,704.00  | 3,796.80  | 3,891.20   | 3,990.40   | 4,084.80   | 4,192.00   | 4,291.20   | 4,394.40   | 4,508.00   | 4,620.80   | 4,736.00   | 4,855.20   |            |            |            |            |
|                        | Appx. Monthly | 8,025.33  | 8,226.40  | 8,430.93   | 8,645.87   | 8,850.40   | 9,082.67   | 9,297.60   | 9,521.20   | 9,767.33   | 10,011.73  | 10,261.33  | 10,519.60  |            |            |            |            |
|                        | Appx. Annual  | 96,304.00 | 98,716.80 | 101,171.20 | 103,750.40 | 106,204.80 | 108,992.00 | 111,571.20 | 114,254.40 | 117,208.00 | 120,140.80 | 123,136.00 | 126,235.20 |            |            |            |            |
| <b>66AAE</b>           | Hourly        | 46.57     | 47.71     | 48.91      | 50.11      | 51.40      | 52.60      | 53.96      | 55.24      | 56.57      | 58.06      | 59.49      | 60.99      | 62.53      | 64.09      | 65.69      | 67.33      |
|                        | Appx. Bi-wkly | 3,725.60  | 3,816.80  | 3,912.80   | 4,008.80   | 4,112.00   | 4,208.00   | 4,316.80   | 4,419.20   | 4,525.60   | 4,644.80   | 4,759.20   | 4,879.20   | 5,002.40   | 5,127.20   | 5,255.20   | 5,386.40   |
|                        | Appx. Monthly | 8,072.13  | 8,269.73  | 8,477.73   | 8,685.73   | 8,909.33   | 9,137.33   | 9,357.07   | 9,574.93   | 9,805.47   | 10,063.73  | 10,311.60  | 10,571.60  | 10,838.53  | 11,108.93  | 11,386.27  | 11,670.53  |
|                        | Appx. Annual  | 96,865.60 | 99,236.80 | 101,732.80 | 104,228.80 | 106,912.00 | 109,408.00 | 112,236.80 | 114,899.20 | 117,665.60 | 120,764.80 | 123,739.20 | 126,859.20 | 130,       |            |            |            |



| Ranges Eff. 08/08/2026 | Step 1        | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>68C</b>             | Hourly        | 49.49      | 50.77      | 51.95      | 53.29      | 54.56      | 55.87      | 57.34      | 58.76      | 60.22      | 61.76      | 63.28      | 64.85      | 66.47      | 68.13      | 69.83      |
|                        | Appx. Bi-wkly | 3,959.20   | 4,061.60   | 4,156.00   | 4,263.20   | 4,364.80   | 4,469.60   | 4,587.20   | 4,700.80   | 4,817.60   | 4,940.80   | 5,062.40   | 5,188.00   | 5,317.60   | 5,450.40   | 5,586.40   |
|                        | Appx. Monthly | 8,578.27   | 8,800.13   | 9,004.67   | 9,236.93   | 9,457.07   | 9,684.13   | 9,938.93   | 10,185.07  | 10,438.13  | 10,705.07  | 10,968.53  | 11,240.67  | 11,521.47  | 11,809.20  | 12,103.87  |
|                        | Appx. Annual  | 102,939.20 | 105,601.60 | 108,056.00 | 110,843.20 | 113,484.80 | 116,209.60 | 119,267.20 | 122,220.80 | 125,257.60 | 128,460.80 | 131,622.40 | 134,888.00 | 138,257.60 | 141,710.40 | 145,246.40 |
| <b>69</b>              | Hourly        | 49.88      | 51.06      | 52.40      | 53.64      | 54.93      | 56.35      | 57.76      | 59.19      | 60.69      | 62.20      | 63.75      | 65.33      | 66.97      | 68.65      | 70.37      |
|                        | Appx. Bi-wkly | 3,990.40   | 4,084.80   | 4,192.00   | 4,291.20   | 4,394.40   | 4,508.00   | 4,620.80   | 4,735.20   | 4,855.20   | 4,976.00   | 5,100.00   | 5,226.40   | 5,357.60   | 5,492.00   | 5,629.60   |
|                        | Appx. Monthly | 8,645.87   | 8,850.40   | 9,082.67   | 9,297.60   | 9,521.20   | 9,767.33   | 10,011.73  | 10,259.60  | 10,519.60  | 10,781.33  | 11,050.00  | 11,323.87  | 11,608.13  | 11,899.33  | 12,197.47  |
|                        | Appx. Annual  | 103,750.40 | 106,204.80 | 108,992.00 | 111,571.20 | 114,254.40 | 117,208.00 | 120,140.80 | 123,115.20 | 126,235.20 | 129,376.00 | 132,600.00 | 135,886.40 | 139,297.60 | 142,792.00 | 146,369.60 |
| <b>69T</b>             | Hourly        | 49.88      | 51.06      | 52.40      | 53.64      | 54.93      | 56.35      | 57.76      | 59.19      | 60.69      | 62.20      | 63.75      | 65.33      | 66.97      | 68.65      | 70.37      |
|                        | Appx. Bi-wkly | 3,990.40   | 4,084.80   | 4,192.00   | 4,291.20   | 4,394.40   | 4,508.00   | 4,620.80   | 4,735.20   | 4,855.20   | 4,976.00   | 5,100.00   | 5,226.40   | 5,357.60   | 5,492.00   | 5,629.60   |
|                        | Appx. Monthly | 8,645.87   | 8,850.40   | 9,082.67   | 9,297.60   | 9,521.20   | 9,767.33   | 10,011.73  | 10,259.60  | 10,519.60  | 10,781.33  | 11,050.00  | 11,323.87  | 11,608.13  | 11,899.33  | 12,197.47  |
|                        | Appx. Annual  | 103,750.40 | 106,204.80 | 108,992.00 | 111,571.20 | 114,254.40 | 117,208.00 | 120,140.80 | 123,115.20 | 126,235.20 | 129,376.00 | 132,600.00 | 135,886.40 | 139,297.60 | 142,792.00 | 146,369.60 |
| <b>69A</b>             | Hourly        | 50.52      | 51.71      | 53.02      | 54.29      | 55.62      | 57.05      | 58.49      | 59.95      | 61.45      | 62.97      | 64.55      | 66.17      | 67.82      | 69.51      | 71.26      |
|                        | Appx. Bi-wkly | 4,041.60   | 4,136.80   | 4,241.60   | 4,343.20   | 4,449.60   | 4,564.00   | 4,679.20   | 4,796.00   | 4,916.00   | 5,037.60   | 5,164.00   | 5,293.60   | 5,425.60   | 5,560.80   | 5,700.80   |
|                        | Appx. Monthly | 8,756.80   | 8,963.07   | 9,190.13   | 9,410.27   | 9,640.80   | 9,888.67   | 10,138.27  | 10,391.33  | 10,651.33  | 10,914.80  | 11,188.67  | 11,469.47  | 11,755.47  | 12,048.40  | 12,351.73  |
|                        | Appx. Annual  | 105,081.60 | 107,556.80 | 110,281.60 | 112,923.20 | 115,689.60 | 118,664.00 | 121,659.20 | 124,696.00 | 127,816.00 | 130,977.60 | 134,264.00 | 137,633.60 | 141,065.60 | 144,580.80 | 148,220.80 |
| <b>69C</b>             | Hourly        | 50.77      | 51.95      | 53.29      | 54.56      | 55.87      | 57.34      | 58.76      | 60.22      | 61.76      | 63.29      | 64.86      | 66.49      | 68.14      | 69.85      | 71.61      |
|                        | Appx. Bi-wkly | 4,061.60   | 4,156.00   | 4,263.20   | 4,364.80   | 4,469.60   | 4,587.20   | 4,700.80   | 4,817.60   | 4,940.80   | 5,062.40   | 5,188.00   | 5,319.20   | 5,452.00   | 5,588.00   | 5,728.00   |
|                        | Appx. Monthly | 8,800.13   | 9,004.67   | 9,236.93   | 9,457.07   | 9,684.13   | 9,938.93   | 10,185.07  | 10,438.13  | 10,705.07  | 10,970.27  | 11,242.40  | 11,524.93  | 11,810.93  | 12,107.33  | 12,412.40  |
|                        | Appx. Annual  | 105,601.60 | 108,056.00 | 110,843.20 | 113,484.80 | 116,209.60 | 119,267.20 | 122,220.80 | 125,257.60 | 128,460.80 | 131,643.20 | 134,908.80 | 138,299.20 | 141,731.20 | 145,288.00 | 148,948.80 |
| <b>70</b>              | Hourly        | 51.06      | 52.40      | 53.64      | 54.93      | 56.35      | 57.76      | 59.19      | 60.69      | 62.20      | 63.75      | 65.33      | 67.00      | 68.68      | 70.40      | 72.16      |
|                        | Appx. Bi-wkly | 4,084.80   | 4,192.00   | 4,291.20   | 4,394.40   | 4,508.00   | 4,620.80   | 4,735.20   | 4,855.20   | 4,976.00   | 5,103.20   | 5,228.00   | 5,360.00   | 5,494.40   | 5,632.00   | 5,772.80   |
|                        | Appx. Monthly | 8,850.40   | 9,082.67   | 9,297.60   | 9,521.20   | 9,767.33   | 10,011.73  | 10,259.60  | 10,519.60  | 10,781.33  | 11,056.93  | 11,329.07  | 11,613.33  | 11,904.53  | 12,202.67  | 12,507.73  |
|                        | Appx. Annual  | 106,204.80 | 108,992.00 | 111,571.20 | 114,254.40 | 117,208.00 | 120,140.80 | 123,115.20 | 126,235.20 | 129,376.00 | 132,683.20 | 135,948.80 | 139,360.00 | 142,854.40 | 146,432.00 | 150,092.80 |
| <b>70T</b>             | Hourly        | 51.06      | 52.40      | 53.64      | 54.93      | 56.35      | 57.76      | 59.19      | 60.69      | 62.20      | 63.75      | 65.33      | 67.00      | 68.68      | 70.40      | 72.16      |
|                        | Appx. Bi-wkly | 4,084.80   | 4,192.00   | 4,291.20   | 4,394.40   | 4,508.00   | 4,620.80   | 4,735.20   | 4,855.20   | 4,976.00   | 5,103.20   | 5,228.00   | 5,360.00   | 5,494.40   | 5,632.00   | 5,772.80   |
|                        | Appx. Monthly | 8,850.40   | 9,082.67   | 9,297.60   | 9,521.20   | 9,767.33   | 10,011.73  | 10,259.60  | 10,519.60  | 10,781.33  | 11,056.93  | 11,329.07  | 11,613.33  | 11,904.53  | 12,202.67  | 12,507.73  |
|                        | Appx. Annual  | 106,204.80 | 108,992.00 | 111,571.20 | 114,254.40 | 117,208.00 | 120,140.80 | 123,115.20 | 126,235.20 | 129,376.00 | 132,683.20 | 135,948.80 | 139,360.00 | 142,854.40 | 146,432.00 | 150,092.80 |
| <b>70A</b>             | Hourly        | 51.71      | 53.02      | 54.29      | 55.62      | 57.05      | 58.49      | 59.95      | 61.45      | 62.97      | 64.59      | 66.19      | 67.85      | 69.55      | 71.29      | 73.07      |
|                        | Appx. Bi-wkly | 4,136.80   | 4,241.60   | 4,343.20   | 4,449.60   | 4,564.00   | 4,679.20   | 4,796.00   | 4,916.00   | 5,037.60   | 5,167.20   | 5,295.20   | 5,428.00   | 5,564.00   | 5,703.20   | 5,845.60   |
|                        | Appx. Monthly | 8,963.07   | 9,190.13   | 9,410.27   | 9,640.80   | 9,888.67   | 10,138.27  | 10,391.33  | 10,651.33  | 10,914.80  | 11,195.60  | 11,472.93  | 11,760.67  | 12,055.33  | 12,356.93  | 12,665.47  |
|                        | Appx. Annual  | 107,556.80 | 110,281.60 | 112,923.20 | 115,689.60 | 118,664.00 | 121,659.20 | 124,696.00 | 127,816.00 | 130,977.60 | 134,347.20 | 137,675.20 | 141,128.00 | 144,664.00 | 148,283.20 | 151,985.60 |
| <b>70C</b>             | Hourly        | 51.95      | 53.29      | 54.56      | 55.87      | 57.34      | 58.76      | 60.22      | 61.76      | 63.29      | 64.90      | 66.53      | 68.19      | 69.90      | 71.65      | 73.44      |
|                        | Appx. Bi-wkly | 4,156.00   | 4,263.20   | 4,364.80   | 4,469.60   | 4,587.20   | 4,700.80   | 4,817.60   | 4,940.80   | 5,063.20   | 5,192.00   | 5,322.40   | 5,455.20   | 5,592.00   | 5,732.00   | 5,875.20   |
|                        | Appx. Monthly | 9,004.67   | 9,236.93   | 9,457.07   | 9,684.13   | 9,938.93   | 10,185.07  | 10,438.13  | 10,705.07  | 10,970.27  | 11,249.33  | 11,531.87  | 11,819.60  | 12,116.00  | 12,419.33  | 12,729.60  |
|                        | Appx. Annual  | 108,056.00 | 110,843.20 | 113,484.80 | 116,209.60 | 119,267.20 | 122,220.80 | 125,257.60 | 128,460.80 | 131,643.20 | 134,992.00 | 138,382.40 | 141,835.20 | 145,399.20 | 149,032.00 | 152,755.20 |
| <b>71</b>              | Hourly        | 52.40      | 53.64      | 54.93      | 56.35      | 57.76      | 59.19      | 60.69      | 62.20      | 63.75      | 65.33      | 66.96      | 68.64      | 70.36      | 72.12      | 73.92      |
|                        | Appx. Bi-wkly | 4,192.00   | 4,291.20   | 4,394.40   | 4,508.00   | 4,620.80   | 4,735.20   | 4,855.20   | 4,976.00   | 5,103.20   | 5,226.40   | 5,356.80   | 5,491.20   | 5,628.80   | 5,769.60   | 5,913.60   |
|                        | Appx. Monthly | 9,082.67   | 9,297.60   | 9,521.20   | 9,767.33   | 10,011.73  | 10,259.60  | 10,519.60  | 10,781.33  | 11,056.93  | 11,323.87  | 11,606.40  | 11,897.60  | 12,195.73  | 12,500.80  | 12,812.80  |
|                        | Appx. Annual  | 108,992.00 | 111,571.20 | 114,254.40 | 117,208.00 | 120,140.80 | 123,115.20 | 126,235.20 | 129,376.00 | 132,683.20 | 135,886.40 | 139,276.80 | 142,771.20 | 146,348.80 | 150,009.60 | 153,753.60 |
| <b>71T</b>             | Hourly        | 52.40      | 53.64      | 54.93      | 56.35      | 57.76      | 59.19      | 60.69      | 62.20      | 63.75      | 65.33      | 66.96      | 68.64      | 70.36      | 72.12      | 73.92      |
|                        | Appx. Bi-wkly | 4,192.00   | 4,291.20   | 4,394.40   | 4,508.00   | 4,620.80   | 4,735.20   | 4,855.20   | 4,976.00   | 5,103.20   | 5,226.40   | 5,356.80   | 5,491.20   | 5,628.80   | 5,769.60   | 5,913.60   |
|                        | Appx. Monthly | 9,082.67   | 9,297.60   | 9,521.20   | 9,767.33   | 10,011.73  | 10,259.60  | 10,519.60  | 10,781.33  | 11,056.93  | 11,323.87  | 11,606.40  | 11,897.60  | 12,195.73  | 12,500.80  | 12,812.80  |
|                        | Appx. Annual  | 108,992.00 | 111,571.20 | 114,254.40 | 117,208.00 | 120,140.80 | 123,115.20 | 126,235.20 | 129,376.00 | 132,683.20 | 135,886.40 | 139,276.80 | 142,771.20 | 146,348.80 | 150,009.60 | 153,753.60 |
| <b>71A</b>             | Hourly        | 53.02      | 54.29      | 55.62      | 57.05      | 58.49      | 59.95      | 61.45      | 62.97      | 64.59      | 66.16      | 67.80      | 69.53      | 71.27      | 73.05      | 74.87      |
|                        | Appx. Bi-wkly | 4,241.60   | 4,343.20   | 4,449.60   | 4,564.00   | 4,679.20   | 4,796.00   | 4,916.00   | 5,037.60   | 5,167.20   | 5,292.80   | 5,424.00   | 5,562.40   | 5,704.00   | 5,848.00   | 5,994.00   |
|                        | Appx. Monthly | 9,190.13   | 9,410.27   | 9,640.80   | 9,888.67   | 10,138.27  | 10,391.33  | 10,651.33  | 10,914.80  | 11,195.60  | 11,467.73  | 11,752.00  | 12,051.87  | 12,353.47  | 12,662.00  | 12,977.47  |
|                        | Appx. Annual  | 110,281.60 | 112,923.20 | 115,689.60 | 118,664.00 | 121,659.20 | 124,696.00 | 127,816.00 | 130,977.60 | 134,347.20 | 137,612.80 | 141,024.00 | 144,622.40 | 148,241.60 | 151,944.00 | 155,729.60 |
| <b>71C</b>             | Hourly        | 53.29      | 54.56      | 55.87      | 57.34      | 58.76      | 60.22      | 61.76      | 63.29      | 64.90      | 66.47      | 68.13      | 69.83      | 71.59      | 73.39      | 75.22      |
|                        | Appx. Bi-wkly | 4,263.20   | 4,364.80   | 4,469.60   | 4,587.20   | 4,700.80   | 4,817.60   | 4,940.80   | 5,063.20   | 5,192.00   | 5,316.00   | 5,450.40   | 5,586.40   | 5,727.20   | 5,871.20   | 6,018.60   |
|                        | Appx. Monthly | 9,236.93   | 9,457.07   | 9,684.13   | 9,938.93   | 10,185.07  | 10,438.13  | 10,705.07  | 10,970.27  | 11,249.33  | 11,521.47  | 11,809.20  | 12,103.87  | 12,408.93  | 12,720.93  | 13,038.13  |
|                        | Appx. Annual  | 110,843.20 | 113,484.80 | 116,209.60 | 119,267.20 | 122,220.80 | 125,257.60 | 128,460.80 | 131,643.20 | 134,992.00 | 138,257.60 | 141,710.40 | 145,246.40 | 148,907.20 | 152,651.20 | 156,457.60 |
| <b>72</b>              | Hourly        | 53.64      | 54.93      | 56.35      | 57.76      | 59         |            |            |            |            |            |            |            |            |            |            |



| Ranges Eff. 08/08/2026 | Step 1        | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>74C</b>             | Hourly        | 57.34      | 58.76      | 60.22      | 61.76      | 63.29      | 64.90      | 66.47      | 68.14      | 69.82      | 71.55      | 73.36      | 75.21      | 77.10      | 79.02      | 81.00      |
|                        | Appx. Bi-wkly | 4,587.20   | 4,700.80   | 4,817.60   | 4,940.80   | 5,063.20   | 5,192.00   | 5,317.60   | 5,451.20   | 5,585.60   | 5,724.00   | 5,868.80   | 6,016.80   | 6,168.00   | 6,321.60   | 6,480.00   |
|                        | Appx. Monthly | 9,938.93   | 10,185.07  | 10,438.13  | 10,705.07  | 10,970.27  | 11,249.33  | 11,521.47  | 11,810.93  | 12,102.13  | 12,402.00  | 12,715.73  | 13,036.40  | 13,364.00  | 13,696.80  | 14,040.00  |
|                        | Appx. Annual  | 119,267.20 | 122,220.80 | 125,257.60 | 128,460.80 | 131,643.20 | 134,992.00 | 138,257.60 | 141,731.20 | 145,225.60 | 148,824.00 | 152,588.80 | 156,436.80 | 160,368.00 | 164,361.60 | 168,480.00 |
| <b>75</b>              | Hourly        | 57.76      | 59.19      | 60.69      | 62.20      | 63.79      | 65.33      | 66.98      | 68.63      | 70.34      | 72.10      | 73.89      | 75.73      | 77.61      | 79.56      | 81.55      |
|                        | Appx. Bi-wkly | 4,620.80   | 4,735.20   | 4,855.20   | 4,976.00   | 5,103.20   | 5,226.40   | 5,358.40   | 5,490.40   | 5,627.20   | 5,768.00   | 5,911.20   | 6,058.40   | 6,208.80   | 6,364.80   | 6,524.00   |
|                        | Appx. Monthly | 10,011.73  | 10,259.60  | 10,519.60  | 10,781.33  | 11,056.93  | 11,323.87  | 11,609.87  | 11,895.87  | 12,192.27  | 12,497.33  | 12,807.60  | 13,126.53  | 13,452.40  | 13,790.40  | 14,135.33  |
|                        | Appx. Annual  | 120,140.80 | 123,115.20 | 126,235.20 | 129,376.00 | 132,683.20 | 135,886.40 | 139,318.40 | 142,750.40 | 146,307.20 | 149,968.00 | 153,691.20 | 157,518.40 | 161,428.80 | 165,484.80 | 169,624.00 |
| <b>75T</b>             | Hourly        | 57.76      | 59.19      | 60.69      | 62.20      | 63.79      | 65.33      | 66.98      | 68.63      | 70.34      | 72.10      | 73.90      | 75.75      | 77.61      | 79.56      | 81.55      |
|                        | Appx. Bi-wkly | 4,620.80   | 4,735.20   | 4,855.20   | 4,976.00   | 5,103.20   | 5,226.40   | 5,358.40   | 5,490.40   | 5,627.20   | 5,768.00   | 5,912.00   | 6,060.00   | 6,210.00   | 6,364.80   | 6,524.00   |
|                        | Appx. Monthly | 10,011.73  | 10,259.60  | 10,519.60  | 10,781.33  | 11,056.93  | 11,323.87  | 11,609.87  | 11,895.87  | 12,192.27  | 12,497.33  | 12,807.60  | 13,126.53  | 13,452.40  | 13,790.40  | 14,135.33  |
|                        | Appx. Annual  | 120,140.80 | 123,115.20 | 126,235.20 | 129,376.00 | 132,683.20 | 135,886.40 | 139,318.40 | 142,750.40 | 146,307.20 | 149,968.00 | 153,712.00 | 157,560.00 | 161,512.00 | 165,568.00 | 169,728.00 |
| <b>75A</b>             | Hourly        | 58.49      | 59.95      | 61.45      | 62.97      | 64.59      | 66.16      | 67.82      | 69.53      | 71.21      | 72.99      | 74.80      | 76.68      | 78.59      | 80.56      | 82.58      |
|                        | Appx. Bi-wkly | 4,679.20   | 4,796.00   | 4,916.00   | 5,037.60   | 5,167.20   | 5,292.80   | 5,425.60   | 5,562.40   | 5,696.80   | 5,839.20   | 5,984.00   | 6,134.40   | 6,287.20   | 6,444.80   | 6,606.40   |
|                        | Appx. Monthly | 10,138.27  | 10,391.33  | 10,651.33  | 10,914.80  | 11,195.60  | 11,467.73  | 11,755.47  | 12,051.87  | 12,343.07  | 12,651.60  | 12,965.33  | 13,291.20  | 13,622.27  | 13,963.73  | 14,313.87  |
|                        | Appx. Annual  | 121,659.20 | 124,696.00 | 127,816.00 | 130,977.60 | 134,347.20 | 137,612.80 | 141,065.60 | 144,622.40 | 148,116.80 | 151,819.20 | 155,584.00 | 159,494.40 | 163,467.20 | 167,564.80 | 171,766.40 |
| <b>75C</b>             | Hourly        | 58.76      | 60.22      | 61.76      | 63.29      | 64.90      | 66.47      | 68.14      | 69.82      | 71.55      | 73.36      | 75.17      | 77.04      | 78.97      | 80.95      | 82.97      |
|                        | Appx. Bi-wkly | 4,700.80   | 4,817.60   | 4,940.80   | 5,063.20   | 5,192.00   | 5,317.60   | 5,451.20   | 5,585.60   | 5,724.00   | 5,868.80   | 6,013.60   | 6,163.20   | 6,317.60   | 6,476.00   | 6,637.60   |
|                        | Appx. Monthly | 10,185.07  | 10,438.13  | 10,705.07  | 10,970.27  | 11,249.33  | 11,521.47  | 11,810.93  | 12,102.13  | 12,402.00  | 12,715.73  | 13,029.47  | 13,353.60  | 13,688.13  | 14,031.33  | 14,381.47  |
|                        | Appx. Annual  | 122,220.80 | 125,257.60 | 128,460.80 | 131,643.20 | 134,992.00 | 138,257.60 | 141,731.20 | 145,225.60 | 148,824.00 | 152,588.80 | 156,353.60 | 160,243.20 | 164,257.60 | 168,376.00 | 172,577.60 |
| <b>76</b>              | Hourly        | 59.19      | 60.69      | 62.20      | 63.79      | 65.33      | 66.98      | 68.63      | 70.34      | 72.10      | 73.91      | 75.75      | 77.65      | 79.60      | 81.60      | 83.64      |
|                        | Appx. Bi-wkly | 4,735.20   | 4,855.20   | 4,976.00   | 5,103.20   | 5,226.40   | 5,358.40   | 5,490.40   | 5,627.20   | 5,768.00   | 5,912.00   | 6,060.00   | 6,212.00   | 6,368.00   | 6,528.00   | 6,691.20   |
|                        | Appx. Monthly | 10,259.60  | 10,519.60  | 10,781.33  | 11,056.93  | 11,323.87  | 11,609.87  | 11,895.87  | 12,192.27  | 12,497.33  | 12,811.07  | 13,130.00  | 13,459.33  | 13,797.33  | 14,144.00  | 14,497.60  |
|                        | Appx. Annual  | 123,115.20 | 126,235.20 | 129,376.00 | 132,683.20 | 135,886.40 | 139,318.40 | 142,750.40 | 146,307.20 | 149,968.00 | 153,732.80 | 157,560.00 | 161,512.00 | 165,568.00 | 169,728.00 | 173,971.20 |
| <b>76T</b>             | Hourly        | 59.19      | 60.69      | 62.20      | 63.79      | 65.33      | 66.98      | 68.63      | 70.34      | 72.10      | 73.91      | 75.76      | 77.65      | 79.60      | 81.60      | 83.64      |
|                        | Appx. Bi-wkly | 4,735.20   | 4,855.20   | 4,976.00   | 5,103.20   | 5,226.40   | 5,358.40   | 5,490.40   | 5,627.20   | 5,768.00   | 5,912.00   | 6,060.00   | 6,212.00   | 6,368.00   | 6,528.00   | 6,691.20   |
|                        | Appx. Monthly | 10,259.60  | 10,519.60  | 10,781.33  | 11,056.93  | 11,323.87  | 11,609.87  | 11,895.87  | 12,192.27  | 12,497.33  | 12,811.07  | 13,131.73  | 13,459.33  | 13,797.33  | 14,144.00  | 14,497.60  |
|                        | Appx. Annual  | 123,115.20 | 126,235.20 | 129,376.00 | 132,683.20 | 135,886.40 | 139,318.40 | 142,750.40 | 146,307.20 | 149,968.00 | 153,732.80 | 157,580.80 | 161,512.00 | 165,568.00 | 169,728.00 | 173,971.20 |
| <b>76A</b>             | Hourly        | 59.95      | 61.45      | 62.97      | 64.59      | 66.16      | 67.82      | 69.53      | 71.21      | 72.99      | 74.82      | 76.70      | 78.61      | 80.58      | 82.60      | 84.66      |
|                        | Appx. Bi-wkly | 4,796.00   | 4,916.00   | 5,037.60   | 5,167.20   | 5,292.80   | 5,425.60   | 5,562.40   | 5,696.80   | 5,839.20   | 5,985.60   | 6,136.00   | 6,288.80   | 6,446.40   | 6,608.00   | 6,772.80   |
|                        | Appx. Monthly | 10,391.33  | 10,651.33  | 10,914.80  | 11,195.60  | 11,467.73  | 11,755.47  | 12,051.87  | 12,343.07  | 12,651.60  | 12,968.80  | 13,294.67  | 13,625.73  | 13,962.20  | 14,317.33  | 14,674.40  |
|                        | Appx. Annual  | 124,696.00 | 127,816.00 | 130,977.60 | 134,347.20 | 137,612.80 | 141,065.60 | 144,622.40 | 148,116.80 | 151,819.20 | 155,625.60 | 159,536.00 | 163,508.80 | 167,606.40 | 171,808.00 | 176,092.80 |
| <b>76C</b>             | Hourly        | 60.22      | 61.76      | 63.29      | 64.90      | 66.47      | 68.14      | 69.82      | 71.55      | 73.36      | 75.20      | 77.09      | 79.00      | 80.97      | 83.00      | 85.07      |
|                        | Appx. Bi-wkly | 4,817.60   | 4,940.80   | 5,063.20   | 5,192.00   | 5,317.60   | 5,451.20   | 5,585.60   | 5,724.00   | 5,868.80   | 6,016.00   | 6,167.20   | 6,320.00   | 6,477.60   | 6,640.00   | 6,805.60   |
|                        | Appx. Monthly | 10,438.13  | 10,705.07  | 10,970.27  | 11,249.33  | 11,521.47  | 11,810.93  | 12,102.13  | 12,402.00  | 12,715.73  | 13,034.67  | 13,362.27  | 13,693.33  | 14,034.80  | 14,386.67  | 14,745.47  |
|                        | Appx. Annual  | 125,257.60 | 128,460.80 | 131,643.20 | 134,992.00 | 138,257.60 | 141,731.20 | 145,225.60 | 148,824.00 | 152,588.80 | 156,416.00 | 160,347.20 | 164,320.00 | 168,417.60 | 172,640.00 | 176,945.60 |
| <b>77</b>              | Hourly        | 60.69      | 62.20      | 63.79      | 65.33      | 66.98      | 68.63      | 70.34      | 72.10      | 73.91      | 75.77      | 77.67      | 79.63      | 81.62      | 83.66      | 85.75      |
|                        | Appx. Bi-wkly | 4,855.20   | 4,976.00   | 5,103.20   | 5,226.40   | 5,358.40   | 5,490.40   | 5,627.20   | 5,768.00   | 5,912.00   | 6,061.60   | 6,213.60   | 6,370.40   | 6,529.60   | 6,692.80   | 6,860.00   |
|                        | Appx. Monthly | 10,519.60  | 10,781.33  | 11,056.93  | 11,323.87  | 11,609.87  | 11,895.87  | 12,192.27  | 12,497.33  | 12,811.07  | 13,133.47  | 13,462.80  | 13,802.53  | 14,147.47  | 14,501.07  | 14,863.33  |
|                        | Appx. Annual  | 126,235.20 | 129,376.00 | 132,683.20 | 135,886.40 | 139,318.40 | 142,750.40 | 146,307.20 | 149,968.00 | 153,732.80 | 157,601.60 | 161,553.60 | 165,630.40 | 169,769.60 | 174,012.00 | 178,360.00 |
| <b>77T</b>             | Hourly        | 60.69      | 62.20      | 63.79      | 65.33      | 66.98      | 68.63      | 70.34      | 72.10      | 73.91      | 75.77      | 77.67      | 79.62      | 81.60      | 83.66      | 85.75      |
|                        | Appx. Bi-wkly | 4,855.20   | 4,976.00   | 5,103.20   | 5,226.40   | 5,358.40   | 5,490.40   | 5,627.20   | 5,768.00   | 5,912.00   | 6,061.60   | 6,213.60   | 6,369.60   | 6,529.60   | 6,691.20   | 6,858.40   |
|                        | Appx. Monthly | 10,519.60  | 10,781.33  | 11,056.93  | 11,323.87  | 11,609.87  | 11,895.87  | 12,192.27  | 12,497.33  | 12,811.07  | 13,133.47  | 13,462.80  | 13,802.80  | 14,147.47  | 14,501.07  | 14,863.33  |
|                        | Appx. Annual  | 126,235.20 | 129,376.00 | 132,683.20 | 135,886.40 | 139,318.40 | 142,750.40 | 146,307.20 | 149,968.00 | 153,732.80 | 157,601.60 | 161,553.60 | 165,609.60 | 169,769.60 | 174,012.00 | 178,360.00 |
| <b>77A</b>             | Hourly        | 61.45      | 62.97      | 64.59      | 66.16      | 67.82      | 69.53      | 71.21      | 72.99      | 74.82      | 76.74      | 78.66      | 80.64      | 82.66      | 84.73      | 86.85      |
|                        | Appx. Bi-wkly | 4,916.00   | 5,037.60   | 5,167.20   | 5,292.80   | 5,425.60   | 5,562.40   | 5,696.80   | 5,839.20   | 5,985.60   | 6,139.20   | 6,292.80   | 6,451.20   | 6,614.40   | 6,778.40   | 6,948.00   |
|                        | Appx. Monthly | 10,651.33  | 10,914.80  | 11,195.60  | 11,467.73  | 11,755.47  | 12,051.87  | 12,343.07  | 12,651.60  | 12,968.80  | 13,301.60  | 13,644.00  | 13,977.60  | 14,327.73  | 14,686.53  | 15,054.00  |
|                        | Appx. Annual  | 127,816.00 | 130,977.60 | 134,347.20 | 137,612.80 | 141,065.60 | 144,622.40 | 148,116.80 | 151,819.20 | 155,625.60 | 159,619.20 | 163,612.80 | 167,731.20 | 171,932.80 | 176,238.40 | 180,648.00 |
| <b>77C</b>             | Hourly        | 61.76      | 63.29      | 64.90      | 66.47      | 68.14      | 69.82      | 71.55      | 73.36      | 75.20      | 77.13      | 79.05      | 81.00      | 83.04      | 85.12      | 87.25      |
|                        | Appx. Bi-wkly | 4,940.80   | 5,063.20   | 5,192.00   | 5,317.60   | 5,451.20   | 5,585.60   | 5,724.00   | 5,868.80   | 6,016.00   | 6,170.40   | 6,324.00   | 6,480.00   | 6,643.20   | 6,809.60   | 6,980.00   |
|                        | Appx. Monthly | 10,705.07  | 10,970.27  | 11,249.33  | 11,521.47  | 11,810.93  | 12,102.13  | 12,402.00  | 12,715.73  | 13,034.67  | 13,369.20  | 13,702.00  | 14,040.00  | 14,393.60  | 14,754.13  | 15,123.33  |
|                        | Appx. Annual  | 128,460.80 | 131,643.20 | 134,992.00 | 138,257.60 | 141,731.20 | 145,225.60 | 148,824.00 | 152,588.80 | 156,416.00 | 160,430.40 | 164,424.00 | 168,480.00 | 172,723.20 | 177,049.60 | 181,480.00 |
| <                      |               |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |



| Ranges Eff. 08/08/2026 | Step 1        | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>80C</b>             | Hourly        | 66.47      | 68.14      | 69.82      | 71.55      | 73.36      | 75.20      | 77.13      | 79.00      | 81.02      | 83.07      | 85.14      | 87.27      | 89.46      | 91.69      | 93.99      |
|                        | Appx. Bi-wkly | 5,317.60   | 5,451.20   | 5,585.60   | 5,724.00   | 5,868.80   | 6,016.00   | 6,170.40   | 6,320.00   | 6,481.60   | 6,645.60   | 6,812.00   | 6,981.60   | 7,156.80   | 7,338.20   | 7,519.20   |
|                        | Appx. Monthly | 11,521.47  | 11,810.93  | 12,102.13  | 12,400.00  | 12,715.73  | 13,034.67  | 13,369.20  | 13,693.33  | 14,034.47  | 14,398.80  | 14,757.60  | 15,126.80  | 15,506.40  | 15,892.93  | 16,291.60  |
|                        | Appx. Annual  | 138,257.60 | 141,731.20 | 145,225.60 | 148,824.00 | 152,588.80 | 156,416.00 | 160,330.00 | 164,320.00 | 168,521.60 | 172,785.60 | 177,091.20 | 181,521.60 | 186,076.80 | 190,715.20 | 195,499.20 |
| <b>81</b>              | Hourly        | 66.98      | 68.63      | 70.34      | 72.10      | 73.91      | 75.77      | 77.65      | 79.63      | 81.60      | 83.62      | 85.72      | 87.86      | 90.06      | 92.31      | 94.62      |
|                        | Appx. Bi-wkly | 5,358.40   | 5,490.40   | 5,627.20   | 5,768.00   | 5,912.80   | 6,061.60   | 6,212.00   | 6,370.40   | 6,528.00   | 6,689.60   | 6,857.60   | 7,028.80   | 7,204.80   | 7,384.80   | 7,569.60   |
|                        | Appx. Monthly | 11,609.87  | 11,895.87  | 12,192.27  | 12,497.33  | 12,811.07  | 13,133.47  | 13,459.33  | 13,802.53  | 14,144.00  | 14,494.13  | 14,858.13  | 15,229.07  | 15,610.40  | 16,000.40  | 16,400.80  |
|                        | Appx. Annual  | 139,318.40 | 142,750.40 | 146,307.20 | 149,968.00 | 153,732.80 | 157,601.60 | 161,512.00 | 165,430.40 | 169,728.00 | 173,929.60 | 178,297.60 | 182,748.80 | 187,324.80 | 192,004.80 | 196,809.60 |
| <b>81T</b>             | Hourly        | 66.98      | 68.63      | 70.34      | 72.10      | 73.91      | 75.77      | 77.65      | 79.63      | 81.60      | 83.62      | 85.71      | 87.85      |            |            |            |
|                        | Appx. Bi-wkly | 5,358.40   | 5,490.40   | 5,627.20   | 5,768.00   | 5,912.80   | 6,061.60   | 6,212.00   | 6,370.40   | 6,528.00   | 6,689.60   | 6,856.80   | 7,028.00   |            |            |            |
|                        | Appx. Monthly | 11,609.87  | 11,895.87  | 12,192.27  | 12,497.33  | 12,811.07  | 13,133.47  | 13,459.33  | 13,802.53  | 14,144.00  | 14,494.13  | 14,856.40  | 15,227.33  |            |            |            |
|                        | Appx. Annual  | 139,318.40 | 142,750.40 | 146,307.20 | 149,968.00 | 153,732.80 | 157,601.60 | 161,512.00 | 165,630.40 | 169,728.00 | 173,929.60 | 178,297.60 | 182,728.00 |            |            |            |
| <b>81A</b>             | Hourly        | 67.82      | 69.53      | 71.21      | 72.99      | 74.82      | 76.74      | 78.63      | 80.64      | 82.64      | 84.66      | 86.80      | 88.98      | 91.21      | 93.48      | 95.82      |
|                        | Appx. Bi-wkly | 5,425.60   | 5,562.40   | 5,696.80   | 5,839.20   | 5,985.60   | 6,139.20   | 6,290.40   | 6,451.20   | 6,611.20   | 6,772.80   | 6,944.00   | 7,118.40   | 7,296.80   | 7,478.40   | 7,665.60   |
|                        | Appx. Monthly | 11,755.47  | 12,051.87  | 12,343.07  | 12,651.60  | 12,968.80  | 13,301.60  | 13,629.20  | 13,977.60  | 14,324.27  | 14,674.40  | 15,045.33  | 15,423.20  | 15,809.73  | 16,203.20  | 16,608.80  |
|                        | Appx. Annual  | 141,065.60 | 144,622.40 | 148,116.80 | 151,819.20 | 155,625.60 | 159,619.20 | 163,550.40 | 167,731.20 | 171,891.20 | 176,092.80 | 180,544.00 | 185,078.40 | 189,716.80 | 194,438.40 | 199,305.60 |
| <b>81C</b>             | Hourly        | 68.14      | 69.82      | 71.55      | 73.36      | 75.20      | 77.13      | 79.00      | 81.02      | 83.07      | 85.11      | 87.23      | 89.40      | 91.65      | 93.95      | 96.29      |
|                        | Appx. Bi-wkly | 5,451.20   | 5,585.60   | 5,724.00   | 5,868.80   | 6,016.00   | 6,170.40   | 6,320.00   | 6,481.60   | 6,645.60   | 6,808.80   | 6,978.40   | 7,152.00   | 7,332.00   | 7,516.00   | 7,703.20   |
|                        | Appx. Monthly | 11,810.93  | 12,102.13  | 12,400.00  | 12,715.73  | 13,034.67  | 13,369.20  | 13,693.33  | 14,034.47  | 14,398.80  | 14,752.40  | 15,119.87  | 15,496.00  | 15,886.00  | 16,284.67  | 16,690.27  |
|                        | Appx. Annual  | 141,731.20 | 145,225.60 | 148,824.00 | 152,588.80 | 156,416.00 | 160,330.00 | 164,320.00 | 168,521.60 | 172,785.60 | 177,028.80 | 181,438.40 | 185,952.00 | 190,632.00 | 195,416.00 | 200,283.20 |
| <b>82</b>              | Hourly        | 68.63      | 70.34      | 72.10      | 73.91      | 75.77      | 77.65      | 79.63      | 81.60      | 83.62      | 85.72      | 87.86      | 90.06      | 92.31      | 94.63      | 97.00      |
|                        | Appx. Bi-wkly | 5,490.40   | 5,627.20   | 5,768.00   | 5,912.80   | 6,061.60   | 6,212.00   | 6,370.40   | 6,528.00   | 6,689.60   | 6,857.60   | 7,028.80   | 7,204.80   | 7,384.80   | 7,570.40   | 7,760.00   |
|                        | Appx. Monthly | 11,895.87  | 12,192.27  | 12,497.33  | 12,811.07  | 13,133.47  | 13,459.33  | 13,802.53  | 14,144.00  | 14,494.13  | 14,858.13  | 15,229.07  | 15,610.40  | 16,000.40  | 16,402.53  | 16,813.33  |
|                        | Appx. Annual  | 142,750.40 | 146,307.20 | 149,968.00 | 153,732.80 | 157,601.60 | 161,512.00 | 165,630.40 | 169,728.00 | 173,929.60 | 178,297.60 | 182,748.80 | 187,324.80 | 192,004.80 | 196,830.40 | 201,760.00 |
| <b>82T</b>             | Hourly        | 68.63      | 70.34      | 72.10      | 73.91      | 75.77      | 77.65      | 79.63      | 81.60      | 83.62      | 85.72      | 87.86      | 90.05      |            |            |            |
|                        | Appx. Bi-wkly | 5,490.40   | 5,627.20   | 5,768.00   | 5,912.80   | 6,061.60   | 6,212.00   | 6,370.40   | 6,528.00   | 6,689.60   | 6,857.60   | 7,028.80   | 7,204.00   |            |            |            |
|                        | Appx. Monthly | 11,895.87  | 12,192.27  | 12,497.33  | 12,811.07  | 13,133.47  | 13,459.33  | 13,802.53  | 14,144.00  | 14,494.13  | 14,858.13  | 15,229.07  | 15,608.67  |            |            |            |
|                        | Appx. Annual  | 142,750.40 | 146,307.20 | 149,968.00 | 153,732.80 | 157,601.60 | 161,512.00 | 165,630.40 | 169,728.00 | 173,929.60 | 178,297.60 | 182,748.80 | 187,304.00 |            |            |            |
| <b>82A</b>             | Hourly        | 69.53      | 71.21      | 72.99      | 74.82      | 76.74      | 78.63      | 80.64      | 82.64      | 84.66      | 86.80      | 88.96      | 91.19      | 93.47      | 95.81      | 98.21      |
|                        | Appx. Bi-wkly | 5,562.40   | 5,696.80   | 5,839.20   | 5,985.60   | 6,139.20   | 6,290.40   | 6,451.20   | 6,611.20   | 6,772.80   | 6,944.00   | 7,116.80   | 7,295.20   | 7,477.60   | 7,664.80   | 7,856.80   |
|                        | Appx. Monthly | 12,051.87  | 12,343.07  | 12,651.60  | 12,968.80  | 13,301.60  | 13,629.20  | 13,977.60  | 14,324.27  | 14,674.40  | 15,045.33  | 15,419.73  | 15,806.27  | 16,201.47  | 16,607.07  | 17,023.07  |
|                        | Appx. Annual  | 144,622.40 | 148,116.80 | 151,819.20 | 155,625.60 | 159,619.20 | 163,550.40 | 167,731.20 | 171,891.20 | 176,092.80 | 180,544.00 | 185,036.80 | 189,675.20 | 194,417.60 | 199,284.80 | 204,276.80 |
| <b>82C</b>             | Hourly        | 69.82      | 71.55      | 73.36      | 75.20      | 77.13      | 79.00      | 81.02      | 83.07      | 85.11      | 87.23      | 89.39      | 91.63      | 93.94      | 96.27      | 98.68      |
|                        | Appx. Bi-wkly | 5,585.60   | 5,724.00   | 5,868.80   | 6,016.00   | 6,170.40   | 6,320.00   | 6,481.60   | 6,645.60   | 6,808.80   | 6,978.40   | 7,152.00   | 7,330.40   | 7,512.00   | 7,701.60   | 7,894.40   |
|                        | Appx. Monthly | 12,102.13  | 12,400.00  | 12,715.73  | 13,034.67  | 13,369.20  | 13,693.33  | 14,034.47  | 14,398.80  | 14,752.40  | 15,119.87  | 15,494.27  | 15,882.53  | 16,282.93  | 16,686.80  | 17,104.53  |
|                        | Appx. Annual  | 145,225.60 | 148,824.00 | 152,588.80 | 156,416.00 | 160,330.00 | 164,320.00 | 168,521.60 | 172,785.60 | 177,028.80 | 181,438.40 | 185,931.20 | 190,590.40 | 195,392.00 | 200,241.60 | 205,254.40 |
| <b>83</b>              | Hourly        | 70.34      | 72.10      | 73.91      | 75.77      | 77.65      | 79.63      | 81.60      | 83.62      | 85.72      | 87.87      | 90.07      | 92.34      | 94.65      | 97.01      | 99.43      |
|                        | Appx. Bi-wkly | 5,627.20   | 5,768.00   | 5,912.80   | 6,061.60   | 6,212.00   | 6,370.40   | 6,528.00   | 6,689.60   | 6,857.60   | 7,029.60   | 7,205.60   | 7,387.20   | 7,572.00   | 7,760.80   | 7,954.40   |
|                        | Appx. Monthly | 12,192.27  | 12,497.33  | 12,811.07  | 13,133.47  | 13,459.33  | 13,802.53  | 14,144.00  | 14,494.13  | 14,858.13  | 15,230.80  | 15,612.13  | 16,005.60  | 16,406.00  | 16,815.07  | 17,234.53  |
|                        | Appx. Annual  | 146,307.20 | 149,968.00 | 153,732.80 | 157,601.60 | 161,512.00 | 165,630.40 | 169,728.00 | 173,929.60 | 178,297.60 | 182,769.60 | 187,345.60 | 192,067.20 | 196,872.00 | 201,780.80 | 206,814.40 |
| <b>83T</b>             | Hourly        | 70.34      | 72.10      | 73.91      | 75.77      | 77.65      | 79.63      | 81.60      | 83.62      | 85.72      | 87.87      | 90.07      | 92.36      |            |            |            |
|                        | Appx. Bi-wkly | 5,627.20   | 5,768.00   | 5,912.80   | 6,061.60   | 6,212.00   | 6,370.40   | 6,528.00   | 6,689.60   | 6,857.60   | 7,029.60   | 7,205.60   | 7,383.40   |            |            |            |
|                        | Appx. Monthly | 12,192.27  | 12,497.33  | 12,811.07  | 13,133.47  | 13,459.33  | 13,802.53  | 14,144.00  | 14,494.13  | 14,858.13  | 15,230.80  | 15,612.13  | 16,003.87  |            |            |            |
|                        | Appx. Annual  | 146,307.20 | 149,968.00 | 153,732.80 | 157,601.60 | 161,512.00 | 165,630.40 | 169,728.00 | 173,929.60 | 178,297.60 | 182,769.60 | 187,345.60 | 192,046.40 |            |            |            |
| <b>83A</b>             | Hourly        | 71.21      | 72.99      | 74.82      | 76.74      | 78.63      | 80.64      | 82.64      | 84.66      | 86.80      | 88.98      | 91.20      | 93.48      | 95.82      | 98.22      | 100.67     |
|                        | Appx. Bi-wkly | 5,696.80   | 5,839.20   | 5,985.60   | 6,139.20   | 6,290.40   | 6,451.20   | 6,611.20   | 6,772.80   | 6,944.00   | 7,118.40   | 7,296.00   | 7,478.40   | 7,665.60   | 7,857.60   | 8,053.60   |
|                        | Appx. Monthly | 12,343.07  | 12,651.60  | 12,968.80  | 13,301.60  | 13,629.20  | 13,977.60  | 14,324.27  | 14,674.40  | 15,045.33  | 15,423.20  | 15,808.00  | 16,203.20  | 16,608.80  | 17,024.80  | 17,449.47  |
|                        | Appx. Annual  | 148,116.80 | 151,819.20 | 155,625.60 | 159,619.20 | 163,550.40 | 167,731.20 | 171,891.20 | 176,092.80 | 180,544.00 | 185,078.40 | 189,696.00 | 194,438.40 | 199,305.60 | 204,297.60 | 209,393.60 |
| <b>83C</b>             | Hourly        | 71.55      | 73.36      | 75.20      | 77.13      | 79.00      | 81.02      | 83.07      | 85.11      | 87.23      | 89.40      | 91.65      | 93.96      | 96.29      | 98.70      | 101.18     |
|                        | Appx. Bi-wkly | 5,724.00   | 5,868.80   | 6,016.00   | 6,170.40   | 6,320.00   | 6,481.60   | 6,645.60   | 6,808.80   | 6,978.40   | 7,152.00   | 7,332.00   | 7,516.80   | 7,703.20   | 7,896.00   | 8,094.40   |
|                        | Appx. Monthly | 12,402.00  | 12,715.73  | 13,034.67  | 13,369.20  | 13,693.33  | 14,034.47  | 14,398.80  | 14,752.40  | 15,119.87  | 15,496.00  | 15,886.00  | 16,286.40  | 16,690.27  | 17,108.00  | 17,537.87  |
|                        | Appx. Annual  | 148,824.00 | 152,588.80 | 156,416.00 | 160,330.00 | 164,320.00 | 168,521.60 | 172,785.60 | 177,028.80 | 181,438.40 | 185,952.00 | 190,632.00 | 195,436.80 | 200,283.20 | 205,296.00 | 210,454.40 |
| <b>84</b>              | Hourly        | 72.10      | 73.91      | 75.77      | 77.65      | 79.63      | 81.60      | 83.62      | 85.72      | 87.87      | 90.07      | 92.34      | 94.65      | 97.00      | 99.43      |            |



| Ranges Eff. 08/08/2026 | Step 1        | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>86C</b>             | Hourly        | 77.13      | 79.00      | 81.02      | 83.07      | 85.11      | 87.23      | 89.40      | 91.65      | 93.93      | 96.27      | 98.68      | 101.17     | 103.69     | 106.29     | 108.94     |
|                        | Appx. Bi-wkly | 6,170.40   | 6,320.00   | 6,481.60   | 6,645.60   | 6,808.80   | 6,978.40   | 7,152.00   | 7,332.00   | 7,514.40   | 7,701.60   | 7,894.40   | 8,093.60   | 8,295.20   | 8,503.20   | 8,715.20   |
|                        | Appx. Monthly | 13,369.20  | 13,693.33  | 14,043.47  | 14,398.80  | 14,752.40  | 15,119.87  | 15,496.00  | 15,886.00  | 16,281.20  | 16,686.80  | 17,104.53  | 17,536.13  | 17,972.93  | 18,423.60  | 18,882.93  |
|                        | Appx. Annual  | 160,430.40 | 164,320.00 | 168,521.60 | 172,785.60 | 177,028.80 | 181,438.40 | 185,952.00 | 190,632.00 | 195,374.40 | 200,241.60 | 205,254.40 | 210,433.60 | 215,675.20 | 221,083.20 | 226,595.20 |
| <b>87</b>              | Hourly        | 77.65      | 79.63      | 81.60      | 83.62      | 85.72      | 87.87      | 90.07      | 92.32      | 94.63      | 97.01      | 99.42      | 101.92     | 104.46     | 107.08     | 109.76     |
|                        | Appx. Bi-wkly | 6,212.00   | 6,370.40   | 6,528.00   | 6,689.60   | 6,857.60   | 7,029.60   | 7,205.60   | 7,385.60   | 7,570.40   | 7,760.80   | 7,953.60   | 8,153.60   | 8,356.80   | 8,566.40   | 8,780.80   |
|                        | Appx. Monthly | 13,459.33  | 13,802.53  | 14,144.00  | 14,494.13  | 14,858.13  | 15,230.80  | 15,612.13  | 16,002.13  | 16,402.53  | 16,815.07  | 17,232.80  | 17,666.13  | 18,106.40  | 18,550.53  | 19,025.07  |
|                        | Appx. Annual  | 161,512.00 | 165,630.40 | 169,728.00 | 173,929.60 | 178,297.60 | 182,769.60 | 187,345.60 | 192,025.60 | 196,830.40 | 201,780.80 | 206,793.60 | 211,993.60 | 217,276.80 | 222,726.40 | 228,300.80 |
| <b>87T</b>             | Hourly        | 77.65      | 79.63      | 81.60      | 83.62      | 85.72      | 87.87      | 90.07      | 92.32      | 94.63      | 97.01      | 99.42      | 101.92     | 104.46     | 107.08     | 109.76     |
|                        | Appx. Bi-wkly | 6,212.00   | 6,370.40   | 6,528.00   | 6,689.60   | 6,857.60   | 7,029.60   | 7,205.60   | 7,385.60   | 7,570.40   | 7,760.80   | 7,953.60   | 8,153.60   | 8,356.80   | 8,566.40   | 8,780.80   |
|                        | Appx. Monthly | 13,459.33  | 13,802.53  | 14,144.00  | 14,494.13  | 14,858.13  | 15,230.80  | 15,612.13  | 16,002.13  | 16,402.53  | 16,815.07  | 17,232.80  | 17,666.13  | 18,106.40  | 18,550.53  | 19,025.07  |
|                        | Appx. Annual  | 161,512.00 | 165,630.40 | 169,728.00 | 173,929.60 | 178,297.60 | 182,769.60 | 187,345.60 | 192,025.60 | 196,830.40 | 201,780.80 | 206,793.60 | 211,993.60 | 217,276.80 | 222,726.40 | 228,300.80 |
| <b>87A</b>             | Hourly        | 78.63      | 80.64      | 82.64      | 84.66      | 86.80      | 88.98      | 91.20      | 93.48      | 95.80      | 98.23      | 100.67     | 103.20     | 105.77     | 108.42     | 111.13     |
|                        | Appx. Bi-wkly | 6,290.40   | 6,451.20   | 6,611.20   | 6,772.80   | 6,944.00   | 7,118.40   | 7,296.00   | 7,478.40   | 7,664.00   | 7,858.40   | 8,053.60   | 8,256.00   | 8,461.60   | 8,673.60   | 8,890.40   |
|                        | Appx. Monthly | 13,629.20  | 13,977.60  | 14,324.27  | 14,674.40  | 15,045.33  | 15,423.20  | 15,808.00  | 16,203.20  | 16,605.33  | 17,026.53  | 17,449.47  | 17,888.00  | 18,333.47  | 18,792.80  | 19,262.53  |
|                        | Appx. Annual  | 163,550.40 | 167,731.20 | 171,891.20 | 176,092.80 | 180,544.00 | 185,078.40 | 189,696.00 | 194,438.40 | 199,264.00 | 204,318.40 | 209,393.60 | 214,656.00 | 220,001.60 | 225,513.60 | 231,150.40 |
| <b>87C</b>             | Hourly        | 79.00      | 81.02      | 83.07      | 85.11      | 87.23      | 89.40      | 91.65      | 93.93      | 96.27      | 98.70      | 101.20     | 103.72     | 106.33     | 108.98     | 111.71     |
|                        | Appx. Bi-wkly | 6,320.00   | 6,481.60   | 6,645.60   | 6,808.80   | 6,978.40   | 7,152.00   | 7,332.00   | 7,514.40   | 7,701.60   | 7,894.40   | 8,093.60   | 8,295.20   | 8,506.40   | 8,718.40   | 8,936.80   |
|                        | Appx. Monthly | 13,693.33  | 14,043.47  | 14,398.80  | 14,752.40  | 15,119.87  | 15,496.00  | 15,886.00  | 16,281.20  | 16,686.80  | 17,108.00  | 17,541.33  | 17,978.13  | 18,430.53  | 18,899.87  | 19,367.30  |
|                        | Appx. Annual  | 164,320.00 | 168,521.60 | 172,785.60 | 177,028.80 | 181,438.40 | 185,952.00 | 190,632.00 | 195,374.40 | 200,241.60 | 205,254.40 | 210,433.60 | 215,675.20 | 221,166.40 | 226,678.40 | 232,356.80 |
| <b>88</b>              | Hourly        | 79.63      | 81.60      | 83.62      | 85.72      | 87.87      | 90.07      | 92.32      | 94.63      | 97.01      | 99.42      | 101.93     | 104.45     | 107.07     | 109.74     | 112.48     |
|                        | Appx. Bi-wkly | 6,370.40   | 6,528.00   | 6,689.60   | 6,857.60   | 7,029.60   | 7,205.60   | 7,385.60   | 7,570.40   | 7,760.80   | 7,953.60   | 8,154.40   | 8,356.00   | 8,565.60   | 8,779.20   | 8,998.40   |
|                        | Appx. Monthly | 13,802.53  | 14,144.00  | 14,494.13  | 14,858.13  | 15,230.80  | 15,612.13  | 16,002.13  | 16,402.53  | 16,815.07  | 17,232.80  | 17,667.87  | 18,104.67  | 18,558.80  | 19,021.60  | 19,496.53  |
|                        | Appx. Annual  | 165,630.40 | 169,728.00 | 173,929.60 | 178,297.60 | 182,769.60 | 187,345.60 | 192,025.60 | 196,830.40 | 201,780.80 | 206,793.60 | 212,014.40 | 217,256.00 | 222,705.60 | 228,259.20 | 233,958.40 |
| <b>88T</b>             | Hourly        | 79.63      | 81.60      | 83.62      | 85.72      | 87.87      | 90.07      | 92.32      | 94.63      | 97.01      | 99.42      | 101.90     | 104.44     | 107.08     | 109.76     | 112.48     |
|                        | Appx. Bi-wkly | 6,370.40   | 6,528.00   | 6,689.60   | 6,857.60   | 7,029.60   | 7,205.60   | 7,385.60   | 7,570.40   | 7,760.80   | 7,953.60   | 8,152.00   | 8,355.20   | 8,558.40   | 8,762.40   | 8,968.00   |
|                        | Appx. Monthly | 13,802.53  | 14,144.00  | 14,494.13  | 14,858.13  | 15,230.80  | 15,612.13  | 16,002.13  | 16,402.53  | 16,815.07  | 17,232.80  | 17,662.67  | 18,102.93  | 18,550.53  | 19,000.00  | 19,450.00  |
|                        | Appx. Annual  | 165,630.40 | 169,728.00 | 173,929.60 | 178,297.60 | 182,769.60 | 187,345.60 | 192,025.60 | 196,830.40 | 201,780.80 | 206,793.60 | 211,952.00 | 217,235.20 | 222,628.00 | 228,128.00 | 233,736.00 |
| <b>88A</b>             | Hourly        | 80.64      | 82.64      | 84.66      | 86.80      | 88.98      | 91.20      | 93.48      | 95.80      | 98.23      | 100.67     | 103.20     | 105.78     | 108.44     | 111.15     | 113.93     |
|                        | Appx. Bi-wkly | 6,451.20   | 6,611.20   | 6,772.80   | 6,944.00   | 7,118.40   | 7,296.00   | 7,478.40   | 7,664.00   | 7,858.40   | 8,053.60   | 8,256.00   | 8,464.00   | 8,675.20   | 8,892.00   | 9,114.40   |
|                        | Appx. Monthly | 13,977.60  | 14,324.27  | 14,674.40  | 15,045.33  | 15,423.20  | 15,808.00  | 16,203.20  | 16,605.33  | 17,026.53  | 17,449.47  | 17,888.00  | 18,335.20  | 18,796.27  | 19,266.00  | 19,747.87  |
|                        | Appx. Annual  | 167,731.20 | 171,891.20 | 176,092.80 | 180,544.00 | 185,078.40 | 189,696.00 | 194,438.40 | 199,264.00 | 204,318.40 | 209,393.60 | 214,656.00 | 220,024.00 | 225,555.20 | 231,192.00 | 236,974.40 |
| <b>88C</b>             | Hourly        | 81.02      | 83.07      | 85.11      | 87.23      | 89.40      | 91.65      | 93.93      | 96.27      | 98.70      | 101.20     | 103.69     | 106.30     | 108.93     | 111.66     | 114.45     |
|                        | Appx. Bi-wkly | 6,481.60   | 6,645.60   | 6,808.80   | 6,978.40   | 7,152.00   | 7,332.00   | 7,514.40   | 7,701.60   | 7,894.40   | 8,093.60   | 8,295.20   | 8,504.00   | 8,714.40   | 8,932.80   | 9,156.00   |
|                        | Appx. Monthly | 14,043.47  | 14,398.80  | 14,752.40  | 15,119.87  | 15,496.00  | 15,886.00  | 16,281.20  | 16,686.80  | 17,108.00  | 17,541.33  | 17,972.93  | 18,425.33  | 18,891.20  | 19,354.40  | 19,838.00  |
|                        | Appx. Annual  | 168,521.60 | 172,785.60 | 177,028.80 | 181,438.40 | 185,952.00 | 190,632.00 | 195,374.40 | 200,241.60 | 205,254.40 | 210,433.60 | 215,675.20 | 221,104.00 | 226,574.40 | 232,256.00 | 238,056.00 |
| <b>89</b>              | Hourly        | 81.60      | 83.62      | 85.72      | 87.87      | 90.07      | 92.32      | 94.63      | 97.01      | 99.42      | 101.90     | 104.43     | 107.06     | 109.73     | 112.48     | 115.29     |
|                        | Appx. Bi-wkly | 6,528.00   | 6,689.60   | 6,857.60   | 7,029.60   | 7,205.60   | 7,385.60   | 7,570.40   | 7,760.80   | 7,953.60   | 8,152.00   | 8,354.40   | 8,564.80   | 8,778.40   | 8,998.40   | 9,223.20   |
|                        | Appx. Monthly | 14,144.00  | 14,494.13  | 14,858.13  | 15,230.80  | 15,612.13  | 16,002.13  | 16,402.53  | 16,815.07  | 17,232.80  | 17,662.67  | 18,101.20  | 18,557.07  | 19,019.87  | 19,496.53  | 19,983.60  |
|                        | Appx. Annual  | 169,728.00 | 173,929.60 | 178,297.60 | 182,769.60 | 187,345.60 | 192,025.60 | 196,830.40 | 201,780.80 | 206,793.60 | 211,952.00 | 217,214.40 | 222,684.80 | 228,238.40 | 233,958.40 | 239,803.20 |
| <b>89T</b>             | Hourly        | 81.60      | 83.62      | 85.72      | 87.87      | 90.07      | 92.32      | 94.63      | 97.01      | 99.42      | 101.90     | 104.44     | 107.06     | 109.73     | 112.48     | 115.29     |
|                        | Appx. Bi-wkly | 6,528.00   | 6,689.60   | 6,857.60   | 7,029.60   | 7,205.60   | 7,385.60   | 7,570.40   | 7,760.80   | 7,953.60   | 8,152.00   | 8,355.20   | 8,564.80   | 8,778.40   | 8,998.40   | 9,223.20   |
|                        | Appx. Monthly | 14,144.00  | 14,494.13  | 14,858.13  | 15,230.80  | 15,612.13  | 16,002.13  | 16,402.53  | 16,815.07  | 17,232.80  | 17,662.67  | 18,102.93  | 18,557.07  | 19,019.87  | 19,496.53  | 19,983.60  |
|                        | Appx. Annual  | 169,728.00 | 173,929.60 | 178,297.60 | 182,769.60 | 187,345.60 | 192,025.60 | 196,830.40 | 201,780.80 | 206,793.60 | 211,952.00 | 217,235.20 | 222,684.80 | 228,238.40 | 233,958.40 | 239,803.20 |
| <b>89A</b>             | Hourly        | 82.64      | 84.66      | 86.80      | 88.98      | 91.20      | 93.48      | 95.80      | 98.23      | 100.67     | 103.18     | 105.75     | 108.37     | 111.08     | 113.86     | 116.70     |
|                        | Appx. Bi-wkly | 6,611.20   | 6,772.80   | 6,944.00   | 7,118.40   | 7,296.00   | 7,478.40   | 7,664.00   | 7,858.40   | 8,053.60   | 8,254.40   | 8,460.00   | 8,669.60   | 8,886.40   | 9,108.80   | 9,336.00   |
|                        | Appx. Monthly | 14,324.27  | 14,674.40  | 15,045.33  | 15,423.20  | 15,808.00  | 16,203.20  | 16,605.33  | 17,026.53  | 17,449.47  | 17,884.53  | 18,330.00  | 18,784.13  | 19,253.87  | 19,735.73  | 20,228.00  |
|                        | Appx. Annual  | 171,891.20 | 176,092.80 | 180,544.00 | 185,078.40 | 189,696.00 | 194,438.40 | 199,264.00 | 204,318.40 | 209,393.60 | 214,614.40 | 219,960.00 | 225,409.60 | 231,046.40 | 236,828.80 | 242,736.00 |
| <b>89C</b>             | Hourly        | 83.07      | 85.11      | 87.23      | 89.40      | 91.65      | 93.93      | 96.27      | 98.70      | 101.20     | 103.66     | 106.25     | 108.91     | 111.63     | 114.42     | 117.29     |
|                        | Appx. Bi-wkly | 6,645.60   | 6,808.80   | 6,978.40   | 7,152.00   | 7,332.00   | 7,514.40   | 7,701.60   | 7,894.40   | 8,093.60   | 8,292.80   | 8,500.00   | 8,712.80   | 8,930.40   | 9,153.60   | 9,383.20   |
|                        | Appx. Monthly | 14,398.80  | 14,752.40  | 15,119.87  | 15,496.00  | 15,886.00  | 16,281.20  | 16,686.80  | 17,108.00  | 17,541.33  | 17,967.73  | 18,406.13  | 18,851.60  | 19,304.20  | 19,764.00  | 20,230.27  |
|                        | Appx. Annual  | 172,785.60 | 177,028    |            |            |            |            |            |            |            |            |            |            |            |            |            |



| Ranges Eff. 08/08/2026 | Step 1        | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>92C</b>             | Hourly        | 89.40      | 91.65      | 93.93      | 96.27      | 98.70      | 101.20     | 103.66     | 106.31     | 108.96     | 111.67     | 114.44     | 117.33     | 120.25     | 123.26     | 126.34     |
|                        | Appx. Bi-wkly | 7,152.00   | 7,332.00   | 7,514.40   | 7,701.60   | 7,896.00   | 8,096.00   | 8,292.80   | 8,504.80   | 8,716.80   | 8,933.60   | 9,155.20   | 9,386.40   | 9,620.00   | 9,860.80   | 10,107.20  |
|                        | Appx. Monthly | 15,496.00  | 15,886.00  | 16,281.20  | 16,686.80  | 17,108.00  | 17,541.33  | 17,977.73  | 18,427.07  | 18,886.40  | 19,356.13  | 19,836.27  | 20,337.20  | 20,843.33  | 21,365.07  | 21,898.93  |
|                        | Appx. Annual  | 185,952.00 | 190,632.00 | 195,374.40 | 200,241.60 | 205,296.00 | 210,496.00 | 215,812.80 | 221,248.00 | 226,800.00 | 232,473.60 | 238,273.20 | 244,204.40 | 250,270.00 | 256,380.80 | 262,787.20 |
| <b>93</b>              | Hourly        | 90.07      | 92.32      | 94.63      | 97.01      | 99.42      | 101.90     | 104.46     | 107.08     | 109.76     | 112.49     | 115.30     | 118.17     | 121.14     | 124.16     | 127.26     |
|                        | Appx. Bi-wkly | 7,205.60   | 7,385.60   | 7,570.40   | 7,760.80   | 7,953.60   | 8,152.00   | 8,356.80   | 8,566.40   | 8,780.80   | 8,999.20   | 9,224.00   | 9,453.60   | 9,691.20   | 9,932.80   | 10,180.80  |
|                        | Appx. Monthly | 15,612.13  | 16,002.13  | 16,402.53  | 16,815.07  | 17,232.80  | 17,662.67  | 18,106.40  | 18,560.53  | 19,025.07  | 19,498.27  | 19,985.33  | 20,482.80  | 20,997.60  | 21,521.07  | 22,058.40  |
|                        | Appx. Annual  | 187,345.60 | 192,025.60 | 196,830.40 | 201,780.80 | 206,793.60 | 211,952.00 | 217,276.80 | 222,726.40 | 228,300.80 | 233,979.20 | 239,824.00 | 245,793.60 | 251,971.20 | 258,252.80 | 264,700.80 |
| <b>93T</b>             | Hourly        | 90.07      | 92.32      | 94.63      | 97.01      | 99.42      | 101.90     | 104.46     | 107.08     | 109.76     | 112.49     | 115.30     | 118.17     | 121.14     | 124.16     | 127.26     |
|                        | Appx. Bi-wkly | 7,205.60   | 7,385.60   | 7,570.40   | 7,760.80   | 7,953.60   | 8,152.00   | 8,356.80   | 8,566.40   | 8,780.80   | 8,999.20   | 9,224.00   | 9,454.40   | 9,691.20   | 9,932.80   | 10,180.80  |
|                        | Appx. Monthly | 15,612.13  | 16,002.13  | 16,402.53  | 16,815.07  | 17,232.80  | 17,662.67  | 18,106.40  | 18,560.53  | 19,025.07  | 19,498.27  | 19,985.33  | 20,482.80  | 20,997.60  | 21,521.07  | 22,058.40  |
|                        | Appx. Annual  | 187,345.60 | 192,025.60 | 196,830.40 | 201,780.80 | 206,793.60 | 211,952.00 | 217,276.80 | 222,726.40 | 228,300.80 | 233,979.20 | 239,824.00 | 245,814.40 | 251,971.20 | 258,252.80 | 264,700.80 |
| <b>93A</b>             | Hourly        | 91.20      | 93.48      | 95.80      | 98.23      | 100.67     | 103.18     | 105.78     | 108.43     | 111.13     | 113.89     | 116.73     | 119.67     | 122.65     | 125.72     | 128.86     |
|                        | Appx. Bi-wkly | 7,296.00   | 7,478.40   | 7,664.00   | 7,854.40   | 8,053.60   | 8,254.40   | 8,462.40   | 8,674.40   | 8,890.40   | 9,111.20   | 9,338.40   | 9,573.60   | 9,812.00   | 10,057.60  | 10,308.80  |
|                        | Appx. Monthly | 15,808.00  | 16,203.20  | 16,605.33  | 17,026.53  | 17,449.47  | 17,884.53  | 18,335.20  | 18,794.53  | 19,262.53  | 19,740.93  | 20,233.20  | 20,742.80  | 21,259.33  | 21,791.47  | 22,335.73  |
|                        | Appx. Annual  | 189,696.00 | 194,438.40 | 199,264.00 | 204,318.40 | 209,393.60 | 214,614.40 | 220,022.40 | 225,534.40 | 231,150.40 | 236,891.20 | 242,798.40 | 248,913.60 | 255,112.00 | 261,497.60 | 268,028.80 |
| <b>93C</b>             | Hourly        | 91.65      | 93.93      | 96.27      | 98.70      | 101.20     | 103.66     | 106.31     | 108.96     | 111.67     | 114.44     | 117.34     | 120.26     | 123.27     | 126.34     | 129.50     |
|                        | Appx. Bi-wkly | 7,332.00   | 7,514.40   | 7,701.60   | 7,896.00   | 8,096.00   | 8,292.80   | 8,504.80   | 8,716.80   | 8,933.60   | 9,155.20   | 9,387.20   | 9,620.80   | 9,861.60   | 10,107.20  | 10,360.00  |
|                        | Appx. Monthly | 15,886.00  | 16,281.20  | 16,686.80  | 17,108.00  | 17,541.33  | 17,977.73  | 18,427.07  | 18,886.40  | 19,356.13  | 19,836.27  | 20,337.20  | 20,843.33  | 21,365.07  | 21,898.93  | 22,446.67  |
|                        | Appx. Annual  | 190,632.00 | 195,374.40 | 200,241.60 | 205,296.00 | 210,496.00 | 215,812.80 | 221,248.00 | 226,800.00 | 232,473.60 | 238,273.20 | 244,204.40 | 250,270.00 | 256,380.80 | 262,787.20 | 269,360.00 |
| <b>94</b>              | Hourly        | 92.32      | 94.63      | 97.01      | 99.42      | 101.90     | 104.46     | 107.08     | 109.76     | 112.49     | 115.29     | 118.17     | 121.13     | 124.16     | 127.27     | 130.45     |
|                        | Appx. Bi-wkly | 7,385.60   | 7,570.40   | 7,760.80   | 7,953.60   | 8,152.00   | 8,356.80   | 8,566.40   | 8,780.80   | 8,999.20   | 9,223.20   | 9,453.60   | 9,690.40   | 9,932.80   | 10,181.60  | 10,436.00  |
|                        | Appx. Monthly | 16,002.13  | 16,402.53  | 16,815.07  | 17,232.80  | 17,662.67  | 18,106.40  | 18,560.53  | 19,025.07  | 19,498.27  | 19,983.60  | 20,482.80  | 20,995.87  | 21,521.07  | 22,060.13  | 22,611.33  |
|                        | Appx. Annual  | 192,025.60 | 196,830.40 | 201,780.80 | 206,793.60 | 211,952.00 | 217,276.80 | 222,726.40 | 228,300.80 | 233,979.20 | 239,803.20 | 245,793.60 | 251,950.40 | 258,252.80 | 264,721.60 | 271,336.00 |
| <b>94T</b>             | Hourly        | 92.32      | 94.63      | 97.01      | 99.42      | 101.90     | 104.46     | 107.08     | 109.76     | 112.49     | 115.29     | 118.17     | 121.13     | 124.16     | 127.27     | 130.45     |
|                        | Appx. Bi-wkly | 7,385.60   | 7,570.40   | 7,760.80   | 7,953.60   | 8,152.00   | 8,356.80   | 8,566.40   | 8,780.80   | 8,999.20   | 9,223.20   | 9,453.60   | 9,690.40   | 9,932.80   | 10,181.60  | 10,436.00  |
|                        | Appx. Monthly | 16,002.13  | 16,402.53  | 16,815.07  | 17,232.80  | 17,662.67  | 18,106.40  | 18,560.53  | 19,025.07  | 19,498.27  | 19,983.60  | 20,482.80  | 20,995.87  | 21,521.07  | 22,060.13  | 22,611.33  |
|                        | Appx. Annual  | 192,025.60 | 196,830.40 | 201,780.80 | 206,793.60 | 211,952.00 | 217,276.80 | 222,726.40 | 228,300.80 | 233,979.20 | 239,803.20 | 245,793.60 | 251,950.40 | 258,252.80 | 264,721.60 | 271,336.00 |
| <b>94A</b>             | Hourly        | 93.48      | 95.80      | 98.23      | 100.67     | 103.18     | 105.78     | 108.43     | 111.13     | 113.89     | 116.73     | 119.67     | 122.64     | 125.70     | 128.84     | 132.07     |
|                        | Appx. Bi-wkly | 7,478.40   | 7,664.00   | 7,854.40   | 8,053.60   | 8,254.40   | 8,462.40   | 8,674.40   | 8,890.40   | 9,111.20   | 9,337.60   | 9,573.60   | 9,811.20   | 10,056.00  | 10,307.20  | 10,565.60  |
|                        | Appx. Monthly | 16,203.20  | 16,605.33  | 17,026.53  | 17,449.47  | 17,884.53  | 18,335.20  | 18,794.53  | 19,262.53  | 19,740.93  | 20,231.47  | 20,742.80  | 21,257.60  | 21,788.00  | 22,322.32  | 22,872.13  |
|                        | Appx. Annual  | 194,438.40 | 199,264.00 | 204,318.40 | 209,393.60 | 214,614.40 | 220,022.40 | 225,534.40 | 231,150.40 | 236,891.20 | 242,777.60 | 248,813.60 | 254,909.20 | 261,065.60 | 267,292.00 | 273,595.60 |
| <b>94C</b>             | Hourly        | 93.93      | 96.27      | 98.70      | 101.20     | 103.66     | 106.31     | 108.96     | 111.67     | 114.44     | 117.33     | 120.24     | 123.25     | 126.33     | 129.49     | 132.73     |
|                        | Appx. Bi-wkly | 7,514.40   | 7,701.60   | 7,896.00   | 8,096.00   | 8,292.80   | 8,504.80   | 8,716.80   | 8,933.60   | 9,155.20   | 9,386.40   | 9,619.20   | 9,860.00   | 10,106.40  | 10,359.20  | 10,618.40  |
|                        | Appx. Monthly | 16,281.20  | 16,686.80  | 17,108.00  | 17,541.33  | 17,977.73  | 18,427.07  | 18,886.40  | 19,356.13  | 19,836.27  | 20,337.20  | 20,841.60  | 21,363.33  | 21,897.20  | 22,444.93  | 23,006.53  |
|                        | Appx. Annual  | 195,374.40 | 200,241.60 | 205,296.00 | 210,496.00 | 215,812.80 | 221,248.00 | 226,800.00 | 232,473.60 | 238,273.20 | 244,204.40 | 250,270.00 | 256,380.80 | 262,787.20 | 269,360.00 | 276,078.40 |
| <b>95</b>              | Hourly        | 94.63      | 97.01      | 99.42      | 101.90     | 104.46     | 107.08     | 109.76     | 112.49     | 115.29     | 118.15     | 121.09     | 124.14     | 127.23     | 130.41     | 133.67     |
|                        | Appx. Bi-wkly | 7,570.40   | 7,760.80   | 7,953.60   | 8,152.00   | 8,356.80   | 8,566.40   | 8,780.80   | 8,999.20   | 9,223.20   | 9,452.00   | 9,687.20   | 9,931.20   | 10,174.00  | 10,428.80  | 10,696.00  |
|                        | Appx. Monthly | 16,402.53  | 16,815.07  | 17,232.80  | 17,662.67  | 18,106.40  | 18,560.53  | 19,025.07  | 19,498.27  | 19,983.60  | 20,479.33  | 20,988.93  | 21,513.60  | 22,054.93  | 22,603.20  | 23,167.47  |
|                        | Appx. Annual  | 196,830.40 | 201,780.80 | 206,793.60 | 211,952.00 | 217,276.80 | 222,726.40 | 228,300.80 | 233,979.20 | 239,803.20 | 245,752.00 | 251,867.20 | 258,044.00 | 264,388.80 | 270,900.80 | 277,616.00 |
| <b>95T</b>             | Hourly        | 94.63      | 97.01      | 99.42      | 101.90     | 104.46     | 107.08     | 109.76     | 112.49     | 115.29     | 118.15     | 121.09     | 124.13     | 127.23     | 130.41     | 133.67     |
|                        | Appx. Bi-wkly | 7,570.40   | 7,760.80   | 7,953.60   | 8,152.00   | 8,356.80   | 8,566.40   | 8,780.80   | 8,999.20   | 9,223.20   | 9,452.00   | 9,687.20   | 9,931.20   | 10,174.00  | 10,428.80  | 10,696.00  |
|                        | Appx. Monthly | 16,402.53  | 16,815.07  | 17,232.80  | 17,662.67  | 18,106.40  | 18,560.53  | 19,025.07  | 19,498.27  | 19,983.60  | 20,479.33  | 20,988.93  | 21,513.60  | 22,054.93  | 22,603.20  | 23,167.47  |
|                        | Appx. Annual  | 196,830.40 | 201,780.80 | 206,793.60 | 211,952.00 | 217,276.80 | 222,726.40 | 228,300.80 | 233,979.20 | 239,803.20 | 245,752.00 | 251,867.20 | 258,044.00 | 264,388.80 | 270,900.80 | 277,616.00 |
| <b>95A</b>             | Hourly        | 95.80      | 98.23      | 100.67     | 103.18     | 105.78     | 108.43     | 111.13     | 113.89     | 116.72     | 119.63     | 122.62     | 125.69     | 128.83     | 132.06     | 135.36     |
|                        | Appx. Bi-wkly | 7,664.00   | 7,854.40   | 8,053.60   | 8,254.40   | 8,462.40   | 8,674.40   | 8,890.40   | 9,111.20   | 9,337.60   | 9,570.40   | 9,809.60   | 10,055.20  | 10,306.40  | 10,564.80  | 10,828.80  |
|                        | Appx. Monthly | 16,605.33  | 17,026.53  | 17,449.47  | 17,884.53  | 18,335.20  | 18,794.53  | 19,262.53  | 19,740.93  | 20,231.47  | 20,735.87  | 21,254.13  | 21,786.27  | 22,330.53  | 22,890.40  | 23,462.40  |
|                        | Appx. Annual  | 199,264.00 | 204,318.40 | 209,393.60 | 214,614.40 | 220,022.40 | 225,534.40 | 231,150.40 | 236,891.20 | 242,777.60 | 248,813.60 | 254,909.20 | 261,065.60 | 267,292.00 | 273,595.60 | 280,000.00 |
| <b>95C</b>             | Hourly        | 96.27      | 98.70      | 101.20     | 103.66     | 106.31     | 108.96     | 111.67     | 114.44     | 117.33     | 120.22     | 123.23     | 126.32     | 129.46     | 132.69     | 136.01     |
|                        | Appx. Bi-wkly | 7,701.60   | 7,896.00   | 8,096.00   | 8,292.80   | 8,504.80   | 8,716.80   | 8,933.60   | 9,155.20   | 9,386.40   | 9,617.60   | 9,858.40   | 10,105.60  | 10,356.80  | 10,612.00  | 10,880.80  |
|                        | Appx. Monthly | 16,686.80  | 17,108.00  | 17,541.33  | 17,977.73  | 18,427.07  | 18,886.40  | 19,356.13  | 19,836.27  | 20,337.20  | 20,838.13  | 21,359.87  | 21,895.87  | 22,439.73  | 22,991.60  | 23,557.07  |
|                        | Appx. Annual  | 200,241.60 | 205,296.00 | 210,496.00 | 215,812.80 | 221,24     |            |            |            |            |            |            |            |            |            |            |



| Ranges Eff. 08/08/2026 | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |
|------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| <b>98C</b> Hourly      | 103.66     | 106.31     | 108.96     | 111.67     | 114.44     | 117.33     | 120.22     | 123.23     | 126.31     | 129.49     | 132.72     | 136.06     | 139.45     | 142.94     | 146.52     |         |
| Appx. Bi-wkly          | 8,292.80   | 8,504.80   | 8,716.80   | 8,933.60   | 9,155.20   | 9,386.40   | 9,617.60   | 9,858.40   | 10,104.80  | 10,359.20  | 10,617.60  | 10,884.80  | 11,156.00  | 11,435.20  | 11,721.60  |         |
| Appx. Monthly          | 17,967.73  | 18,427.07  | 18,886.40  | 19,356.13  | 19,836.27  | 20,337.20  | 20,838.13  | 21,359.87  | 21,893.73  | 22,444.93  | 23,004.80  | 23,583.73  | 24,171.33  | 24,776.27  | 25,396.80  |         |
| Appx. Annual           | 215,612.80 | 221,124.80 | 226,636.80 | 232,273.60 | 238,035.20 | 244,046.40 | 250,057.60 | 256,318.40 | 262,724.80 | 269,339.20 | 276,057.60 | 283,004.80 | 290,056.00 | 297,315.20 | 304,761.60 |         |
| <b>99</b> Hourly       | 104.46     | 107.08     | 109.76     | 112.49     | 115.29     | 118.15     | 121.09     | 124.15     | 127.26     | 130.42     | 133.68     | 137.02     | 140.45     | 143.96     | 147.56     |         |
| Appx. Bi-wkly          | 8,356.80   | 8,566.40   | 8,780.80   | 8,999.20   | 9,223.20   | 9,452.00   | 9,687.20   | 9,932.00   | 10,180.80  | 10,433.60  | 10,694.40  | 10,961.60  | 11,236.00  | 11,516.80  | 11,804.80  |         |
| Appx. Monthly          | 18,106.40  | 18,560.53  | 19,025.07  | 19,498.27  | 19,983.60  | 20,479.33  | 20,988.93  | 21,519.33  | 22,058.40  | 22,606.13  | 23,171.20  | 23,750.13  | 24,344.67  | 24,953.07  | 25,577.07  |         |
| Appx. Annual           | 217,276.80 | 222,726.40 | 228,300.80 | 233,979.20 | 239,803.20 | 245,752.00 | 251,867.20 | 258,232.00 | 264,700.80 | 271,273.60 | 278,054.40 | 285,001.60 | 292,136.00 | 299,436.80 | 306,924.80 |         |
| <b>99T</b> Hourly      | 104.46     | 107.08     | 109.76     | 112.49     | 115.29     | 118.15     | 121.09     | 124.15     | 127.26     | 130.42     | 133.67     | 137.01     |            |            |            |         |
| Appx. Bi-wkly          | 8,356.80   | 8,566.40   | 8,780.80   | 8,999.20   | 9,223.20   | 9,452.00   | 9,687.20   | 9,932.00   | 10,180.80  | 10,433.60  | 10,693.60  | 10,960.80  |            |            |            |         |
| Appx. Monthly          | 18,106.40  | 18,560.53  | 19,025.07  | 19,498.27  | 19,983.60  | 20,479.33  | 20,988.93  | 21,519.33  | 22,058.40  | 22,606.13  | 23,169.47  | 23,748.40  |            |            |            |         |
| Appx. Annual           | 217,276.80 | 222,726.40 | 228,300.80 | 233,979.20 | 239,803.20 | 245,752.00 | 251,867.20 | 258,232.00 | 264,700.80 | 271,273.60 | 278,033.60 | 284,980.80 |            |            |            |         |
| <b>99A</b> Hourly      | 105.78     | 108.43     | 111.13     | 113.89     | 116.72     | 119.63     | 122.62     | 125.70     | 128.84     | 132.06     | 135.35     | 138.72     | 142.18     | 145.73     | 149.38     |         |
| Appx. Bi-wkly          | 8,462.40   | 8,674.40   | 8,890.40   | 9,111.20   | 9,337.60   | 9,570.40   | 9,809.60   | 10,056.00  | 10,307.20  | 10,564.80  | 10,828.00  | 11,097.60  | 11,374.40  | 11,658.40  | 11,950.40  |         |
| Appx. Monthly          | 18,335.20  | 18,794.53  | 19,262.53  | 19,740.93  | 20,231.47  | 20,735.87  | 21,254.13  | 21,788.00  | 22,332.27  | 22,890.40  | 23,460.67  | 24,044.80  | 24,644.53  | 25,259.87  | 25,892.53  |         |
| Appx. Annual           | 220,022.40 | 225,534.40 | 231,150.40 | 236,891.20 | 242,777.60 | 248,830.40 | 255,049.60 | 261,456.00 | 267,987.20 | 274,684.80 | 281,528.00 | 288,537.60 | 295,734.40 | 303,118.40 | 310,710.40 |         |
| <b>99C</b> Hourly      | 106.31     | 108.96     | 111.67     | 114.44     | 117.33     | 120.22     | 123.23     | 126.31     | 129.49     | 132.68     | 136.01     | 139.41     | 142.89     | 146.47     | 150.13     |         |
| Appx. Bi-wkly          | 8,504.80   | 8,716.80   | 8,933.60   | 9,155.20   | 9,386.40   | 9,617.60   | 9,858.40   | 10,104.80  | 10,359.20  | 10,614.40  | 10,880.80  | 11,152.80  | 11,431.20  | 11,717.60  | 12,010.40  |         |
| Appx. Monthly          | 18,427.07  | 18,886.40  | 19,356.13  | 19,836.27  | 20,337.20  | 20,838.13  | 21,359.87  | 21,893.73  | 22,444.93  | 22,997.87  | 23,575.07  | 24,164.40  | 24,767.60  | 25,388.13  | 26,022.53  |         |
| Appx. Annual           | 221,124.80 | 226,636.80 | 232,273.60 | 238,035.20 | 244,046.40 | 250,057.60 | 256,318.40 | 262,724.80 | 269,339.20 | 275,974.40 | 282,900.80 | 289,972.80 | 297,211.20 | 304,657.60 | 312,270.40 |         |



Effective 08/07/2027



| Ranges Eff. 08/07/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 30                     | Hourly        | 19.83     | 20.31     | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.25     | 25.87     | 26.52     | 27.19     | 27.87     |         |
|                        | Appx. Bi-wkly | 1,586.40  | 1,624.80  | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.00  | 2,069.60  | 2,121.60  | 2,175.20  | 2,229.60  |         |
|                        | Appx. Monthly | 3,437.20  | 3,520.40  | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,376.67  | 4,484.13  | 4,596.80  | 4,712.93  | 4,830.80  |         |
|                        | Appx. Annual  | 41,246.40 | 42,244.80 | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,500.00 | 53,809.60 | 55,161.60 | 56,555.20 | 57,969.60 |         |
| 30T                    | Hourly        | 19.83     | 20.31     | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.25     | 25.88     | 26.52     | 27.19     | 27.87     |         |
|                        | Appx. Bi-wkly | 1,586.40  | 1,624.80  | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.00  | 2,070.40  | 2,121.60  | 2,175.20  | 2,229.60  |         |
|                        | Appx. Monthly | 3,437.20  | 3,520.40  | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,376.67  | 4,485.87  | 4,596.80  | 4,712.93  | 4,830.80  |         |
|                        | Appx. Annual  | 41,246.40 | 42,244.80 | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,500.00 | 53,840.00 | 55,200.00 | 56,580.00 | 57,960.00 |         |
| 30A                    | Hourly        | 20.09     | 20.57     | 21.07     | 21.54     | 22.13     | 22.70     | 23.23     | 23.78     | 24.37     | 24.97     | 25.56     | 26.22     | 26.88     | 27.56     | 28.25     |         |
|                        | Appx. Bi-wkly | 1,607.20  | 1,645.60  | 1,685.60  | 1,723.20  | 1,770.40  | 1,816.00  | 1,858.40  | 1,902.40  | 1,949.60  | 1,997.60  | 2,044.80  | 2,097.60  | 2,150.40  | 2,204.80  | 2,260.00  |         |
|                        | Appx. Monthly | 3,482.27  | 3,565.47  | 3,652.13  | 3,733.60  | 3,835.87  | 3,934.67  | 4,026.53  | 4,121.87  | 4,224.13  | 4,328.13  | 4,430.40  | 4,544.80  | 4,659.20  | 4,777.07  | 4,896.67  |         |
|                        | Appx. Annual  | 41,787.20 | 42,785.60 | 43,825.60 | 44,803.20 | 46,030.40 | 47,216.00 | 48,318.40 | 49,462.40 | 50,688.00 | 51,937.60 | 53,164.80 | 54,537.60 | 55,910.40 | 57,324.80 | 58,760.00 |         |
| 30C                    | Hourly        | 20.16     | 20.65     | 21.17     | 21.64     | 22.23     | 22.79     | 23.34     | 23.94     | 24.50     | 25.08     | 25.72     | 26.33     | 26.99     | 27.67     | 28.36     |         |
|                        | Appx. Bi-wkly | 1,612.80  | 1,652.00  | 1,693.60  | 1,731.20  | 1,778.40  | 1,823.20  | 1,867.20  | 1,915.20  | 1,960.00  | 2,006.40  | 2,057.60  | 2,106.40  | 2,159.20  | 2,213.60  | 2,268.80  |         |
|                        | Appx. Monthly | 3,494.40  | 3,579.33  | 3,669.47  | 3,750.93  | 3,853.20  | 3,950.27  | 4,045.60  | 4,149.60  | 4,246.67  | 4,347.20  | 4,458.13  | 4,563.87  | 4,678.27  | 4,796.13  | 4,915.73  |         |
|                        | Appx. Annual  | 41,932.80 | 42,952.00 | 44,033.60 | 45,011.20 | 46,238.40 | 47,403.20 | 48,547.20 | 49,795.20 | 50,960.00 | 52,166.40 | 53,497.60 | 54,766.40 | 56,139.20 | 57,553.60 | 58,988.80 |         |
| 31                     | Hourly        | 20.31     | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.26     | 25.88     | 26.55     | 27.22     | 27.90     | 28.60     |         |
|                        | Appx. Bi-wkly | 1,624.80  | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.00  | 2,070.40  | 2,124.00  | 2,177.60  | 2,232.00  | 2,288.00  |         |
|                        | Appx. Monthly | 3,520.40  | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,485.87  | 4,602.00  | 4,718.13  | 4,836.00  | 4,957.33  |         |
|                        | Appx. Annual  | 42,244.80 | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,830.40 | 55,224.00 | 56,617.60 | 58,032.00 | 59,488.00 |         |
| 31T                    | Hourly        | 20.31     | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.26     | 25.89     | 26.54     | 27.22     | 27.90     | 28.60     |         |
|                        | Appx. Bi-wkly | 1,624.80  | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.00  | 2,071.20  | 2,123.20  | 2,176.00  | 2,230.00  | 2,284.00  |         |
|                        | Appx. Monthly | 3,520.40  | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,600.27  | 4,718.13  | 4,836.00  | 4,957.33  |         |
|                        | Appx. Annual  | 42,244.80 | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,200.00 | 56,580.00 | 57,960.00 | 59,488.00 |         |
| 31A                    | Hourly        | 20.57     | 21.07     | 21.54     | 22.13     | 22.70     | 23.23     | 23.78     | 24.37     | 24.97     | 25.57     | 26.23     | 26.89     | 27.56     | 28.25     | 28.96     |         |
|                        | Appx. Bi-wkly | 1,645.60  | 1,685.60  | 1,723.20  | 1,770.40  | 1,816.00  | 1,858.40  | 1,902.40  | 1,949.60  | 1,997.60  | 2,045.60  | 2,098.40  | 2,151.20  | 2,204.80  | 2,260.00  | 2,316.80  |         |
|                        | Appx. Monthly | 3,565.47  | 3,652.13  | 3,733.60  | 3,835.87  | 3,934.67  | 4,026.53  | 4,121.87  | 4,224.13  | 4,328.13  | 4,432.13  | 4,546.53  | 4,660.93  | 4,777.07  | 4,896.67  | 5,019.73  |         |
|                        | Appx. Annual  | 42,785.60 | 43,825.60 | 44,803.20 | 46,030.40 | 47,216.00 | 48,318.40 | 49,462.40 | 50,688.00 | 51,937.60 | 53,185.60 | 54,558.40 | 55,931.20 | 57,324.80 | 58,760.00 | 60,236.80 |         |
| 31C                    | Hourly        | 20.65     | 21.17     | 21.64     | 22.23     | 22.79     | 23.34     | 23.94     | 24.50     | 25.08     | 25.73     | 26.34     | 27.01     | 27.69     | 28.38     | 29.09     |         |
|                        | Appx. Bi-wkly | 1,652.00  | 1,693.60  | 1,731.20  | 1,778.40  | 1,823.20  | 1,867.20  | 1,915.20  | 1,960.00  | 2,006.40  | 2,058.40  | 2,107.20  | 2,160.80  | 2,215.20  | 2,270.40  | 2,327.20  |         |
|                        | Appx. Monthly | 3,579.33  | 3,669.47  | 3,750.93  | 3,853.20  | 3,950.27  | 4,045.60  | 4,149.60  | 4,246.67  | 4,347.20  | 4,459.87  | 4,565.60  | 4,681.73  | 4,799.60  | 4,919.20  | 5,042.27  |         |
|                        | Appx. Annual  | 42,952.00 | 44,033.60 | 45,011.20 | 46,238.40 | 47,403.20 | 48,547.20 | 49,795.20 | 50,960.00 | 52,166.40 | 53,518.40 | 54,787.20 | 56,180.00 | 57,595.20 | 59,030.40 | 60,507.20 |         |
| 32                     | Hourly        | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.26     | 25.89     | 26.56     | 27.21     | 27.89     | 28.58     | 29.29     |         |
|                        | Appx. Bi-wkly | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.00  | 2,071.20  | 2,124.00  | 2,176.80  | 2,231.20  | 2,286.40  | 2,343.20  |         |
|                        | Appx. Monthly | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,603.73  | 4,716.40  | 4,834.27  | 4,953.87  | 5,076.93  |         |
|                        | Appx. Annual  | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,244.80 | 56,596.80 | 58,011.20 | 59,446.40 | 60,923.20 |         |
| 32T                    | Hourly        | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.26     | 25.89     | 26.54     | 27.21     | 27.89     | 28.58     | 29.29     |         |
|                        | Appx. Bi-wkly | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.00  | 2,071.20  | 2,123.20  | 2,176.80  | 2,230.00  | 2,284.00  | 2,340.00  |         |
|                        | Appx. Monthly | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,600.27  | 4,716.40  | 4,834.27  | 4,953.87  | 5,076.93  |         |
|                        | Appx. Annual  | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,203.20 | 56,596.80 | 58,011.20 | 59,446.40 | 60,923.20 |         |
| 32A                    | Hourly        | 21.07     | 21.54     | 22.13     | 22.70     | 23.23     | 23.78     | 24.37     | 24.97     | 25.57     | 26.24     | 26.90     | 27.56     | 28.25     | 28.96     | 29.68     |         |
|                        | Appx. Bi-wkly | 1,685.60  | 1,723.20  | 1,770.40  | 1,816.00  | 1,858.40  | 1,902.40  | 1,949.60  | 1,997.60  | 2,045.60  | 2,099.20  | 2,152.00  | 2,204.80  | 2,260.00  | 2,316.80  | 2,374.40  |         |
|                        | Appx. Monthly | 3,652.13  | 3,733.60  | 3,835.87  | 3,934.67  | 4,026.53  | 4,121.87  | 4,224.13  | 4,328.13  | 4,432.13  | 4,548.27  | 4,662.67  | 4,777.07  | 4,896.67  | 5,019.73  | 5,144.53  |         |
|                        | Appx. Annual  | 43,825.60 | 44,803.20 | 46,030.40 | 47,216.00 | 48,318.40 | 49,462.40 | 50,688.00 | 51,937.60 | 53,185.60 | 54,579.20 | 55,952.00 | 57,324.80 | 58,760.00 | 60,236.80 | 61,734.40 |         |
| 32C                    | Hourly        | 21.17     | 21.64     | 22.23     | 22.79     | 23.34     | 23.94     | 24.50     | 25.08     | 25.73     | 26.36     | 27.02     | 27.71     | 28.40     | 29.11     | 29.84     |         |
|                        | Appx. Bi-wkly | 1,693.60  | 1,731.20  | 1,778.40  | 1,823.20  | 1,867.20  | 1,915.20  | 1,960.00  | 2,006.40  | 2,058.40  | 2,108.80  | 2,161.60  | 2,216.80  | 2,272.00  | 2,328.80  | 2,387.20  |         |
|                        | Appx. Monthly | 3,669.47  | 3,750.93  | 3,853.20  | 3,950.27  | 4,045.60  | 4,149.60  | 4,246.67  | 4,347.20  | 4,459.87  | 4,569.07  | 4,683.40  | 4,803.07  | 4,922.67  | 5,048.27  | 5,174.27  |         |
|                        | Appx. Annual  | 44,033.60 | 45,011.20 | 46,238.40 | 47,403.20 | 48,547.20 | 49,795.20 | 50,960.00 | 52,166.40 | 53,518.40 | 54,828.80 | 56,201.60 | 57,636.80 | 59,072.00 | 60,548.80 | 62,067.20 |         |
| 33                     | Hourly        | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.26     | 25.89     | 26.55     | 27.19     | 27.89     | 28.58     | 29.29     | 30.02     |         |
|                        | Appx. Bi-wkly | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.00  | 2,071.20  | 2,124.00  | 2,175.20  | 2,231.20  | 2,286.40  | 2,343.20  | 2,401.60  |         |
|                        | Appx. Monthly | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,602.00  | 4,712.93  | 4,834.27  | 4,953.87  | 5,076.93  | 5,203.47  |         |
|                        | Appx. Annual  | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,224.00 | 56,555.20 | 58,011.20 | 59,446.40 | 60,923.20 | 62,441.60 |         |
| Ranges Eff. 08/07/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step      |           |           |         |



| Ranges Eff. 08/07/2027        | Step 1        | Step 2        | Step 3        | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10        | Step 11        | Step 12        | Step 13        | Step 14        | Step 15        | Step 16        |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>36</b>                     | Hourly        | 22.94         | 23.50         | 24.07         | 24.65         | 25.26         | 25.89         | 26.55         | 27.18         | 27.87          | 28.58          | 29.27          | 30.00          | 30.76          | 31.53          | 32.31          |
|                               | Appx. Bi-wkly | 1,835.20      | 1,880.00      | 1,925.60      | 1,972.00      | 2,020.80      | 2,071.20      | 2,124.00      | 2,174.40      | 2,229.60       | 2,286.40       | 2,341.60       | 2,400.00       | 2,460.80       | 2,522.40       | 2,584.80       |
|                               | Appx. Monthly | 3,976.27      | 4,073.33      | 4,172.13      | 4,272.67      | 4,378.40      | 4,487.60      | 4,602.00      | 4,711.20      | 4,830.80       | 4,953.87       | 5,073.47       | 5,200.00       | 5,331.73       | 5,465.20       | 5,600.40       |
|                               | Appx. Annual  | 47,715.20     | 48,880.00     | 50,065.60     | 51,272.00     | 52,540.80     | 53,851.20     | 55,224.00     | 56,534.40     | 57,969.60      | 59,446.40      | 60,881.60      | 62,400.00      | 63,980.80      | 65,582.40      | 67,204.80      |
| <b>36T</b>                    | Hourly        | 22.94         | 23.50         | 24.07         | 24.65         | 25.26         | 25.89         | 26.55         | 27.18         | 27.87          | 28.58          | 29.29          | 30.02          |                |                |                |
|                               | Appx. Bi-wkly | 1,835.20      | 1,880.00      | 1,925.60      | 1,972.00      | 2,020.80      | 2,071.20      | 2,124.00      | 2,174.40      | 2,229.60       | 2,286.40       | 2,343.20       | 2,401.60       |                |                |                |
|                               | Appx. Monthly | 3,976.27      | 4,073.33      | 4,172.13      | 4,272.67      | 4,378.40      | 4,487.60      | 4,602.00      | 4,711.20      | 4,830.80       | 4,953.87       | 5,076.93       | 5,203.47       |                |                |                |
|                               | Appx. Annual  | 47,715.20     | 48,880.00     | 50,065.60     | 51,272.00     | 52,540.80     | 53,851.20     | 55,224.00     | 56,534.40     | 57,969.60      | 59,446.40      | 60,923.20      | 62,441.60      |                |                |                |
| <b>36A</b>                    | Hourly        | 23.23         | 23.78         | 24.37         | 24.97         | 25.57         | 26.24         | 26.89         | 27.54         | 28.20          | 28.92          | 29.64          | 30.37          | 31.13          | 31.91          | 32.70          |
|                               | Appx. Bi-wkly | 1,858.40      | 1,902.40      | 1,949.60      | 1,997.60      | 2,045.60      | 2,099.20      | 2,151.20      | 2,203.20      | 2,256.00       | 2,313.60       | 2,371.20       | 2,429.60       | 2,490.40       | 2,552.80       | 2,616.00       |
|                               | Appx. Monthly | 4,026.53      | 4,121.87      | 4,224.13      | 4,328.13      | 4,432.13      | 4,548.27      | 4,660.93      | 4,773.60      | 4,888.00       | 5,012.80       | 5,137.60       | 5,264.13       | 5,395.87       | 5,531.07       | 5,668.00       |
|                               | Appx. Annual  | 48,318.40     | 49,462.40     | 50,689.60     | 51,937.60     | 53,185.60     | 54,579.20     | 55,931.20     | 57,283.20     | 58,656.00      | 60,153.60      | 61,651.20      | 63,169.60      | 64,750.40      | 66,372.80      | 68,016.00      |
| <b>36C</b>                    | Hourly        | 23.34         | 23.94         | 24.50         | 25.08         | 25.73         | 26.36         | 27.01         | 27.70         | 28.35          | 29.09          | 29.83          | 30.56          | 31.35          | 32.14          | 32.94          |
|                               | Appx. Bi-wkly | 1,867.20      | 1,915.20      | 1,960.00      | 2,006.40      | 2,058.40      | 2,108.80      | 2,160.80      | 2,216.00      | 2,268.00       | 2,327.20       | 2,386.40       | 2,444.80       | 2,508.00       | 2,571.20       | 2,635.20       |
|                               | Appx. Monthly | 4,045.60      | 4,149.60      | 4,246.67      | 4,347.20      | 4,459.87      | 4,569.07      | 4,681.73      | 4,801.33      | 4,914.00       | 5,042.27       | 5,170.53       | 5,297.07       | 5,434.00       | 5,570.93       | 5,709.60       |
|                               | Appx. Annual  | 48,547.20     | 49,795.20     | 50,960.00     | 52,166.40     | 53,518.40     | 54,828.80     | 56,180.80     | 57,616.00     | 58,968.00      | 60,507.20      | 62,046.40      | 63,564.80      | 65,208.00      | 66,851.20      | 68,515.20      |
| <b>37</b>                     | Hourly        | 23.50         | 24.07         | 24.65         | 25.26         | 25.89         | 26.55         | 27.18         | 27.87         | 28.58          | 29.28          | 30.01          | 30.79          | 31.55          | 32.33          | 33.15          |
|                               | Appx. Bi-wkly | 1,880.00      | 1,925.60      | 1,972.00      | 2,020.80      | 2,071.20      | 2,124.00      | 2,174.40      | 2,229.60      | 2,286.40       | 2,342.40       | 2,400.80       | 2,463.20       | 2,524.00       | 2,586.40       | 2,652.00       |
|                               | Appx. Monthly | 4,073.33      | 4,172.13      | 4,272.67      | 4,378.40      | 4,487.60      | 4,602.00      | 4,711.20      | 4,830.80      | 4,953.87       | 5,075.20       | 5,201.73       | 5,336.93       | 5,468.67       | 5,603.87       | 5,746.00       |
|                               | Appx. Annual  | 48,880.00     | 50,065.60     | 51,272.00     | 52,540.80     | 53,851.20     | 55,224.00     | 56,534.40     | 57,969.60     | 59,446.40      | 60,902.40      | 62,400.00      | 64,024.00      | 65,624.00      | 67,246.40      | 68,952.00      |
| <b>37T</b>                    | Hourly        | 23.50         | 24.07         | 24.65         | 25.26         | 25.89         | 26.55         | 27.18         | 27.87         | 28.58          | 29.28          | 30.01          | 30.77          |                |                |                |
|                               | Appx. Bi-wkly | 1,880.00      | 1,925.60      | 1,972.00      | 2,020.80      | 2,071.20      | 2,124.00      | 2,174.40      | 2,229.60      | 2,286.40       | 2,342.40       | 2,400.80       | 2,461.60       |                |                |                |
|                               | Appx. Monthly | 4,073.33      | 4,172.13      | 4,272.67      | 4,378.40      | 4,487.60      | 4,602.00      | 4,711.20      | 4,830.80      | 4,953.87       | 5,075.20       | 5,201.73       | 5,333.47       |                |                |                |
|                               | Appx. Annual  | 48,880.00     | 50,065.60     | 51,272.00     | 52,540.80     | 53,851.20     | 55,224.00     | 56,534.40     | 57,969.60     | 59,446.40      | 60,902.40      | 62,420.80      | 64,001.60      |                |                |                |
| <b>37A</b>                    | Hourly        | 23.78         | 24.37         | 24.97         | 25.57         | 26.24         | 26.89         | 27.54         | 28.20         | 28.92          | 29.65          | 30.40          | 31.17          | 31.95          | 32.75          | 33.57          |
|                               | Appx. Bi-wkly | 1,902.40      | 1,949.60      | 1,997.60      | 2,045.60      | 2,099.20      | 2,151.20      | 2,203.20      | 2,256.00      | 2,313.60       | 2,372.00       | 2,432.00       | 2,493.60       | 2,556.00       | 2,620.00       | 2,685.60       |
|                               | Appx. Monthly | 4,121.87      | 4,224.13      | 4,328.13      | 4,432.13      | 4,548.27      | 4,660.93      | 4,773.60      | 4,888.00      | 5,012.80       | 5,139.33       | 5,269.33       | 5,402.80       | 5,538.00       | 5,676.67       | 5,818.80       |
|                               | Appx. Annual  | 49,462.40     | 50,689.60     | 51,937.60     | 53,185.60     | 54,579.20     | 55,931.20     | 57,283.20     | 58,656.00     | 60,153.60      | 61,672.00      | 63,232.00      | 64,833.60      | 66,456.00      | 68,120.00      | 69,825.60      |
| <b>37C</b>                    | Hourly        | 23.94         | 24.50         | 25.08         | 25.73         | 26.36         | 27.01         | 27.70         | 28.35         | 29.09          | 29.84          | 30.53          | 31.31          | 32.09          | 32.89          | 33.71          |
|                               | Appx. Bi-wkly | 1,915.20      | 1,960.00      | 2,006.40      | 2,058.40      | 2,108.80      | 2,160.80      | 2,216.00      | 2,268.00      | 2,327.20       | 2,387.20       | 2,442.40       | 2,504.80       | 2,567.20       | 2,631.20       | 2,696.80       |
|                               | Appx. Monthly | 4,149.60      | 4,246.67      | 4,347.20      | 4,459.87      | 4,569.07      | 4,681.73      | 4,801.33      | 4,914.00      | 5,042.27       | 5,172.27       | 5,291.87       | 5,427.07       | 5,562.27       | 5,700.93       | 5,843.07       |
|                               | Appx. Annual  | 49,795.20     | 50,960.00     | 52,166.40     | 53,518.40     | 54,828.80     | 56,180.80     | 57,616.00     | 58,968.00     | 60,507.20      | 62,067.20      | 63,502.40      | 65,124.80      | 66,747.20      | 68,411.20      | 70,116.80      |
| <b>38</b>                     | Hourly        | 24.07         | 24.65         | 25.26         | 25.89         | 26.55         | 27.18         | 27.87         | 28.58         | 29.28          | 29.97          | 30.74          | 31.49          | 32.28          | 33.09          | 33.92          |
|                               | Appx. Bi-wkly | 1,925.60      | 1,972.00      | 2,020.80      | 2,071.20      | 2,124.00      | 2,174.40      | 2,229.60      | 2,286.40      | 2,342.40       | 2,397.60       | 2,459.20       | 2,519.20       | 2,582.40       | 2,647.20       | 2,713.60       |
|                               | Appx. Monthly | 4,172.13      | 4,272.67      | 4,378.40      | 4,487.60      | 4,602.00      | 4,711.20      | 4,830.80      | 4,953.87      | 5,075.20       | 5,194.80       | 5,328.27       | 5,458.27       | 5,595.20       | 5,735.60       | 5,879.47       |
|                               | Appx. Annual  | 50,065.60     | 51,272.00     | 52,540.80     | 53,851.20     | 55,224.00     | 56,534.40     | 57,969.60     | 59,446.40     | 60,902.40      | 62,337.60      | 63,939.20      | 65,499.20      | 67,142.40      | 68,827.20      | 70,553.60      |
| <b>38T</b>                    | Hourly        | 24.07         | 24.65         | 25.26         | 25.89         | 26.55         | 27.18         | 27.87         | 28.58         | 29.28          | 29.97          | 30.72          | 31.49          |                |                |                |
|                               | Appx. Bi-wkly | 1,925.60      | 1,972.00      | 2,020.80      | 2,071.20      | 2,124.00      | 2,174.40      | 2,229.60      | 2,286.40      | 2,342.40       | 2,397.60       | 2,457.60       | 2,519.20       |                |                |                |
|                               | Appx. Monthly | 4,172.13      | 4,272.67      | 4,378.40      | 4,487.60      | 4,602.00      | 4,711.20      | 4,830.80      | 4,953.87      | 5,075.20       | 5,194.80       | 5,324.80       | 5,458.27       |                |                |                |
|                               | Appx. Annual  | 50,065.60     | 51,272.00     | 52,540.80     | 53,851.20     | 55,224.00     | 56,534.40     | 57,969.60     | 59,446.40     | 60,902.40      | 62,337.60      | 63,897.60      | 65,499.20      |                |                |                |
| <b>38A</b>                    | Hourly        | 24.37         | 24.97         | 25.57         | 26.24         | 26.89         | 27.54         | 28.20         | 28.92         | 29.65          | 30.35          | 31.11          | 31.90          | 32.68          | 33.51          | 34.34          |
|                               | Appx. Bi-wkly | 1,949.60      | 1,997.60      | 2,045.60      | 2,099.20      | 2,151.20      | 2,203.20      | 2,256.00      | 2,313.60      | 2,372.00       | 2,428.00       | 2,488.00       | 2,552.00       | 2,614.40       | 2,680.80       | 2,747.20       |
|                               | Appx. Monthly | 4,224.13      | 4,328.13      | 4,432.13      | 4,548.27      | 4,660.93      | 4,773.60      | 4,888.00      | 5,012.80      | 5,139.33       | 5,260.67       | 5,392.40       | 5,529.33       | 5,664.53       | 5,808.40       | 5,952.27       |
|                               | Appx. Annual  | 50,689.60     | 51,937.60     | 53,185.60     | 54,579.20     | 55,931.20     | 57,283.20     | 58,656.00     | 60,153.60     | 61,672.00      | 63,128.00      | 64,708.80      | 66,352.00      | 67,974.40      | 69,700.80      | 71,427.20      |
| <b>38C</b>                    | Hourly        | 24.50         | 25.08         | 25.73         | 26.36         | 27.01         | 27.70         | 28.35         | 29.09         | 29.84          | 30.49          | 31.25          | 32.04          | 32.85          | 33.66          | 34.51          |
|                               | Appx. Bi-wkly | 1,960.00      | 2,006.40      | 2,058.40      | 2,108.80      | 2,160.80      | 2,216.00      | 2,268.00      | 2,327.20      | 2,387.20       | 2,439.20       | 2,500.00       | 2,563.20       | 2,628.00       | 2,694.80       | 2,760.80       |
|                               | Appx. Monthly | 4,246.67      | 4,347.20      | 4,459.87      | 4,569.07      | 4,681.73      | 4,801.33      | 4,914.00      | 5,042.27      | 5,172.27       | 5,284.93       | 5,416.67       | 5,553.60       | 5,694.00       | 5,834.40       | 5,981.73       |
|                               | Appx. Annual  | 50,960.00     | 52,166.40     | 53,518.40     | 54,828.80     | 56,180.80     | 57,616.00     | 58,968.00     | 60,507.20     | 62,067.20      | 63,419.20      | 65,000.00      | 66,643.20      | 68,328.00      | 70,012.80      | 71,780.80      |
| <b>39</b>                     | Hourly        | 24.65         | 25.26         | 25.89         | 26.55         | 27.18         | 27.87         | 28.58         | 29.28         | 29.97          | 30.76          | 31.52          | 32.30          | 33.11          | 33.94          | 34.78          |
|                               | Appx. Bi-wkly | 1,972.00      | 2,020.80      | 2,071.20      | 2,124.00      | 2,174.40      | 2,229.60      | 2,286.40      | 2,342.40      | 2,397.60       | 2,460.80       | 2,521.60       | 2,584.00       | 2,648.80       | 2,715.20       | 2,782.40       |
|                               | Appx. Monthly | 4,272.67      | 4,378.40      | 4,487.60      | 4,602.00      | 4,711.20      | 4,830.80      | 4,953.87      | 5,075.20      | 5,194.80       | 5,331.73       | 5,463.47       | 5,598.67       | 5,739.07       | 5,882.93       | 6,028.53       |
|                               | Appx. Annual  | 51,272.00     | 52,540.80     | 53,851.20     | 55,224.00     | 56,534.40     | 57,969.60     | 59,446.40     | 60,902.40     | 62,337.60      | 63,980.80      | 65,561.60      | 67,184.00      | 68,868.80      | 70,595.20      | 72,342.40      |
| <b>Ranges Eff. 08/07/2027</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> | <b>Step 13</b> | <b>Step 14</b> | <b>Step 15</b> | <b>Step 16</b> |
| <b>39T</b>                    | Hourly        | 24.65         | 25.26         | 25.89         | 26.55         | 27.18         | 27.87         | 28.58         | 29.28         | 29.97          | 30.76          | 31.53          | 32.31          |                |                |                |
|                               | Appx. Bi-wkly | 1,972.00      | 2,020.80      | 2,071.20      | 2,124.00      | 2,174.40      | 2,229.60      | 2,286.40      | 2,342.        |                |                |                |                |                |                |                |



| Ranges Eff. 08/07/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 42                     | Hourly        | 26.55     | 27.18     | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.89     | 34.74     | 35.62     | 36.49     | 37.41     |         |
|                        | Appx. Bi-wkly | 2,124.00  | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,711.20  | 2,779.20  | 2,849.60  | 2,919.20  | 2,992.80  |         |
|                        | Appx. Monthly | 4,602.00  | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,874.27  | 6,021.60  | 6,174.13  | 6,324.93  | 6,484.40  |         |
|                        | Appx. Annual  | 55,224.00 | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,491.20 | 72,259.20 | 74,089.60 | 75,899.20 | 77,812.80 |         |
| 42T                    | Hourly        | 26.55     | 27.18     | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.75     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,124.00  | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,780.00  |           |           |           |         |
|                        | Appx. Monthly | 4,602.00  | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,023.33  |           |           |           |         |
|                        | Appx. Annual  | 55,224.00 | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,280.00 |           |           |           |         |
| 42A                    | Hourly        | 26.89     | 27.54     | 28.20     | 28.92     | 29.65     | 30.35     | 31.13     | 31.86     | 32.68     | 33.49     | 34.31     | 35.16     | 36.05     | 36.94     | 37.86     |         |
|                        | Appx. Bi-wkly | 2,151.20  | 2,203.20  | 2,256.00  | 2,313.60  | 2,372.00  | 2,428.00  | 2,490.40  | 2,548.80  | 2,614.40  | 2,679.20  | 2,744.80  | 2,812.80  | 2,884.00  | 2,955.20  | 3,028.80  |         |
|                        | Appx. Monthly | 4,660.93  | 4,773.60  | 4,888.00  | 5,012.80  | 5,139.33  | 5,260.67  | 5,395.87  | 5,522.40  | 5,664.53  | 5,804.93  | 5,947.07  | 6,094.40  | 6,248.67  | 6,402.93  | 6,562.40  |         |
|                        | Appx. Annual  | 55,931.20 | 57,283.20 | 58,656.00 | 60,153.60 | 61,672.00 | 63,128.00 | 64,750.40 | 66,268.80 | 67,974.40 | 69,659.20 | 71,364.80 | 73,132.80 | 74,984.00 | 76,835.20 | 78,748.80 |         |
| 42C                    | Hourly        | 27.01     | 27.70     | 28.35     | 29.09     | 29.84     | 30.49     | 31.28     | 32.03     | 32.82     | 33.65     | 34.51     | 35.35     | 36.23     | 37.14     | 38.08     |         |
|                        | Appx. Bi-wkly | 2,160.80  | 2,216.00  | 2,268.00  | 2,327.20  | 2,387.20  | 2,439.20  | 2,502.40  | 2,562.40  | 2,625.60  | 2,692.00  | 2,760.80  | 2,828.00  | 2,898.40  | 2,971.20  | 3,046.40  |         |
|                        | Appx. Monthly | 4,681.73  | 4,801.33  | 4,914.00  | 5,042.27  | 5,172.27  | 5,284.93  | 5,421.87  | 5,551.87  | 5,688.80  | 5,832.67  | 5,981.73  | 6,127.33  | 6,279.87  | 6,437.60  | 6,600.53  |         |
|                        | Appx. Annual  | 56,180.80 | 57,616.00 | 58,968.00 | 60,507.20 | 62,067.20 | 63,419.20 | 65,062.40 | 66,622.40 | 68,265.60 | 69,992.00 | 71,780.80 | 73,528.00 | 75,358.40 | 77,251.20 | 79,206.40 |         |
| 43                     | Hourly        | 27.18     | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.76     | 35.65     | 36.53     | 37.46     | 38.40     |         |
|                        | Appx. Bi-wkly | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,780.00  | 2,852.00  | 2,922.40  | 2,996.80  | 3,072.00  |         |
|                        | Appx. Monthly | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,025.07  | 6,179.33  | 6,331.87  | 6,493.07  | 6,656.00  |         |
|                        | Appx. Annual  | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,300.80 | 74,152.00 | 75,982.40 | 77,918.00 | 79,872.00 |         |
| 43T                    | Hourly        | 27.18     | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.75     | 35.63     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,780.00  | 2,850.40  |           |           |           |         |
|                        | Appx. Monthly | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,023.33  | 6,175.87  |           |           |           |         |
|                        | Appx. Annual  | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,280.00 | 74,110.40 |           |           |           |         |
| 43A                    | Hourly        | 27.54     | 28.20     | 28.92     | 29.65     | 30.35     | 31.13     | 31.86     | 32.68     | 33.49     | 34.34     | 35.20     | 36.08     | 37.00     | 37.91     | 38.86     |         |
|                        | Appx. Bi-wkly | 2,203.20  | 2,256.00  | 2,313.60  | 2,372.00  | 2,428.00  | 2,490.40  | 2,548.80  | 2,614.40  | 2,679.20  | 2,747.20  | 2,816.00  | 2,886.40  | 2,960.00  | 3,032.80  | 3,108.80  |         |
|                        | Appx. Monthly | 4,773.60  | 4,888.00  | 5,012.80  | 5,139.33  | 5,260.67  | 5,395.87  | 5,522.40  | 5,664.53  | 5,804.93  | 5,952.27  | 6,101.33  | 6,253.87  | 6,413.33  | 6,571.07  | 6,735.73  |         |
|                        | Appx. Annual  | 57,283.20 | 58,656.00 | 60,153.60 | 61,672.00 | 63,128.00 | 64,750.40 | 66,268.80 | 67,974.40 | 69,659.20 | 71,427.20 | 73,216.00 | 75,046.40 | 76,960.00 | 78,852.80 | 80,828.80 |         |
| 43C                    | Hourly        | 27.70     | 28.35     | 29.09     | 29.84     | 30.49     | 31.28     | 32.03     | 32.82     | 33.65     | 34.53     | 35.38     | 36.27     | 37.16     | 38.10     | 39.05     |         |
|                        | Appx. Bi-wkly | 2,216.00  | 2,268.00  | 2,327.20  | 2,387.20  | 2,439.20  | 2,502.40  | 2,562.40  | 2,625.60  | 2,692.00  | 2,762.40  | 2,830.40  | 2,901.60  | 2,972.80  | 3,048.00  | 3,124.00  |         |
|                        | Appx. Monthly | 4,801.33  | 4,914.00  | 5,042.27  | 5,172.27  | 5,284.93  | 5,421.87  | 5,551.87  | 5,688.80  | 5,832.67  | 5,985.20  | 6,132.53  | 6,286.80  | 6,441.07  | 6,604.00  | 6,768.67  |         |
|                        | Appx. Annual  | 57,616.00 | 58,968.00 | 60,507.20 | 62,067.20 | 63,419.20 | 65,062.40 | 66,622.40 | 68,265.60 | 69,992.00 | 71,822.40 | 73,590.40 | 75,441.60 | 77,292.80 | 79,248.00 | 81,224.00 |         |
| 44                     | Hourly        | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.45     | 37.37     | 38.29     | 39.24     |         |
|                        | Appx. Bi-wkly | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,916.00  | 2,989.60  | 3,063.20  | 3,139.20  |         |
|                        | Appx. Monthly | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,318.00  | 6,477.47  | 6,636.93  | 6,801.60  |         |
|                        | Appx. Annual  | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,816.00 | 77,729.60 | 79,643.20 | 81,620.00 |         |
| 44T                    | Hourly        | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.57     | 36.45     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,845.60  | 2,916.00  |           |           |           |         |
|                        | Appx. Monthly | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,165.47  | 6,318.00  |           |           |           |         |
|                        | Appx. Annual  | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 73,985.60 | 75,816.00 |           |           |           |         |
| 44A                    | Hourly        | 28.20     | 28.92     | 29.65     | 30.35     | 31.13     | 31.86     | 32.68     | 33.49     | 34.34     | 35.12     | 36.01     | 36.89     | 37.83     | 38.78     | 39.74     |         |
|                        | Appx. Bi-wkly | 2,256.00  | 2,313.60  | 2,372.00  | 2,428.00  | 2,490.40  | 2,548.80  | 2,614.40  | 2,679.20  | 2,747.20  | 2,809.60  | 2,880.80  | 2,951.20  | 3,026.40  | 3,102.40  | 3,179.20  |         |
|                        | Appx. Monthly | 4,888.00  | 5,012.80  | 5,139.33  | 5,260.67  | 5,395.87  | 5,522.40  | 5,664.53  | 5,804.93  | 5,952.27  | 6,087.47  | 6,241.73  | 6,394.27  | 6,557.20  | 6,721.87  | 6,888.27  |         |
|                        | Appx. Annual  | 58,656.00 | 60,153.60 | 61,672.00 | 63,128.00 | 64,750.40 | 66,268.80 | 67,974.40 | 69,659.20 | 71,427.20 | 73,049.60 | 74,900.80 | 76,731.20 | 78,686.40 | 80,662.40 | 82,659.20 |         |
| 44C                    | Hourly        | 28.35     | 29.09     | 29.84     | 30.49     | 31.28     | 32.03     | 32.82     | 33.65     | 34.53     | 35.32     | 36.17     | 37.10     | 38.01     | 38.96     | 39.94     |         |
|                        | Appx. Bi-wkly | 2,268.00  | 2,327.20  | 2,387.20  | 2,439.20  | 2,502.40  | 2,562.40  | 2,625.60  | 2,692.00  | 2,762.40  | 2,825.60  | 2,893.60  | 2,968.00  | 3,040.80  | 3,116.80  | 3,195.20  |         |
|                        | Appx. Monthly | 4,914.00  | 5,042.27  | 5,172.27  | 5,284.93  | 5,421.87  | 5,551.87  | 5,688.80  | 5,832.67  | 5,985.20  | 6,122.13  | 6,269.47  | 6,430.67  | 6,588.40  | 6,753.07  | 6,922.93  |         |
|                        | Appx. Annual  | 58,968.00 | 60,507.20 | 62,067.20 | 63,419.20 | 65,062.40 | 66,622.40 | 68,265.60 | 69,992.00 | 71,822.40 | 73,465.60 | 75,233.60 | 77,168.00 | 79,060.80 | 81,036.80 | 83,075.20 |         |
| 45                     | Hourly        | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.46     | 37.38     | 38.30     | 39.26     | 40.25     |         |
|                        | Appx. Bi-wkly | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,916.80  | 2,990.40  | 3,064.00  | 3,140.80  | 3,220.00  |         |
|                        | Appx. Monthly | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,319.73  | 6,479.20  | 6,638.67  | 6,805.07  | 6,976.67  |         |
|                        | Appx. Annual  | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,836.80 | 77,750.40 | 79,664.00 | 81,660.80 | 83,720.00 |         |
| Ranges Eff. 08/07/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
| 45T                    | Hourly        | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.45     | 37.37     |           |           |           |         |
|                        | Appx. Bi-wkly | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,7       |           |           |           |           |           |           |         |



| Ranges Eff. 08/07/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 48                     | Hourly        | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.26     | 40.23     | 41.25     | 42.28     | 43.34     |         |
|                        | Appx. Bi-wkly | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,140.80  | 3,218.40  | 3,300.00  | 3,382.40  | 3,467.20  |         |
|                        | Appx. Monthly | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,805.07  | 6,973.20  | 7,150.00  | 7,328.53  | 7,512.27  |         |
|                        | Appx. Annual  | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,660.80 | 83,678.40 | 85,800.00 | 87,942.40 | 90,147.20 |         |
| 48T                    | Hourly        | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.26     | 40.23     | 41.25     | 42.28     | 43.34     |         |
|                        | Appx. Bi-wkly | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,140.80  | 3,218.40  | 3,300.00  | 3,382.40  | 3,467.20  |         |
|                        | Appx. Monthly | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,805.07  | 6,973.20  | 7,150.00  | 7,328.53  | 7,512.27  |         |
|                        | Appx. Annual  | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,660.80 | 83,200.00 | 84,720.00 | 86,240.00 | 87,760.00 |         |
| 48A                    | Hourly        | 31.13     | 31.86     | 32.68     | 33.49     | 34.34     | 35.12     | 36.01     | 36.92     | 37.82     | 38.78     | 39.74     | 40.74     | 41.76     | 42.81     | 43.88     |         |
|                        | Appx. Bi-wkly | 2,490.40  | 2,548.80  | 2,614.40  | 2,679.20  | 2,747.20  | 2,809.60  | 2,880.80  | 2,953.60  | 3,025.60  | 3,102.40  | 3,179.20  | 3,259.20  | 3,340.80  | 3,424.80  | 3,510.40  |         |
|                        | Appx. Monthly | 5,395.87  | 5,522.40  | 5,664.53  | 5,804.93  | 5,952.27  | 6,087.47  | 6,241.73  | 6,399.47  | 6,555.47  | 6,721.87  | 6,888.27  | 7,061.60  | 7,238.40  | 7,420.40  | 7,605.87  |         |
|                        | Appx. Annual  | 64,750.40 | 66,268.80 | 67,974.40 | 69,659.20 | 71,427.20 | 73,049.60 | 74,900.80 | 76,793.60 | 78,665.60 | 80,662.40 | 82,659.20 | 84,739.20 | 86,860.80 | 89,044.80 | 91,270.40 |         |
| 48C                    | Hourly        | 31.28     | 32.03     | 32.82     | 33.65     | 34.53     | 35.32     | 36.17     | 37.12     | 37.98     | 38.98     | 39.94     | 40.94     | 41.97     | 43.02     | 44.09     |         |
|                        | Appx. Bi-wkly | 2,502.40  | 2,562.40  | 2,625.60  | 2,692.00  | 2,762.40  | 2,825.60  | 2,893.60  | 2,969.60  | 3,038.40  | 3,118.40  | 3,195.20  | 3,275.20  | 3,357.60  | 3,441.60  | 3,527.20  |         |
|                        | Appx. Monthly | 5,421.87  | 5,551.87  | 5,688.80  | 5,832.67  | 5,985.20  | 6,122.13  | 6,269.47  | 6,434.13  | 6,583.20  | 6,756.53  | 6,922.93  | 7,096.27  | 7,274.80  | 7,456.80  | 7,642.27  |         |
|                        | Appx. Annual  | 65,062.40 | 66,622.40 | 68,265.60 | 69,992.00 | 71,822.40 | 73,465.60 | 75,233.60 | 77,209.60 | 79,288.00 | 81,078.40 | 83,075.20 | 85,155.20 | 87,297.60 | 89,481.60 | 91,707.20 |         |
| 49                     | Hourly        | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.19     | 41.19     | 42.23     | 43.29     | 44.37     |         |
|                        | Appx. Bi-wkly | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,215.20  | 3,295.20  | 3,378.40  | 3,463.20  | 3,549.60  |         |
|                        | Appx. Monthly | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,966.27  | 7,139.60  | 7,319.87  | 7,503.60  | 7,690.80  |         |
|                        | Appx. Annual  | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,595.20 | 85,675.20 | 87,838.40 | 90,043.20 | 92,289.60 |         |
| 49T                    | Hourly        | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.21     | 41.22     | 42.23     | 43.24     | 44.26     |         |
|                        | Appx. Bi-wkly | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,216.80  | 3,297.60  | 3,380.00  | 3,464.00  | 3,549.60  |         |
|                        | Appx. Monthly | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,969.73  | 7,144.80  | 7,324.80  | 7,506.40  | 7,689.60  |         |
|                        | Appx. Annual  | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,636.80 | 85,737.60 | 87,888.00 | 90,088.00 | 92,328.00 |         |
| 49A                    | Hourly        | 31.86     | 32.68     | 33.49     | 34.34     | 35.12     | 36.01     | 36.92     | 37.82     | 38.78     | 39.71     | 40.69     | 41.73     | 42.77     | 43.84     | 44.93     |         |
|                        | Appx. Bi-wkly | 2,548.80  | 2,614.40  | 2,679.20  | 2,747.20  | 2,809.60  | 2,880.80  | 2,953.60  | 3,025.60  | 3,102.40  | 3,176.80  | 3,255.20  | 3,338.40  | 3,421.60  | 3,507.20  | 3,594.40  |         |
|                        | Appx. Monthly | 5,522.40  | 5,664.53  | 5,804.93  | 5,952.27  | 6,087.47  | 6,241.73  | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,052.93  | 7,233.20  | 7,413.47  | 7,598.93  | 7,787.87  |         |
|                        | Appx. Annual  | 66,268.80 | 67,974.40 | 69,659.20 | 71,427.20 | 73,049.60 | 74,900.80 | 76,793.60 | 78,665.60 | 80,662.40 | 82,596.80 | 84,635.20 | 86,798.40 | 88,961.60 | 91,187.20 | 93,454.40 |         |
| 49C                    | Hourly        | 32.03     | 32.82     | 33.65     | 34.53     | 35.32     | 36.17     | 37.12     | 37.98     | 38.98     | 39.91     | 40.90     | 41.92     | 42.97     | 44.04     | 45.14     |         |
|                        | Appx. Bi-wkly | 2,562.40  | 2,625.60  | 2,692.00  | 2,762.40  | 2,825.60  | 2,893.60  | 2,969.60  | 3,038.40  | 3,118.40  | 3,192.80  | 3,272.00  | 3,353.60  | 3,437.60  | 3,523.20  | 3,611.20  |         |
|                        | Appx. Monthly | 5,551.87  | 5,688.80  | 5,832.67  | 5,985.20  | 6,122.13  | 6,269.47  | 6,434.13  | 6,583.20  | 6,756.53  | 6,917.73  | 7,089.33  | 7,266.13  | 7,448.13  | 7,633.60  | 7,824.27  |         |
|                        | Appx. Annual  | 66,622.40 | 68,265.60 | 69,992.00 | 71,822.40 | 73,465.60 | 75,233.60 | 77,209.60 | 78,988.40 | 81,078.40 | 83,012.80 | 85,072.00 | 87,193.60 | 89,377.60 | 91,603.20 | 93,891.20 |         |
| 50                     | Hourly        | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.18     | 42.22     | 43.26     | 44.34     | 45.46     |         |
|                        | Appx. Bi-wkly | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,294.40  | 3,377.60  | 3,460.80  | 3,547.20  | 3,636.80  |         |
|                        | Appx. Monthly | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,137.87  | 7,318.13  | 7,498.40  | 7,685.60  | 7,879.73  |         |
|                        | Appx. Annual  | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,654.40 | 87,817.60 | 89,980.80 | 92,227.20 | 94,556.80 |         |
| 50T                    | Hourly        | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.17     | 42.20     | 43.23     | 44.26     | 45.30     |         |
|                        | Appx. Bi-wkly | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,293.60  | 3,376.00  | 3,460.00  | 3,545.60  | 3,632.40  |         |
|                        | Appx. Monthly | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,136.13  | 7,314.67  | 7,498.40  | 7,688.00  | 7,879.73  |         |
|                        | Appx. Annual  | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,633.60 | 87,766.00 | 89,948.00 | 92,182.00 | 94,466.00 |         |
| 50A                    | Hourly        | 32.68     | 33.49     | 34.34     | 35.12     | 36.01     | 36.92     | 37.82     | 38.78     | 39.71     | 40.66     | 41.72     | 42.73     | 43.81     | 44.90     | 46.02     |         |
|                        | Appx. Bi-wkly | 2,614.40  | 2,679.20  | 2,747.20  | 2,809.60  | 2,880.80  | 2,953.60  | 3,025.60  | 3,102.40  | 3,176.80  | 3,252.80  | 3,337.60  | 3,418.40  | 3,504.80  | 3,592.00  | 3,681.60  |         |
|                        | Appx. Monthly | 5,664.53  | 5,804.93  | 5,952.27  | 6,087.47  | 6,241.73  | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,047.73  | 7,214.47  | 7,406.53  | 7,593.73  | 7,782.67  | 7,976.80  |         |
|                        | Appx. Annual  | 67,974.40 | 69,659.20 | 71,427.20 | 73,049.60 | 74,900.80 | 76,793.60 | 78,665.60 | 80,662.40 | 82,596.80 | 84,572.80 | 86,777.60 | 88,878.40 | 91,124.80 | 93,392.00 | 95,721.60 |         |
| 50C                    | Hourly        | 32.82     | 33.65     | 34.53     | 35.32     | 36.17     | 37.12     | 37.98     | 38.98     | 39.91     | 40.88     | 41.88     | 42.93     | 44.01     | 45.12     | 46.25     |         |
|                        | Appx. Bi-wkly | 2,625.60  | 2,692.00  | 2,762.40  | 2,825.60  | 2,893.60  | 2,969.60  | 3,038.40  | 3,118.40  | 3,192.80  | 3,270.40  | 3,350.40  | 3,434.40  | 3,520.80  | 3,609.60  | 3,700.00  |         |
|                        | Appx. Monthly | 5,688.80  | 5,832.67  | 5,985.20  | 6,122.13  | 6,269.47  | 6,434.13  | 6,583.20  | 6,756.53  | 6,917.73  | 7,085.87  | 7,259.20  | 7,441.20  | 7,628.40  | 7,820.80  | 8,016.67  |         |
|                        | Appx. Annual  | 68,265.60 | 69,992.00 | 71,822.40 | 73,465.60 | 75,233.60 | 77,209.60 | 78,988.40 | 81,078.40 | 83,012.80 | 85,030.40 | 87,110.40 | 89,294.40 | 91,540.80 | 93,849.60 | 96,200.00 |         |
| 51                     | Hourly        | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.17     | 43.23     | 44.31     | 45.41     | 46.56     |         |
|                        | Appx. Bi-wkly | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,373.60  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80  |         |
|                        | Appx. Monthly | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,309.47  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  |         |
|                        | Appx. Annual  | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,713.60 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80 |         |
| Ranges Eff. 08/07/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16 |
|                        |               |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |



| Ranges Eff. 08/07/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|
| 54                     | Hourly        | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56      | 47.71      | 48.89      | 50.12      |            |
|                        | Appx. Bi-wkly | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80   | 3,816.80   | 3,911.20   | 4,009.60   |            |
|                        | Appx. Monthly | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,269.73   | 8,474.27   | 8,687.47   |            |
|                        | Appx. Annual  | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80  | 99,236.80  | 101,691.20 | 104,249.60 |            |
| 54E                    | Hourly        | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56      | 47.71      | 48.89      | 50.13      | 51.38      |
|                        | Appx. Bi-wkly | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80   | 3,816.80   | 3,911.20   | 4,010.40   | 4,110.40   |
|                        | Appx. Monthly | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,269.73   | 8,474.27   | 8,689.20   | 8,905.87   |
|                        | Appx. Annual  | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80  | 99,236.80  | 101,691.20 | 104,270.40 | 106,870.40 |
| 54T                    | Hourly        | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56      | 47.71      | 48.89      | 50.13      | 51.38      |
|                        | Appx. Bi-wkly | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80   | 3,816.80   | 3,911.20   | 4,010.40   | 4,110.40   |
|                        | Appx. Monthly | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,269.73   | 8,474.27   | 8,689.20   | 8,905.87   |
|                        | Appx. Annual  | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80  | 99,236.80  | 101,691.20 | 104,270.40 | 106,870.40 |
| 54A                    | Hourly        | 36.01     | 36.92     | 37.82     | 38.78     | 39.71     | 40.66     | 41.69     | 42.71     | 43.80     | 44.88     | 45.99     | 47.12      | 48.32      | 49.52      | 50.77      | 52.03      |
|                        | Appx. Bi-wkly | 2,880.80  | 2,953.60  | 3,025.60  | 3,102.40  | 3,176.80  | 3,252.80  | 3,335.20  | 3,416.80  | 3,504.00  | 3,590.40  | 3,679.20  | 3,769.60   | 3,865.60   | 3,961.60   | 4,061.60   | 4,166.00   |
|                        | Appx. Monthly | 6,241.73  | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,047.73  | 7,226.27  | 7,403.07  | 7,592.00  | 7,779.20  | 7,971.60  | 8,169.20   | 8,372.00   | 8,583.47   | 8,798.40   | 9,018.53   |
|                        | Appx. Annual  | 74,900.80 | 76,793.60 | 78,665.60 | 80,662.40 | 82,596.80 | 84,572.80 | 86,715.20 | 88,836.80 | 91,104.00 | 93,350.40 | 95,659.20 | 98,009.60  | 100,505.60 | 103,001.60 | 105,601.60 | 108,201.60 |
| 54C                    | Hourly        | 36.17     | 37.12     | 37.98     | 38.98     | 39.91     | 40.88     | 41.87     | 42.94     | 44.00     | 45.10     | 46.22     | 47.37      | 48.54      | 49.77      | 51.01      | 52.28      |
|                        | Appx. Bi-wkly | 2,893.60  | 2,969.60  | 3,038.40  | 3,118.40  | 3,192.80  | 3,270.40  | 3,349.60  | 3,435.20  | 3,520.00  | 3,608.00  | 3,697.60  | 3,789.60   | 3,883.20   | 3,981.60   | 4,080.80   | 4,180.80   |
|                        | Appx. Monthly | 6,269.47  | 6,434.13  | 6,583.20  | 6,756.53  | 6,917.73  | 7,085.87  | 7,257.47  | 7,442.93  | 7,626.67  | 7,817.33  | 8,011.47  | 8,210.80   | 8,411.87   | 8,626.80   | 8,841.73   | 9,061.87   |
|                        | Appx. Annual  | 75,233.60 | 77,209.60 | 78,998.40 | 81,078.40 | 83,012.80 | 85,030.40 | 87,089.60 | 89,315.20 | 91,520.00 | 93,808.00 | 96,137.60 | 98,529.60  | 100,963.20 | 103,521.60 | 106,100.80 | 108,742.40 |
| 55                     | Hourly        | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.71      | 48.89      | 50.13      | 51.38      | 52.66      |
|                        | Appx. Bi-wkly | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80  | 3,816.80   | 3,911.20   | 4,010.40   | 4,110.40   | 4,212.80   |
|                        | Appx. Monthly | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,269.73   | 8,474.27   | 8,689.20   | 8,905.87   | 9,127.73   |
|                        | Appx. Annual  | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80 | 99,236.80  | 101,691.20 | 104,270.40 | 106,870.40 | 109,532.80 |
| 55E                    | Hourly        | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.71      | 48.89      | 50.13      | 51.38      | 52.66      |
|                        | Appx. Bi-wkly | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80  | 3,816.80   | 3,911.20   | 4,010.40   | 4,110.40   | 4,212.80   |
|                        | Appx. Monthly | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,269.73   | 8,474.27   | 8,689.20   | 8,905.87   | 9,127.73   |
|                        | Appx. Annual  | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80 | 99,236.80  | 101,691.20 | 104,270.40 | 106,870.40 | 109,532.80 |
| 55T                    | Hourly        | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.71      | 48.89      | 50.13      | 51.38      | 52.66      |
|                        | Appx. Bi-wkly | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80  | 3,816.80   | 3,911.20   | 4,010.40   | 4,110.40   | 4,212.80   |
|                        | Appx. Monthly | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,269.73   | 8,474.27   | 8,689.20   | 8,905.87   | 9,127.73   |
|                        | Appx. Annual  | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80 | 99,236.80  | 101,691.20 | 104,270.40 | 106,870.40 | 109,532.80 |
| 55A                    | Hourly        | 36.92     | 37.82     | 38.78     | 39.71     | 40.66     | 41.69     | 42.71     | 43.80     | 44.88     | 45.99     | 47.12     | 48.32      | 49.52      | 50.76      | 52.03      | 53.33      |
|                        | Appx. Bi-wkly | 2,953.60  | 3,025.60  | 3,102.40  | 3,176.80  | 3,252.80  | 3,335.20  | 3,416.80  | 3,504.00  | 3,590.40  | 3,679.20  | 3,770.40  | 3,866.40   | 3,961.60   | 4,060.80   | 4,166.00   | 4,266.00   |
|                        | Appx. Monthly | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,047.73  | 7,226.27  | 7,403.07  | 7,592.00  | 7,779.20  | 7,971.60  | 8,169.20  | 8,372.00   | 8,583.47   | 8,798.40   | 9,018.53   | 9,243.13   |
|                        | Appx. Annual  | 76,793.60 | 78,665.60 | 80,662.40 | 82,596.80 | 84,572.80 | 86,715.20 | 88,836.80 | 91,104.00 | 93,350.40 | 95,659.20 | 98,009.60 | 100,526.40 | 103,001.60 | 105,580.80 | 108,222.40 | 110,926.40 |
| 55AE                   | Hourly        | 36.92     | 37.82     | 38.78     | 39.71     | 40.66     | 41.69     | 42.71     | 43.80     | 44.88     | 45.99     | 47.12     | 48.32      | 49.52      | 50.76      | 52.03      | 53.33      |
|                        | Appx. Bi-wkly | 2,953.60  | 3,025.60  | 3,102.40  | 3,176.80  | 3,252.80  | 3,335.20  | 3,416.80  | 3,504.00  | 3,590.40  | 3,679.20  | 3,770.40  | 3,866.40   | 3,961.60   | 4,060.80   | 4,166.00   | 4,266.00   |
|                        | Appx. Monthly | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,047.73  | 7,226.27  | 7,403.07  | 7,592.00  | 7,779.20  | 7,971.60  | 8,169.20  | 8,372.00   | 8,583.47   | 8,798.40   | 9,018.53   | 9,243.13   |
|                        | Appx. Annual  | 76,793.60 | 78,665.60 | 80,662.40 | 82,596.80 | 84,572.80 | 86,715.20 | 88,836.80 | 91,104.00 | 93,350.40 | 95,659.20 | 98,009.60 | 100,526.40 | 103,001.60 | 105,580.80 | 108,222.40 | 110,926.40 |
| 55C                    | Hourly        | 37.12     | 37.98     | 38.98     | 39.91     | 40.88     | 41.87     | 42.94     | 44.00     | 45.10     | 46.22     | 47.37     | 48.53      | 49.77      | 51.01      | 52.28      | 53.53      |
|                        | Appx. Bi-wkly | 2,969.60  | 3,038.40  | 3,118.40  | 3,192.80  | 3,270.40  | 3,349.60  | 3,435.20  | 3,520.00  | 3,608.00  | 3,697.60  | 3,789.60  | 3,883.20   | 3,981.60   | 4,080.80   | 4,180.80   | 4,280.80   |
|                        | Appx. Monthly | 6,434.13  | 6,583.20  | 6,756.53  | 6,917.73  | 7,085.87  | 7,257.47  | 7,442.93  | 7,626.67  | 7,817.33  | 8,011.47  | 8,210.80  | 8,411.87   | 8,626.80   | 8,841.73   | 9,061.87   | 9,287.47   |
|                        | Appx. Annual  | 77,209.60 | 78,998.40 | 81,078.40 | 83,012.80 | 85,030.40 | 87,089.60 | 89,315.20 | 91,520.00 | 93,808.00 | 96,137.60 | 98,529.60 | 100,944.00 | 103,521.60 | 106,100.80 | 108,742.40 | 111,444.00 |
| 56                     | Hourly        | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.71     | 48.89      | 50.14      | 51.39      | 52.67      | 53.92      |
|                        | Appx. Bi-wkly | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80  | 3,816.80  | 3,911.20   | 4,010.40   | 4,110.40   | 4,210.40   | 4,310.40   |
|                        | Appx. Monthly | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,269.73  | 8,474.27   | 8,689.20   | 8,905.87   | 9,129.47   | 9,353.67   |
|                        | Appx. Annual  | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80 | 99,236.80 | 101,691.20 | 104,270.40 | 106,891.20 | 109,553.60 | 112,216.00 |
| 56T                    | Hourly        | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.71     | 48.89      | 50.14      | 51.39      | 52.67      | 53.92      |
|                        | Appx. Bi-wkly | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80  | 3,816.80  | 3,911.20   | 4,010.40   | 4,110.40   | 4,210.40   | 4,310.40   |
|                        | Appx. Monthly | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,269.73  | 8,474.27   | 8,689.20   | 8,905.87   | 9,129.47   | 9,3        |



| Ranges Eff. 08/07/2027 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |            |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>59</b>              | Hourly        | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41      | 46.56      | 47.69      | 48.88      | 50.10      | 51.34      | 52.61      | 53.94      | 55.28      | 56.66      |            |
|                        | Appx. Bi-wkly | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80   | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,107.20   | 4,208.80   | 4,315.20   | 4,422.40   | 4,532.80   |            |
|                        | Appx. Monthly | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07   | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,898.93   | 9,119.07   | 9,349.60   | 9,581.87   | 9,821.07   |            |
|                        | Appx. Annual  | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80  | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,787.20 | 109,428.80 | 112,195.20 | 114,982.40 | 117,852.80 |            |
| <b>59E</b>             | Hourly        | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41      | 46.56      | 47.69      | 48.88      | 50.10      | 51.34      | 52.61      | 53.94      | 55.28      | 56.66      | 58.08      |
|                        | Appx. Bi-wkly | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80   | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,107.20   | 4,208.80   | 4,315.20   | 4,422.40   | 4,532.80   | 4,646.40   |
|                        | Appx. Monthly | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07   | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,898.93   | 9,119.07   | 9,349.60   | 9,581.87   | 9,821.07   | 10,067.20  |
|                        | Appx. Annual  | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80  | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,787.20 | 109,428.80 | 112,195.20 | 114,982.40 | 117,852.80 | 120,806.40 |
| <b>59T</b>             | Hourly        | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41      | 46.56      | 47.69      | 48.88      | 50.10      | 51.35      | 52.63      | 53.94      | 55.28      | 56.66      |            |
|                        | Appx. Bi-wkly | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80   | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,108.00   | 4,210.40   | 4,315.20   | 4,422.40   | 4,532.80   |            |
|                        | Appx. Monthly | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07   | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,900.67   | 9,122.53   | 9,349.60   | 9,581.87   | 9,821.07   |            |
|                        | Appx. Annual  | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80  | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,808.00 | 109,470.40 | 112,195.20 | 114,982.40 | 117,852.80 |            |
| <b>59A</b>             | Hourly        | 40.66     | 41.69     | 42.71     | 43.80     | 44.88     | 45.99      | 47.13      | 48.30      | 49.50      | 50.70      | 52.00      | 53.29      | 54.62      | 55.99      | 57.39      |            |
|                        | Appx. Bi-wkly | 3,252.80  | 3,335.20  | 3,416.80  | 3,504.00  | 3,590.40  | 3,679.20   | 3,770.40   | 3,864.00   | 3,960.00   | 4,056.00   | 4,160.00   | 4,263.20   | 4,369.60   | 4,479.20   | 4,591.20   |            |
|                        | Appx. Monthly | 7,047.73  | 7,226.27  | 7,403.07  | 7,582.00  | 7,779.20  | 7,971.60   | 8,169.20   | 8,372.00   | 8,580.00   | 8,788.00   | 9,013.33   | 9,236.93   | 9,467.47   | 9,704.93   | 9,947.60   |            |
|                        | Appx. Annual  | 84,572.80 | 86,715.20 | 88,836.80 | 91,104.00 | 93,350.40 | 95,659.20  | 98,030.40  | 100,464.00 | 102,960.00 | 105,556.00 | 108,160.00 | 110,843.20 | 113,609.60 | 116,459.20 | 119,371.20 |            |
| <b>59C</b>             | Hourly        | 40.88     | 41.87     | 42.94     | 44.00     | 45.10     | 46.22      | 47.37      | 48.52      | 49.77      | 50.97      | 52.22      | 53.53      | 54.88      | 56.25      | 57.66      |            |
|                        | Appx. Bi-wkly | 3,270.40  | 3,349.60  | 3,435.20  | 3,520.00  | 3,608.00  | 3,697.60   | 3,789.60   | 3,881.60   | 3,981.60   | 4,077.60   | 4,177.60   | 4,282.40   | 4,390.40   | 4,500.00   | 4,612.80   |            |
|                        | Appx. Monthly | 7,085.87  | 7,257.47  | 7,442.93  | 7,626.67  | 7,817.33  | 8,011.47   | 8,210.80   | 8,410.13   | 8,626.80   | 8,834.80   | 9,051.47   | 9,278.53   | 9,512.53   | 9,750.00   | 9,994.40   |            |
|                        | Appx. Annual  | 85,030.40 | 87,089.60 | 89,315.20 | 91,520.00 | 93,808.00 | 96,137.60  | 98,529.60  | 100,921.60 | 103,321.60 | 105,760.00 | 108,243.20 | 110,767.60 | 113,328.00 | 115,929.60 | 118,568.00 |            |
| <b>60</b>              | Hourly        | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56      | 47.69      | 48.88      | 50.10      | 51.38      | 52.66      | 54.00      | 55.36      | 56.74      | 58.16      |            |
|                        | Appx. Bi-wkly | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,212.80   | 4,320.00   | 4,428.80   | 4,539.20   | 4,652.80   |            |
|                        | Appx. Monthly | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,127.73   | 9,360.00   | 9,595.73   | 9,834.93   | 10,081.07  |            |
|                        | Appx. Annual  | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,870.40 | 109,532.80 | 112,320.00 | 115,148.80 | 118,019.20 | 120,972.80 |            |
| <b>60T</b>             | Hourly        | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56      | 47.69      | 48.88      | 50.10      | 51.38      | 52.67      | 53.99      | 55.31      | 56.66      |            |            |
|                        | Appx. Bi-wkly | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,213.60   | 4,319.20   | 4,427.20   | 4,536.80   |            |            |
|                        | Appx. Monthly | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,129.47   | 9,358.27   | 9,592.00   | 9,830.80   |            |            |
|                        | Appx. Annual  | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,870.40 | 109,553.60 | 112,299.20 | 115,104.00 | 117,976.00 |            |            |
| <b>60A</b>             | Hourly        | 41.69     | 42.71     | 43.80     | 44.88     | 45.99     | 47.13      | 48.30      | 49.50      | 50.70      | 52.04      | 53.32      | 54.65      | 56.01      | 57.41      | 58.84      |            |
|                        | Appx. Bi-wkly | 3,335.20  | 3,416.80  | 3,504.00  | 3,590.40  | 3,679.20  | 3,770.40   | 3,864.00   | 3,960.00   | 4,056.00   | 4,163.20   | 4,265.60   | 4,372.00   | 4,480.80   | 4,592.80   | 4,708.00   |            |
|                        | Appx. Monthly | 7,226.27  | 7,403.07  | 7,592.00  | 7,779.20  | 7,971.60  | 8,169.20   | 8,372.00   | 8,580.00   | 8,788.00   | 9,020.27   | 9,242.13   | 9,472.67   | 9,708.40   | 9,951.07   | 10,198.93  |            |
|                        | Appx. Annual  | 86,715.20 | 88,836.80 | 91,104.00 | 93,350.40 | 95,659.20 | 98,030.40  | 100,464.00 | 102,960.00 | 105,556.00 | 108,243.20 | 110,905.60 | 113,672.00 | 116,500.80 | 119,412.80 | 122,387.20 |            |
| <b>60C</b>             | Hourly        | 41.87     | 42.94     | 44.00     | 45.10     | 46.22     | 47.37      | 48.52      | 49.77      | 50.97      | 52.29      | 53.60      | 54.93      | 56.31      | 57.71      | 59.15      |            |
|                        | Appx. Bi-wkly | 3,349.60  | 3,435.20  | 3,520.00  | 3,608.00  | 3,697.60  | 3,789.60   | 3,881.60   | 3,981.60   | 4,077.60   | 4,183.20   | 4,288.00   | 4,394.40   | 4,504.80   | 4,616.80   | 4,732.00   |            |
|                        | Appx. Monthly | 7,257.47  | 7,442.93  | 7,626.67  | 7,817.33  | 8,011.47  | 8,210.80   | 8,410.13   | 8,626.80   | 8,834.80   | 9,063.60   | 9,290.67   | 9,521.20   | 9,760.40   | 10,003.07  | 10,252.67  |            |
|                        | Appx. Annual  | 87,089.60 | 89,315.20 | 91,520.00 | 93,808.00 | 96,137.60 | 98,529.60  | 100,921.60 | 103,321.60 | 105,760.00 | 108,243.20 | 110,767.60 | 113,328.00 | 115,929.60 | 118,568.00 | 121,244.00 |            |
| <b>61</b>              | Hourly        | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.90      | 55.27      | 56.66      | 58.07      | 59.52      |            |
|                        | Appx. Bi-wkly | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80  | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,312.00   | 4,421.60   | 4,532.80   | 4,645.60   | 4,761.60   |            |
|                        | Appx. Monthly | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,342.67   | 9,580.13   | 9,821.07   | 10,065.47  | 10,316.80  |            |
|                        | Appx. Annual  | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80 | 99,195.20  | 101,670.40 | 104,208.00 | 106,870.40 | 109,387.20 | 111,920.00 | 114,468.80 | 117,028.00 | 119,598.40 | 122,176.00 |            |
| <b>61T</b>             | Hourly        | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.90      | 55.25      | 56.66      | 58.07      | 59.52      |            |
|                        | Appx. Bi-wkly | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80  | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,312.00   | 4,420.00   | 4,528.80   | 4,639.20   | 4,751.20   |            |
|                        | Appx. Monthly | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,342.67   | 9,576.67   | 9,816.67   | 10,062.67  | 10,314.67  |            |
|                        | Appx. Annual  | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80 | 99,195.20  | 101,670.40 | 104,208.00 | 106,870.40 | 109,387.20 | 111,920.00 | 114,468.80 | 117,028.00 | 119,598.40 | 122,176.00 |            |
| <b>61A</b>             | Hourly        | 42.71     | 43.80     | 44.88     | 45.99     | 47.13     | 48.30      | 49.50      | 50.70      | 52.04      | 53.26      | 54.57      | 55.94      | 57.34      | 58.77      | 60.24      |            |
|                        | Appx. Bi-wkly | 3,416.80  | 3,504.00  | 3,590.40  | 3,679.20  | 3,770.40  | 3,864.00   | 3,960.00   | 4,056.00   | 4,163.20   | 4,260.80   | 4,365.60   | 4,475.20   | 4,587.20   | 4,701.60   | 4,818.40   |            |
|                        | Appx. Monthly | 7,403.07  | 7,592.00  | 7,779.20  | 7,971.60  | 8,169.20  | 8,372.00   | 8,580.00   | 8,788.00   | 9,020.27   | 9,231.73   | 9,458.80   | 9,696.27   | 9,938.93   | 10,186.80  | 10,441.20  |            |
|                        | Appx. Annual  | 88,836.80 | 91,104.00 | 93,350.40 | 95,659.20 | 98,030.40 | 100,464.00 | 102,960.00 | 105,556.00 | 108,243.20 | 110,780.00 | 113,505.60 | 116,355.20 | 119,267.20 | 122,244.00 | 125,299.20 |            |
| <b>61C</b>             | Hourly        | 42.94     | 44.00     | 45.10     | 46.22     | 47.37     | 48.52      | 49.77      | 50.97      | 52.29      | 53.51      | 54.86      | 56.21      | 57.61      | 59.05      | 60.52      |            |
|                        | Appx. Bi-wkly | 3,435.20  | 3,520.00  | 3,608.00  | 3,697.60  | 3,789.60  | 3,881.60   | 3,981.60   | 4,077.60   | 4,183.20   | 4,280.80   | 4,388.80   | 4,496.80   | 4,608.80   | 4,724.00   | 4,841.60   |            |
|                        | Appx. Monthly | 7,442.93  | 7,626.67  | 7,817.33  | 8,011.47  | 8,210.80  | 8,410.13   | 8,626.80   | 8,834.80   | 9,063.60   | 9,275.07   | 9,509.07   | 9,743.07   | 9,985.73   | 10,235.33  | 10,490.13  |            |
|                        | Appx. Annual  | 89,315.20 | 91,520.00 | 93,808.00 | 96,137.60 | 98,529.60 | 100,921.60 | 103,321.60 | 105,760.00 | 108,243.20 | 110,767.60 | 113,328.00 | 115,929.60 | 118,568.00 | 121,244.00 | 123,968.00 |            |
| <b>62</b>              | Hourly        | 43.23     | 44.31     | 45.41     | 46.56     | 47.69     | 48.88      | 50.10      | 51.38      | 52.59</    |            |            |            |            |            |            |            |



| Ranges Eff. 08/07/2027 |               | Step 1    | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |
|------------------------|---------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 64E                    | Hourly        | 45.41     | 46.56      | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 57.98      | 59.42      | 60.91      | 62.45      | 64.01      | 65.62      |
|                        | Appx. Bi-wkly | 3,632.80  | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,638.40   | 4,753.60   | 4,872.80   | 4,996.00   | 5,120.80   | 5,249.60   |
|                        | Appx. Monthly | 7,871.07  | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,049.87  | 10,299.47  | 10,557.73  | 10,824.67  | 11,095.07  | 11,374.13  |
|                        | Appx. Annual  | 94,452.80 | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,598.40 | 123,593.60 | 126,692.80 | 129,896.00 | 133,140.80 | 136,489.60 |
| 64T                    | Hourly        | 45.41     | 46.56      | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 57.99      | 59.44      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,632.80  | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,639.20   | 4,755.20   |            |            |            |            |
|                        | Appx. Monthly | 7,871.07  | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,051.60  | 10,302.93  |            |            |            |            |
|                        | Appx. Annual  | 94,452.80 | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,619.20 | 123,635.20 |            |            |            |            |
| 64A                    | Hourly        | 45.99     | 47.13      | 48.30      | 49.50      | 50.70      | 52.04      | 53.26      | 54.61      | 55.92      | 57.29      | 58.69      | 60.16      | 61.66      | 63.21      | 64.79      |            |
|                        | Appx. Bi-wkly | 3,679.20  | 3,770.40   | 3,864.00   | 3,960.00   | 4,056.00   | 4,163.20   | 4,260.80   | 4,368.80   | 4,473.60   | 4,583.20   | 4,695.20   | 4,812.80   | 4,932.80   | 5,056.80   | 5,183.20   |            |
|                        | Appx. Monthly | 7,971.60  | 8,169.20   | 8,372.00   | 8,580.00   | 8,788.00   | 9,020.27   | 9,231.73   | 9,465.73   | 9,692.80   | 9,930.27   | 10,172.93  | 10,427.73  | 10,687.73  | 10,956.40  | 11,230.27  |            |
|                        | Appx. Annual  | 95,659.20 | 98,030.40  | 100,464.00 | 102,960.00 | 105,456.00 | 108,243.20 | 110,780.80 | 113,588.80 | 116,313.60 | 119,163.20 | 122,075.20 | 125,132.80 | 128,252.80 | 131,476.80 | 134,763.20 |            |
| 64C                    | Hourly        | 46.22     | 47.37      | 48.52      | 49.77      | 50.97      | 52.29      | 53.51      | 54.89      | 56.20      | 57.55      | 59.01      | 60.48      | 62.00      | 63.55      | 65.14      |            |
|                        | Appx. Bi-wkly | 3,697.60  | 3,789.60   | 3,881.60   | 3,981.60   | 4,077.60   | 4,183.20   | 4,280.80   | 4,391.20   | 4,496.00   | 4,604.00   | 4,720.80   | 4,838.40   | 4,960.00   | 5,084.00   | 5,211.20   |            |
|                        | Appx. Monthly | 8,011.47  | 8,210.80   | 8,410.13   | 8,626.80   | 8,834.80   | 9,063.60   | 9,275.07   | 9,514.27   | 9,741.33   | 9,975.33   | 10,228.40  | 10,483.20  | 10,746.67  | 11,015.33  | 11,290.93  |            |
|                        | Appx. Annual  | 96,137.60 | 98,529.60  | 100,921.60 | 103,521.60 | 106,017.60 | 108,763.20 | 111,300.80 | 114,171.20 | 116,896.00 | 119,704.00 | 122,740.80 | 125,798.40 | 128,960.00 | 132,184.00 | 135,491.20 |            |
| 65                     | Hourly        | 46.56     | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.99      | 62.53      | 64.09      | 65.69      |            |
|                        | Appx. Bi-wkly | 3,724.80  | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,879.20   | 5,002.40   | 5,127.20   | 5,255.20   |            |
|                        | Appx. Monthly | 8,070.40  | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,571.60  | 10,838.53  | 11,108.93  | 11,386.27  |            |
|                        | Appx. Annual  | 96,844.80 | 99,195.20  | 101,670.40 | 104,208.00 | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,859.20 | 130,062.40 | 133,307.20 | 136,635.20 |            |
| 65E                    | Hourly        | 46.56     | 47.72      | 48.87      | 50.12      | 51.35      | 52.67      | 53.90      | 55.31      | 56.62      | 57.99      | 59.43      | 60.90      | 62.44      | 64.01      | 65.61      | 67.25      |
|                        | Appx. Bi-wkly | 3,724.80  | 3,817.60   | 3,909.60   | 4,009.60   | 4,108.00   | 4,213.60   | 4,312.00   | 4,424.80   | 4,529.60   | 4,639.20   | 4,754.40   | 4,872.00   | 4,995.20   | 5,120.80   | 5,248.80   | 5,380.00   |
|                        | Appx. Monthly | 8,070.40  | 8,271.47   | 8,470.80   | 8,687.47   | 8,900.67   | 9,129.47   | 9,342.67   | 9,587.07   | 9,814.13   | 10,051.60  | 10,301.20  | 10,556.00  | 10,822.93  | 11,095.07  | 11,372.40  | 11,656.67  |
|                        | Appx. Annual  | 96,844.80 | 99,257.60  | 101,649.60 | 104,249.60 | 106,808.00 | 109,553.60 | 112,112.00 | 115,044.80 | 117,769.60 | 120,619.20 | 123,614.40 | 126,672.00 | 129,875.20 | 133,140.80 | 136,468.80 | 139,880.00 |
| 65T                    | Hourly        | 46.56     | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.98      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,724.80  | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,878.40   |            |            |            |            |
|                        | Appx. Monthly | 8,070.40  | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,569.87  |            |            |            |            |
|                        | Appx. Annual  | 96,844.80 | 99,195.20  | 101,670.40 | 104,208.00 | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,838.40 |            |            |            |            |
| 65A                    | Hourly        | 47.13     | 48.30      | 49.50      | 50.70      | 52.04      | 53.26      | 54.61      | 55.92      | 57.29      | 58.76      | 60.24      | 61.77      | 63.29      | 64.87      | 66.50      |            |
|                        | Appx. Bi-wkly | 3,770.40  | 3,864.00   | 3,960.00   | 4,056.00   | 4,163.20   | 4,260.80   | 4,368.80   | 4,473.60   | 4,583.20   | 4,700.80   | 4,819.20   | 4,941.60   | 5,063.20   | 5,189.60   | 5,320.00   |            |
|                        | Appx. Monthly | 8,169.20  | 8,372.00   | 8,580.00   | 8,788.00   | 9,020.27   | 9,231.73   | 9,465.73   | 9,692.80   | 9,930.27   | 10,185.07  | 10,441.60  | 10,706.80  | 10,970.27  | 11,244.13  | 11,526.67  |            |
|                        | Appx. Annual  | 98,030.40 | 100,464.00 | 102,960.00 | 105,456.00 | 108,243.20 | 110,780.80 | 113,588.80 | 116,313.60 | 119,163.20 | 122,220.80 | 125,299.20 | 128,481.60 | 131,643.20 | 134,929.60 | 138,320.00 |            |
| 65C                    | Hourly        | 47.37     | 48.52      | 49.77      | 50.97      | 52.29      | 53.51      | 54.89      | 56.20      | 57.55      | 59.06      | 60.52      | 62.04      | 63.61      | 65.20      | 66.84      |            |
|                        | Appx. Bi-wkly | 3,789.60  | 3,881.60   | 3,981.60   | 4,077.60   | 4,183.20   | 4,280.80   | 4,391.20   | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,963.20   | 5,088.80   | 5,216.00   | 5,347.20   |            |
|                        | Appx. Monthly | 8,210.80  | 8,410.13   | 8,626.80   | 8,834.80   | 9,063.60   | 9,275.07   | 9,514.27   | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,753.60  | 11,025.73  | 11,301.33  | 11,585.60  |            |
|                        | Appx. Annual  | 98,529.60 | 100,921.60 | 103,521.60 | 106,017.60 | 108,763.20 | 111,300.80 | 114,171.20 | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,043.20 | 132,308.80 | 135,616.00 | 139,027.20 |            |
| 65CE                   | Hourly        | 47.37     | 48.52      | 49.77      | 50.97      | 52.29      | 53.51      | 54.89      | 56.20      | 57.55      | 59.06      | 60.52      | 62.04      | 63.61      | 65.20      | 66.83      | 68.50      |
|                        | Appx. Bi-wkly | 3,789.60  | 3,881.60   | 3,981.60   | 4,077.60   | 4,183.20   | 4,280.80   | 4,391.20   | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,963.20   | 5,088.80   | 5,216.00   | 5,346.40   | 5,480.00   |
|                        | Appx. Monthly | 8,210.80  | 8,410.13   | 8,626.80   | 8,834.80   | 9,063.60   | 9,275.07   | 9,514.27   | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,753.60  | 11,025.73  | 11,301.33  | 11,583.87  | 11,873.33  |
|                        | Appx. Annual  | 98,529.60 | 100,921.60 | 103,521.60 | 106,017.60 | 108,763.20 | 111,300.80 | 114,171.20 | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,043.20 | 132,308.80 | 135,616.00 | 139,004.00 | 142,480.00 |
| 66                     | Hourly        | 47.69     | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.99      | 62.52      | 64.08      | 65.68      | 67.32      |            |
|                        | Appx. Bi-wkly | 3,815.20  | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,879.20   | 5,001.60   | 5,126.40   | 5,254.40   | 5,385.60   |            |
|                        | Appx. Monthly | 8,266.27  | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,571.60  | 10,836.80  | 11,107.20  | 11,384.53  | 11,668.80  |            |
|                        | Appx. Annual  | 99,195.20 | 101,670.40 | 104,208.00 | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,859.20 | 130,041.60 | 133,286.40 | 136,614.40 | 140,025.60 |            |
| 66T                    | Hourly        | 47.69     | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.98      | 62.51      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,815.20  | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,878.40   | 5,000.80   |            |            |            |            |
|                        | Appx. Monthly | 8,266.27  | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,569.87  | 10,835.07  |            |            |            |            |
|                        | Appx. Annual  | 99,195.20 | 101,670.40 | 104,208.00 | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,838.40 | 130,020.80 |            |            |            |            |
| 66AAE                  | Hourly        | 47.97     | 49.14      | 50.38      | 51.61      | 52.94      | 54.18      | 55.58      | 56.90      | 58.27      | 59.80      | 61.27      | 62.82      | 64.41      | 66.01      | 67.66      | 69.35      |
|                        | Appx. Bi-wkly | 3,837.60  | 3,931.20   | 4,030.40   | 4,128.80   | 4,235.20   | 4,334.40   | 4,446.40   | 4,552.00   | 4,661.60   | 4,784.00   | 4,901.60   | 5,025.60   | 5,152.80   | 5,280.80   | 5,412.80   | 5,548.00   |
|                        | Appx. Monthly | 8,314.80  | 8,517.60   | 8,732.53   | 8,945.73   | 9,176.27   | 9,391.20   | 9,633.87   | 9,862.67   | 10,100.13  | 10,365.33  | 10,620.13  | 10,888.80  | 11,164.40  | 11,441.73  | 11,727.73  | 12,020.67  |
|                        | Appx. Annual  | 99,777.60 | 102,211.20 | 104,790.40 | 107,348.80 | 110,115.20 | 112,694.40 | 115,606.40 | 118,352.00 | 121,201.60 | 124,384.00 | 127,441.60 | 130,665.60 | 133,972.80 | 137,300.80 | 140,732.80 | 144,248.00 |
| Ranges Eff. 08/07/2027 |               | Step 1    | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10</  |            |            |            |            |            |            |



| Ranges Eff. 08/07/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16   |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|
| 68C                    | Hourly        | 50.97      | 52.29      | 53.51      | 54.89      | 56.20      | 57.55      | 59.06      | 60.52      | 62.03      | 63.61      | 65.18      | 66.80      | 68.46      | 70.17      | 71.92      |           |
|                        | Appx. Bi-wkly | 4,077.60   | 4,183.20   | 4,280.80   | 4,391.20   | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,962.40   | 5,088.80   | 5,214.40   | 5,344.00   | 5,476.80   | 5,613.60   | 5,753.60   |           |
|                        | Appx. Monthly | 8,334.80   | 9,063.60   | 9,275.07   | 9,514.27   | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,751.87  | 11,025.73  | 11,297.87  | 11,578.67  | 11,866.40  | 12,162.80  | 12,466.13  |           |
|                        | Appx. Annual  | 106,017.60 | 108,763.20 | 111,300.80 | 114,171.20 | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,022.40 | 132,308.80 | 135,574.40 | 138,944.00 | 142,396.80 | 145,953.60 | 149,593.60 |           |
| 69                     | Hourly        | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.66      | 67.29      | 68.98      | 70.71      | 72.48      |           |
|                        | Appx. Bi-wkly | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,252.80   | 5,383.20   | 5,518.40   | 5,656.80   | 5,798.40   |           |
|                        | Appx. Monthly | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,381.07  | 11,663.20  | 11,956.53  | 12,256.40  | 12,563.20  |           |
|                        | Appx. Annual  | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,572.80 | 139,963.20 | 143,478.40 | 147,076.80 | 150,758.40 |           |
| 69T                    | Hourly        | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.67      | 67.31      |            |            |            |           |
|                        | Appx. Bi-wkly | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,253.60   | 5,384.80   |            |            |            |           |
|                        | Appx. Monthly | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,382.80  | 11,667.07  |            |            |            |           |
|                        | Appx. Annual  | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,593.60 | 140,004.80 |            |            |            |           |
| 69A                    | Hourly        | 52.04      | 53.26      | 54.61      | 55.92      | 57.29      | 58.76      | 60.24      | 61.75      | 63.29      | 64.86      | 66.49      | 68.16      | 69.85      | 71.60      | 73.40      |           |
|                        | Appx. Bi-wkly | 4,163.20   | 4,260.80   | 4,368.80   | 4,473.60   | 4,583.20   | 4,700.80   | 4,819.20   | 4,940.00   | 5,063.20   | 5,188.80   | 5,319.20   | 5,452.80   | 5,588.00   | 5,728.00   | 5,872.00   |           |
|                        | Appx. Monthly | 9,020.27   | 9,231.73   | 9,465.73   | 9,692.80   | 9,930.27   | 10,185.07  | 10,441.60  | 10,703.33  | 10,970.27  | 11,242.40  | 11,524.93  | 11,814.40  | 12,107.33  | 12,410.67  | 12,722.67  |           |
|                        | Appx. Annual  | 108,243.20 | 110,780.80 | 113,588.80 | 116,313.60 | 119,163.20 | 122,220.80 | 125,299.20 | 128,440.00 | 131,643.20 | 134,908.80 | 138,299.20 | 141,772.80 | 145,288.00 | 148,928.00 | 152,672.00 |           |
| 69C                    | Hourly        | 52.29      | 53.51      | 54.89      | 56.20      | 57.55      | 59.06      | 60.52      | 62.03      | 63.61      | 65.19      | 66.81      | 68.48      | 70.18      | 71.95      | 73.76      |           |
|                        | Appx. Bi-wkly | 4,183.20   | 4,280.80   | 4,391.20   | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,962.40   | 5,088.80   | 5,215.20   | 5,344.00   | 5,478.40   | 5,614.40   | 5,756.00   | 5,900.80   |           |
|                        | Appx. Monthly | 9,063.60   | 9,275.07   | 9,514.27   | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,751.87  | 11,025.73  | 11,299.60  | 11,580.40  | 11,869.87  | 12,164.53  | 12,471.33  | 12,785.07  |           |
|                        | Appx. Annual  | 108,763.20 | 111,300.80 | 114,171.20 | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,022.40 | 132,308.80 | 135,595.20 | 138,964.80 | 142,438.40 | 145,974.40 | 149,566.00 | 153,240.80 |           |
| 70                     | Hourly        | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.32      | 69.01      | 70.74      | 72.51      | 74.32      |           |
|                        | Appx. Bi-wkly | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,385.60   | 5,520.80   | 5,659.20   | 5,800.80   | 5,945.60   |           |
|                        | Appx. Monthly | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,668.80  | 11,961.73  | 12,261.60  | 12,568.40  | 12,882.13  |           |
|                        | Appx. Annual  | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,566.00 | 140,025.60 | 143,540.80 | 147,139.20 | 150,820.80 | 154,585.60 |           |
| 70T                    | Hourly        | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.34      | 69.03      |            |            |            |           |
|                        | Appx. Bi-wkly | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,387.20   | 5,522.40   |            |            |            |           |
|                        | Appx. Monthly | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,672.27  | 11,965.20  |            |            |            |           |
|                        | Appx. Annual  | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,566.00 | 140,067.20 | 143,582.40 |            |            |            |           |
| 70A                    | Hourly        | 53.26      | 54.61      | 55.92      | 57.29      | 58.76      | 60.24      | 61.75      | 63.29      | 64.86      | 66.53      | 68.18      | 69.89      | 71.64      | 73.43      | 75.26      |           |
|                        | Appx. Bi-wkly | 4,260.80   | 4,368.80   | 4,473.60   | 4,583.20   | 4,700.80   | 4,819.20   | 4,940.00   | 5,063.20   | 5,188.80   | 5,322.40   | 5,454.40   | 5,591.20   | 5,731.20   | 5,874.40   | 6,020.80   |           |
|                        | Appx. Monthly | 9,231.73   | 9,465.73   | 9,692.80   | 9,930.27   | 10,185.07  | 10,441.60  | 10,703.33  | 10,970.27  | 11,242.40  | 11,531.87  | 11,817.87  | 12,114.27  | 12,417.60  | 12,727.87  | 13,045.07  |           |
|                        | Appx. Annual  | 110,780.80 | 113,588.80 | 116,313.60 | 119,163.20 | 122,220.80 | 125,299.20 | 128,440.00 | 131,643.20 | 134,908.80 | 138,382.40 | 141,814.40 | 145,371.20 | 149,011.20 | 152,734.40 | 156,540.80 |           |
| 70C                    | Hourly        | 53.51      | 54.89      | 56.20      | 57.55      | 59.06      | 60.52      | 62.03      | 63.61      | 65.19      | 66.85      | 68.53      | 70.24      | 72.00      | 73.80      | 75.64      |           |
|                        | Appx. Bi-wkly | 4,280.80   | 4,391.20   | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,962.40   | 5,088.80   | 5,215.20   | 5,348.00   | 5,482.40   | 5,619.20   | 5,760.00   | 5,904.00   | 6,051.20   |           |
|                        | Appx. Monthly | 9,275.07   | 9,514.27   | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,751.87  | 11,025.73  | 11,299.60  | 11,587.33  | 11,878.53  | 12,174.93  | 12,480.00  | 12,792.00  | 13,110.93  |           |
|                        | Appx. Annual  | 111,300.80 | 114,171.20 | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,022.40 | 132,308.80 | 135,595.20 | 139,048.00 | 142,542.40 | 146,099.20 | 149,766.40 | 153,504.00 | 157,331.20 |           |
| 71                     | Hourly        | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.97      | 70.70      | 72.47      | 74.28      | 76.14      |           |
|                        | Appx. Bi-wkly | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,517.60   | 5,656.00   | 5,797.60   | 5,942.40   | 6,091.20   |           |
|                        | Appx. Monthly | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,954.80  | 12,254.67  | 12,561.47  | 12,875.20  | 13,197.60  |           |
|                        | Appx. Annual  | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,566.00 | 139,963.20 | 143,457.60 | 147,056.00 | 150,737.60 | 154,502.40 | 158,371.20 |           |
| 71T                    | Hourly        | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.97      | 70.70      |            |            |            |           |
|                        | Appx. Bi-wkly | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,517.60   | 5,656.00   |            |            |            |           |
|                        | Appx. Monthly | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,954.80  | 12,254.67  |            |            |            |           |
|                        | Appx. Annual  | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,566.00 | 139,963.20 | 143,457.60 | 147,056.00 |            |            |            |           |
| 71A                    | Hourly        | 54.61      | 55.92      | 57.29      | 58.76      | 60.24      | 61.75      | 63.29      | 64.86      | 66.53      | 68.14      | 69.83      | 71.62      | 73.41      | 75.24      | 77.12      |           |
|                        | Appx. Bi-wkly | 4,368.80   | 4,473.60   | 4,583.20   | 4,700.80   | 4,819.20   | 4,940.00   | 5,063.20   | 5,188.80   | 5,322.40   | 5,451.20   | 5,586.40   | 5,729.60   | 5,872.80   | 6,019.20   | 6,169.60   |           |
|                        | Appx. Monthly | 9,465.73   | 9,692.80   | 9,930.27   | 10,185.07  | 10,441.60  | 10,703.33  | 10,970.27  | 11,242.40  | 11,531.87  | 11,810.93  | 12,103.87  | 12,414.13  | 12,724.40  | 13,041.60  | 13,367.47  |           |
|                        | Appx. Annual  | 113,588.80 | 116,313.60 | 119,163.20 | 122,220.80 | 125,299.20 | 128,440.00 | 131,643.20 | 134,908.80 | 138,382.40 | 141,731.20 | 145,246.40 | 148,969.60 | 152,692.80 | 156,499.20 | 160,409.60 |           |
| 71C                    | Hourly        | 54.89      | 56.20      | 57.55      | 59.06      | 60.52      | 62.03      | 63.61      | 65.19      | 66.85      | 68.46      | 70.17      | 71.92      | 73.74      | 75.59      | 77.48      |           |
|                        | Appx. Bi-wkly | 4,391.20   | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,962.40   | 5,088.80   | 5,215.20   | 5,348.00   | 5,476.80   | 5,613.60   | 5,753.60   | 5,899.20   | 6,047.20   | 6,198.40   |           |
|                        | Appx. Monthly | 9,514.27   | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,751.87  | 11,025.73  | 11,299.60  | 11,587.33  | 11,866.40  | 12,162.80  | 12,466.13  | 12,781.60  | 13,102.27  | 13,429.87  |           |
|                        | Appx. Annual  | 114,171.20 | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,022.40 | 132,308.80 | 135,595.20 | 139,048.00 | 142,396.80 | 145,953.60 | 149,593.60 | 153,379.20 | 157,227.20 | 161,158.40 |           |
| Ranges Eff. 08/07/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16</ |





| Ranges Eff. 08/07/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |  |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--|
| 74C                    | Hourly        | 59.06      | 60.52      | 62.03      | 63.61      | 65.19      | 66.85      | 68.46      | 70.18      | 71.91      | 73.70      | 75.56      | 77.47      | 79.41      | 81.39      | 83.43      |            |  |
|                        | Appx. Bi-wkly | 4,724.80   | 4,841.60   | 4,962.40   | 5,088.80   | 5,215.20   | 5,348.00   | 5,476.80   | 5,614.40   | 5,752.80   | 5,896.00   | 6,044.80   | 6,197.60   | 6,352.80   | 6,511.20   | 6,674.40   |            |  |
|                        | Appx. Monthly | 10,237.07  | 10,490.13  | 10,751.87  | 11,025.73  | 11,299.60  | 11,587.33  | 11,866.40  | 12,164.53  | 12,464.40  | 12,774.67  | 13,097.07  | 13,428.13  | 13,764.40  | 14,107.60  | 14,461.20  |            |  |
|                        | Appx. Annual  | 122,844.80 | 125,881.60 | 129,022.40 | 132,308.80 | 135,595.20 | 139,048.00 | 142,396.80 | 145,974.40 | 149,572.80 | 153,296.00 | 157,164.80 | 161,176.00 | 165,328.00 | 169,291.20 | 173,534.40 |            |  |
| 75                     | Hourly        | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.11      | 78.00      | 79.94      | 81.95      | 84.00      |            |  |
|                        | Appx. Bi-wkly | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,088.80   | 6,240.00   | 6,395.20   | 6,556.00   | 6,720.00   |            |  |
|                        | Appx. Monthly | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,529.00  | 13,862.20  | 14,204.67  | 14,560.00  |            |  |
|                        | Appx. Annual  | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,308.80 | 162,240.00 | 166,275.20 | 170,456.00 | 174,720.00 |            |  |
| 75T                    | Hourly        | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.12      | 78.02      | 79.94      | 81.95      | 84.00      |            |  |
|                        | Appx. Bi-wkly | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,089.60   | 6,241.60   | 6,395.20   | 6,556.00   | 6,720.00   |            |  |
|                        | Appx. Monthly | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,529.00  | 13,862.20  | 14,204.67  | 14,560.00  |            |  |
|                        | Appx. Annual  | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,308.80 | 162,240.00 | 166,275.20 | 170,456.00 | 174,720.00 |            |  |
| 75A                    | Hourly        | 60.24      | 61.75      | 63.29      | 64.86      | 66.53      | 68.14      | 69.85      | 71.62      | 73.35      | 75.18      | 77.04      | 78.98      | 80.95      | 82.98      | 85.06      |            |  |
|                        | Appx. Bi-wkly | 4,819.20   | 4,940.00   | 5,063.20   | 5,188.80   | 5,322.40   | 5,451.20   | 5,588.00   | 5,729.60   | 5,868.00   | 6,014.40   | 6,163.20   | 6,318.40   | 6,476.00   | 6,638.40   | 6,804.80   |            |  |
|                        | Appx. Monthly | 10,441.60  | 10,703.33  | 10,970.27  | 11,242.40  | 11,531.87  | 11,810.93  | 12,107.33  | 12,414.13  | 12,714.00  | 13,031.20  | 13,353.60  | 13,689.87  | 14,031.33  | 14,383.20  | 14,743.73  |            |  |
|                        | Appx. Annual  | 125,299.20 | 128,440.00 | 131,643.20 | 134,908.80 | 138,382.40 | 141,731.20 | 145,288.00 | 148,969.60 | 152,568.00 | 156,374.40 | 160,243.20 | 164,278.40 | 168,376.00 | 172,598.40 | 176,924.80 |            |  |
| 75C                    | Hourly        | 60.52      | 62.03      | 63.61      | 65.19      | 66.85      | 68.46      | 70.18      | 71.91      | 73.70      | 75.56      | 77.43      | 79.35      | 81.34      | 83.38      | 85.46      |            |  |
|                        | Appx. Bi-wkly | 4,841.60   | 4,962.40   | 5,088.80   | 5,215.20   | 5,348.00   | 5,476.80   | 5,614.40   | 5,752.80   | 5,896.00   | 6,044.80   | 6,194.40   | 6,348.00   | 6,507.20   | 6,670.40   | 6,836.80   |            |  |
|                        | Appx. Monthly | 10,490.13  | 10,751.87  | 11,025.73  | 11,299.60  | 11,587.33  | 11,866.40  | 12,164.53  | 12,464.40  | 12,774.67  | 13,097.07  | 13,421.20  | 13,754.00  | 14,098.93  | 14,552.53  | 14,813.07  |            |  |
|                        | Appx. Annual  | 125,881.60 | 129,022.40 | 132,308.80 | 135,595.20 | 139,048.00 | 142,396.80 | 145,974.40 | 149,572.80 | 153,296.00 | 157,164.80 | 161,054.40 | 165,048.00 | 169,187.20 | 173,430.40 | 177,756.80 |            |  |
| 76                     | Hourly        | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.02      | 79.98      | 81.99      | 84.05      | 86.15      |            |  |
|                        | Appx. Bi-wkly | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,241.60   | 6,398.40   | 6,559.20   | 6,724.00   | 6,892.00   |            |  |
|                        | Appx. Monthly | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,529.00  | 13,862.20  | 14,211.60  | 14,568.67  | 14,932.67  |            |  |
|                        | Appx. Annual  | 126,817.60 | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,281.60 | 166,358.40 | 170,539.20 | 174,824.00 | 179,192.00 |            |  |
| 76T                    | Hourly        | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.03      | 79.98      |            |            |            |            |  |
|                        | Appx. Bi-wkly | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,242.40   | 6,398.40   |            |            |            |            |  |
|                        | Appx. Monthly | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,529.00  | 13,862.20  |            |            |            |            |  |
|                        | Appx. Annual  | 126,817.60 | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,302.40 | 166,358.40 |            |            |            |            |  |
| 76A                    | Hourly        | 61.75      | 63.29      | 64.86      | 66.53      | 68.14      | 69.85      | 71.62      | 73.35      | 75.18      | 77.06      | 79.00      | 80.97      | 83.00      | 85.08      | 87.20      |            |  |
|                        | Appx. Bi-wkly | 4,940.00   | 5,063.20   | 5,188.80   | 5,322.40   | 5,451.20   | 5,588.00   | 5,729.60   | 5,868.00   | 6,014.40   | 6,164.80   | 6,320.00   | 6,477.60   | 6,640.00   | 6,806.40   | 6,976.00   |            |  |
|                        | Appx. Monthly | 10,703.33  | 10,970.27  | 11,242.40  | 11,531.87  | 11,810.93  | 12,107.33  | 12,414.13  | 12,714.00  | 13,031.20  | 13,357.07  | 13,693.33  | 14,034.80  | 14,386.67  | 14,747.20  | 15,114.67  |            |  |
|                        | Appx. Annual  | 128,440.00 | 131,643.20 | 134,908.80 | 138,382.40 | 141,731.20 | 145,288.00 | 148,969.60 | 152,568.00 | 156,374.40 | 160,284.80 | 164,320.00 | 168,417.60 | 172,640.00 | 176,966.40 | 181,376.00 |            |  |
| 76C                    | Hourly        | 62.03      | 63.61      | 65.19      | 66.85      | 68.46      | 70.18      | 71.91      | 73.70      | 75.56      | 77.46      | 79.40      | 81.37      | 83.40      | 85.49      | 87.62      |            |  |
|                        | Appx. Bi-wkly | 4,962.40   | 5,088.80   | 5,215.20   | 5,348.00   | 5,476.80   | 5,614.40   | 5,752.80   | 5,896.00   | 6,044.80   | 6,196.80   | 6,352.00   | 6,509.60   | 6,672.00   | 6,839.20   | 7,009.60   |            |  |
|                        | Appx. Monthly | 10,751.87  | 11,025.73  | 11,299.60  | 11,587.33  | 11,866.40  | 12,164.53  | 12,464.40  | 12,774.67  | 13,097.07  | 13,426.40  | 13,762.67  | 14,104.13  | 14,456.00  | 14,818.27  | 15,187.47  |            |  |
|                        | Appx. Annual  | 129,022.40 | 132,308.80 | 135,595.20 | 139,048.00 | 142,396.80 | 145,974.40 | 149,572.80 | 153,296.00 | 157,164.80 | 161,116.80 | 165,152.00 | 169,249.60 | 173,472.00 | 177,819.20 | 182,248.00 |            |  |
| 77                     | Hourly        | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 80.00      | 82.02      | 84.07      | 86.17      | 88.32      |            |  |
|                        | Appx. Bi-wkly | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,400.00   | 6,561.60   | 6,725.60   | 6,893.60   | 7,065.60   |            |  |
|                        | Appx. Monthly | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,529.00  | 13,866.67  | 14,216.80  | 14,572.13  | 14,936.13  | 15,308.80  |            |  |
|                        | Appx. Annual  | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,400.00 | 170,601.60 | 174,865.60 | 179,233.60 | 183,705.60 |            |  |
| 77T                    | Hourly        | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 80.00      | 82.01      |            |            |            |            |  |
|                        | Appx. Bi-wkly | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,400.00   | 6,561.60   |            |            |            |            |  |
|                        | Appx. Monthly | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,529.00  | 13,866.67  | 14,215.07  |            |            |            |            |  |
|                        | Appx. Annual  | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,400.00 | 170,580.80 |            |            |            |            |  |
| 77A                    | Hourly        | 63.29      | 64.86      | 66.53      | 68.14      | 69.85      | 71.62      | 73.35      | 75.18      | 77.06      | 79.04      | 81.02      | 83.06      | 85.14      | 87.27      | 89.46      |            |  |
|                        | Appx. Bi-wkly | 5,063.20   | 5,188.80   | 5,322.40   | 5,451.20   | 5,588.00   | 5,729.60   | 5,868.00   | 6,014.40   | 6,164.80   | 6,323.20   | 6,481.60   | 6,644.80   | 6,811.20   | 6,981.60   | 7,156.80   |            |  |
|                        | Appx. Monthly | 10,970.27  | 11,242.40  | 11,531.87  | 11,810.93  | 12,107.33  | 12,414.13  | 12,714.00  | 13,031.20  | 13,357.07  | 13,700.27  | 14,043.47  | 14,397.07  | 14,756.20  | 15,126.80  | 15,506.40  |            |  |
|                        | Appx. Annual  | 131,643.20 | 134,908.80 | 138,382.40 | 141,731.20 | 145,288.00 | 148,969.60 | 152,568.00 | 156,374.40 | 160,284.80 | 164,403.20 | 168,459.20 | 172,681.60 | 177,008.00 | 181,396.80 | 185,931.20 | 190,590.40 |  |
| 77C                    | Hourly        | 63.61      | 65.19      | 66.85      | 68.46      | 70.18      | 71.91      | 73.70      | 75.56      | 77.46      | 79.44      | 81.42      | 83.43      | 85.53      | 87.67      | 89.87      |            |  |
|                        | Appx. Bi-wkly | 5,088.80   | 5,215.20   | 5,348.00   | 5,476.80   | 5,614.40   | 5,752.80   | 5,896.00   | 6,044.80   | 6,196.80   | 6,355.20   | 6,513.60   | 6,674.40   | 6,842.40   | 7,013.60   | 7,189.60   |            |  |
|                        | Appx. Monthly | 11,025.73  | 11,299.60  | 11,587.33  | 11,866.40  | 12,164.53  | 12,464.40  | 12,774.67  | 13,097.07  | 13,426.40  | 13,769.60  | 14,112.80  | 14,461.20  | 14,825.20  | 15,196.13  | 15,577.47  |            |  |
|                        | Appx. Annual  | 132,308.80 | 135,595.20 |            |            |            |            |            |            |            |            |            |            |            |            |            |            |  |



| Ranges Eff. 08/07/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 80C                    | Hourly        | 68.46      | 70.18      | 71.91      | 73.70      | 75.56      | 77.46      | 79.44      | 81.37      | 83.45      | 85.56      | 87.69      | 89.89      | 92.14      | 94.44      | 96.81      |         |
|                        | Appx. Bi-wkly | 5,476.80   | 5,614.40   | 5,752.80   | 5,896.00   | 6,044.80   | 6,196.80   | 6,352.20   | 6,509.60   | 6,676.00   | 6,844.80   | 7,015.20   | 7,191.20   | 7,371.20   | 7,555.20   | 7,744.80   |         |
|                        | Appx. Monthly | 11,866.40  | 12,164.53  | 12,464.40  | 12,774.67  | 13,097.07  | 13,426.40  | 13,769.60  | 14,104.13  | 14,464.67  | 14,830.40  | 15,199.60  | 15,580.93  | 15,970.93  | 16,369.60  | 16,780.40  |         |
|                        | Appx. Annual  | 142,396.80 | 145,974.40 | 149,572.80 | 153,296.00 | 157,164.80 | 161,116.80 | 165,235.20 | 169,249.60 | 173,576.00 | 177,964.80 | 182,395.20 | 186,971.20 | 191,651.20 | 196,435.20 | 201,364.80 |         |
| 81                     | Hourly        | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.50      | 92.76      | 95.08      | 97.46      |         |
|                        | Appx. Bi-wkly | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.00   | 7,420.80   | 7,606.40   | 7,796.80   |         |
|                        | Appx. Monthly | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,686.67  | 16,078.40  | 16,480.53  | 16,893.07  |         |
|                        | Appx. Annual  | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,240.00 | 192,940.80 | 197,766.40 | 202,716.80 |         |
| 81T                    | Hourly        | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.49      | 92.76      | 95.08      | 97.46      |         |
|                        | Appx. Bi-wkly | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,239.20   | 7,420.80   | 7,606.40   | 7,796.80   |         |
|                        | Appx. Monthly | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,686.67  | 16,078.40  | 16,480.53  | 16,893.07  |         |
|                        | Appx. Annual  | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,240.00 | 192,940.80 | 197,766.40 | 202,716.80 |         |
| 81A                    | Hourly        | 69.85      | 71.62      | 73.35      | 75.18      | 77.06      | 79.04      | 80.99      | 83.06      | 85.12      | 87.20      | 89.40      | 91.65      | 93.95      | 96.28      | 98.69      |         |
|                        | Appx. Bi-wkly | 5,588.00   | 5,729.60   | 5,868.00   | 6,014.40   | 6,164.80   | 6,323.20   | 6,479.20   | 6,644.80   | 6,809.60   | 6,976.00   | 7,152.00   | 7,332.00   | 7,516.00   | 7,702.40   | 7,895.20   |         |
|                        | Appx. Monthly | 12,107.33  | 12,414.13  | 12,714.00  | 13,017.00  | 13,357.07  | 13,700.27  | 14,038.27  | 14,397.07  | 14,754.13  | 15,114.67  | 15,496.00  | 15,886.00  | 16,284.67  | 16,688.53  | 17,106.27  |         |
|                        | Appx. Annual  | 145,288.00 | 148,969.60 | 152,568.00 | 156,374.40 | 160,284.80 | 164,403.20 | 168,459.20 | 172,764.80 | 177,049.60 | 181,376.00 | 185,952.00 | 190,632.00 | 195,416.00 | 200,262.40 | 205,275.20 |         |
| 81C                    | Hourly        | 70.18      | 71.91      | 73.70      | 75.56      | 77.46      | 79.44      | 81.37      | 83.45      | 85.56      | 87.66      | 89.85      | 92.08      | 94.40      | 96.77      | 99.18      |         |
|                        | Appx. Bi-wkly | 5,614.40   | 5,752.80   | 5,896.00   | 6,044.80   | 6,196.80   | 6,352.20   | 6,509.60   | 6,676.00   | 6,844.80   | 7,015.20   | 7,188.00   | 7,366.40   | 7,552.00   | 7,741.60   | 7,934.40   |         |
|                        | Appx. Monthly | 12,164.53  | 12,464.40  | 12,774.67  | 13,097.07  | 13,426.40  | 13,769.60  | 14,104.13  | 14,464.67  | 14,830.40  | 15,194.40  | 15,574.00  | 15,960.53  | 16,362.67  | 16,773.47  | 17,191.20  |         |
|                        | Appx. Annual  | 145,974.40 | 149,572.80 | 153,296.00 | 157,164.80 | 161,116.80 | 165,235.20 | 169,249.60 | 173,576.00 | 177,964.80 | 182,395.20 | 186,888.00 | 191,526.40 | 196,352.00 | 201,281.60 | 206,294.40 |         |
| 82                     | Hourly        | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.50      | 92.76      | 95.08      | 97.47      | 99.91      |         |
|                        | Appx. Bi-wkly | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.00   | 7,420.80   | 7,606.40   | 7,797.60   | 7,992.80   |         |
|                        | Appx. Monthly | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,686.67  | 16,078.40  | 16,480.53  | 16,894.80  | 17,317.73  |         |
|                        | Appx. Annual  | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,240.00 | 192,940.80 | 197,766.40 | 202,737.60 | 207,812.80 |         |
| 82T                    | Hourly        | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.50      | 92.76      | 95.08      | 97.47      | 99.91      |         |
|                        | Appx. Bi-wkly | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.00   | 7,420.80   | 7,606.40   | 7,797.60   | 7,992.80   |         |
|                        | Appx. Monthly | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,686.67  | 16,078.40  | 16,480.53  | 16,894.80  | 17,317.73  |         |
|                        | Appx. Annual  | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,240.00 | 192,940.80 | 197,766.40 | 202,737.60 | 207,812.80 |         |
| 82A                    | Hourly        | 71.62      | 73.35      | 75.18      | 77.06      | 79.04      | 80.99      | 83.06      | 85.12      | 87.20      | 89.40      | 91.63      | 93.93      | 96.27      | 98.68      | 101.16     |         |
|                        | Appx. Bi-wkly | 5,729.60   | 5,868.00   | 6,014.40   | 6,164.80   | 6,323.20   | 6,479.20   | 6,644.80   | 6,809.60   | 6,976.00   | 7,152.00   | 7,330.40   | 7,514.40   | 7,701.60   | 7,894.40   | 8,092.80   |         |
|                        | Appx. Monthly | 12,414.13  | 12,714.00  | 13,031.20  | 13,357.07  | 13,700.27  | 14,038.27  | 14,397.07  | 14,754.13  | 15,114.67  | 15,496.00  | 15,882.53  | 16,281.20  | 16,686.80  | 17,104.53  | 17,534.40  |         |
|                        | Appx. Annual  | 148,969.60 | 152,568.00 | 156,374.40 | 160,284.80 | 164,403.20 | 168,459.20 | 172,764.80 | 177,049.60 | 181,376.00 | 185,952.00 | 190,590.40 | 195,374.40 | 200,241.60 | 205,254.40 | 210,412.80 |         |
| 82C                    | Hourly        | 71.91      | 73.70      | 75.56      | 77.46      | 79.44      | 81.37      | 83.45      | 85.56      | 87.66      | 89.85      | 92.07      | 94.38      | 96.76      | 99.16      | 101.64     |         |
|                        | Appx. Bi-wkly | 5,752.80   | 5,896.00   | 6,044.80   | 6,196.80   | 6,355.20   | 6,509.60   | 6,676.00   | 6,844.80   | 7,012.80   | 7,188.00   | 7,365.60   | 7,550.40   | 7,740.80   | 7,932.80   | 8,131.20   |         |
|                        | Appx. Monthly | 12,464.40  | 12,774.67  | 13,097.07  | 13,426.40  | 13,769.60  | 14,104.13  | 14,464.67  | 14,830.40  | 15,194.40  | 15,574.00  | 15,958.80  | 16,359.20  | 16,771.73  | 17,187.73  | 17,617.60  |         |
|                        | Appx. Annual  | 149,572.80 | 153,296.00 | 157,164.80 | 161,116.80 | 165,235.20 | 169,249.60 | 173,576.00 | 177,964.80 | 182,395.20 | 186,888.00 | 191,505.60 | 196,310.40 | 201,260.80 | 206,252.80 | 211,411.20 |         |
| 83                     | Hourly        | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.11      | 97.49      | 99.92      | 102.41     |         |
|                        | Appx. Bi-wkly | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,608.80   | 7,799.20   | 7,993.60   | 8,192.80   |         |
|                        | Appx. Monthly | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,485.73  | 16,898.27  | 17,319.47  | 17,751.07  |         |
|                        | Appx. Annual  | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,828.80 | 202,779.20 | 207,833.60 | 213,012.80 |         |
| 83T                    | Hourly        | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.10      | 97.48      | 99.92      | 102.41     |         |
|                        | Appx. Bi-wkly | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,608.80   | 7,799.20   | 7,993.60   | 8,192.80   |         |
|                        | Appx. Monthly | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,484.00  | 16,898.00  | 17,318.00  | 17,750.00  |         |
|                        | Appx. Annual  | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,828.80 | 202,779.20 | 207,833.60 | 213,012.80 |         |
| 83A                    | Hourly        | 73.35      | 75.18      | 77.06      | 79.04      | 80.99      | 83.06      | 85.12      | 87.20      | 89.40      | 91.65      | 93.94      | 96.28      | 98.69      | 101.17     | 103.69     |         |
|                        | Appx. Bi-wkly | 5,868.00   | 6,014.40   | 6,164.80   | 6,323.20   | 6,479.20   | 6,644.80   | 6,809.60   | 6,976.00   | 7,152.00   | 7,332.00   | 7,515.20   | 7,702.40   | 7,895.20   | 8,093.60   | 8,298.40   |         |
|                        | Appx. Monthly | 12,714.00  | 13,031.20  | 13,357.07  | 13,700.27  | 14,038.27  | 14,397.07  | 14,754.13  | 15,114.67  | 15,496.00  | 15,886.00  | 16,282.93  | 16,688.53  | 17,106.27  | 17,536.13  | 17,972.93  |         |
|                        | Appx. Annual  | 152,568.00 | 156,374.40 | 160,284.80 | 164,403.20 | 168,459.20 | 172,764.80 | 177,049.60 | 181,376.00 | 185,952.00 | 190,632.00 | 195,395.20 | 200,262.40 | 205,275.20 | 210,433.60 | 215,675.20 |         |
| 83C                    | Hourly        | 73.70      | 75.56      | 77.46      | 79.44      | 81.37      | 83.45      | 85.56      | 87.66      | 89.85      | 92.08      | 94.40      | 96.78      | 99.18      | 101.66     | 104.22     |         |
|                        | Appx. Bi-wkly | 5,896.00   | 6,044.80   | 6,196.80   | 6,355.20   | 6,509.60   | 6,676.00   | 6,844.80   | 7,012.80   | 7,188.00   | 7,366.40   | 7,552.00   | 7,742.40   | 7,934.40   | 8,132.80   | 8,337.60   |         |
|                        | Appx. Monthly | 12,774.67  | 13,097.07  | 13,426.40  | 13,769.60  | 14,104.13  | 14,464.67  | 14,830.40  | 15,194.40  | 15,574.00  | 15,960.53  | 16,362.67  | 16,775.20  | 17,191.20  | 17,621.07  | 18,064.80  |         |
|                        | Appx. Annual  | 153,296.00 | 157,164.80 | 161        |            |            |            |            |            |            |            |            |            |            |            |            |         |



| Ranges Eff. 08/07/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| <b>86C</b>             | Hourly        | 79.44      | 81.37      | 83.45      | 85.56      | 87.66      | 89.85      | 92.08      | 94.40      | 96.75      | 99.16      | 101.64     | 104.21     | 106.80     | 109.48     | 112.21     |         |
|                        | Appx. Bi-wkly | 6,355.20   | 6,509.60   | 6,676.00   | 6,844.80   | 7,012.80   | 7,188.00   | 7,366.40   | 7,552.00   | 7,740.00   | 7,932.80   | 8,131.20   | 8,336.80   | 8,544.00   | 8,758.40   | 8,976.80   |         |
|                        | Appx. Monthly | 13,769.60  | 14,104.13  | 14,464.67  | 14,830.40  | 15,194.40  | 15,574.00  | 15,960.53  | 16,362.67  | 16,770.00  | 17,187.73  | 17,616.60  | 18,063.07  | 18,512.00  | 18,975.53  | 19,449.73  |         |
|                        | Appx. Annual  | 165,235.20 | 169,249.60 | 173,576.00 | 177,964.80 | 182,332.80 | 186,888.00 | 191,526.40 | 196,352.00 | 201,240.00 | 206,252.80 | 211,411.20 | 216,756.80 | 222,144.00 | 227,718.40 | 233,396.80 |         |
| <b>87</b>              | Hourly        | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.98     | 107.59     | 110.29     | 113.05     |         |
|                        | Appx. Bi-wkly | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,398.40   | 8,607.20   | 8,823.20   | 9,044.00   |         |
|                        | Appx. Monthly | 13,863.20  | 14,216.80  | 14,588.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.53  | 18,648.93  | 19,116.93  | 19,595.33  |         |
|                        | Appx. Annual  | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,358.40 | 223,877.20 | 229,403.20 | 235,144.00 |         |
| <b>87T</b>             | Hourly        | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.98     | 107.59     | 110.29     | 113.05     |         |
|                        | Appx. Bi-wkly | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,193.60   | 8,398.40   | 8,607.20   | 8,823.20   | 9,044.00   |         |
|                        | Appx. Monthly | 13,863.20  | 14,216.80  | 14,588.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.53  | 18,648.93  | 19,116.93  | 19,595.33  |         |
|                        | Appx. Annual  | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,358.40 | 223,877.20 | 229,403.20 | 235,144.00 |         |
| <b>87A</b>             | Hourly        | 80.99      | 83.06      | 85.12      | 87.20      | 89.40      | 91.65      | 93.94      | 96.28      | 98.67      | 101.18     | 103.69     | 106.30     | 108.94     | 111.67     | 114.46     |         |
|                        | Appx. Bi-wkly | 6,479.20   | 6,644.80   | 6,809.60   | 6,976.00   | 7,152.00   | 7,332.00   | 7,515.20   | 7,702.40   | 7,893.60   | 8,094.40   | 8,295.20   | 8,504.00   | 8,715.20   | 8,933.60   | 9,156.80   |         |
|                        | Appx. Monthly | 14,038.27  | 14,397.07  | 14,754.13  | 15,114.67  | 15,496.00  | 15,886.00  | 16,282.93  | 16,688.53  | 17,102.80  | 17,537.87  | 17,972.93  | 18,425.33  | 18,882.93  | 19,356.13  | 19,839.73  |         |
|                        | Appx. Annual  | 168,459.20 | 172,764.80 | 177,049.60 | 181,376.00 | 185,952.00 | 190,632.00 | 195,395.20 | 200,262.40 | 205,233.60 | 210,454.40 | 215,675.20 | 221,104.00 | 226,595.20 | 232,273.60 | 238,076.80 |         |
| <b>87C</b>             | Hourly        | 81.37      | 83.45      | 85.56      | 87.66      | 89.85      | 92.08      | 94.40      | 96.75      | 99.16      | 101.66     | 104.24     | 106.83     | 109.52     | 112.25     | 115.06     |         |
|                        | Appx. Bi-wkly | 6,509.60   | 6,676.00   | 6,844.80   | 7,012.80   | 7,188.00   | 7,366.40   | 7,552.00   | 7,740.00   | 7,932.80   | 8,132.80   | 8,339.20   | 8,546.40   | 8,761.60   | 8,980.00   | 9,204.80   |         |
|                        | Appx. Monthly | 14,104.13  | 14,464.67  | 14,830.40  | 15,194.40  | 15,574.00  | 15,960.53  | 16,362.67  | 16,770.00  | 17,187.73  | 17,621.07  | 18,068.27  | 18,517.20  | 18,983.47  | 19,456.67  | 19,943.73  |         |
|                        | Appx. Annual  | 169,249.60 | 173,576.00 | 177,964.80 | 182,332.80 | 186,888.00 | 191,526.40 | 196,352.00 | 201,240.00 | 206,252.80 | 211,452.80 | 216,819.20 | 222,206.40 | 227,801.60 | 233,480.00 | 239,324.80 |         |
| <b>88</b>              | Hourly        | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.99     | 107.58     | 110.28     | 113.03     | 115.85     |         |
|                        | Appx. Bi-wkly | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,399.20   | 8,606.40   | 8,822.40   | 9,042.00   | 9,268.00   |         |
|                        | Appx. Monthly | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,198.27  | 18,647.20  | 19,115.20  | 19,591.87  | 20,080.67  |         |
|                        | Appx. Annual  | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,379.20 | 223,766.40 | 229,382.40 | 235,102.40 | 240,968.00 |         |
| <b>88T</b>             | Hourly        | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.57     | 110.27     | 113.00     | 115.80     |         |
|                        | Appx. Bi-wkly | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,605.60   | 8,816.00   | 9,028.00   | 9,242.00   |         |
|                        | Appx. Monthly | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,645.47  | 19,107.00  | 19,578.00  | 20,054.00  |         |
|                        | Appx. Annual  | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,745.60 | 229,368.00 | 235,144.00 | 240,968.00 |         |
| <b>88A</b>             | Hourly        | 83.06      | 85.12      | 87.20      | 89.40      | 91.65      | 93.94      | 96.28      | 98.67      | 101.18     | 103.69     | 106.30     | 108.95     | 111.69     | 114.48     | 117.35     |         |
|                        | Appx. Bi-wkly | 6,644.80   | 6,809.60   | 6,976.00   | 7,152.00   | 7,332.00   | 7,515.20   | 7,702.40   | 7,893.60   | 8,094.40   | 8,295.20   | 8,504.00   | 8,716.00   | 8,932.00   | 9,158.40   | 9,388.00   |         |
|                        | Appx. Monthly | 14,397.07  | 14,754.13  | 15,114.67  | 15,496.00  | 15,886.00  | 16,282.93  | 16,688.53  | 17,102.80  | 17,537.87  | 17,972.93  | 18,425.33  | 18,884.67  | 19,359.60  | 19,840.20  | 20,340.67  |         |
|                        | Appx. Annual  | 172,764.80 | 177,049.60 | 181,376.00 | 185,952.00 | 190,632.00 | 195,395.20 | 200,262.40 | 205,233.60 | 210,454.40 | 215,675.20 | 221,104.00 | 226,616.00 | 232,315.20 | 238,118.40 | 244,088.00 |         |
| <b>88C</b>             | Hourly        | 83.45      | 85.56      | 87.66      | 89.85      | 92.08      | 94.40      | 96.75      | 99.16      | 101.66     | 104.24     | 106.80     | 109.49     | 112.20     | 115.01     | 117.88     |         |
|                        | Appx. Bi-wkly | 6,676.00   | 6,844.80   | 7,012.80   | 7,188.00   | 7,366.40   | 7,552.00   | 7,740.00   | 7,932.80   | 8,132.80   | 8,339.20   | 8,544.00   | 8,759.20   | 8,976.00   | 9,200.80   | 9,430.40   |         |
|                        | Appx. Monthly | 14,464.67  | 14,830.40  | 15,194.40  | 15,574.00  | 15,960.53  | 16,362.67  | 16,770.00  | 17,187.73  | 17,621.07  | 18,068.27  | 18,512.00  | 18,978.27  | 19,448.00  | 19,935.07  | 20,432.53  |         |
|                        | Appx. Annual  | 173,576.00 | 177,964.80 | 182,332.80 | 186,888.00 | 191,526.40 | 196,352.00 | 201,240.00 | 206,252.80 | 211,452.80 | 216,819.20 | 222,144.00 | 227,739.20 | 233,480.00 | 239,220.80 | 245,190.40 |         |
| <b>89</b>              | Hourly        | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.56     | 110.27     | 113.02     | 115.85     | 118.75     |         |
|                        | Appx. Bi-wkly | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,604.80   | 8,821.60   | 9,041.60   | 9,268.00   | 9,500.00   |         |
|                        | Appx. Monthly | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,643.73  | 19,113.47  | 19,590.13  | 20,080.67  | 20,583.33  |         |
|                        | Appx. Annual  | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,724.80 | 229,361.60 | 235,081.60 | 240,968.00 | 247,000.00 |         |
| <b>89T</b>             | Hourly        | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.57     | 110.27     | 113.00     | 115.80     |            |         |
|                        | Appx. Bi-wkly | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,605.60   | 8,821.60   | 9,042.00   | 9,268.00   |            |         |
|                        | Appx. Monthly | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,645.47  | 19,113.47  | 19,590.13  | 20,080.67  | 20,583.33  |         |
|                        | Appx. Annual  | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,745.60 | 229,368.00 | 235,144.00 | 240,968.00 | 247,000.00 |         |
| <b>89A</b>             | Hourly        | 85.12      | 87.20      | 89.40      | 91.65      | 93.94      | 96.28      | 98.67      | 101.18     | 103.69     | 106.28     | 108.92     | 111.62     | 114.41     | 117.28     | 120.20     |         |
|                        | Appx. Bi-wkly | 6,809.60   | 6,976.00   | 7,152.00   | 7,332.00   | 7,515.20   | 7,702.40   | 7,893.60   | 8,094.40   | 8,295.20   | 8,502.40   | 8,713.60   | 8,929.60   | 9,152.80   | 9,382.40   | 9,616.00   |         |
|                        | Appx. Monthly | 14,754.13  | 15,114.67  | 15,496.00  | 15,886.00  | 16,282.93  | 16,688.53  | 17,102.80  | 17,537.87  | 17,972.93  | 18,421.87  | 18,879.47  | 19,347.47  | 19,831.07  | 20,328.53  | 20,834.67  |         |
|                        | Appx. Annual  | 177,049.60 | 181,376.00 | 185,952.00 | 190,632.00 | 195,395.20 | 200,262.40 | 205,233.60 | 210,454.40 | 215,675.20 | 221,062.40 | 226,553.60 | 232,169.60 | 237,972.80 | 243,942.40 | 250,016.00 |         |
| <b>89C</b>             | Hourly        | 85.56      | 87.66      | 89.85      | 92.08      | 94.40      | 96.75      | 99.16      | 101.66     | 104.24     | 106.77     | 109.44     | 112.18     | 114.98     | 117.85     | 120.81     |         |
|                        | Appx. Bi-wkly | 6,844.80   | 7,012.80   | 7,188.00   | 7,366.40   | 7,552.00   | 7,740.00   | 7,932.80   | 8,132.80   | 8,339.20   | 8,541.60   | 8,755.20   | 8,974.40   | 9,198.40   | 9,428.00   | 9,664.80   |         |
|                        | Appx. Monthly | 14,830.40  | 15,194.40  | 15,574.00  | 15,960.53  | 16,362.67  | 16,770.00  | 17,187.73  | 17,621.07  | 18,068.27  | 18,506.80  | 18,969.60  |            |            |            |            |         |



| Ranges Eff. 08/07/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |  |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|--|
| 92C                    | Hourly        | 92.08      | 94.40      | 96.75      | 99.16      | 101.66     | 104.24     | 106.77     | 109.50     | 112.23     | 115.02     | 117.87     | 120.85     | 123.86     | 126.96     | 130.13     |         |  |
|                        | Appx. Bi-wkly | 7,366.40   | 7,552.00   | 7,740.00   | 7,932.80   | 8,132.80   | 8,339.20   | 8,541.60   | 8,760.00   | 8,978.40   | 9,201.60   | 9,429.60   | 9,668.00   | 9,908.80   | 10,156.80  | 10,410.40  |         |  |
|                        | Appx. Monthly | 15,960.53  | 16,362.67  | 16,770.00  | 17,187.73  | 17,621.07  | 18,068.27  | 18,506.80  | 18,980.00  | 19,453.20  | 19,936.80  | 20,430.80  | 20,947.33  | 21,469.07  | 22,006.40  | 22,555.87  |         |  |
|                        | Appx. Annual  | 191,526.40 | 196,352.00 | 201,240.00 | 206,252.80 | 211,452.80 | 216,819.20 | 222,081.60 | 227,760.00 | 233,438.40 | 239,241.60 | 245,169.60 | 251,368.00 | 257,628.80 | 264,076.80 | 270,670.40 |         |  |
| 93                     | Hourly        | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.76     | 121.72     | 124.77     | 127.88     | 131.08     |         |  |
|                        | Appx. Bi-wkly | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.80   | 9,737.60   | 9,981.60   | 10,230.40  | 10,486.40  |         |  |
|                        | Appx. Monthly | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,098.13  | 21,626.80  | 22,165.87  | 22,720.53  |         |  |
|                        | Appx. Annual  | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,020.80 | 253,177.60 | 259,521.60 | 265,990.40 | 272,646.40 |         |  |
| 93T                    | Hourly        | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.76     | 121.72     | 124.77     | 127.88     | 131.08     |         |  |
|                        | Appx. Bi-wkly | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.80   | 9,737.60   | 9,981.60   | 10,230.40  | 10,486.40  |         |  |
|                        | Appx. Monthly | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,098.13  | 21,626.80  | 22,165.87  | 22,720.53  |         |  |
|                        | Appx. Annual  | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,020.80 | 253,177.60 | 259,521.60 | 265,990.40 | 272,646.40 |         |  |
| 93A                    | Hourly        | 93.94      | 96.28      | 98.67      | 101.18     | 103.69     | 106.28     | 108.95     | 111.68     | 114.46     | 117.31     | 120.23     | 123.26     | 126.33     | 129.49     | 132.73     |         |  |
|                        | Appx. Bi-wkly | 7,515.20   | 7,702.40   | 7,893.60   | 8,094.40   | 8,295.20   | 8,502.40   | 8,716.00   | 8,934.40   | 9,156.80   | 9,384.80   | 9,618.40   | 9,860.80   | 10,106.40  | 10,359.20  | 10,618.40  |         |  |
|                        | Appx. Monthly | 16,282.93  | 16,688.53  | 17,102.80  | 17,537.87  | 17,972.93  | 18,421.87  | 18,884.67  | 19,357.87  | 19,839.73  | 20,333.73  | 20,839.87  | 21,365.07  | 21,897.20  | 22,444.93  | 23,006.53  |         |  |
|                        | Appx. Annual  | 195,395.20 | 200,262.40 | 205,233.60 | 210,454.40 | 215,675.20 | 221,062.40 | 226,616.00 | 232,294.40 | 238,076.80 | 244,004.80 | 250,078.40 | 256,380.80 | 262,766.40 | 269,339.20 | 276,078.40 |         |  |
| 93C                    | Hourly        | 94.40      | 96.75      | 99.16      | 101.66     | 104.24     | 106.77     | 109.50     | 112.23     | 115.02     | 117.87     | 120.85     | 123.87     | 126.97     | 130.13     | 133.39     |         |  |
|                        | Appx. Bi-wkly | 7,540.00   | 7,740.00   | 7,932.80   | 8,132.80   | 8,339.20   | 8,541.60   | 8,760.00   | 8,978.40   | 9,201.60   | 9,429.60   | 9,668.00   | 9,908.80   | 10,156.80  | 10,410.40  | 10,671.20  |         |  |
|                        | Appx. Monthly | 16,362.67  | 16,770.00  | 17,187.73  | 17,621.07  | 18,068.27  | 18,506.80  | 18,980.00  | 19,453.20  | 19,936.80  | 20,430.80  | 20,947.33  | 21,470.80  | 22,008.13  | 22,555.87  | 23,120.93  |         |  |
|                        | Appx. Annual  | 196,352.00 | 201,240.00 | 206,252.80 | 211,452.80 | 216,819.20 | 222,081.60 | 227,760.00 | 233,438.40 | 239,241.60 | 245,169.60 | 251,368.00 | 257,628.80 | 264,076.80 | 270,670.40 | 277,451.20 |         |  |
| 94                     | Hourly        | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.72     | 124.76     | 127.88     | 131.09     | 134.36     |         |  |
|                        | Appx. Bi-wkly | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.80   | 9,737.60   | 9,980.80   | 10,230.40  | 10,487.20  | 10,748.80  |         |  |
|                        | Appx. Monthly | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,098.13  | 21,625.07  | 22,165.87  | 22,722.27  | 23,289.07  |         |  |
|                        | Appx. Annual  | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,177.60 | 259,500.00 | 265,990.40 | 272,667.20 | 279,468.80 |         |  |
| 94T                    | Hourly        | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.72     | 124.76     | 127.88     | 131.09     | 134.36     |         |  |
|                        | Appx. Bi-wkly | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.80   | 9,737.60   | 9,980.80   | 10,230.40  | 10,487.20  | 10,748.80  |         |  |
|                        | Appx. Monthly | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,098.13  | 21,625.07  | 22,165.87  | 22,722.27  | 23,289.07  |         |  |
|                        | Appx. Annual  | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,177.60 | 259,500.00 | 265,990.40 | 272,667.20 | 279,468.80 |         |  |
| 94A                    | Hourly        | 96.28      | 98.67      | 101.18     | 103.69     | 106.28     | 108.95     | 111.68     | 114.46     | 117.31     | 120.22     | 123.26     | 126.33     | 129.47     | 132.71     | 136.03     |         |  |
|                        | Appx. Bi-wkly | 7,702.40   | 7,893.60   | 8,094.40   | 8,295.20   | 8,502.40   | 8,716.00   | 8,934.40   | 9,156.80   | 9,384.80   | 9,618.40   | 9,860.80   | 10,106.40  | 10,357.60  | 10,616.80  | 10,882.40  |         |  |
|                        | Appx. Monthly | 16,688.53  | 17,102.80  | 17,537.87  | 17,972.93  | 18,421.87  | 18,884.67  | 19,357.87  | 19,839.73  | 20,333.73  | 20,838.13  | 21,365.07  | 21,897.20  | 22,444.93  | 23,007.53  | 23,578.53  |         |  |
|                        | Appx. Annual  | 200,262.40 | 205,233.60 | 210,454.40 | 215,675.20 | 221,062.40 | 226,616.00 | 232,294.40 | 238,076.80 | 244,004.80 | 250,076.80 | 256,380.80 | 262,766.40 | 269,339.20 | 276,078.40 | 282,942.40 |         |  |
| 94C                    | Hourly        | 96.75      | 99.16      | 101.66     | 104.24     | 106.77     | 109.50     | 112.23     | 115.02     | 117.87     | 120.85     | 123.85     | 126.95     | 130.12     | 133.37     | 136.71     |         |  |
|                        | Appx. Bi-wkly | 7,740.00   | 7,932.80   | 8,132.80   | 8,339.20   | 8,541.60   | 8,760.00   | 8,978.40   | 9,201.60   | 9,429.60   | 9,668.00   | 9,908.00   | 10,156.00  | 10,409.60  | 10,669.60  | 10,936.80  |         |  |
|                        | Appx. Monthly | 16,770.00  | 17,187.73  | 17,621.07  | 18,068.27  | 18,506.80  | 18,980.00  | 19,453.20  | 19,936.80  | 20,430.80  | 20,947.33  | 21,467.33  | 22,004.67  | 22,554.13  | 23,117.47  | 23,696.40  |         |  |
|                        | Appx. Annual  | 201,240.00 | 206,252.80 | 211,452.80 | 216,819.20 | 222,081.60 | 227,760.00 | 233,438.40 | 239,241.60 | 245,169.60 | 251,368.00 | 257,608.00 | 264,056.00 | 270,649.60 | 277,400.00 | 284,356.40 |         |  |
| 95                     | Hourly        | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.69     | 124.72     | 127.86     | 131.05     | 134.32     | 137.68     |         |  |
|                        | Appx. Bi-wkly | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.80   | 9,735.20   | 9,977.60   | 10,228.80  | 10,484.00  | 10,745.60  | 11,014.40  |         |  |
|                        | Appx. Monthly | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,092.93  | 21,618.13  | 22,162.40  | 22,724.00  | 23,292.13  | 23,864.53  |         |  |
|                        | Appx. Annual  | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,115.20 | 259,417.60 | 265,948.80 | 272,584.00 | 279,385.60 | 286,374.40 |         |  |
| 95T                    | Hourly        | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.69     | 124.73     | 127.85     | 131.05     | 134.32     | 137.68     |         |  |
|                        | Appx. Bi-wkly | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.80   | 9,735.20   | 9,977.60   | 10,228.80  | 10,484.00  | 10,745.60  | 11,014.40  |         |  |
|                        | Appx. Monthly | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,092.93  | 21,618.13  | 22,162.40  | 22,724.00  | 23,292.13  | 23,864.53  |         |  |
|                        | Appx. Annual  | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,115.20 | 259,417.60 | 265,948.80 | 272,584.00 | 279,385.60 | 286,374.40 |         |  |
| 95A                    | Hourly        | 98.67      | 101.18     | 103.69     | 106.28     | 108.95     | 111.68     | 114.46     | 117.31     | 120.22     | 123.22     | 126.30     | 129.46     | 132.69     | 136.02     | 139.42     |         |  |
|                        | Appx. Bi-wkly | 7,893.60   | 8,094.40   | 8,295.20   | 8,502.40   | 8,716.00   | 8,934.40   | 9,156.80   | 9,384.80   | 9,618.40   | 9,857.60   | 10,104.00  | 10,356.80  | 10,615.20  | 10,881.60  | 11,153.60  |         |  |
|                        | Appx. Monthly | 17,102.80  | 17,537.87  | 17,972.93  | 18,421.87  | 18,884.67  | 19,357.87  | 19,839.73  | 20,333.73  | 20,838.13  | 21,358.13  | 21,892.00  | 22,439.73  | 22,999.60  | 23,576.80  | 24,166.13  |         |  |
|                        | Appx. Annual  | 205,233.60 | 210,454.40 | 215,675.20 | 221,062.40 | 226,616.00 | 232,294.40 | 238,076.80 | 244,004.80 | 250,076.80 | 256,297.60 | 262,704.00 | 269,276.80 | 275,995.20 | 282,921.60 | 289,993.60 |         |  |
| 95C                    | Hourly        | 99.16      | 101.66     | 104.24     | 106.77     | 109.50     | 112.23     | 115.02     | 117.87     | 120.85     | 123.83     | 126.93     | 130.11     | 133.34     | 136.67     | 140.09     |         |  |
|                        | Appx. Bi-wkly | 7,932.80   | 8,132.80   | 8,339.20   | 8,541.60   | 8,760.00   | 8,978.4    |            |            |            |            |            |            |            |            |            |         |  |



| Ranges Eff. 08/07/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| <b>98C</b>             | Hourly        | 106.77     | 109.50     | 112.23     | 115.02     | 117.87     | 120.85     | 123.83     | 126.93     | 130.10     | 133.37     | 136.70     | 140.14     | 143.63     | 147.23     | 150.92     |         |
|                        | Appx. Bi-wkly | 8,541.60   | 8,760.00   | 8,978.40   | 9,201.60   | 9,429.60   | 9,668.00   | 9,906.40   | 10,154.40  | 10,408.00  | 10,669.60  | 10,936.00  | 11,211.20  | 11,490.40  | 11,778.40  | 12,073.60  |         |
|                        | Appx. Monthly | 18,506.80  | 18,980.00  | 19,453.20  | 19,936.80  | 20,430.80  | 20,947.33  | 21,463.87  | 22,001.20  | 22,550.67  | 23,117.47  | 23,694.67  | 24,290.93  | 24,895.87  | 25,519.87  | 26,159.47  |         |
|                        | Appx. Annual  | 222,081.60 | 227,760.00 | 233,438.40 | 239,241.60 | 245,169.60 | 251,368.00 | 257,566.40 | 264,014.40 | 270,608.00 | 277,409.60 | 284,336.00 | 291,491.20 | 298,750.40 | 306,238.40 | 313,913.60 |         |
| <b>99</b>              | Hourly        | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.69     | 124.72     | 127.87     | 131.08     | 134.33     | 137.69     | 141.13     | 144.66     | 148.28     | 151.99     |         |
|                        | Appx. Bi-wkly | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.00   | 9,735.20   | 9,977.60   | 10,229.60  | 10,486.40  | 10,746.40  | 11,015.20  | 11,290.40  | 11,572.80  | 11,862.40  | 12,159.20  |         |
|                        | Appx. Monthly | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,092.93  | 21,618.13  | 22,164.13  | 22,720.53  | 23,283.87  | 23,866.27  | 24,462.53  | 25,074.40  | 25,701.87  | 26,344.93  |         |
|                        | Appx. Annual  | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,115.20 | 259,417.60 | 265,969.60 | 272,646.40 | 279,406.40 | 286,395.20 | 293,550.40 | 300,892.80 | 308,422.40 | 316,139.20 |         |
| <b>99T</b>             | Hourly        | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.69     | 124.72     | 127.87     | 131.08     | 134.33     | 137.68     | 141.12     |            |            |            |         |
|                        | Appx. Bi-wkly | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.00   | 9,735.20   | 9,977.60   | 10,229.60  | 10,486.40  | 10,746.40  | 11,014.40  | 11,289.60  |            |            |            |         |
|                        | Appx. Monthly | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,092.93  | 21,618.13  | 22,164.13  | 22,720.53  | 23,283.87  | 23,864.53  | 24,460.80  |            |            |            |         |
|                        | Appx. Annual  | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,115.20 | 259,417.60 | 265,969.60 | 272,646.40 | 279,406.40 | 286,374.40 | 293,529.60 |            |            |            |         |
| <b>99A</b>             | Hourly        | 108.95     | 111.68     | 114.46     | 117.31     | 120.22     | 123.22     | 126.30     | 129.47     | 132.71     | 136.02     | 139.41     | 142.88     | 146.45     | 150.10     | 153.86     |         |
|                        | Appx. Bi-wkly | 8,716.00   | 8,934.40   | 9,156.80   | 9,384.80   | 9,617.60   | 9,857.60   | 10,104.00  | 10,357.60  | 10,616.80  | 10,881.60  | 11,152.80  | 11,430.40  | 11,716.00  | 12,008.00  | 12,308.80  |         |
|                        | Appx. Monthly | 18,884.67  | 19,357.87  | 19,839.73  | 20,333.73  | 20,838.13  | 21,358.13  | 21,892.00  | 22,441.47  | 23,003.07  | 23,576.80  | 24,164.40  | 24,765.87  | 25,384.67  | 26,017.33  | 26,669.07  |         |
|                        | Appx. Annual  | 226,616.00 | 232,294.40 | 238,076.80 | 244,004.80 | 250,057.60 | 256,297.60 | 262,704.00 | 269,297.60 | 276,036.80 | 282,921.60 | 289,972.80 | 297,190.40 | 304,616.00 | 312,208.00 | 320,028.80 |         |
| <b>99C</b>             | Hourly        | 109.50     | 112.23     | 115.02     | 117.87     | 120.85     | 123.83     | 126.93     | 130.10     | 133.37     | 136.66     | 140.09     | 143.59     | 147.18     | 150.86     | 154.63     |         |
|                        | Appx. Bi-wkly | 8,760.00   | 8,978.40   | 9,201.60   | 9,429.60   | 9,668.00   | 9,906.40   | 10,154.40  | 10,408.00  | 10,669.60  | 10,932.80  | 11,207.20  | 11,487.20  | 11,774.40  | 12,068.80  | 12,370.40  |         |
|                        | Appx. Monthly | 18,980.00  | 19,453.20  | 19,936.80  | 20,430.80  | 20,947.33  | 21,463.87  | 22,001.20  | 22,550.67  | 23,117.47  | 23,687.73  | 24,282.27  | 24,888.93  | 25,511.20  | 26,149.07  | 26,802.53  |         |
|                        | Appx. Annual  | 227,760.00 | 233,438.40 | 239,241.60 | 245,169.60 | 251,368.00 | 257,566.40 | 264,014.40 | 270,608.00 | 277,409.60 | 284,252.80 | 291,387.20 | 298,667.20 | 306,134.40 | 313,788.80 | 321,630.40 |         |

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| Ranges Eff. 09/18/2027 | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17 |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| <b>30</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 19.83     | 20.31     | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.25     | 25.87     | 26.52     | 27.19     | 27.87     | 28.57     |         |
| Appx. Bi-wkly          | 1,586.40  | 1,624.80  | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.00  | 2,069.60  | 2,121.40  | 2,175.20  | 2,229.60  | 2,285.60  |         |
| Appx. Monthly          | 3,437.20  | 3,520.40  | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,376.67  | 4,484.13  | 4,596.80  | 4,712.93  | 4,830.80  | 4,952.13  |         |
| Appx. Annual           | 41,246.40 | 42,244.80 | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,500.00 | 53,809.60 | 55,161.60 | 56,555.20 | 57,969.60 | 59,425.60 |         |
| <b>30T</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 19.83     | 20.31     | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.25     | 25.88     | 26.53     |           |           |           |         |
| Appx. Bi-wkly          | 1,586.40  | 1,624.80  | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.00  | 2,070.40  | 2,122.40  |           |           |           |         |
| Appx. Monthly          | 3,437.20  | 3,520.40  | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,376.67  | 4,485.87  | 4,598.53  |           |           |           |         |
| Appx. Annual           | 41,246.40 | 42,244.80 | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,500.00 | 53,809.60 | 55,182.40 |           |           |           |         |
| <b>30A</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 20.09     | 20.57     | 21.07     | 21.54     | 22.13     | 22.70     | 23.23     | 23.78     | 24.37     | 24.97     | 25.56     | 26.22     | 26.88     | 27.56     | 28.25     | 28.96     |         |
| Appx. Bi-wkly          | 1,607.20  | 1,645.60  | 1,685.60  | 1,723.20  | 1,770.40  | 1,816.00  | 1,858.40  | 1,902.40  | 1,949.60  | 1,997.60  | 2,044.80  | 2,097.60  | 2,150.40  | 2,204.80  | 2,260.00  | 2,316.80  |         |
| Appx. Monthly          | 3,482.27  | 3,565.47  | 3,652.13  | 3,733.60  | 3,835.87  | 3,934.67  | 4,026.53  | 4,121.87  | 4,224.13  | 4,328.13  | 4,430.40  | 4,544.80  | 4,659.20  | 4,777.07  | 4,896.67  | 5,019.73  |         |
| Appx. Annual           | 41,787.20 | 42,785.60 | 43,825.60 | 44,803.20 | 46,030.40 | 47,216.00 | 48,318.40 | 49,462.40 | 50,689.60 | 51,937.60 | 53,164.80 | 54,537.60 | 55,914.40 | 57,324.80 | 58,760.00 | 60,236.80 |         |
| <b>30C</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 20.16     | 20.65     | 21.17     | 21.64     | 22.23     | 22.79     | 23.34     | 23.94     | 24.50     | 25.08     | 25.72     | 26.33     | 26.99     | 27.67     | 28.36     | 29.07     |         |
| Appx. Bi-wkly          | 1,612.80  | 1,652.00  | 1,693.60  | 1,731.20  | 1,778.40  | 1,823.20  | 1,867.20  | 1,915.20  | 1,960.00  | 2,006.40  | 2,056.00  | 2,106.40  | 2,159.20  | 2,213.60  | 2,268.80  | 2,325.60  |         |
| Appx. Monthly          | 3,494.40  | 3,579.33  | 3,669.47  | 3,750.93  | 3,853.20  | 3,950.27  | 4,045.60  | 4,149.60  | 4,246.67  | 4,347.20  | 4,458.13  | 4,563.87  | 4,678.27  | 4,796.13  | 4,915.73  | 5,038.80  |         |
| Appx. Annual           | 41,932.80 | 42,952.00 | 44,033.60 | 45,011.20 | 46,238.40 | 47,403.20 | 48,547.20 | 49,795.20 | 50,960.00 | 52,166.40 | 53,497.60 | 54,766.40 | 56,139.20 | 57,553.60 | 58,988.80 | 60,465.60 |         |
| <b>31</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 20.31     | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.26     | 25.88     | 26.55     | 27.22     | 27.90     | 28.60     | 29.32     |         |
| Appx. Bi-wkly          | 1,624.80  | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.00  | 2,070.40  | 2,124.00  | 2,177.60  | 2,232.00  | 2,288.00  | 2,345.60  |         |
| Appx. Monthly          | 3,520.40  | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,485.87  | 4,602.00  | 4,718.13  | 4,836.00  | 4,955.00  | 5,082.13  |         |
| Appx. Annual           | 42,244.80 | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,830.40 | 55,224.00 | 56,617.60 | 58,032.00 | 59,488.00 | 60,985.60 |         |
| <b>31T</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 20.31     | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.26     | 25.89     | 26.54     | 27.20     |           |           |           |         |
| Appx. Bi-wkly          | 1,624.80  | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.80  | 2,071.20  | 2,123.20  | 2,176.00  |           |           |           |         |
| Appx. Monthly          | 3,520.40  | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,600.27  | 4,714.67  |           |           |           |         |
| Appx. Annual           | 42,244.80 | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,203.20 | 56,576.00 |           |           |           |         |
| <b>31A</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 20.57     | 21.07     | 21.54     | 22.13     | 22.70     | 23.23     | 23.78     | 24.37     | 24.97     | 25.57     | 26.23     | 26.89     | 27.56     | 28.25     | 28.96     | 29.68     |         |
| Appx. Bi-wkly          | 1,645.60  | 1,685.60  | 1,723.20  | 1,770.40  | 1,816.00  | 1,858.40  | 1,902.40  | 1,949.60  | 1,997.60  | 2,045.60  | 2,098.40  | 2,151.20  | 2,204.80  | 2,260.00  | 2,316.80  | 2,374.40  |         |
| Appx. Monthly          | 3,565.47  | 3,652.13  | 3,733.60  | 3,835.87  | 3,934.67  | 4,026.53  | 4,121.87  | 4,224.13  | 4,328.13  | 4,432.13  | 4,546.53  | 4,660.93  | 4,777.07  | 4,896.67  | 5,019.73  | 5,144.53  |         |
| Appx. Annual           | 42,785.60 | 43,825.60 | 44,803.20 | 46,030.40 | 47,216.00 | 48,318.40 | 49,462.40 | 50,689.60 | 51,937.60 | 53,185.60 | 54,558.40 | 55,931.20 | 57,324.80 | 58,760.00 | 60,236.80 | 61,734.40 |         |
| <b>31C</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 20.65     | 21.17     | 21.64     | 22.23     | 22.79     | 23.34     | 23.94     | 24.50     | 25.08     | 25.73     | 26.34     | 27.01     | 27.69     | 28.38     | 29.09     | 29.82     |         |
| Appx. Bi-wkly          | 1,652.00  | 1,693.60  | 1,731.20  | 1,778.40  | 1,823.20  | 1,867.20  | 1,915.20  | 1,960.00  | 2,006.40  | 2,058.40  | 2,107.20  | 2,160.80  | 2,215.20  | 2,270.40  | 2,325.60  | 2,385.60  |         |
| Appx. Monthly          | 3,579.33  | 3,669.47  | 3,750.93  | 3,853.20  | 3,950.27  | 4,045.60  | 4,149.60  | 4,246.67  | 4,347.20  | 4,458.13  | 4,565.60  | 4,681.73  | 4,799.60  | 4,919.20  | 5,042.27  | 5,168.80  |         |
| Appx. Annual           | 42,952.00 | 44,033.60 | 45,011.20 | 46,238.40 | 47,403.20 | 48,547.20 | 49,795.20 | 50,960.00 | 52,166.40 | 53,518.40 | 54,787.20 | 56,180.80 | 57,595.20 | 59,040.00 | 60,527.60 | 62,025.60 |         |
| <b>32</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.26     | 25.89     | 26.56     | 27.21     | 27.89     | 28.58     | 29.29     | 30.02     |         |
| Appx. Bi-wkly          | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.80  | 2,071.20  | 2,124.00  | 2,176.80  | 2,231.20  | 2,286.40  | 2,342.40  | 2,401.60  |         |
| Appx. Monthly          | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,603.73  | 4,716.40  | 4,834.27  | 4,953.87  | 5,076.93  | 5,203.47  |         |
| Appx. Annual           | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,244.80 | 56,596.80 | 58,011.20 | 59,446.40 | 60,923.20 | 62,441.60 |         |
| <b>32T</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 20.80     | 21.25     | 21.85     | 22.41     | 22.94     | 23.50     | 24.07     | 24.65     | 25.26     | 25.89     | 26.54     | 27.21     | 27.89     |           |           |           |         |
| Appx. Bi-wkly          | 1,664.00  | 1,700.00  | 1,748.00  | 1,792.80  | 1,835.20  | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.80  | 2,071.20  | 2,123.20  | 2,176.80  | 2,231.20  |           |           |           |         |
| Appx. Monthly          | 3,605.33  | 3,683.33  | 3,787.33  | 3,884.40  | 3,976.27  | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,600.27  | 4,716.40  | 4,834.27  |           |           |           |         |
| Appx. Annual           | 43,264.00 | 44,200.00 | 45,448.00 | 46,612.80 | 47,715.20 | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,203.20 | 56,596.80 | 58,011.20 |           |           |           |         |
| <b>32A</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 21.07     | 21.54     | 22.13     | 22.70     | 23.23     | 23.78     | 24.37     | 24.97     | 25.57     | 26.24     | 26.90     | 27.56     | 28.25     | 28.96     | 29.68     | 30.42     |         |
| Appx. Bi-wkly          | 1,685.60  | 1,723.20  | 1,770.40  | 1,816.00  | 1,858.40  | 1,902.40  | 1,949.60  | 1,997.60  | 2,045.60  | 2,099.20  | 2,151.20  | 2,204.80  | 2,260.00  | 2,316.80  | 2,374.40  | 2,433.60  |         |
| Appx. Monthly          | 3,652.13  | 3,733.60  | 3,835.87  | 3,934.67  | 4,026.53  | 4,121.87  | 4,224.13  | 4,328.13  | 4,432.13  | 4,548.27  | 4,662.67  | 4,777.07  | 4,896.67  | 5,019.73  | 5,144.53  | 5,272.80  |         |
| Appx. Annual           | 43,825.60 | 44,803.20 | 46,030.40 | 47,216.00 | 48,318.40 | 49,462.40 | 50,689.60 | 51,937.60 | 53,185.60 | 54,579.20 | 55,952.00 | 57,324.80 | 58,760.00 | 60,236.80 | 61,734.40 | 63,273.60 |         |
| <b>32C</b>             |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |
| Hourly                 | 21.17     | 21.64     | 22.23     | 22.79     | 23.34     | 23.94     | 24.50     | 25.08     | 25.73     | 26.36     | 27.02     | 27.71     | 28.40     | 29.11     | 29.84     | 30.59     |         |
| Appx. Bi-wkly          | 1,693.60  | 1,731.20  | 1,778.40  | 1,823.20  | 1,867.20  | 1,915.20  | 1,960.00  | 2,006.40  | 2,058.40  | 2,108.80  | 2,161.60  | 2,216.00  | 2,272.00  | 2,328.80  | 2,387.20  | 2,447.20  |         |
| Appx. Monthly          | 3,669.47  | 3,750.93  | 3,853.20  | 3,950.27  | 4,045.60  | 4,149.6   |           |           |           |           |           |           |           |           |           |           |         |

| Ranges Eff. 09/18/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17 |  |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|--|
| 36A                    | Hourly        | 23.23     | 23.78     | 24.37     | 24.97     | 25.57     | 26.24     | 26.89     | 27.54     | 28.20     | 28.92     | 29.64     | 30.37     | 31.13     | 31.91     | 32.70     | 33.52     |         |  |
|                        | Appx. Bi-wkly | 1,858.40  | 1,902.40  | 1,949.60  | 1,997.60  | 2,045.60  | 2,099.20  | 2,151.20  | 2,203.20  | 2,256.00  | 2,310.00  | 2,370.00  | 2,429.00  | 2,490.00  | 2,552.00  | 2,616.00  | 2,681.00  |         |  |
|                        | Appx. Monthly | 4,026.53  | 4,121.87  | 4,224.13  | 4,328.13  | 4,432.13  | 4,548.27  | 4,660.93  | 4,773.60  | 4,888.00  | 5,012.80  | 5,137.60  | 5,264.13  | 5,395.87  | 5,531.07  | 5,668.00  | 5,810.13  |         |  |
|                        | Appx. Annual  | 48,318.40 | 49,462.40 | 50,689.60 | 51,937.60 | 53,185.60 | 54,579.20 | 55,931.20 | 57,283.20 | 58,656.00 | 60,153.60 | 61,652.00 | 63,169.60 | 64,750.00 | 66,320.00 | 67,910.00 | 69,520.00 |         |  |
| 36C                    | Hourly        | 23.34     | 23.94     | 24.50     | 25.08     | 25.73     | 26.36     | 27.01     | 27.70     | 28.35     | 29.09     | 29.83     | 30.56     | 31.35     | 32.14     | 32.94     | 33.76     |         |  |
|                        | Appx. Bi-wkly | 1,867.20  | 1,915.20  | 1,960.00  | 2,006.40  | 2,058.40  | 2,108.80  | 2,160.80  | 2,216.00  | 2,268.00  | 2,327.20  | 2,386.40  | 2,444.80  | 2,508.00  | 2,571.20  | 2,635.20  | 2,700.80  |         |  |
|                        | Appx. Monthly | 4,045.60  | 4,149.60  | 4,246.67  | 4,347.20  | 4,459.87  | 4,569.07  | 4,681.73  | 4,801.33  | 4,914.00  | 5,042.27  | 5,170.53  | 5,297.07  | 5,434.00  | 5,570.93  | 5,709.60  | 5,851.73  |         |  |
|                        | Appx. Annual  | 48,547.20 | 49,795.20 | 50,960.00 | 52,166.40 | 53,518.40 | 54,828.80 | 56,180.80 | 57,616.00 | 59,068.00 | 60,507.20 | 62,046.40 | 63,564.80 | 65,208.00 | 66,851.20 | 68,515.20 | 70,220.80 |         |  |
| 37                     | Hourly        | 23.50     | 24.07     | 24.65     | 25.26     | 25.89     | 26.55     | 27.18     | 27.87     | 28.58     | 29.28     | 30.01     | 30.79     | 31.55     | 32.33     | 33.15     | 33.98     |         |  |
|                        | Appx. Bi-wkly | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.80  | 2,071.20  | 2,124.00  | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,400.80  | 2,463.20  | 2,524.00  | 2,586.40  | 2,652.00  | 2,718.40  |         |  |
|                        | Appx. Monthly | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,602.00  | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,201.73  | 5,336.93  | 5,468.67  | 5,603.87  | 5,746.00  | 5,889.87  |         |  |
|                        | Appx. Annual  | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,224.00 | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,420.80 | 64,043.20 | 65,624.00 | 67,246.40 | 68,952.00 | 70,678.40 |         |  |
| 37T                    | Hourly        | 23.50     | 24.07     | 24.65     | 25.26     | 25.89     | 26.55     | 27.18     | 27.87     | 28.58     | 29.28     | 30.01     | 30.77     | 31.54     |           |           |           |         |  |
|                        | Appx. Bi-wkly | 1,880.00  | 1,925.60  | 1,972.00  | 2,020.80  | 2,071.20  | 2,124.00  | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,400.80  | 2,461.60  | 2,523.20  |           |           |           |         |  |
|                        | Appx. Monthly | 4,073.33  | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,602.00  | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,201.73  | 5,333.47  | 5,466.93  |           |           |           |         |  |
|                        | Appx. Annual  | 48,880.00 | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,224.00 | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,420.80 | 64,001.60 | 65,603.20 |           |           |           |         |  |
| 37A                    | Hourly        | 23.78     | 24.37     | 24.97     | 25.57     | 26.24     | 26.89     | 27.54     | 28.20     | 28.92     | 29.65     | 30.40     | 31.17     | 31.95     | 32.75     | 33.57     | 34.41     |         |  |
|                        | Appx. Bi-wkly | 1,902.40  | 1,949.60  | 1,997.60  | 2,045.60  | 2,099.20  | 2,151.20  | 2,203.20  | 2,256.00  | 2,310.00  | 2,370.00  | 2,432.00  | 2,493.60  | 2,556.00  | 2,620.00  | 2,685.60  | 2,752.80  |         |  |
|                        | Appx. Monthly | 4,121.87  | 4,224.13  | 4,328.13  | 4,432.13  | 4,548.27  | 4,660.93  | 4,773.60  | 4,888.00  | 5,012.80  | 5,139.33  | 5,267.07  | 5,402.80  | 5,538.00  | 5,676.67  | 5,818.00  | 5,964.40  |         |  |
|                        | Appx. Annual  | 49,462.40 | 50,689.60 | 51,937.60 | 53,185.60 | 54,579.20 | 55,931.20 | 57,283.20 | 58,656.00 | 60,153.60 | 61,672.00 | 63,232.00 | 64,833.60 | 66,486.00 | 68,120.00 | 69,825.60 | 71,572.80 |         |  |
| 37C                    | Hourly        | 23.94     | 24.50     | 25.08     | 25.73     | 26.36     | 27.01     | 27.70     | 28.35     | 29.09     | 29.84     | 30.53     | 31.31     | 32.09     | 32.89     | 33.71     | 34.55     |         |  |
|                        | Appx. Bi-wkly | 1,915.20  | 1,960.00  | 2,006.40  | 2,058.40  | 2,108.80  | 2,160.80  | 2,216.00  | 2,268.00  | 2,327.20  | 2,387.20  | 2,442.40  | 2,504.80  | 2,567.20  | 2,631.20  | 2,696.80  | 2,764.00  |         |  |
|                        | Appx. Monthly | 4,149.60  | 4,246.67  | 4,347.20  | 4,459.87  | 4,569.07  | 4,681.73  | 4,801.33  | 4,914.00  | 5,042.27  | 5,172.27  | 5,291.87  | 5,427.07  | 5,562.27  | 5,700.93  | 5,843.07  | 5,988.67  |         |  |
|                        | Appx. Annual  | 49,795.20 | 50,960.00 | 52,166.40 | 53,518.40 | 54,828.80 | 56,180.80 | 57,616.00 | 59,068.00 | 60,507.20 | 62,067.20 | 63,502.40 | 65,124.80 | 66,747.20 | 68,411.20 | 70,116.80 | 71,864.00 |         |  |
| 38                     | Hourly        | 24.07     | 24.65     | 25.26     | 25.89     | 26.55     | 27.18     | 27.87     | 28.58     | 29.28     | 29.97     | 30.74     | 31.49     | 32.28     | 33.09     | 33.92     | 34.77     |         |  |
|                        | Appx. Bi-wkly | 1,925.60  | 1,972.00  | 2,020.80  | 2,071.20  | 2,124.00  | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,459.20  | 2,519.20  | 2,582.40  | 2,647.20  | 2,713.60  | 2,781.60  |         |  |
|                        | Appx. Monthly | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,602.00  | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,328.27  | 5,458.27  | 5,595.20  | 5,735.60  | 5,879.47  | 6,026.80  |         |  |
|                        | Appx. Annual  | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,224.00 | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,939.20 | 65,499.20 | 67,142.40 | 68,827.20 | 70,553.60 | 72,321.60 |         |  |
| 38T                    | Hourly        | 24.07     | 24.65     | 25.26     | 25.89     | 26.55     | 27.18     | 27.87     | 28.58     | 29.28     | 29.97     | 30.72     | 31.49     | 32.28     |           |           |           |         |  |
|                        | Appx. Bi-wkly | 1,925.60  | 1,972.00  | 2,020.80  | 2,071.20  | 2,124.00  | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,457.60  | 2,519.20  | 2,582.40  |           |           |           |         |  |
|                        | Appx. Monthly | 4,172.13  | 4,272.67  | 4,378.40  | 4,487.60  | 4,602.00  | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,324.80  | 5,458.27  | 5,595.20  |           |           |           |         |  |
|                        | Appx. Annual  | 50,065.60 | 51,272.00 | 52,540.80 | 53,851.20 | 55,224.00 | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,897.60 | 65,499.20 | 67,142.40 |           |           |           |         |  |
| 38A                    | Hourly        | 24.37     | 24.97     | 25.57     | 26.24     | 26.89     | 27.54     | 28.20     | 28.92     | 29.65     | 30.35     | 31.11     | 31.90     | 32.68     | 33.51     | 34.34     | 35.20     |         |  |
|                        | Appx. Bi-wkly | 1,949.60  | 1,997.60  | 2,045.60  | 2,099.20  | 2,151.20  | 2,203.20  | 2,256.00  | 2,310.00  | 2,370.00  | 2,432.00  | 2,493.60  | 2,556.00  | 2,614.00  | 2,680.80  | 2,747.20  | 2,816.00  |         |  |
|                        | Appx. Monthly | 4,224.13  | 4,328.13  | 4,432.13  | 4,548.27  | 4,660.93  | 4,773.60  | 4,888.00  | 5,012.80  | 5,139.33  | 5,267.07  | 5,392.40  | 5,529.33  | 5,664.53  | 5,808.40  | 5,952.27  | 6,101.33  |         |  |
|                        | Appx. Annual  | 50,689.60 | 51,937.60 | 53,185.60 | 54,579.20 | 55,931.20 | 57,283.20 | 58,656.00 | 60,153.60 | 61,672.00 | 63,232.00 | 64,708.80 | 66,352.00 | 67,974.40 | 69,700.80 | 71,427.20 | 73,216.00 |         |  |
| 38C                    | Hourly        | 24.50     | 25.08     | 25.73     | 26.36     | 27.01     | 27.70     | 28.35     | 29.09     | 29.84     | 30.49     | 31.25     | 32.04     | 32.85     | 33.66     | 34.51     | 35.37     |         |  |
|                        | Appx. Bi-wkly | 1,960.00  | 2,006.40  | 2,058.40  | 2,108.80  | 2,160.80  | 2,216.00  | 2,268.00  | 2,327.20  | 2,387.20  | 2,439.20  | 2,500.00  | 2,563.20  | 2,628.00  | 2,692.80  | 2,760.80  | 2,829.60  |         |  |
|                        | Appx. Monthly | 4,246.67  | 4,347.20  | 4,459.87  | 4,569.07  | 4,681.73  | 4,801.33  | 4,914.00  | 5,042.27  | 5,172.27  | 5,284.93  | 5,416.67  | 5,553.60  | 5,694.00  | 5,834.40  | 5,981.73  | 6,130.80  |         |  |
|                        | Appx. Annual  | 50,960.00 | 52,166.40 | 53,518.40 | 54,828.80 | 56,180.80 | 57,616.00 | 59,068.00 | 60,507.20 | 62,067.20 | 63,419.20 | 65,000.00 | 66,643.20 | 68,328.00 | 70,012.80 | 71,780.80 | 73,569.60 |         |  |
| 39                     | Hourly        | 24.65     | 25.26     | 25.89     | 26.55     | 27.18     | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.52     | 32.30     | 33.11     | 33.94     | 34.78     | 35.65     |         |  |
|                        | Appx. Bi-wkly | 1,972.00  | 2,020.80  | 2,071.20  | 2,124.00  | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,521.60  | 2,584.00  | 2,648.80  | 2,715.20  | 2,782.40  | 2,852.00  |         |  |
|                        | Appx. Monthly | 4,272.67  | 4,378.40  | 4,487.60  | 4,602.00  | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,463.47  | 5,598.67  | 5,739.07  | 5,882.93  | 6,028.53  | 6,179.33  |         |  |
|                        | Appx. Annual  | 51,272.00 | 52,540.80 | 53,851.20 | 55,224.00 | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,661.60 | 67,184.00 | 68,868.80 | 70,595.20 | 72,342.40 | 74,152.00 |         |  |
| 39T                    | Hourly        | 24.65     | 25.26     | 25.89     | 26.55     | 27.18     | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.53     | 32.31     | 33.12     |           |           |           |         |  |
|                        | Appx. Bi-wkly | 1,972.00  | 2,020.80  | 2,071.20  | 2,124.00  | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,522.40  | 2,584.80  | 2,649.60  |           |           |           |         |  |
|                        | Appx. Monthly | 4,272.67  | 4,378.40  | 4,487.60  | 4,602.00  | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,465.20  | 5,600.40  | 5,740.80  |           |           |           |         |  |
|                        | Appx. Annual  | 51,272.00 | 52,540.80 | 53,851.20 | 55,224.00 | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,582.40 | 67,204.80 | 68,889.60 |           |           |           |         |  |
| 39A                    | Hourly        | 24.97     | 25.57     | 26.24     | 26.89     | 27.54     | 28.20     | 28.92     | 29.65     | 30.35     | 31.13     | 31.92     | 32.70     | 33.52     | 34.35     | 35.22     | 36.10     |         |  |
|                        | Appx. Bi-wkly | 1,997.60  | 2,045.60  | 2,099.20  | 2,151.20  | 2,203.20  | 2,256.00  | 2,310.00  | 2,370.00  | 2,432.00  | 2,493.60  | 2,553.60  | 2,616.00  | 2,681.60  | 2,748.00  | 2,816.00  | 2,888.00  |         |  |
|                        | Appx. Monthly | 4         |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |  |

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| Ranges Eff. 09/18/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17 |  |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|--|
| 43                     | Hourly        | 27.18     | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.76     | 35.65     | 36.53     | 37.46     | 38.40     | 39.36     |         |  |
|                        | Appx. Bi-wkly | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,780.80  | 2,852.00  | 2,922.40  | 2,996.80  | 3,072.00  | 3,148.80  |         |  |
|                        | Appx. Monthly | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,025.07  | 6,179.33  | 6,331.87  | 6,493.07  | 6,656.00  | 6,822.40  |         |  |
|                        | Appx. Annual  | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,300.80 | 74,152.00 | 75,982.40 | 77,916.80 | 79,872.00 | 81,868.80 |         |  |
| 43T                    | Hourly        | 27.18     | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.75     | 35.63     | 36.52     | 37.46     | 38.40     | 39.36     |         |  |
|                        | Appx. Bi-wkly | 2,174.40  | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,780.80  | 2,850.40  | 2,921.60  | 2,996.80  | 3,072.00  | 3,148.80  |         |  |
|                        | Appx. Monthly | 4,711.20  | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,023.33  | 6,175.87  | 6,330.13  | 6,487.33  | 6,646.40  | 6,807.20  |         |  |
|                        | Appx. Annual  | 56,534.40 | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,280.00 | 74,110.40 | 75,961.60 |           |           |           |         |  |
| 43A                    | Hourly        | 27.54     | 28.20     | 28.92     | 29.65     | 30.35     | 31.13     | 31.86     | 32.68     | 33.49     | 34.34     | 35.20     | 36.08     | 37.00     | 37.91     | 38.86     | 39.83     |         |  |
|                        | Appx. Bi-wkly | 2,203.20  | 2,256.00  | 2,313.60  | 2,372.00  | 2,428.00  | 2,490.40  | 2,548.80  | 2,614.40  | 2,679.20  | 2,747.20  | 2,816.00  | 2,886.40  | 2,960.00  | 3,032.80  | 3,108.80  | 3,186.40  |         |  |
|                        | Appx. Monthly | 4,773.60  | 4,888.00  | 5,012.80  | 5,139.33  | 5,260.67  | 5,395.87  | 5,531.87  | 5,668.80  | 5,804.93  | 5,952.27  | 6,101.33  | 6,253.87  | 6,414.33  | 6,571.07  | 6,735.73  | 6,903.87  |         |  |
|                        | Appx. Annual  | 57,283.20 | 58,656.00 | 60,153.60 | 61,672.00 | 63,128.00 | 64,750.40 | 66,268.80 | 67,974.40 | 69,659.20 | 71,427.20 | 73,216.00 | 75,046.40 | 76,960.00 | 78,852.80 | 80,828.80 | 82,846.40 |         |  |
| 43C                    | Hourly        | 27.70     | 28.35     | 29.09     | 29.84     | 30.49     | 31.28     | 32.03     | 32.82     | 33.65     | 34.53     | 35.38     | 36.27     | 37.16     | 38.10     | 39.05     | 40.03     |         |  |
|                        | Appx. Bi-wkly | 2,216.00  | 2,268.00  | 2,327.20  | 2,387.20  | 2,439.20  | 2,502.40  | 2,562.40  | 2,625.60  | 2,692.00  | 2,762.40  | 2,830.40  | 2,901.60  | 2,972.80  | 3,048.00  | 3,124.00  | 3,202.40  |         |  |
|                        | Appx. Monthly | 4,801.33  | 4,914.00  | 5,042.27  | 5,172.27  | 5,284.93  | 5,421.87  | 5,551.87  | 5,688.80  | 5,832.67  | 5,985.20  | 6,132.53  | 6,286.80  | 6,441.07  | 6,604.00  | 6,768.67  | 6,938.53  |         |  |
|                        | Appx. Annual  | 57,616.00 | 58,968.00 | 60,507.20 | 62,067.20 | 63,419.20 | 65,062.40 | 66,622.40 | 68,265.60 | 69,992.00 | 71,822.40 | 73,590.40 | 75,441.60 | 77,292.80 | 79,248.00 | 81,224.00 | 83,262.40 |         |  |
| 44                     | Hourly        | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.45     | 37.37     | 38.29     | 39.24     | 40.22     |         |  |
|                        | Appx. Bi-wkly | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,916.00  | 2,989.60  | 3,063.20  | 3,139.20  | 3,217.60  |         |  |
|                        | Appx. Monthly | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,318.00  | 6,477.47  | 6,636.93  | 6,801.60  | 6,971.47  |         |  |
|                        | Appx. Annual  | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,816.00 | 77,729.60 | 79,643.20 | 81,619.20 | 83,657.60 |         |  |
| 44T                    | Hourly        | 27.87     | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.57     | 36.45     | 37.36     | 38.29     | 39.24     | 40.22     |         |  |
|                        | Appx. Bi-wkly | 2,229.60  | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,845.60  | 2,916.00  | 2,988.80  | 3,063.20  | 3,139.20  | 3,217.60  |         |  |
|                        | Appx. Monthly | 4,830.80  | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,165.47  | 6,318.00  | 6,475.73  | 6,631.00  | 6,787.33  | 6,944.00  |         |  |
|                        | Appx. Annual  | 57,969.60 | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 73,985.60 | 75,816.00 | 77,708.80 | 79,643.20 | 81,619.20 | 83,657.60 |         |  |
| 44A                    | Hourly        | 28.20     | 28.92     | 29.65     | 30.35     | 31.13     | 31.86     | 32.68     | 33.49     | 34.34     | 35.12     | 36.01     | 36.89     | 37.83     | 38.78     | 39.74     | 40.73     |         |  |
|                        | Appx. Bi-wkly | 2,256.00  | 2,313.60  | 2,372.00  | 2,428.00  | 2,490.40  | 2,548.80  | 2,614.40  | 2,679.20  | 2,747.20  | 2,809.60  | 2,880.80  | 2,951.20  | 3,026.40  | 3,102.40  | 3,179.20  | 3,258.40  |         |  |
|                        | Appx. Monthly | 4,888.00  | 5,012.80  | 5,139.33  | 5,260.67  | 5,395.87  | 5,522.40  | 5,664.53  | 5,804.93  | 5,952.27  | 6,087.47  | 6,241.73  | 6,394.27  | 6,557.20  | 6,721.87  | 6,888.27  | 7,059.87  |         |  |
|                        | Appx. Annual  | 58,656.00 | 60,153.60 | 61,672.00 | 63,128.00 | 64,750.40 | 66,268.80 | 67,974.40 | 69,659.20 | 71,427.20 | 73,049.60 | 74,900.80 | 76,731.20 | 78,686.40 | 80,662.40 | 82,659.20 | 84,718.40 |         |  |
| 44C                    | Hourly        | 28.35     | 29.09     | 29.84     | 30.49     | 31.28     | 32.03     | 32.82     | 33.65     | 34.53     | 35.32     | 36.17     | 37.10     | 38.01     | 38.96     | 39.94     | 40.94     |         |  |
|                        | Appx. Bi-wkly | 2,268.00  | 2,327.20  | 2,387.20  | 2,439.20  | 2,502.40  | 2,562.40  | 2,625.60  | 2,692.00  | 2,762.40  | 2,825.60  | 2,893.60  | 2,968.00  | 3,040.80  | 3,116.00  | 3,192.40  | 3,275.20  |         |  |
|                        | Appx. Monthly | 4,914.00  | 5,042.27  | 5,172.27  | 5,284.93  | 5,421.87  | 5,551.87  | 5,688.80  | 5,832.67  | 5,985.20  | 6,122.13  | 6,269.47  | 6,430.67  | 6,588.40  | 6,753.00  | 6,922.93  | 7,096.27  |         |  |
|                        | Appx. Annual  | 58,968.00 | 60,507.20 | 62,067.20 | 63,419.20 | 65,062.40 | 66,622.40 | 68,265.60 | 69,992.00 | 71,822.40 | 73,665.60 | 75,233.60 | 77,168.00 | 79,060.80 | 81,036.80 | 83,075.20 | 85,155.20 |         |  |
| 45                     | Hourly        | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.46     | 37.38     | 38.30     | 39.26     | 40.25     | 41.26     |         |  |
|                        | Appx. Bi-wkly | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,916.00  | 2,990.40  | 3,064.00  | 3,140.80  | 3,220.00  | 3,300.80  |         |  |
|                        | Appx. Monthly | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,319.73  | 6,479.20  | 6,638.67  | 6,805.07  | 6,976.67  | 7,151.73  |         |  |
|                        | Appx. Annual  | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,836.80 | 77,750.40 | 79,664.00 | 81,660.80 | 83,720.00 | 85,820.80 |         |  |
| 45T                    | Hourly        | 28.58     | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.45     | 37.37     | 38.30     | 39.26     | 40.25     | 41.26     |         |  |
|                        | Appx. Bi-wkly | 2,286.40  | 2,342.40  | 2,397.60  | 2,460.80  | 2,518.40  | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,916.00  | 2,989.60  | 3,064.00  | 3,140.80  | 3,220.00  | 3,300.80  |         |  |
|                        | Appx. Monthly | 4,953.87  | 5,075.20  | 5,194.80  | 5,331.73  | 5,456.53  | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,318.00  | 6,477.47  | 6,638.67  | 6,805.07  | 6,976.67  | 7,151.73  |         |  |
|                        | Appx. Annual  | 59,446.40 | 60,902.40 | 62,337.60 | 63,980.80 | 65,478.40 | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,816.00 | 77,729.60 | 79,643.20 | 81,619.20 | 83,657.60 | 85,820.80 |         |  |
| 45A                    | Hourly        | 28.92     | 29.65     | 30.35     | 31.13     | 31.86     | 32.68     | 33.49     | 34.34     | 35.12     | 36.01     | 36.90     | 37.84     | 38.78     | 39.75     | 40.75     | 41.77     |         |  |
|                        | Appx. Bi-wkly | 2,313.60  | 2,372.00  | 2,428.00  | 2,490.40  | 2,548.80  | 2,614.40  | 2,679.20  | 2,747.20  | 2,809.60  | 2,880.80  | 2,952.00  | 3,027.20  | 3,102.40  | 3,180.00  | 3,260.00  | 3,341.60  |         |  |
|                        | Appx. Monthly | 5,012.80  | 5,139.33  | 5,260.67  | 5,395.87  | 5,522.40  | 5,664.53  | 5,804.93  | 5,952.27  | 6,087.47  | 6,241.73  | 6,396.00  | 6,558.93  | 6,721.87  | 6,890.00  | 7,063.33  | 7,240.13  |         |  |
|                        | Appx. Annual  | 60,153.60 | 61,672.00 | 63,128.00 | 64,750.40 | 66,268.80 | 67,974.40 | 69,659.20 | 71,427.20 | 73,049.60 | 74,900.80 | 76,752.00 | 78,707.20 | 80,662.40 | 82,680.00 | 84,760.00 | 86,861.60 |         |  |
| 45C                    | Hourly        | 29.09     | 29.84     | 30.49     | 31.28     | 32.03     | 32.82     | 33.65     | 34.53     | 35.32     | 36.17     | 37.10     | 38.03     | 38.99     | 39.96     | 40.96     | 41.98     |         |  |
|                        | Appx. Bi-wkly | 2,327.20  | 2,387.20  | 2,439.20  | 2,502.40  | 2,562.40  | 2,625.60  | 2,692.00  | 2,762.40  | 2,825.60  | 2,893.60  | 2,968.00  | 3,042.40  | 3,119.20  | 3,196.80  | 3,276.80  | 3,358.40  |         |  |
|                        | Appx. Monthly | 5,042.27  | 5,172.27  | 5,284.93  | 5,421.87  | 5,551.87  | 5,688.80  | 5,832.67  | 5,985.20  | 6,122.13  | 6,269.47  | 6,430.67  | 6,591.87  | 6,758.27  | 6,929.73  | 7,099.73  | 7,276.53  |         |  |
|                        | Appx. Annual  | 60,507.20 | 62,067.20 | 63,419.20 | 65,062.40 | 66,622.40 | 68,265.60 | 69,992.00 | 71,822.40 | 73,665.60 | 75,233.60 | 77,168.00 | 79,102.40 | 81,099.20 | 83,116.80 | 85,196.80 | 87,318.40 |         |  |
| 46                     | Hourly        | 29.28     | 29.97     | 30.76     | 31.48     | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.40     | 38.32     | 39.27     | 40.26     | 41.27     | 42.30     |         |  |
|                        | Appx. Bi-wkly |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |         |  |





| Ranges Eff. 09/18/2027 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|
| <b>49A</b>             | Hourly        | 31.86     | 32.78     | 33.49     | 34.34     | 35.12     | 36.01     | 36.92     | 37.82     | 38.78     | 39.71     | 40.69     | 41.73      | 42.77      | 43.84      | 44.93      | 46.05      |
|                        | Appx. Bi-wkly | 2,548.80  | 2,614.40  | 2,679.20  | 2,747.20  | 2,809.60  | 2,880.80  | 2,953.60  | 3,028.00  | 3,106.80  | 3,176.80  | 3,255.20  | 3,338.40   | 3,421.60   | 3,507.20   | 3,594.40   | 3,684.00   |
|                        | Appx. Monthly | 5,522.40  | 5,664.53  | 5,804.93  | 5,952.27  | 6,087.47  | 6,241.73  | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,052.93  | 7,233.20   | 7,413.47   | 7,598.93   | 7,787.87   | 7,982.00   |
|                        | Appx. Annual  | 66,268.80 | 67,974.40 | 69,659.20 | 71,427.20 | 73,049.60 | 74,900.80 | 76,993.60 | 79,360.00 | 82,066.40 | 85,096.80 | 88,463.20 | 92,188.80  | 96,316.80  | 100,852.80 | 106,804.80 | 113,284.80 |
| <b>49C</b>             | Hourly        | 32.03     | 32.82     | 33.65     | 34.53     | 35.32     | 36.17     | 37.12     | 37.98     | 38.98     | 39.91     | 40.90     | 41.92      | 42.97      | 44.04      | 45.14      | 46.27      |
|                        | Appx. Bi-wkly | 2,562.40  | 2,625.60  | 2,692.00  | 2,762.40  | 2,825.60  | 2,893.60  | 2,969.60  | 3,038.40  | 3,118.40  | 3,192.80  | 3,272.00  | 3,353.60   | 3,437.60   | 3,523.20   | 3,611.20   | 3,701.60   |
|                        | Appx. Monthly | 5,551.87  | 5,688.80  | 5,832.67  | 5,985.20  | 6,122.13  | 6,269.47  | 6,434.13  | 6,583.20  | 6,756.53  | 6,917.73  | 7,089.33  | 7,266.13   | 7,448.13   | 7,633.60   | 7,824.27   | 8,020.13   |
|                        | Appx. Annual  | 66,622.40 | 68,265.60 | 69,992.00 | 71,822.40 | 73,465.60 | 75,233.60 | 77,209.60 | 79,398.40 | 81,078.40 | 83,012.80 | 85,072.00 | 87,193.60  | 89,377.60  | 91,603.20  | 93,891.20  | 96,241.60  |
| <b>50</b>              | Hourly        | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.18     | 42.22      | 43.26      | 44.34      | 45.46      | 46.60      |
|                        | Appx. Bi-wkly | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,294.40  | 3,377.60   | 3,460.80   | 3,547.20   | 3,636.80   | 3,728.00   |
|                        | Appx. Monthly | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,137.87  | 7,318.13   | 7,498.40   | 7,685.60   | 7,879.73   | 8,077.33   |
|                        | Appx. Annual  | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,654.40 | 87,817.60  | 89,980.80  | 92,227.20  | 94,556.80  | 96,928.00  |
| <b>50T</b>             | Hourly        | 32.28     | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.17     | 42.20      | 43.26      |            |            |            |
|                        | Appx. Bi-wkly | 2,582.40  | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,293.60  | 3,376.00   | 3,460.80   |            |            |            |
|                        | Appx. Monthly | 5,595.20  | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,136.13  | 7,314.67   | 7,498.40   |            |            |            |
|                        | Appx. Annual  | 67,142.40 | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,633.60 | 87,776.00  | 89,980.80  |            |            |            |
| <b>50A</b>             | Hourly        | 32.68     | 33.49     | 34.34     | 35.12     | 36.01     | 36.92     | 37.82     | 38.78     | 39.71     | 40.66     | 41.72     | 42.73      | 43.81      | 44.90      | 46.02      | 47.17      |
|                        | Appx. Bi-wkly | 2,614.40  | 2,679.20  | 2,747.20  | 2,809.60  | 2,880.80  | 2,953.60  | 3,025.60  | 3,102.40  | 3,176.80  | 3,252.80  | 3,337.60  | 3,418.40   | 3,504.80   | 3,592.00   | 3,681.60   | 3,773.60   |
|                        | Appx. Monthly | 5,664.53  | 5,804.93  | 5,952.27  | 6,087.47  | 6,241.73  | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,047.73  | 7,231.47  | 7,406.53   | 7,593.73   | 7,782.67   | 7,976.80   | 8,176.13   |
|                        | Appx. Annual  | 67,974.40 | 69,659.20 | 71,427.20 | 73,049.60 | 74,900.80 | 76,993.60 | 79,360.00 | 82,066.40 | 85,096.80 | 88,463.20 | 92,188.80 | 96,316.80  | 100,852.80 | 106,804.80 | 113,284.80 | 120,804.80 |
| <b>50C</b>             | Hourly        | 32.82     | 33.65     | 34.53     | 35.32     | 36.17     | 37.12     | 37.98     | 38.98     | 39.91     | 40.88     | 41.88     | 42.93      | 44.01      | 45.12      | 46.25      | 47.41      |
|                        | Appx. Bi-wkly | 2,625.60  | 2,692.00  | 2,762.40  | 2,825.60  | 2,893.60  | 2,969.60  | 3,038.40  | 3,118.40  | 3,192.80  | 3,270.40  | 3,350.40  | 3,434.40   | 3,520.80   | 3,609.60   | 3,700.00   | 3,792.80   |
|                        | Appx. Monthly | 5,688.80  | 5,832.67  | 5,985.20  | 6,122.13  | 6,269.47  | 6,434.13  | 6,583.20  | 6,756.53  | 6,917.73  | 7,085.87  | 7,259.20  | 7,441.20   | 7,628.40   | 7,820.80   | 8,016.67   | 8,217.73   |
|                        | Appx. Annual  | 68,265.60 | 69,992.00 | 71,822.40 | 73,465.60 | 75,233.60 | 77,209.60 | 79,398.40 | 81,078.40 | 83,012.80 | 85,030.40 | 87,110.40 | 89,294.40  | 91,540.80  | 93,849.60  | 96,200.00  | 98,612.80  |
| <b>51</b>              | Hourly        | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.17     | 43.23      | 44.31      | 45.41      | 46.56      | 47.72      |
|                        | Appx. Bi-wkly | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,373.60  | 3,458.40   | 3,544.80   | 3,632.80   | 3,724.00   | 3,817.60   |
|                        | Appx. Monthly | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,309.47  | 7,493.20   | 7,680.40   | 7,871.07   | 8,070.40   | 8,271.47   |
|                        | Appx. Annual  | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,713.60 | 89,918.40  | 92,164.80  | 94,452.80  | 96,844.80  | 99,257.60  |
| <b>51T</b>             | Hourly        | 33.08     | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.18     | 43.23      | 44.31      |            |            |            |
|                        | Appx. Bi-wkly | 2,646.40  | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,374.40  | 3,458.40   | 3,544.80   |            |            |            |
|                        | Appx. Monthly | 5,733.87  | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,311.20  | 7,493.20   | 7,680.40   |            |            |            |
|                        | Appx. Annual  | 68,806.40 | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,734.40 | 89,918.40  | 92,164.80  |            |            |            |
| <b>51A</b>             | Hourly        | 33.49     | 34.34     | 35.12     | 36.01     | 36.92     | 37.82     | 38.78     | 39.71     | 40.66     | 41.69     | 42.70     | 43.79      | 44.88      | 46.00      | 47.14      | 48.32      |
|                        | Appx. Bi-wkly | 2,679.20  | 2,747.20  | 2,809.60  | 2,880.80  | 2,953.60  | 3,025.60  | 3,102.40  | 3,176.80  | 3,252.80  | 3,335.20  | 3,416.00  | 3,503.20   | 3,590.40   | 3,680.00   | 3,771.20   | 3,865.60   |
|                        | Appx. Monthly | 5,804.93  | 5,952.27  | 6,087.47  | 6,241.73  | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,047.73  | 7,226.27  | 7,401.33  | 7,590.27   | 7,779.20   | 7,973.33   | 8,170.93   | 8,375.47   |
|                        | Appx. Annual  | 69,659.20 | 71,427.20 | 73,049.60 | 74,900.80 | 76,993.60 | 79,360.00 | 82,066.40 | 85,096.80 | 88,463.20 | 92,188.80 | 96,316.80 | 100,852.80 | 106,804.80 | 113,284.80 | 120,804.80 | 128,804.80 |
| <b>51C</b>             | Hourly        | 33.65     | 34.53     | 35.32     | 36.17     | 37.12     | 37.98     | 38.98     | 39.91     | 40.88     | 41.87     | 42.92     | 43.98      | 45.09      | 46.22      | 47.37      | 48.55      |
|                        | Appx. Bi-wkly | 2,692.00  | 2,762.40  | 2,825.60  | 2,893.60  | 2,969.60  | 3,038.40  | 3,118.40  | 3,192.80  | 3,270.40  | 3,349.60  | 3,433.60  | 3,518.40   | 3,607.20   | 3,697.60   | 3,789.60   | 3,884.00   |
|                        | Appx. Monthly | 5,832.67  | 5,985.20  | 6,122.13  | 6,269.47  | 6,434.13  | 6,583.20  | 6,756.53  | 6,917.73  | 7,085.87  | 7,257.47  | 7,439.47  | 7,623.20   | 7,815.60   | 8,011.47   | 8,210.80   | 8,415.33   |
|                        | Appx. Annual  | 69,992.00 | 71,822.40 | 73,465.60 | 75,233.60 | 77,209.60 | 79,398.40 | 81,078.40 | 83,012.80 | 85,030.40 | 87,089.60 | 89,273.60 | 91,478.40  | 93,787.20  | 96,137.60  | 98,529.60  | 100,984.00 |
| <b>52</b>              | Hourly        | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31      | 45.42      | 46.57      | 47.73      | 48.92      |
|                        | Appx. Bi-wkly | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80   | 3,633.60   | 3,725.60   | 3,818.40   | 3,913.60   |
|                        | Appx. Monthly | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40   | 7,872.80   | 8,072.13   | 8,273.20   | 8,478.47   |
|                        | Appx. Annual  | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,752.00 | 89,918.40 | 92,164.80  | 94,473.60  | 96,865.60  | 99,278.40  | 101,753.60 |
| <b>52T</b>             | Hourly        | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.25     | 44.33      | 45.44      |            |            |            |
|                        | Appx. Bi-wkly | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,460.00  | 3,546.40   | 3,635.20   |            |            |            |
|                        | Appx. Monthly | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,496.67  | 7,683.87   | 7,876.27   |            |            |            |
|                        | Appx. Annual  | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,752.00 | 89,960.00 | 92,206.40  | 94,515.20  |            |            |            |
| <b>52A</b>             | Hourly        | 34.34     | 35.12     | 36.01     | 36.92     | 37.82     | 38.78     | 39.71     | 40.66     | 41.69     | 42.71     | 43.80     | 44.89      | 46.01      | 47.15      | 48.34      | 49.55      |
|                        | Appx. Bi-wkly | 2,747.20  | 2,809.60  | 2,880.80  | 2,953.60  | 3,025.60  | 3,102.40  | 3,176.80  | 3,252.80  | 3,335.20  | 3,416.00  | 3,504.00  | 3,591.20   | 3,680.80   | 3,772.00   | 3,867.20   | 3,964.00   |
|                        | Appx. Monthly | 5,952.27  | 6,087.47  | 6,241.73  | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,047.73  | 7,226.27  | 7,403.07  | 7,592.00  | 7,780.93   | 7,975.07   | 8,172.67   | 8,378.93   | 8,588.67   |
|                        | Appx. Annual  | 71,427.20 | 73,049.60 | 74,900.80 | 76,993.60 | 79,       |           |           |           |           |           |           |            |            |            |            |            |



| Ranges Eff. 09/18/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |  |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|--|
| 55A                    | Hourly        | 36.92     | 37.82     | 38.78     | 39.71     | 40.66     | 41.69     | 42.71     | 43.80     | 44.88     | 45.99      | 47.13      | 48.33      | 49.52      | 50.76      | 52.03      | 53.33      |            |  |
|                        | Appx. Bi-wkly | 2,953.60  | 3,025.60  | 3,102.40  | 3,176.80  | 3,252.80  | 3,335.20  | 3,416.80  | 3,504.00  | 3,590.40  | 3,679.20   | 3,770.40   | 3,866.40   | 3,961.60   | 4,060.80   | 4,162.40   | 4,266.40   | 4,372.80   |  |
|                        | Appx. Monthly | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,047.73  | 7,226.27  | 7,403.07  | 7,592.00  | 7,779.20  | 7,971.60   | 8,169.20   | 8,377.20   | 8,583.47   | 8,798.40   | 9,018.53   | 9,243.87   | 9,474.40   |  |
|                        | Appx. Annual  | 76,793.60 | 78,665.60 | 80,662.40 | 82,596.80 | 84,572.80 | 86,715.20 | 88,836.80 | 91,104.00 | 93,504.00 | 95,659.20  | 98,030.40  | 100,526.40 | 103,001.60 | 105,580.80 | 108,222.40 | 110,926.40 |            |  |
| 55AE                   | Hourly        | 36.92     | 37.82     | 38.78     | 39.71     | 40.66     | 41.69     | 42.71     | 43.80     | 44.88     | 45.99      | 47.13      | 48.33      | 49.52      | 50.76      | 52.03      | 53.33      | 54.66      |  |
|                        | Appx. Bi-wkly | 2,953.60  | 3,025.60  | 3,102.40  | 3,176.80  | 3,252.80  | 3,335.20  | 3,416.80  | 3,504.00  | 3,590.40  | 3,679.20   | 3,770.40   | 3,866.40   | 3,961.60   | 4,060.80   | 4,162.40   | 4,266.40   | 4,372.80   |  |
|                        | Appx. Monthly | 6,399.47  | 6,555.47  | 6,721.87  | 6,883.07  | 7,047.73  | 7,226.27  | 7,403.07  | 7,592.00  | 7,779.20  | 7,971.60   | 8,169.20   | 8,377.20   | 8,583.47   | 8,798.40   | 9,018.53   | 9,243.87   | 9,474.40   |  |
|                        | Appx. Annual  | 76,793.60 | 78,665.60 | 80,662.40 | 82,596.80 | 84,572.80 | 86,715.20 | 88,836.80 | 91,104.00 | 93,504.00 | 95,659.20  | 98,030.40  | 100,526.40 | 103,001.60 | 105,580.80 | 108,222.40 | 110,926.40 | 113,692.80 |  |
| 55C                    | Hourly        | 37.12     | 37.98     | 38.98     | 39.91     | 40.88     | 41.87     | 42.94     | 44.00     | 45.10     | 46.22      | 47.37      | 48.53      | 49.77      | 51.01      | 52.28      | 53.59      |            |  |
|                        | Appx. Bi-wkly | 2,969.60  | 3,038.40  | 3,118.40  | 3,192.80  | 3,270.40  | 3,349.60  | 3,430.40  | 3,512.00  | 3,600.00  | 3,696.00   | 3,789.60   | 3,882.40   | 3,981.60   | 4,080.80   | 4,182.40   | 4,287.20   |            |  |
|                        | Appx. Monthly | 6,434.13  | 6,583.20  | 6,736.53  | 6,917.73  | 7,085.87  | 7,257.47  | 7,442.93  | 7,626.67  | 7,817.33  | 8,011.47   | 8,210.80   | 8,411.87   | 8,626.80   | 8,841.73   | 9,061.87   | 9,288.93   |            |  |
|                        | Appx. Annual  | 77,209.60 | 78,998.40 | 81,078.40 | 83,012.80 | 85,030.40 | 87,089.60 | 89,315.20 | 91,520.00 | 93,808.00 | 96,137.60  | 98,529.60  | 100,942.40 | 103,526.40 | 106,100.80 | 108,742.40 | 111,467.20 |            |  |
| 56                     | Hourly        | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56      | 47.71      | 48.89      | 50.14      | 51.39      | 52.67      | 53.99      |            |  |
|                        | Appx. Bi-wkly | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.00  | 3,632.80  | 3,724.80   | 3,816.80   | 3,911.20   | 4,011.20   | 4,112.00   | 4,213.60   | 4,319.20   |            |  |
|                        | Appx. Monthly | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,269.73   | 8,474.27   | 8,690.93   | 8,907.60   | 9,129.47   | 9,358.27   |            |  |
|                        | Appx. Annual  | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,528.00 | 96,844.80  | 99,195.20  | 101,649.60 | 104,208.00 | 106,891.20 | 109,553.60 | 112,299.20 |            |  |
| 56T                    | Hourly        | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56      | 47.71      | 48.89      | 50.14      | 51.39      | 52.67      | 53.99      |            |  |
|                        | Appx. Bi-wkly | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.00  | 3,632.80  | 3,724.80   | 3,816.80   | 3,911.20   | 4,011.20   | 4,112.00   | 4,213.60   | 4,319.20   |            |  |
|                        | Appx. Monthly | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,269.73   | 8,474.27   | 8,690.93   | 8,907.60   | 9,129.47   | 9,358.27   |            |  |
|                        | Appx. Annual  | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,528.00 | 96,844.80  | 99,195.20  | 101,649.60 | 104,208.00 | 106,891.20 | 109,553.60 | 112,299.20 |            |  |
| 56A                    | Hourly        | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56      | 47.71      | 48.89      | 50.14      | 51.39      | 52.67      | 53.99      |            |  |
|                        | Appx. Bi-wkly | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.00  | 3,632.80  | 3,724.80   | 3,816.80   | 3,911.20   | 4,011.20   | 4,112.00   | 4,213.60   | 4,319.20   |            |  |
|                        | Appx. Monthly | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,269.73   | 8,474.27   | 8,690.93   | 8,907.60   | 9,129.47   | 9,358.27   |            |  |
|                        | Appx. Annual  | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,528.00 | 96,844.80  | 99,195.20  | 101,649.60 | 104,208.00 | 106,891.20 | 109,553.60 | 112,299.20 |            |  |
| 56C                    | Hourly        | 37.98     | 38.98     | 39.91     | 40.88     | 41.87     | 42.94     | 44.00     | 45.10     | 46.22     | 47.37      | 48.53      | 49.77      | 51.01      | 52.28      | 53.59      | 54.94      |            |  |
|                        | Appx. Bi-wkly | 3,038.40  | 3,118.40  | 3,192.80  | 3,270.40  | 3,349.60  | 3,430.40  | 3,512.00  | 3,600.00  | 3,696.00  | 3,789.60   | 3,882.40   | 3,981.60   | 4,080.80   | 4,182.40   | 4,287.20   | 4,395.20   |            |  |
|                        | Appx. Monthly | 6,583.20  | 6,756.53  | 6,917.73  | 7,085.87  | 7,257.47  | 7,442.93  | 7,626.67  | 7,817.33  | 8,011.47  | 8,210.80   | 8,411.87   | 8,626.80   | 8,841.73   | 9,061.87   | 9,288.93   | 9,522.93   |            |  |
|                        | Appx. Annual  | 78,998.40 | 81,078.40 | 83,012.80 | 85,030.40 | 87,089.60 | 89,315.20 | 91,520.00 | 93,808.00 | 96,137.60 | 98,529.60  | 100,942.40 | 103,526.40 | 106,100.80 | 108,742.40 | 111,467.20 | 114,257.20 |            |  |
| 57                     | Hourly        | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.69      | 48.86      | 50.10      | 51.34      | 52.61      | 53.92      | 55.27      |            |  |
|                        | Appx. Bi-wkly | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.00  | 3,632.80  | 3,724.80  | 3,815.20   | 3,908.80   | 4,000.00   | 4,102.00   | 4,208.00   | 4,316.00   | 4,421.00   |            |  |
|                        | Appx. Monthly | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,266.27   | 8,469.07   | 8,684.00   | 8,908.93   | 9,119.07   | 9,346.13   | 9,580.13   |            |  |
|                        | Appx. Annual  | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,528.00 | 96,844.80 | 99,195.20  | 101,649.60 | 104,208.00 | 106,891.20 | 109,428.80 | 112,070.40 | 114,961.60 |            |  |
| 57T                    | Hourly        | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.69      | 48.86      | 50.10      | 51.34      | 52.61      | 53.92      | 55.27      |            |  |
|                        | Appx. Bi-wkly | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.00  | 3,632.80  | 3,724.80  | 3,815.20   | 3,908.80   | 4,000.00   | 4,102.00   | 4,208.00   | 4,316.00   | 4,421.00   |            |  |
|                        | Appx. Monthly | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,266.27   | 8,469.07   | 8,684.00   | 8,908.93   | 9,119.07   | 9,346.13   | 9,580.13   |            |  |
|                        | Appx. Annual  | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,528.00 | 96,844.80 | 99,195.20  | 101,649.60 | 104,208.00 | 106,891.20 | 109,428.80 | 112,070.40 | 114,961.60 |            |  |
| 57A                    | Hourly        | 37.82     | 38.78     | 39.71     | 40.66     | 41.69     | 42.71     | 43.80     | 44.88     | 45.99     | 47.13      | 48.30      | 49.48      | 50.71      | 51.99      | 53.29      | 54.62      | 55.99      |  |
|                        | Appx. Bi-wkly | 3,102.40  | 3,176.80  | 3,252.80  | 3,335.20  | 3,416.80  | 3,504.00  | 3,590.40  | 3,679.20  | 3,770.40  | 3,864.00   | 3,958.40   | 4,056.80   | 4,159.20   | 4,263.20   | 4,369.60   | 4,479.20   |            |  |
|                        | Appx. Monthly | 6,555.47  | 6,721.87  | 6,883.07  | 7,047.73  | 7,226.27  | 7,403.07  | 7,592.00  | 7,779.20  | 7,971.60  | 8,169.20   | 8,372.00   | 8,576.53   | 8,789.73   | 9,011.60   | 9,236.93   | 9,467.47   | 9,704.93   |  |
|                        | Appx. Annual  | 80,662.40 | 82,596.80 | 84,572.80 | 86,715.20 | 88,836.80 | 91,104.00 | 93,504.00 | 95,659.20 | 98,030.40 | 100,464.00 | 102,918.40 | 105,476.80 | 108,139.20 | 110,843.20 | 113,600.60 | 116,459.20 |            |  |
| 57C                    | Hourly        | 38.98     | 39.91     | 40.88     | 41.87     | 42.94     | 44.00     | 45.10     | 46.22     | 47.37     | 48.52      | 49.75      | 50.97      | 52.24      | 53.55      | 54.89      | 56.26      |            |  |
|                        | Appx. Bi-wkly | 3,118.40  | 3,192.80  | 3,270.40  | 3,349.60  | 3,430.40  | 3,512.00  | 3,600.00  | 3,696.00  | 3,789.60  | 3,881.60   | 3,980.00   | 4,077.60   | 4,179.20   | 4,284.00   | 4,391.20   | 4,500.80   |            |  |
|                        | Appx. Monthly | 6,756.53  | 6,917.73  | 7,085.87  | 7,257.47  | 7,442.93  | 7,626.67  | 7,817.33  | 8,011.47  | 8,210.80  | 8,410.13   | 8,623.33   | 8,834.80   | 9,054.93   | 9,282.00   | 9,514.27   | 9,751.73   |            |  |
|                        | Appx. Annual  | 81,078.40 | 83,012.80 | 85,030.40 | 87,089.60 | 89,315.20 | 91,520.00 | 93,808.00 | 96,137.60 | 98,529.60 | 100,921.60 | 103,480.00 | 106,017.60 | 108,659.20 | 111,384.00 | 114,171.20 | 117,020.80 |            |  |
| 58                     | Hourly        | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.69     | 48.88      | 50.13      | 51.38      | 52.66      | 53.97      | 55.31      | 56.69      |            |  |
|                        | Appx. Bi-wkly | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.00  | 3,632.80  | 3,724.80  | 3,815.20  | 3,910.40   | 4,010.40   | 4,110.40   | 4,212.80   | 4,317.60   | 4,424.00   | 4,535.20   |            |  |
|                        | Appx. Monthly | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,266.27  | 8,472.53   | 8,689.20   | 8,905.87   | 9,127.73   | 9,354.80   | 9,587.07   | 9,826.27   |            |  |
|                        | Appx. Annual  | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,528.00 | 96,844.80 | 99,195.20 | 101,670.40 | 104,270.40 | 106,870.40 | 109,512.00 | 112,257.60 | 115,044.80 | 117,915.20 | 120,868.80 |  |
| 58E                    | Hourly        | 39.23     | 40.17     | 41.1      |           |           |           |           |           |           |            |            |            |            |            |            |            |            |  |



| Ranges Eff. 09/18/2027 | Step 1        | Step 2    | Step 3    | Step 4    | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |            |
|------------------------|---------------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>61T</b>             | Hourly        | 42.19     | 43.23     | 44.31     | 45.41      | 46.56      | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.90      | 55.25      | 56.63      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80   | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,312.00   | 4,420.00   | 4,530.40   |            |            |            |            |
|                        | Appx. Monthly | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07   | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,342.67   | 9,576.67   | 9,815.87   |            |            |            |            |
|                        | Appx. Annual  | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80  | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,800.00 | 109,387.20 | 112,112.00 | 114,920.00 | 117,790.40 |            |            |            |            |
| <b>61A</b>             | Hourly        | 42.71     | 43.80     | 44.88     | 45.99      | 47.13      | 48.30      | 49.50      | 50.70      | 52.04      | 53.26      | 54.57      | 55.94      | 57.34      | 58.77      | 60.24      | 61.75      |            |
|                        | Appx. Bi-wkly | 3,416.80  | 3,504.00  | 3,590.40  | 3,679.20   | 3,770.40   | 3,864.00   | 3,960.00   | 4,056.00   | 4,163.20   | 4,260.80   | 4,365.60   | 4,475.20   | 4,587.20   | 4,701.60   | 4,819.20   | 4,940.00   |            |
|                        | Appx. Monthly | 7,403.07  | 7,592.00  | 7,779.20  | 7,971.60   | 8,169.20   | 8,372.00   | 8,580.00   | 8,788.00   | 9,020.27   | 9,231.73   | 9,458.80   | 9,696.27   | 9,938.93   | 10,186.80  | 10,441.60  | 10,703.33  |            |
|                        | Appx. Annual  | 88,836.80 | 91,104.00 | 93,350.40 | 95,659.20  | 98,030.40  | 100,464.00 | 102,960.00 | 105,456.00 | 108,243.20 | 110,780.80 | 113,505.60 | 116,355.20 | 119,267.20 | 122,241.60 | 125,299.20 | 128,440.00 |            |
| <b>61C</b>             | Hourly        | 42.94     | 44.00     | 45.10     | 46.22      | 47.37      | 48.52      | 49.77      | 50.97      | 52.29      | 53.51      | 54.86      | 56.21      | 57.61      | 59.05      | 60.52      | 62.03      |            |
|                        | Appx. Bi-wkly | 3,435.20  | 3,520.00  | 3,608.00  | 3,697.60   | 3,789.60   | 3,881.60   | 3,981.60   | 4,077.60   | 4,183.20   | 4,280.80   | 4,388.80   | 4,496.80   | 4,608.80   | 4,724.00   | 4,841.60   | 4,962.40   |            |
|                        | Appx. Monthly | 7,442.93  | 7,626.67  | 7,811.33  | 8,011.47   | 8,210.80   | 8,410.13   | 8,626.80   | 8,834.80   | 9,063.60   | 9,275.07   | 9,509.07   | 9,743.07   | 9,985.73   | 10,235.33  | 10,490.13  | 10,751.87  |            |
|                        | Appx. Annual  | 89,315.20 | 91,520.00 | 93,808.00 | 96,137.60  | 98,529.60  | 100,921.60 | 103,321.60 | 105,768.00 | 108,264.00 | 110,800.00 | 113,388.80 | 116,020.80 | 118,707.20 | 121,440.00 | 124,224.00 | 127,056.00 |            |
| <b>62</b>              | Hourly        | 43.23     | 44.31     | 45.41     | 46.56      | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.29      | 56.67      | 58.07      | 59.52      | 61.02      | 62.55      |            |
|                        | Appx. Bi-wkly | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,423.20   | 4,533.60   | 4,645.60   | 4,761.60   | 4,881.60   | 5,004.00   |            |
|                        | Appx. Monthly | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,583.60   | 9,822.80   | 10,065.47  | 10,316.80  | 10,576.80  | 10,842.00  |            |
|                        | Appx. Annual  | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,800.00 | 109,387.20 | 112,025.60 | 114,712.00 | 117,456.00 | 120,256.00 | 123,112.00 | 126,024.00 | 129,000.00 |            |
| <b>62E</b>             | Hourly        | 43.23     | 44.31     | 45.41     | 46.56      | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.29      | 56.67      | 58.07      | 59.55      | 61.05      | 62.57      | 64.13      |
|                        | Appx. Bi-wkly | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,423.20   | 4,533.60   | 4,645.60   | 4,764.00   | 4,884.00   | 5,005.60   | 5,130.40   |
|                        | Appx. Monthly | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,583.60   | 9,822.80   | 10,065.47  | 10,322.00  | 10,582.00  | 10,845.47  | 11,110.40  |
|                        | Appx. Annual  | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,800.00 | 109,387.20 | 112,025.60 | 114,712.00 | 117,456.00 | 120,256.00 | 123,112.00 | 126,024.00 | 129,000.00 | 133,990.40 |
| <b>62T</b>             | Hourly        | 43.23     | 44.31     | 45.41     | 46.56      | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.31      | 56.69      | 58.11      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80   | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,424.80   | 4,535.20   | 4,648.80   |            |            |            |            |
|                        | Appx. Monthly | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40   | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,587.07   | 9,826.27   | 10,072.40  |            |            |            |            |
|                        | Appx. Annual  | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80  | 99,195.20  | 101,670.40 | 104,208.00 | 106,800.00 | 109,387.20 | 112,025.60 | 114,712.00 | 117,456.00 | 120,256.00 | 123,112.00 | 126,024.00 | 129,000.00 | 133,990.40 |
| <b>62A</b>             | Hourly        | 43.80     | 44.88     | 45.99     | 47.13      | 48.30      | 49.50      | 50.70      | 52.04      | 53.26      | 54.61      | 56.00      | 57.44      | 58.84      | 60.33      | 61.83      | 63.38      |            |
|                        | Appx. Bi-wkly | 3,504.00  | 3,590.40  | 3,679.20  | 3,770.40   | 3,864.00   | 3,960.00   | 4,056.00   | 4,163.20   | 4,260.80   | 4,368.80   | 4,480.00   | 4,592.00   | 4,707.20   | 4,826.40   | 4,946.40   | 5,070.40   |            |
|                        | Appx. Monthly | 7,592.00  | 7,779.20  | 7,971.60  | 8,169.20   | 8,372.00   | 8,580.00   | 8,788.00   | 9,020.27   | 9,231.73   | 9,465.73   | 9,706.67   | 9,949.33   | 10,198.93  | 10,457.20  | 10,717.20  | 10,985.87  |            |
|                        | Appx. Annual  | 91,104.00 | 93,350.40 | 95,659.20 | 98,030.40  | 100,464.00 | 102,960.00 | 105,456.00 | 108,243.20 | 110,780.80 | 113,588.80 | 116,480.00 | 119,392.00 | 122,387.20 | 125,464.00 | 128,606.40 | 131,830.40 |            |
| <b>62C</b>             | Hourly        | 44.00     | 45.10     | 46.22     | 47.37      | 48.52      | 49.77      | 50.97      | 52.29      | 53.51      | 54.89      | 56.26      | 57.67      | 59.12      | 60.59      | 62.12      | 63.67      |            |
|                        | Appx. Bi-wkly | 3,520.00  | 3,608.00  | 3,697.60  | 3,789.60   | 3,881.60   | 3,981.60   | 4,077.60   | 4,183.20   | 4,280.80   | 4,391.20   | 4,500.80   | 4,613.60   | 4,729.60   | 4,847.20   | 4,969.60   | 5,093.60   |            |
|                        | Appx. Monthly | 7,626.67  | 7,817.33  | 8,011.47  | 8,210.80   | 8,410.13   | 8,626.80   | 8,834.80   | 9,063.60   | 9,275.07   | 9,514.27   | 9,751.73   | 9,996.13   | 10,247.47  | 10,502.27  | 10,767.47  | 11,036.13  |            |
|                        | Appx. Annual  | 91,520.00 | 93,808.00 | 96,137.60 | 98,529.60  | 100,921.60 | 103,321.60 | 105,768.00 | 108,264.00 | 110,800.00 | 113,388.80 | 116,020.80 | 118,707.20 | 121,440.00 | 124,224.00 | 127,056.00 | 130,000.00 | 132,433.60 |
| <b>63</b>              | Hourly        | 44.31     | 45.41     | 46.56     | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.62      | 58.04      | 59.49      | 60.98      | 62.51      | 64.07      |            |
|                        | Appx. Bi-wkly | 3,544.80  | 3,632.80  | 3,724.80  | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,529.60   | 4,643.20   | 4,759.20   | 4,878.40   | 5,000.80   | 5,125.60   |            |
|                        | Appx. Monthly | 7,680.40  | 7,871.07  | 8,070.40  | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,814.13   | 10,060.27  | 10,311.60  | 10,569.87  | 10,835.07  | 11,105.47  |            |
|                        | Appx. Annual  | 92,164.80 | 94,528.00 | 96,844.80 | 99,195.20  | 101,670.40 | 104,208.00 | 106,800.00 | 109,387.20 | 112,025.60 | 114,712.00 | 117,456.00 | 120,256.00 | 123,112.00 | 126,024.00 | 130,000.00 | 133,265.60 |            |
| <b>63E</b>             | Hourly        | 44.31     | 45.41     | 46.56     | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.62      | 58.04      | 59.49      | 61.05      | 62.57      | 64.13      | 65.73      |
|                        | Appx. Bi-wkly | 3,544.80  | 3,632.80  | 3,724.80  | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,529.60   | 4,643.20   | 4,759.20   | 4,884.00   | 5,005.60   | 5,130.40   | 5,258.40   |
|                        | Appx. Monthly | 7,680.40  | 7,871.07  | 8,070.40  | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,814.13   | 10,060.27  | 10,311.60  | 10,582.00  | 10,845.47  | 11,115.87  | 11,393.20  |
|                        | Appx. Annual  | 92,164.80 | 94,528.00 | 96,844.80 | 99,195.20  | 101,670.40 | 104,208.00 | 106,800.00 | 109,387.20 | 112,025.60 | 114,712.00 | 117,456.00 | 120,256.00 | 123,112.00 | 126,024.00 | 130,000.00 | 133,990.40 | 136,718.40 |
| <b>63T</b>             | Hourly        | 44.31     | 45.41     | 46.56     | 47.69      | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.62      | 58.04      | 59.48      |            |            |            |            |
|                        | Appx. Bi-wkly | 3,544.80  | 3,632.80  | 3,724.80  | 3,815.20   | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,529.60   | 4,642.40   | 4,758.40   |            |            |            |            |
|                        | Appx. Monthly | 7,680.40  | 7,871.07  | 8,070.40  | 8,266.27   | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,814.13   | 10,058.53  | 10,309.87  |            |            |            |            |
|                        | Appx. Annual  | 92,164.80 | 94,528.00 | 96,844.80 | 99,195.20  | 101,670.40 | 104,208.00 | 106,800.00 | 109,387.20 | 112,025.60 | 114,712.00 | 117,456.00 | 120,256.00 | 123,112.00 | 126,024.00 | 130,000.00 | 133,990.40 | 136,718.40 |
| <b>63A</b>             | Hourly        | 44.88     | 45.99     | 47.13     | 48.30      | 49.50      | 50.70      | 52.04      | 53.26      | 54.61      | 55.92      | 57.33      | 58.77      | 60.24      | 61.77      | 63.31      | 64.89      |            |
|                        | Appx. Bi-wkly | 3,590.40  | 3,679.20  | 3,770.40  | 3,864.00   | 3,960.00   | 4,056.00   | 4,163.20   | 4,260.80   | 4,368.80   | 4,473.60   | 4,586.40   | 4,701.60   | 4,819.20   | 4,941.60   | 5,064.80   | 5,191.20   |            |
|                        | Appx. Monthly | 7,779.20  | 7,971.60  | 8,169.20  | 8,372.00   | 8,580.00   | 8,788.00   | 9,020.27   | 9,231.73   | 9,465.73   | 9,692.80   | 9,937.20   | 10,186.80  | 10,441.60  | 10,706.80  | 10,973.73  | 11,247.60  |            |
|                        | Appx. Annual  | 93,350.40 | 95,659.20 | 98,030.40 | 100,464.00 | 102,960.00 | 105,456.00 | 108,243.20 | 110,780.80 | 113,588.80 | 116,313.60 | 119,246.40 | 122,241.60 | 125,299.20 | 128,416.00 | 131,684.80 | 134,971.20 |            |
| <b>63C</b>             | Hourly        | 45.10     | 46.22     | 47.37     | 48.52      | 49.77      | 50.97      | 52.29      | 53.51      | 54.89      | 56.20      | 57.61      | 59.04      | 60.51      | 62.02      | 63.57      | 65.16      |            |
|                        |               |           |           |           |            |            |            |            |            |            |            |            |            |            |            |            |            |            |



| Ranges Eff. 09/18/2027 | Step 1        | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |            |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>65AAE</b>           | Hourly        | 47.97      | 49.14      | 50.38      | 51.61      | 52.94      | 54.18      | 55.58      | 56.90      | 58.27      | 59.80      | 61.27      | 62.82      | 64.41      | 66.01      | 67.66      | 69.35      | 71.08      |
|                        | Appx. Bi-wkly | 3,837.60   | 3,931.20   | 4,030.40   | 4,128.80   | 4,235.20   | 4,344.40   | 4,446.40   | 4,552.00   | 4,661.60   | 4,784.00   | 4,901.60   | 5,025.60   | 5,152.80   | 5,280.80   | 5,412.80   | 5,548.00   | 5,686.40   |
|                        | Appx. Monthly | 8,314.80   | 8,517.60   | 8,732.53   | 8,945.73   | 9,176.27   | 9,391.20   | 9,633.87   | 9,862.67   | 10,100.13  | 10,365.33  | 10,620.13  | 10,888.80  | 11,164.40  | 11,441.73  | 11,722.73  | 12,020.67  | 12,320.53  |
|                        | Appx. Annual  | 99,777.60  | 102,211.20 | 104,790.40 | 107,348.80 | 110,115.20 | 112,694.40 | 115,606.40 | 118,352.00 | 121,200.00 | 124,384.00 | 127,441.60 | 130,665.60 | 133,972.80 | 137,300.80 | 140,732.80 | 144,248.00 | 147,846.40 |
| <b>66A</b>             | Hourly        | 48.30      | 49.50      | 50.70      | 52.04      | 53.26      | 54.61      | 55.92      | 57.29      | 58.76      | 60.24      | 61.77      | 63.30      | 64.88      | 66.51      | 68.18      | 69.88      |            |
|                        | Appx. Bi-wkly | 3,864.00   | 3,960.00   | 4,056.00   | 4,163.20   | 4,260.80   | 4,368.80   | 4,473.60   | 4,583.20   | 4,700.80   | 4,819.20   | 4,941.60   | 5,064.00   | 5,190.40   | 5,320.80   | 5,454.40   | 5,590.40   |            |
|                        | Appx. Monthly | 8,372.00   | 8,580.00   | 8,788.00   | 9,020.27   | 9,231.73   | 9,465.73   | 9,692.80   | 9,930.27   | 10,185.07  | 10,441.60  | 10,706.80  | 10,972.00  | 11,245.87  | 11,528.40  | 11,817.87  | 12,112.53  |            |
|                        | Appx. Annual  | 100,464.00 | 102,960.00 | 105,456.00 | 108,243.20 | 110,780.80 | 113,588.80 | 116,313.60 | 119,163.20 | 122,200.80 | 125,299.20 | 128,481.60 | 131,664.00 | 134,950.40 | 138,340.80 | 141,814.40 | 145,350.40 |            |
| <b>66C</b>             | Hourly        | 48.52      | 49.77      | 50.97      | 52.29      | 53.51      | 54.89      | 56.20      | 57.55      | 59.06      | 60.52      | 62.05      | 63.62      | 65.21      | 66.85      | 68.53      | 70.24      |            |
|                        | Appx. Bi-wkly | 3,881.60   | 3,981.60   | 4,077.60   | 4,183.20   | 4,280.80   | 4,391.20   | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,964.00   | 5,089.60   | 5,216.80   | 5,348.00   | 5,482.40   | 5,619.20   |            |
|                        | Appx. Monthly | 8,410.13   | 8,626.80   | 8,834.80   | 9,063.60   | 9,275.07   | 9,514.27   | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,755.33  | 11,027.47  | 11,303.07  | 11,587.33  | 11,876.80  | 12,174.93  |            |
|                        | Appx. Annual  | 100,921.60 | 103,521.60 | 106,017.60 | 108,763.20 | 111,300.80 | 114,171.20 | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,064.00 | 132,329.60 | 135,636.80 | 139,048.00 | 142,542.40 | 146,099.20 |            |
| <b>66CE</b>            | Hourly        | 48.52      | 49.77      | 50.97      | 52.29      | 53.51      | 54.89      | 56.20      | 57.55      | 59.06      | 60.52      | 62.05      | 63.62      | 65.21      | 66.85      | 68.52      | 70.23      | 71.99      |
|                        | Appx. Bi-wkly | 3,881.60   | 3,981.60   | 4,077.60   | 4,183.20   | 4,280.80   | 4,391.20   | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,964.00   | 5,089.60   | 5,216.80   | 5,348.00   | 5,481.60   | 5,618.40   | 5,759.20   |
|                        | Appx. Monthly | 8,410.13   | 8,626.80   | 8,834.80   | 9,063.60   | 9,275.07   | 9,514.27   | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,755.33  | 11,027.47  | 11,303.07  | 11,587.33  | 11,876.80  | 12,173.20  | 12,478.27  |
|                        | Appx. Annual  | 100,921.60 | 103,521.60 | 106,017.60 | 108,763.20 | 111,300.80 | 114,171.20 | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,064.00 | 132,329.60 | 135,636.80 | 139,048.00 | 142,521.60 | 146,078.40 | 149,739.20 |
| <b>67</b>              | Hourly        | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.66      | 67.30      | 68.99      | 70.71      |            |
|                        | Appx. Bi-wkly | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,252.80   | 5,384.00   | 5,519.20   | 5,656.80   |            |
|                        | Appx. Monthly | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,381.07  | 11,665.33  | 11,958.23  | 12,256.40  |            |
|                        | Appx. Annual  | 101,670.40 | 104,208.00 | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,572.80 | 139,984.00 | 143,499.20 | 147,076.80 |            |
| <b>67T</b>             | Hourly        | 48.88      | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.66      | 67.30      | 68.99      | 70.71      |            |
|                        | Appx. Bi-wkly | 3,910.40   | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,252.80   | 5,384.00   | 5,519.20   | 5,656.80   |            |
|                        | Appx. Monthly | 8,472.53   | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,381.07  | 11,665.33  | 11,958.23  | 12,256.40  |            |
|                        | Appx. Annual  | 101,670.40 | 104,208.00 | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,572.80 | 139,984.00 | 143,499.20 | 147,076.80 |            |
| <b>67A</b>             | Hourly        | 49.50      | 50.70      | 52.04      | 53.26      | 54.61      | 55.92      | 57.29      | 58.76      | 60.24      | 61.75      | 63.29      | 64.87      | 66.50      | 68.16      | 69.86      | 71.61      |            |
|                        | Appx. Bi-wkly | 3,960.00   | 4,056.00   | 4,163.20   | 4,260.80   | 4,368.80   | 4,473.60   | 4,583.20   | 4,700.80   | 4,819.20   | 4,940.00   | 5,063.20   | 5,189.60   | 5,320.00   | 5,454.80   | 5,588.80   | 5,728.80   | 5,878.40   |
|                        | Appx. Monthly | 8,580.00   | 8,788.00   | 9,020.27   | 9,231.73   | 9,465.73   | 9,692.80   | 9,930.27   | 10,185.07  | 10,441.60  | 10,703.33  | 10,970.27  | 11,244.13  | 11,526.67  | 11,814.40  | 12,109.07  | 12,412.40  |            |
|                        | Appx. Annual  | 102,960.00 | 105,456.00 | 108,243.20 | 110,780.80 | 113,588.80 | 116,313.60 | 119,163.20 | 122,200.80 | 125,299.20 | 128,440.00 | 131,643.20 | 134,929.60 | 138,220.00 | 141,772.80 | 145,308.80 | 148,948.80 |            |
| <b>67C</b>             | Hourly        | 49.77      | 50.97      | 52.29      | 53.51      | 54.89      | 56.20      | 57.55      | 59.06      | 60.52      | 62.03      | 63.61      | 65.19      | 66.81      | 68.48      | 70.18      | 71.93      |            |
|                        | Appx. Bi-wkly | 3,981.60   | 4,077.60   | 4,183.20   | 4,280.80   | 4,391.20   | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,962.40   | 5,088.80   | 5,215.20   | 5,344.80   | 5,478.40   | 5,614.40   | 5,754.40   |            |
|                        | Appx. Monthly | 8,626.80   | 8,834.80   | 9,063.60   | 9,275.07   | 9,514.27   | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,751.87  | 11,025.73  | 11,299.60  | 11,580.40  | 11,869.87  | 12,164.53  | 12,467.87  |            |
|                        | Appx. Annual  | 103,521.60 | 106,017.60 | 108,763.20 | 111,300.80 | 114,171.20 | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,022.40 | 132,308.80 | 135,595.20 | 138,964.00 | 142,438.40 | 145,974.40 | 149,614.40 |            |
| <b>67CE</b>            | Hourly        | 49.77      | 50.97      | 52.29      | 53.51      | 54.89      | 56.20      | 57.55      | 59.06      | 60.52      | 62.03      | 63.61      | 65.19      | 66.81      | 68.48      | 70.10      | 71.95      | 73.75      |
|                        | Appx. Bi-wkly | 3,981.60   | 4,077.60   | 4,183.20   | 4,280.80   | 4,391.20   | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,962.40   | 5,088.80   | 5,215.20   | 5,344.80   | 5,478.40   | 5,616.00   | 5,756.00   | 5,900.00   |
|                        | Appx. Monthly | 8,626.80   | 8,834.80   | 9,063.60   | 9,275.07   | 9,514.27   | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,751.87  | 11,025.73  | 11,299.60  | 11,580.40  | 11,869.87  | 12,168.00  | 12,471.33  | 12,783.33  |
|                        | Appx. Annual  | 103,521.60 | 106,017.60 | 108,763.20 | 111,300.80 | 114,171.20 | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,022.40 | 132,308.80 | 135,595.20 | 138,964.00 | 142,438.40 | 146,016.00 | 149,653.60 | 153,400.00 |
| <b>68</b>              | Hourly        | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.06      | 65.65      | 67.29      | 68.97      | 70.70      | 72.47      |            |
|                        | Appx. Bi-wkly | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,124.80   | 5,252.00   | 5,383.20   | 5,517.60   | 5,656.00   | 5,797.60   |            |
|                        | Appx. Monthly | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,103.73  | 11,379.33  | 11,663.60  | 11,954.80  | 12,254.67  | 12,561.47  |            |
|                        | Appx. Annual  | 104,208.00 | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,244.80 | 136,552.00 | 139,962.00 | 143,457.60 | 147,056.00 | 150,737.60 |            |
| <b>68T</b>             | Hourly        | 50.10      | 51.38      | 52.59      | 53.97      | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.67      | 67.31      | 68.99      | 70.71      | 72.47      |            |
|                        | Appx. Bi-wkly | 4,008.00   | 4,110.40   | 4,207.20   | 4,317.60   | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,252.00   | 5,383.20   | 5,517.60   | 5,656.00   | 5,797.60   |            |
|                        | Appx. Monthly | 8,684.00   | 8,905.87   | 9,115.60   | 9,354.80   | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,382.80  | 11,667.07  | 11,958.27  | 12,254.67  | 12,561.47  |            |
|                        | Appx. Annual  | 104,208.00 | 106,870.40 | 109,387.20 | 112,257.60 | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,593.60 | 140,004.80 | 143,499.20 | 147,056.00 | 150,737.60 |            |
| <b>68A</b>             | Hourly        | 50.70      | 52.04      | 53.26      | 54.61      | 55.92      | 57.29      | 58.76      | 60.24      | 61.75      | 63.29      | 64.85      | 66.47      | 68.14      | 69.85      | 71.60      | 73.39      |            |
|                        | Appx. Bi-wkly | 4,056.00   | 4,163.20   | 4,260.80   | 4,368.80   | 4,473.60   | 4,583.20   | 4,700.80   | 4,819.20   | 4,940.00   | 5,063.20   | 5,188.00   | 5,317.60   | 5,451.20   | 5,588.00   | 5,728.00   | 5,871.20   |            |
|                        | Appx. Monthly | 8,788.00   | 9,020.27   | 9,231.73   | 9,465.73   | 9,692.80   | 9,930.27   | 10,185.07  | 10,441.60  | 10,703.33  | 10,970.27  | 11,240.67  | 11,521.47  | 11,810.93  | 12,107.33  | 12,410.67  | 12,720.93  |            |
|                        | Appx. Annual  | 105,456.00 | 108,243.20 | 110,780.80 | 113,588.80 | 116,313.60 | 119,163.20 |            |            |            |            |            |            |            |            |            |            |            |

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| Ranges Eff. 09/18/2027 | Step 1        | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |  |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--|
| <b>72T</b>             | Hourly        | 55.25      | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.72      | 72.49      | 74.30      |            |            |            |  |
|                        | Appx. Bi-wkly | 4,420.00   | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,657.60   | 5,799.20   | 5,944.00   |            |            |            |  |
|                        | Appx. Monthly | 9,576.67   | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,258.13  | 12,564.93  | 12,878.67  |            |            |            |  |
|                        | Appx. Annual  | 114,920.00 | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,097.60 | 150,779.20 | 154,544.00 |            |            |            |  |
| <b>72A</b>             | Hourly        | 55.92      | 57.29      | 58.76      | 60.24      | 61.75      | 63.29      | 64.86      | 66.53      | 68.14      | 69.85      | 71.64      | 73.42      | 75.25      | 77.13      | 79.06      | 81.04      |  |
|                        | Appx. Bi-wkly | 4,473.60   | 4,583.20   | 4,700.80   | 4,819.20   | 4,940.00   | 5,063.20   | 5,188.80   | 5,322.40   | 5,451.20   | 5,588.00   | 5,731.20   | 5,873.60   | 6,020.00   | 6,170.40   | 6,324.80   | 6,483.20   |  |
|                        | Appx. Monthly | 9,692.80   | 9,930.27   | 10,185.07  | 10,441.60  | 10,703.33  | 10,970.27  | 11,242.40  | 11,531.87  | 11,810.93  | 12,107.33  | 12,414.13  | 12,726.13  | 13,043.33  | 13,369.20  | 13,703.73  | 14,046.93  |  |
|                        | Appx. Annual  | 116,313.60 | 119,163.20 | 122,220.80 | 125,299.20 | 128,440.00 | 131,643.20 | 134,908.80 | 138,382.40 | 141,731.20 | 145,288.00 | 149,011.20 | 152,713.60 | 156,520.00 | 160,430.40 | 164,444.80 | 168,563.20 |  |
| <b>72C</b>             | Hourly        | 56.20      | 57.55      | 59.06      | 60.52      | 62.03      | 63.61      | 65.19      | 66.85      | 68.46      | 70.18      | 71.95      | 73.75      | 75.61      | 77.50      | 79.44      | 81.43      |  |
|                        | Appx. Bi-wkly | 4,496.00   | 4,604.00   | 4,724.80   | 4,841.60   | 4,962.40   | 5,088.80   | 5,215.20   | 5,348.00   | 5,476.80   | 5,614.40   | 5,756.00   | 5,900.00   | 6,048.80   | 6,200.00   | 6,355.20   | 6,514.40   |  |
|                        | Appx. Monthly | 9,741.33   | 9,975.33   | 10,237.07  | 10,490.13  | 10,751.87  | 11,025.73  | 11,299.60  | 11,587.33  | 11,866.40  | 12,164.53  | 12,471.33  | 12,783.33  | 13,105.73  | 13,433.33  | 13,769.60  | 14,114.53  |  |
|                        | Appx. Annual  | 116,896.00 | 119,704.00 | 122,844.80 | 125,881.60 | 129,022.40 | 132,308.80 | 135,595.20 | 139,048.00 | 142,396.80 | 145,974.40 | 149,656.00 | 153,400.00 | 157,268.80 | 161,200.00 | 165,235.20 | 169,374.40 |  |
| <b>73</b>              | Hourly        | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.48      | 74.28      | 76.15      | 78.05      | 80.00      | 82.00      |  |
|                        | Appx. Bi-wkly | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,798.40   | 5,942.00   | 6,092.00   | 6,244.00   | 6,400.00   | 6,560.00   |  |
|                        | Appx. Monthly | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,875.20  | 13,199.33  | 13,528.67  | 13,866.67  | 14,213.33  |  |
|                        | Appx. Annual  | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,758.40 | 154,520.00 | 158,392.00 | 162,344.00 | 166,400.00 | 170,560.00 |  |
| <b>73T</b>             | Hourly        | 56.58      | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.46      | 74.27      | 76.13      |            |            |            |  |
|                        | Appx. Bi-wkly | 4,526.40   | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.80   | 5,941.60   | 6,090.40   |            |            |            |  |
|                        | Appx. Monthly | 9,807.20   | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,559.73  | 12,873.47  | 13,195.87  |            |            |            |  |
|                        | Appx. Annual  | 117,686.40 | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,716.80 | 154,481.60 | 158,350.40 |            |            |            |  |
| <b>73A</b>             | Hourly        | 57.29      | 58.76      | 60.24      | 61.75      | 63.29      | 64.86      | 66.53      | 68.14      | 69.85      | 71.62      | 73.39      | 75.21      | 77.11      | 79.02      | 81.00      | 83.03      |  |
|                        | Appx. Bi-wkly | 4,583.20   | 4,700.80   | 4,819.20   | 4,940.00   | 5,063.20   | 5,188.80   | 5,322.40   | 5,451.20   | 5,588.00   | 5,729.60   | 5,871.20   | 6,016.80   | 6,168.80   | 6,321.60   | 6,480.00   | 6,642.40   |  |
|                        | Appx. Monthly | 9,930.27   | 10,185.07  | 10,441.60  | 10,703.33  | 10,970.27  | 11,242.40  | 11,531.87  | 11,810.93  | 12,107.33  | 12,414.13  | 12,720.93  | 13,036.40  | 13,365.73  | 13,696.80  | 14,040.00  | 14,391.87  |  |
|                        | Appx. Annual  | 119,163.20 | 122,220.80 | 125,299.20 | 128,440.00 | 131,643.20 | 134,908.80 | 138,382.40 | 141,731.20 | 145,288.00 | 148,969.60 | 152,651.20 | 156,436.80 | 160,388.80 | 164,361.60 | 168,480.00 | 172,702.40 |  |
| <b>73C</b>             | Hourly        | 57.55      | 59.06      | 60.52      | 62.03      | 63.61      | 65.19      | 66.85      | 68.46      | 70.18      | 71.91      | 73.75      | 75.59      | 77.49      | 79.42      | 81.40      | 83.44      |  |
|                        | Appx. Bi-wkly | 4,604.00   | 4,724.80   | 4,841.60   | 4,962.40   | 5,088.80   | 5,215.20   | 5,348.00   | 5,476.80   | 5,614.40   | 5,752.80   | 5,900.00   | 6,047.20   | 6,199.20   | 6,353.60   | 6,512.00   | 6,675.20   |  |
|                        | Appx. Monthly | 9,975.33   | 10,237.07  | 10,490.13  | 10,751.87  | 11,025.73  | 11,299.60  | 11,587.33  | 11,866.40  | 12,164.53  | 12,464.40  | 12,783.33  | 13,102.27  | 13,431.60  | 13,766.13  | 14,109.33  | 14,462.93  |  |
|                        | Appx. Annual  | 119,704.00 | 122,844.80 | 125,881.60 | 129,022.40 | 132,308.80 | 135,595.20 | 139,048.00 | 142,396.80 | 145,974.40 | 149,572.80 | 153,400.00 | 157,227.20 | 161,179.20 | 165,193.60 | 169,312.00 | 173,555.20 |  |
| <b>74</b>              | Hourly        | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.03      | 79.99      | 82.00      | 84.05      |  |
|                        | Appx. Bi-wkly | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,242.40   | 6,399.20   | 6,560.00   | 6,724.00   |  |
|                        | Appx. Monthly | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,525.20  | 13,864.93  | 14,213.33  | 14,568.67  |  |
|                        | Appx. Annual  | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,302.40 | 166,379.20 | 170,560.00 | 174,824.00 |  |
| <b>74T</b>             | Hourly        | 58.04      | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.12      | 78.02      |            |            |            |  |
|                        | Appx. Bi-wkly | 4,643.20   | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,089.60   | 6,241.60   |            |            |            |  |
|                        | Appx. Monthly | 10,060.27  | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,194.13  | 13,523.47  |            |            |            |  |
|                        | Appx. Annual  | 120,723.20 | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,329.60 | 162,281.60 |            |            |            |  |
| <b>74A</b>             | Hourly        | 58.76      | 60.24      | 61.75      | 63.29      | 64.86      | 66.53      | 68.14      | 69.85      | 71.62      | 73.35      | 75.18      | 77.06      | 79.00      | 80.98      | 83.01      | 85.09      |  |
|                        | Appx. Bi-wkly | 4,700.80   | 4,819.20   | 4,940.00   | 5,063.20   | 5,188.80   | 5,322.40   | 5,451.20   | 5,588.00   | 5,729.60   | 5,868.00   | 6,014.40   | 6,164.80   | 6,320.00   | 6,478.40   | 6,640.00   | 6,807.20   |  |
|                        | Appx. Monthly | 10,185.07  | 10,441.60  | 10,703.33  | 10,970.27  | 11,242.40  | 11,531.87  | 11,810.93  | 12,107.33  | 12,414.13  | 12,714.00  | 13,031.20  | 13,357.07  | 13,693.33  | 14,036.53  | 14,388.40  | 14,748.93  |  |
|                        | Appx. Annual  | 122,220.80 | 125,299.20 | 128,440.00 | 131,643.20 | 134,908.80 | 138,382.40 | 141,731.20 | 145,288.00 | 148,969.60 | 152,568.00 | 156,374.40 | 160,284.80 | 164,320.00 | 168,438.40 | 172,660.00 | 176,987.20 |  |
| <b>74C</b>             | Hourly        | 59.06      | 60.52      | 62.03      | 63.61      | 65.19      | 66.85      | 68.46      | 70.18      | 71.91      | 73.70      | 75.56      | 77.47      | 79.41      | 81.39      | 83.43      | 85.52      |  |
|                        | Appx. Bi-wkly | 4,724.80   | 4,841.60   | 4,962.40   | 5,088.80   | 5,215.20   | 5,348.00   | 5,476.80   | 5,614.40   | 5,752.80   | 5,896.00   | 6,044.80   | 6,197.60   | 6,352.80   | 6,511.20   | 6,674.40   | 6,841.60   |  |
|                        | Appx. Monthly | 10,237.07  | 10,490.13  | 10,751.87  | 11,025.73  | 11,299.60  | 11,587.33  | 11,866.40  | 12,164.53  | 12,464.40  | 12,774.67  | 13,097.07  | 13,428.13  | 13,764.40  | 14,107.60  | 14,451.20  | 14,823.47  |  |
|                        | Appx. Annual  | 122,844.80 | 125,881.60 | 129,022.40 | 132,308.80 | 135,595.20 | 139,048.00 | 142,396.80 | 145,974.40 | 149,572.80 | 153,296.00 | 157,164.80 | 161,137.60 | 165,127.80 | 169,209.20 | 173,534.40 | 177,881.60 |  |
| <b>75</b>              | Hourly        | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.11      | 78.00      | 79.94      | 81.95      | 84.00      | 86.10      |  |
|                        | Appx. Bi-wkly | 4,759.20   | 4,877.60   | 5,000.80   | 5,125.60   | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,088.80   | 6,240.00   | 6,395.20   | 6,556.00   | 6,720.00   | 6,888.00   |  |
|                        | Appx. Monthly | 10,311.60  | 10,568.13  | 10,835.07  | 11,105.47  | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,192.40  | 13,520.00  | 13,856.27  | 14,204.67  | 14,560.00  | 14,924.00  |  |
|                        | Appx. Annual  | 123,739.20 | 126,817.60 | 130,020.80 | 133,265.60 | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,308.00 | 162,240.00 | 166,275.20 | 170,456.00 | 174,720.00 | 179,088.00 |  |
| <b>75T</b>             | Hourly        | 59.49      | 60.97      | 62.51      | 64.07      | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.12      | 78.02      | 79.97      |            |            |            |  |
|                        |               |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |  |



| Ranges Eff. 09/18/2027 | Step 1        | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |  |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--|
| <b>78C</b>             | Hourly        | 65.19      | 66.85      | 68.46      | 70.18      | 71.91      | 73.70      | 75.56      | 77.46      | 79.44      | 81.37      | 83.42      | 85.53      | 87.67      | 89.87      | 92.11      | 94.41      |  |
|                        | Appx. Bi-wkly | 5,215.20   | 5,348.00   | 5,476.80   | 5,614.40   | 5,752.80   | 5,896.00   | 6,044.80   | 6,196.80   | 6,355.20   | 6,509.60   | 6,673.60   | 6,844.40   | 7,013.60   | 7,189.60   | 7,368.80   | 7,552.80   |  |
|                        | Appx. Monthly | 11,299.60  | 11,587.33  | 11,866.40  | 12,164.53  | 12,464.40  | 12,774.67  | 13,097.07  | 13,426.40  | 13,769.60  | 14,104.13  | 14,459.47  | 14,825.20  | 15,196.13  | 15,577.47  | 15,965.73  | 16,364.40  |  |
|                        | Appx. Annual  | 135,595.20 | 139,048.00 | 142,396.80 | 145,974.40 | 149,572.80 | 153,296.00 | 157,164.80 | 161,116.80 | 165,235.20 | 169,249.60 | 173,513.60 | 177,902.40 | 182,353.60 | 186,929.60 | 191,588.80 | 196,372.80 |  |
| <b>79</b>              | Hourly        | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.16      | 88.30      | 90.51      | 92.76      | 95.08      |  |
|                        | Appx. Bi-wkly | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,892.80   | 7,064.00   | 7,240.80   | 7,420.80   | 7,606.40   |  |
|                        | Appx. Monthly | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,934.40  | 15,305.33  | 15,688.40  | 16,078.40  | 16,480.53  |  |
|                        | Appx. Annual  | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,212.80 | 183,664.00 | 188,260.80 | 192,940.80 | 197,766.40 |  |
| <b>79T</b>             | Hourly        | 65.70      | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.08      | 86.18      | 88.33      | 90.51      | 92.76      | 95.08      |  |
|                        | Appx. Bi-wkly | 5,256.00   | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,726.40   | 6,894.40   | 7,066.40   | 7,240.80   | 7,420.80   | 7,606.40   |  |
|                        | Appx. Monthly | 11,388.00  | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,573.87  | 14,937.87  | 15,310.53  | 15,688.73  | 16,069.73  | 16,453.73  |  |
|                        | Appx. Annual  | 136,656.00 | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,254.40 | 183,726.40 | 188,240.00 | 192,800.00 | 197,400.00 |  |
| <b>79A</b>             | Hourly        | 66.53      | 68.14      | 69.85      | 71.62      | 73.35      | 75.18      | 77.06      | 79.04      | 80.99      | 83.06      | 85.12      | 87.25      | 89.41      | 91.66      | 93.96      | 96.31      |  |
|                        | Appx. Bi-wkly | 5,322.40   | 5,451.20   | 5,588.00   | 5,729.60   | 5,868.00   | 6,014.40   | 6,164.80   | 6,323.20   | 6,479.20   | 6,640.80   | 6,809.60   | 6,980.00   | 7,152.80   | 7,332.80   | 7,516.80   | 7,704.80   |  |
|                        | Appx. Monthly | 11,531.87  | 11,810.93  | 12,107.33  | 12,414.13  | 12,714.00  | 13,031.20  | 13,357.07  | 13,700.27  | 14,038.27  | 14,397.07  | 14,754.13  | 15,123.33  | 15,497.73  | 15,887.73  | 16,286.40  | 16,693.73  |  |
|                        | Appx. Annual  | 138,382.40 | 141,731.20 | 145,288.00 | 148,969.60 | 152,568.00 | 156,374.40 | 160,284.80 | 164,403.20 | 168,459.20 | 172,764.80 | 177,049.60 | 181,480.00 | 185,972.80 | 190,520.00 | 195,436.80 | 200,324.80 |  |
| <b>79C</b>             | Hourly        | 66.85      | 68.46      | 70.18      | 71.91      | 73.70      | 75.56      | 77.46      | 79.44      | 81.37      | 83.45      | 85.56      | 87.70      | 89.90      | 92.15      | 94.45      | 96.81      |  |
|                        | Appx. Bi-wkly | 5,348.00   | 5,476.80   | 5,614.40   | 5,752.80   | 5,896.00   | 6,044.80   | 6,196.80   | 6,355.20   | 6,509.60   | 6,673.60   | 6,844.80   | 7,016.00   | 7,192.00   | 7,372.00   | 7,556.00   | 7,744.80   |  |
|                        | Appx. Monthly | 11,587.33  | 11,866.40  | 12,164.53  | 12,464.40  | 12,774.67  | 13,097.07  | 13,426.40  | 13,769.60  | 14,104.13  | 14,464.67  | 14,830.40  | 15,201.33  | 15,582.67  | 15,972.67  | 16,371.33  | 16,780.40  |  |
|                        | Appx. Annual  | 139,048.00 | 142,396.80 | 145,974.40 | 149,572.80 | 153,296.00 | 157,164.80 | 161,116.80 | 165,235.20 | 169,249.60 | 173,576.00 | 177,964.80 | 182,416.00 | 186,992.00 | 191,672.00 | 196,456.00 | 201,364.80 |  |
| <b>80</b>              | Hourly        | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.16      | 88.30      | 90.51      | 92.77      | 95.10      | 97.48      |  |
|                        | Appx. Bi-wkly | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,892.80   | 7,064.00   | 7,240.80   | 7,421.60   | 7,608.00   | 7,798.40   |  |
|                        | Appx. Monthly | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,934.40  | 15,305.33  | 15,688.40  | 16,080.13  | 16,484.00  | 16,896.53  |  |
|                        | Appx. Annual  | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,212.80 | 183,664.00 | 188,260.80 | 192,961.60 | 197,808.00 | 202,758.40 |  |
| <b>80T</b>             | Hourly        | 67.29      | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.14      | 88.29      | 90.50      | 92.76      | 95.08      | 97.46      |  |
|                        | Appx. Bi-wkly | 5,383.20   | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,892.80   | 7,064.00   | 7,240.80   | 7,421.60   | 7,608.00   | 7,798.40   |  |
|                        | Appx. Monthly | 11,663.60  | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,930.93  | 15,303.67  | 15,686.67  | 16,079.67  | 16,482.67  | 16,896.67  |  |
|                        | Appx. Annual  | 139,963.20 | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,171.20 | 183,643.20 | 188,240.00 | 192,800.00 | 197,400.00 | 202,000.00 |  |
| <b>80A</b>             | Hourly        | 68.14      | 69.85      | 71.62      | 73.35      | 75.18      | 77.06      | 79.04      | 80.99      | 83.06      | 85.12      | 87.25      | 89.41      | 91.66      | 93.96      | 96.29      | 98.70      |  |
|                        | Appx. Bi-wkly | 5,451.20   | 5,588.00   | 5,729.60   | 5,868.00   | 6,014.40   | 6,164.80   | 6,323.20   | 6,479.20   | 6,640.80   | 6,809.60   | 6,980.00   | 7,152.80   | 7,332.80   | 7,516.80   | 7,704.80   | 7,896.00   |  |
|                        | Appx. Monthly | 11,810.93  | 12,107.33  | 12,414.13  | 12,714.00  | 13,031.20  | 13,357.07  | 13,700.27  | 14,038.27  | 14,397.07  | 14,754.13  | 15,123.33  | 15,497.73  | 15,887.73  | 16,286.40  | 16,690.27  | 17,108.00  |  |
|                        | Appx. Annual  | 141,731.20 | 145,288.00 | 148,969.60 | 152,568.00 | 156,374.40 | 160,284.80 | 164,403.20 | 168,459.20 | 172,764.80 | 177,049.60 | 181,480.00 | 185,972.80 | 190,520.00 | 195,436.80 | 200,283.20 | 205,296.00 |  |
| <b>80C</b>             | Hourly        | 68.46      | 70.18      | 71.91      | 73.70      | 75.56      | 77.46      | 79.44      | 81.37      | 83.45      | 85.56      | 87.69      | 89.89      | 92.14      | 94.44      | 96.81      | 99.23      |  |
|                        | Appx. Bi-wkly | 5,476.80   | 5,614.40   | 5,752.80   | 5,896.00   | 6,044.80   | 6,196.80   | 6,355.20   | 6,509.60   | 6,673.60   | 6,844.80   | 7,016.00   | 7,192.00   | 7,372.00   | 7,556.00   | 7,744.80   | 7,938.40   |  |
|                        | Appx. Monthly | 11,866.40  | 12,164.53  | 12,464.40  | 12,774.67  | 13,097.07  | 13,426.40  | 13,769.60  | 14,104.13  | 14,464.67  | 14,830.40  | 15,199.60  | 15,580.93  | 15,970.93  | 16,369.60  | 16,780.40  | 17,199.87  |  |
|                        | Appx. Annual  | 142,396.80 | 145,974.40 | 149,572.80 | 153,296.00 | 157,164.80 | 161,116.80 | 165,235.20 | 169,249.60 | 173,576.00 | 177,964.80 | 182,395.20 | 186,971.20 | 191,651.20 | 196,432.00 | 201,364.80 | 206,398.40 |  |
| <b>81</b>              | Hourly        | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.50      | 92.76      | 95.08      | 97.46      | 99.90      |  |
|                        | Appx. Bi-wkly | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,892.80   | 7,064.00   | 7,240.80   | 7,420.80   | 7,606.40   | 7,796.80   | 7,992.00   |  |
|                        | Appx. Monthly | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,686.67  | 16,078.40  | 16,480.53  | 16,893.07  | 17,316.00  |  |
|                        | Appx. Annual  | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,240.00 | 192,940.80 | 197,766.40 | 202,716.80 | 207,792.00 |  |
| <b>81T</b>             | Hourly        | 68.99      | 70.69      | 72.45      | 74.26      | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.28      | 90.49      | 92.75      | 95.07      | 97.44      | 99.86      |  |
|                        | Appx. Bi-wkly | 5,519.20   | 5,655.20   | 5,796.00   | 5,940.80   | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,892.80   | 7,064.00   | 7,239.20   | 7,420.00   | 7,606.40   | 7,796.80   | 7,992.00   |  |
|                        | Appx. Monthly | 11,958.27  | 12,252.93  | 12,558.00  | 12,871.73  | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,301.87  | 15,684.93  | 16,076.67  | 16,478.00  | 16,889.00  | 17,300.00  |  |
|                        | Appx. Annual  | 143,499.20 | 147,035.20 | 150,696.00 | 154,460.80 | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,622.40 | 188,216.00 | 192,920.00 | 197,720.00 | 202,520.00 | 207,320.00 |  |
| <b>81A</b>             | Hourly        | 69.85      | 71.62      | 73.35      | 75.18      | 77.06      | 79.04      | 80.99      | 83.06      | 85.12      | 87.20      | 89.40      | 91.65      | 93.95      | 96.28      | 98.69      | 101.16     |  |
|                        | Appx. Bi-wkly | 5,588.00   | 5,729.60   | 5,868.00   | 6,014.40   | 6,164.80   | 6,323.20   | 6,479.20   | 6,640.80   | 6,809.60   | 6,976.00   | 7,152.00   | 7,332.00   | 7,516.00   | 7,704.00   | 7,896.00   | 8,092.00   |  |
|                        | Appx. Monthly | 12,107.33  | 12,414.13  | 12,714.00  | 13,031.20  | 13,357.07  | 13,700.27  | 14,038.27  | 14,397.07  | 14,754.13  | 15,114.67  | 15,496.00  | 15,886.00  | 16,284.00  | 16,688.53  | 17,106.27  | 17,534.40  |  |
|                        | Appx. Annual  | 145,288.00 | 148,969.60 | 152,568.00 | 156,374.40 | 160,284.80 | 164,403.20 | 168,459.20 | 172,764.80 |            |            |            |            |            |            |            |            |  |



| Ranges Eff. 09/18/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| 85T                    | Hourly        | 76.13      | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.48      | 99.92      | 102.42     |            |            |            |         |
|                        | Appx. Bi-wkly | 6,090.40   | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,798.40   | 7,993.60   | 8,193.60   |            |            |            |         |
|                        | Appx. Monthly | 13,195.87  | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,896.53  | 17,319.47  | 17,752.80  |            |            |            |         |
|                        | Appx. Annual  | 158,350.40 | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 213,033.60 |            |            |            |         |
| 85A                    | Hourly        | 77.06      | 79.04      | 80.99      | 83.06      | 85.12      | 87.20      | 89.40      | 91.65      | 93.94      | 96.28      | 98.68      | 101.16     | 103.68     | 106.28     | 108.92     | 111.64     |         |
|                        | Appx. Bi-wkly | 6,164.80   | 6,323.20   | 6,479.20   | 6,644.80   | 6,809.60   | 6,976.00   | 7,152.00   | 7,332.00   | 7,515.20   | 7,702.40   | 7,894.40   | 8,092.80   | 8,294.40   | 8,502.40   | 8,713.60   | 8,931.20   |         |
|                        | Appx. Monthly | 13,357.07  | 13,700.27  | 14,038.27  | 14,397.07  | 14,754.13  | 15,114.67  | 15,496.00  | 15,886.00  | 16,282.93  | 16,688.53  | 17,104.53  | 17,534.40  | 17,971.20  | 18,421.87  | 18,879.47  | 19,350.93  |         |
|                        | Appx. Annual  | 160,284.80 | 164,403.20 | 168,459.20 | 172,764.80 | 177,049.60 | 181,376.00 | 185,952.00 | 190,632.00 | 195,395.20 | 200,262.40 | 205,254.40 | 210,412.80 | 215,654.40 | 221,062.40 | 226,553.60 | 232,211.20 |         |
| 85C                    | Hourly        | 77.46      | 79.44      | 81.37      | 83.45      | 85.56      | 87.66      | 89.85      | 92.08      | 94.40      | 96.75      | 99.17      | 101.65     | 104.21     | 106.80     | 109.48     | 112.22     |         |
|                        | Appx. Bi-wkly | 6,196.80   | 6,355.20   | 6,509.60   | 6,676.00   | 6,844.80   | 7,012.80   | 7,188.00   | 7,366.40   | 7,552.00   | 7,740.00   | 7,933.60   | 8,132.00   | 8,336.80   | 8,544.00   | 8,758.40   | 8,977.60   |         |
|                        | Appx. Monthly | 13,426.40  | 13,769.60  | 14,104.13  | 14,464.67  | 14,830.40  | 15,194.40  | 15,574.00  | 15,960.53  | 16,362.67  | 16,770.00  | 17,189.47  | 17,619.33  | 18,063.07  | 18,514.00  | 18,976.53  | 19,451.47  |         |
|                        | Appx. Annual  | 161,116.80 | 165,235.20 | 169,249.60 | 173,576.00 | 177,964.80 | 182,332.80 | 186,888.00 | 191,526.40 | 196,352.00 | 201,240.00 | 206,252.80 | 211,411.20 | 216,756.80 | 222,144.00 | 227,718.40 | 233,417.60 |         |
| 86                     | Hourly        | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.89      | 102.39     | 104.96     | 107.57     | 110.27     | 113.03     |         |
|                        | Appx. Bi-wkly | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,991.20   | 8,191.20   | 8,396.80   | 8,605.60   | 8,821.60   | 9,042.40   |         |
|                        | Appx. Monthly | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,314.27  | 17,747.60  | 18,193.07  | 18,645.47  | 19,113.47  | 19,592.40  |         |
|                        | Appx. Annual  | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,771.20 | 212,971.20 | 218,296.00 | 223,745.60 | 229,361.60 | 235,102.40 |         |
| 86T                    | Hourly        | 78.04      | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.89      | 102.39     | 104.96     | 107.57     | 110.27     | 113.03     |         |
|                        | Appx. Bi-wkly | 6,243.20   | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,991.20   | 8,191.20   | 8,396.00   | 8,605.60   | 8,821.60   | 9,042.40   |         |
|                        | Appx. Monthly | 13,526.93  | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,314.27  | 17,747.60  | 18,193.33  | 18,645.47  | 19,113.47  | 19,592.40  |         |
|                        | Appx. Annual  | 162,323.20 | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,771.20 | 212,971.20 | 218,296.00 | 223,745.60 | 229,361.60 | 235,102.40 |         |
| 86A                    | Hourly        | 79.04      | 80.99      | 83.06      | 85.12      | 87.20      | 89.40      | 91.65      | 93.94      | 96.28      | 98.67      | 101.15     | 103.67     | 106.25     | 108.91     | 111.64     | 114.43     |         |
|                        | Appx. Bi-wkly | 6,323.20   | 6,479.20   | 6,644.80   | 6,809.60   | 6,976.00   | 7,152.00   | 7,332.00   | 7,515.20   | 7,702.40   | 7,893.60   | 8,092.00   | 8,293.60   | 8,500.00   | 8,712.80   | 8,931.20   | 9,154.40   |         |
|                        | Appx. Monthly | 13,700.27  | 14,038.27  | 14,397.07  | 14,754.13  | 15,114.67  | 15,496.00  | 15,886.00  | 16,282.93  | 16,688.53  | 17,102.80  | 17,532.67  | 17,969.47  | 18,416.67  | 18,877.73  | 19,350.93  | 19,844.53  |         |
|                        | Appx. Annual  | 164,403.20 | 168,459.20 | 172,764.80 | 177,049.60 | 181,376.00 | 185,952.00 | 190,632.00 | 195,395.20 | 200,262.40 | 205,253.60 | 210,392.00 | 215,633.60 | 221,000.00 | 226,522.80 | 232,211.20 | 238,044.00 |         |
| 86C                    | Hourly        | 79.44      | 81.37      | 83.45      | 85.56      | 87.66      | 89.85      | 92.08      | 94.40      | 96.75      | 99.16      | 101.64     | 104.21     | 106.80     | 109.48     | 112.21     | 115.02     |         |
|                        | Appx. Bi-wkly | 6,355.20   | 6,509.60   | 6,676.00   | 6,844.80   | 7,012.80   | 7,188.00   | 7,366.40   | 7,552.00   | 7,740.00   | 7,932.80   | 8,131.20   | 8,336.80   | 8,544.00   | 8,758.40   | 8,976.80   | 9,201.60   |         |
|                        | Appx. Monthly | 13,769.60  | 14,104.13  | 14,464.67  | 14,830.40  | 15,194.40  | 15,574.00  | 15,960.53  | 16,362.67  | 16,770.00  | 17,187.73  | 17,617.60  | 18,063.07  | 18,512.00  | 18,976.53  | 19,451.47  | 19,936.80  |         |
|                        | Appx. Annual  | 165,235.20 | 169,249.60 | 173,576.00 | 177,964.80 | 182,332.80 | 186,888.00 | 191,526.40 | 196,352.00 | 201,240.00 | 206,252.80 | 211,411.20 | 216,756.80 | 222,144.00 | 227,718.40 | 233,396.80 | 239,241.60 |         |
| 87                     | Hourly        | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.98     | 107.59     | 110.29     | 113.05     | 115.88     |         |
|                        | Appx. Bi-wkly | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,398.40   | 8,607.20   | 8,823.20   | 9,044.00   | 9,270.40   |         |
|                        | Appx. Monthly | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,196.53  | 18,648.93  | 19,116.93  | 19,595.33  | 20,085.87  |         |
|                        | Appx. Annual  | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,358.40 | 223,787.20 | 229,403.20 | 235,144.00 | 241,030.40 |         |
| 87T                    | Hourly        | 79.98      | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.98     | 107.60     | 110.30     | 113.03     | 115.88     |         |
|                        | Appx. Bi-wkly | 6,398.40   | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,605.60   | 8,821.60   | 9,042.40   | 9,270.40   |         |
|                        | Appx. Monthly | 13,863.20  | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,645.47  | 19,113.47  | 19,592.40  | 20,081.60  |         |
|                        | Appx. Annual  | 166,358.40 | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,358.40 | 223,787.20 | 229,403.20 | 235,144.00 | 241,030.40 |         |
| 87A                    | Hourly        | 80.99      | 83.06      | 85.12      | 87.20      | 89.40      | 91.65      | 93.94      | 96.28      | 98.67      | 101.18     | 103.69     | 106.30     | 108.94     | 111.67     | 114.46     | 117.32     |         |
|                        | Appx. Bi-wkly | 6,479.20   | 6,644.80   | 6,809.60   | 6,976.00   | 7,152.00   | 7,332.00   | 7,515.20   | 7,702.40   | 7,893.60   | 8,094.40   | 8,295.20   | 8,504.00   | 8,715.20   | 8,933.60   | 9,156.80   | 9,385.60   |         |
|                        | Appx. Monthly | 14,038.27  | 14,397.07  | 14,754.13  | 15,114.67  | 15,496.00  | 15,886.00  | 16,282.93  | 16,688.53  | 17,102.80  | 17,537.87  | 17,972.93  | 18,421.87  | 18,874.47  | 19,337.47  | 19,802.47  | 20,279.47  |         |
|                        | Appx. Annual  | 168,459.20 | 172,764.80 | 177,049.60 | 181,376.00 | 185,952.00 | 190,632.00 | 195,395.20 | 200,262.40 | 205,253.60 | 210,454.40 | 215,675.20 | 221,104.00 | 226,616.00 | 232,216.00 | 238,000.00 | 243,928.00 |         |
| 87C                    | Hourly        | 81.37      | 83.45      | 85.56      | 87.66      | 89.85      | 92.08      | 94.40      | 96.75      | 99.16      | 101.66     | 104.24     | 106.83     | 109.52     | 112.25     | 115.05     | 117.94     |         |
|                        | Appx. Bi-wkly | 6,509.60   | 6,676.00   | 6,844.80   | 7,012.80   | 7,188.00   | 7,366.40   | 7,552.00   | 7,740.00   | 7,932.80   | 8,132.80   | 8,339.20   | 8,546.40   | 8,761.60   | 8,980.00   | 9,204.80   | 9,435.20   |         |
|                        | Appx. Monthly | 14,104.13  | 14,464.67  | 14,830.40  | 15,194.40  | 15,574.00  | 15,960.53  | 16,362.67  | 16,770.00  | 17,187.73  | 17,621.07  | 18,068.27  | 18,512.00  | 18,963.47  | 19,421.87  | 19,887.47  | 20,359.47  |         |
|                        | Appx. Annual  | 169,249.60 | 173,576.00 | 177,964.80 | 182,332.80 | 186,888.00 | 191,526.40 | 196,352.00 | 201,240.00 | 206,252.80 | 211,452.80 | 216,819.20 | 222,344.00 | 227,992.00 | 233,768.00 | 239,680.00 | 245,736.00 |         |
| 88                     | Hourly        | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.99     | 107.58     | 110.28     | 113.03     | 115.85     | 118.75     |         |
|                        | Appx. Bi-wkly | 6,561.60   | 6,724.00   | 6,890.40   | 7,063.20   | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,399.20   | 8,606.40   | 8,822.40   | 9,042.40   | 9,268.00   | 9,500.00   |         |
|                        | Appx. Monthly | 14,216.80  | 14,568.67  | 14,929.20  | 15,303.60  | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,198.27  | 18,647.20  | 19,115.20  | 19,591.87  | 20,080.67  | 20,583.33  |         |
|                        | Appx. Annual  | 170,601.60 | 174,824.00 | 179,150.40 | 183,643.20 | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,379.20 | 223,766.40 | 229,348.80 | 235,102.40 | 240,968.00 | 247,000.00 |         |
| 88T                    | Hourly        | 82.02      | 84.05      | 86.13      | 88.29      | 90.51      | 92.77      | 95.09</    |            |            |            |            |            |            |            |            |            |         |

| Ranges Eff. 09/18/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    |  |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--|
| 91C                    | Hourly        | 89.85      | 92.08      | 94.40      | 96.75      | 99.16      | 101.66     | 104.24     | 106.77     | 109.50     | 112.23     | 115.02     | 117.89     | 120.86     | 123.88     | 126.98     | 130.15     |            |  |
|                        | Appx. Bi-wkly | 7,188.00   | 7,366.40   | 7,552.00   | 7,740.00   | 7,932.80   | 8,132.80   | 8,339.20   | 8,541.60   | 8,760.00   | 8,978.40   | 9,201.60   | 9,431.20   | 9,668.80   | 9,910.40   | 10,158.40  | 10,412.00  |            |  |
|                        | Appx. Monthly | 15,574.00  | 15,560.50  | 16,362.67  | 16,770.00  | 17,187.73  | 17,621.07  | 18,068.27  | 18,506.80  | 18,980.00  | 19,453.20  | 19,936.80  | 20,434.27  | 20,949.07  | 21,472.53  | 22,009.87  | 22,559.33  |            |  |
|                        | Appx. Annual  | 186,888.00 | 191,526.40 | 196,362.67 | 201,240.00 | 206,252.80 | 211,452.80 | 216,819.20 | 222,081.60 | 227,760.00 | 233,438.40 | 239,241.60 | 245,211.20 | 251,388.80 | 257,770.40 | 264,118.40 | 270,712.00 |            |  |
| 92                     | Hourly        | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.70     | 124.74     | 127.86     | 131.06     |            |  |
|                        | Appx. Bi-wkly | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.00   | 9,736.00   | 9,979.20   | 10,228.80  | 10,484.80  |            |  |
|                        | Appx. Monthly | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,094.67  | 21,621.60  | 22,162.40  | 22,717.07  |            |  |
|                        | Appx. Annual  | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,136.00 | 259,459.20 | 265,948.80 | 272,604.80 |            |  |
| 92T                    | Hourly        | 90.51      | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.89     | 118.78     | 121.75     | 124.80     | 127.92     | 131.10     |            |  |
|                        | Appx. Bi-wkly | 7,240.80   | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,271.20   | 9,502.40   | 9,740.00   |            |            |            |            |  |
|                        | Appx. Monthly | 15,688.40  | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,087.60  | 20,588.53  | 21,103.33  |            |            |            |            |  |
|                        | Appx. Annual  | 188,260.80 | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 241,051.20 | 247,062.40 | 253,240.00 |            |            |            |            |  |
| 92A                    | Hourly        | 91.65      | 93.94      | 96.28      | 98.67      | 101.18     | 103.69     | 106.28     | 108.95     | 111.68     | 114.46     | 117.31     | 120.22     | 123.25     | 126.33     | 129.49     | 132.73     |            |  |
|                        | Appx. Bi-wkly | 7,332.00   | 7,515.20   | 7,702.40   | 7,893.60   | 8,094.40   | 8,295.20   | 8,502.40   | 8,716.00   | 8,934.40   | 9,156.80   | 9,384.80   | 9,617.60   | 9,860.00   | 10,106.40  | 10,359.20  | 10,618.40  |            |  |
|                        | Appx. Monthly | 15,886.00  | 16,282.93  | 16,688.53  | 17,102.80  | 17,537.87  | 17,972.93  | 18,421.87  | 18,884.67  | 19,357.87  | 19,839.73  | 20,333.73  | 20,838.13  | 21,363.33  | 21,897.20  | 22,444.93  | 23,006.53  |            |  |
|                        | Appx. Annual  | 190,632.00 | 195,395.20 | 200,262.40 | 205,233.60 | 210,454.40 | 215,675.20 | 221,062.40 | 226,616.00 | 232,294.40 | 238,076.80 | 244,004.80 | 250,078.40 | 256,300.00 | 262,764.00 | 269,339.20 | 276,078.40 |            |  |
| 92C                    | Hourly        | 92.08      | 94.40      | 96.75      | 99.16      | 101.66     | 104.24     | 106.77     | 109.50     | 112.23     | 115.02     | 117.87     | 120.85     | 123.86     | 126.96     | 130.13     | 133.38     |            |  |
|                        | Appx. Bi-wkly | 7,366.40   | 7,552.00   | 7,740.00   | 7,932.80   | 8,132.80   | 8,339.20   | 8,541.60   | 8,760.00   | 8,978.40   | 9,201.60   | 9,429.60   | 9,668.00   | 9,908.80   | 10,156.80  | 10,410.40  | 10,670.40  |            |  |
|                        | Appx. Monthly | 15,960.53  | 16,362.67  | 16,770.00  | 17,187.73  | 17,621.07  | 18,068.27  | 18,506.80  | 18,980.00  | 19,453.20  | 19,936.80  | 20,430.80  | 20,947.33  | 21,469.07  | 22,006.40  | 22,555.87  | 23,119.20  |            |  |
|                        | Appx. Annual  | 191,526.40 | 196,352.00 | 201,240.00 | 206,252.80 | 211,452.80 | 216,819.20 | 222,081.60 | 227,760.00 | 233,438.40 | 239,241.60 | 245,169.60 | 251,268.00 | 257,628.80 | 264,076.80 | 270,640.00 | 277,451.20 | 284,377.60 |  |
| 93                     | Hourly        | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.76     | 121.72     | 124.77     | 127.88     | 131.08     | 134.36     |            |  |
|                        | Appx. Bi-wkly | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.00   | 9,737.60   | 9,981.60   | 10,230.40  | 10,486.40  | 10,748.80  |            |  |
|                        | Appx. Monthly | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,585.07  | 21,098.13  | 21,626.80  | 22,165.87  | 22,720.53  | 23,289.07  |            |  |
|                        | Appx. Annual  | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,177.60 | 259,500.80 | 265,990.40 | 272,646.40 | 279,468.80 |            |  |
| 93T                    | Hourly        | 92.77      | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.76     | 121.73     | 124.77     | 127.88     | 131.08     | 134.36     |            |  |
|                        | Appx. Bi-wkly | 7,421.60   | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.00   | 9,738.40   | 9,981.60   | 10,230.40  | 10,486.40  | 10,748.80  |            |  |
|                        | Appx. Monthly | 16,080.13  | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,585.07  | 21,098.13  | 21,626.80  | 22,165.87  | 22,720.53  | 23,289.07  |            |  |
|                        | Appx. Annual  | 192,961.60 | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,198.40 | 259,521.60 | 265,990.40 | 272,646.40 | 279,468.80 |            |  |
| 93A                    | Hourly        | 93.94      | 96.28      | 98.67      | 101.18     | 103.69     | 106.28     | 108.95     | 111.68     | 114.46     | 117.31     | 120.23     | 123.26     | 126.33     | 129.49     | 132.73     | 136.05     |            |  |
|                        | Appx. Bi-wkly | 7,515.20   | 7,702.40   | 7,893.60   | 8,094.40   | 8,295.20   | 8,502.40   | 8,716.00   | 8,934.40   | 9,156.80   | 9,384.80   | 9,617.60   | 9,860.00   | 10,106.40  | 10,359.20  | 10,618.40  | 10,884.00  |            |  |
|                        | Appx. Monthly | 16,282.93  | 16,688.53  | 17,102.80  | 17,537.87  | 17,972.93  | 18,421.87  | 18,884.67  | 19,357.87  | 19,839.73  | 20,333.73  | 20,839.87  | 21,365.07  | 21,897.20  | 22,444.93  | 23,006.53  | 23,582.00  |            |  |
|                        | Appx. Annual  | 195,395.20 | 200,262.40 | 205,233.60 | 210,454.40 | 215,675.20 | 221,062.40 | 226,616.00 | 232,294.40 | 238,076.80 | 244,004.80 | 250,078.40 | 256,300.00 | 262,764.00 | 269,339.20 | 276,078.40 | 282,984.00 |            |  |
| 93C                    | Hourly        | 94.40      | 96.75      | 99.16      | 101.66     | 104.24     | 106.77     | 109.50     | 112.23     | 115.02     | 117.87     | 120.86     | 123.87     | 126.97     | 130.13     | 133.39     | 136.72     |            |  |
|                        | Appx. Bi-wkly | 7,552.00   | 7,740.00   | 7,932.80   | 8,132.80   | 8,339.20   | 8,541.60   | 8,760.00   | 8,978.40   | 9,201.60   | 9,429.60   | 9,668.00   | 9,909.60   | 10,157.60  | 10,410.40  | 10,670.40  | 10,937.60  |            |  |
|                        | Appx. Monthly | 16,362.67  | 16,770.00  | 17,187.73  | 17,621.07  | 18,068.27  | 18,506.80  | 18,980.00  | 19,453.20  | 19,936.80  | 20,430.80  | 20,949.07  | 21,470.80  | 22,008.13  | 22,555.87  | 23,120.93  | 23,698.13  |            |  |
|                        | Appx. Annual  | 196,352.00 | 201,240.00 | 206,252.80 | 211,452.80 | 216,819.20 | 222,081.60 | 227,760.00 | 233,438.40 | 239,241.60 | 245,169.60 | 251,268.00 | 257,649.60 | 264,097.60 | 270,640.00 | 277,451.20 | 284,377.60 |            |  |
| 94                     | Hourly        | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.72     | 124.76     | 127.88     | 131.09     | 134.36     | 137.72     |            |  |
|                        | Appx. Bi-wkly | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.00   | 9,737.60   | 9,980.80   | 10,230.40  | 10,487.20  | 10,748.80  | 11,017.60  |            |  |
|                        | Appx. Monthly | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,098.13  | 21,625.07  | 22,165.87  | 22,722.27  | 23,289.07  | 23,871.47  |            |  |
|                        | Appx. Annual  | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,177.60 | 259,500.80 | 265,990.40 | 272,667.20 | 279,468.80 | 286,457.60 |            |  |
| 94T                    | Hourly        | 95.09      | 97.47      | 99.92      | 102.40     | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.72     | 124.76     | 127.88     | 131.09     | 134.36     | 137.72     |            |  |
|                        | Appx. Bi-wkly | 7,607.20   | 7,797.60   | 7,993.60   | 8,192.00   | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.00   | 9,737.60   | 9,980.80   | 10,230.40  |            |            |            |            |  |
|                        | Appx. Monthly | 16,482.27  | 16,894.80  | 17,319.47  | 17,749.33  | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,098.13  | 21,625.07  | 22,165.87  | 22,722.27  | 23,289.07  | 23,871.47  |            |  |
|                        | Appx. Annual  | 197,787.20 | 202,737.60 | 207,833.60 | 212,992.00 | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,177.60 | 259,500.80 | 265,990.40 | 272,667.20 | 279,468.80 | 286,457.60 |            |  |
| 94A                    | Hourly        | 96.28      | 98.67      | 101.18     | 103.69     | 106.28     | 108.95     | 111.68     | 114.46     | 117.31     | 120.22     | 123.26     | 126.32     | 129.47     | 132.71     | 136.03     | 139.43     |            |  |
|                        | Appx. Bi-wkly | 7,702.40   | 7,893.60   | 8,094.40   | 8,295.20   | 8,502.40   | 8,716.00   | 8,934.40   | 9,156.80   | 9,384.80   | 9,617.60   | 9,860.00   | 10,106.40  | 10,359.20  | 10,618.40  | 10,884.00  | 11,154.40  |            |  |
|                        | Appx. Monthly | 16,688.53  | 17,102.80  | 17,537.87  | 17,972.93  | 18,421.87  | 18,884.67  | 19,357.87  | 19,839.73  | 20,333.73  | 20,838.13  | 21,365.07  | 21,897.20  | 22,444.93  | 23,006.53  | 23,582.00  | 24,167.87  |            |  |





| Ranges Eff. 09/18/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17 |
|------------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---------|
| <b>98T</b>             | Hourly        | 104.96     | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.69     | 124.72     | 127.87     | 131.08     | 134.35     | 137.71     | 141.15     |            |            |            |         |
|                        | Appx. Bi-wkly | 8,396.80   | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.00   | 9,735.20   | 9,977.60   | 10,229.60  | 10,486.40  | 10,748.00  | 11,016.80  | 11,292.00  |            |            |            |         |
|                        | Appx. Monthly | 18,193.07  | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,092.93  | 21,618.13  | 22,164.13  | 22,720.53  | 23,287.33  | 23,869.73  | 24,466.00  |            |            |            |         |
|                        | Appx. Annual  | 218,316.80 | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,115.20 | 259,417.60 | 265,969.60 | 272,646.40 | 279,448.00 | 286,436.80 | 293,592.00 |            |            |            |         |
| <b>98A</b>             | Hourly        | 106.28     | 108.95     | 111.68     | 114.46     | 117.31     | 120.22     | 123.22     | 126.30     | 129.47     | 132.71     | 136.06     | 139.45     | 142.93     | 146.51     | 150.17     | 153.92     |         |
|                        | Appx. Bi-wkly | 8,502.40   | 8,716.00   | 8,934.40   | 9,156.80   | 9,384.80   | 9,617.60   | 9,857.60   | 10,104.00  | 10,357.60  | 10,616.80  | 10,884.80  | 11,156.00  | 11,434.40  | 11,720.80  | 12,013.60  | 12,313.60  |         |
|                        | Appx. Monthly | 18,421.87  | 18,884.67  | 19,357.87  | 19,839.73  | 20,333.73  | 20,838.13  | 21,358.13  | 21,892.00  | 22,441.47  | 23,003.07  | 23,583.73  | 24,171.33  | 24,774.53  | 25,395.07  | 26,029.47  | 26,679.47  |         |
|                        | Appx. Annual  | 221,062.40 | 226,616.00 | 232,294.40 | 238,076.80 | 244,004.80 | 250,057.60 | 256,297.60 | 262,704.00 | 269,297.60 | 276,036.80 | 283,004.80 | 290,056.00 | 297,294.40 | 304,740.80 | 312,353.60 | 320,153.60 |         |
| <b>98C</b>             | Hourly        | 106.77     | 109.50     | 112.23     | 115.02     | 117.87     | 120.85     | 123.83     | 126.93     | 130.10     | 133.37     | 136.70     | 140.14     | 143.63     | 147.23     | 150.92     | 154.69     |         |
|                        | Appx. Bi-wkly | 8,541.60   | 8,760.00   | 8,978.40   | 9,201.60   | 9,429.60   | 9,668.00   | 9,906.40   | 10,154.40  | 10,408.00  | 10,669.60  | 10,936.00  | 11,211.20  | 11,490.40  | 11,778.40  | 12,073.60  | 12,375.20  |         |
|                        | Appx. Monthly | 18,506.80  | 18,980.00  | 19,453.20  | 19,936.80  | 20,430.80  | 20,947.33  | 21,463.87  | 22,001.20  | 22,550.67  | 23,117.47  | 23,694.67  | 24,290.93  | 24,895.87  | 25,519.87  | 26,159.47  | 26,812.93  |         |
|                        | Appx. Annual  | 222,081.60 | 227,760.00 | 233,438.40 | 239,241.60 | 245,169.60 | 251,368.00 | 257,866.40 | 264,014.40 | 270,608.00 | 277,409.60 | 284,336.00 | 291,491.20 | 298,750.40 | 306,238.40 | 313,913.60 | 321,755.20 |         |
| <b>99</b>              | Hourly        | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.69     | 124.72     | 127.87     | 131.08     | 134.33     | 137.69     | 141.13     | 144.66     | 148.28     | 151.99     | 155.79     |         |
|                        | Appx. Bi-wkly | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.00   | 9,735.20   | 9,977.60   | 10,229.60  | 10,486.40  | 10,746.40  | 11,015.20  | 11,290.40  | 11,572.80  | 11,862.40  | 12,159.20  | 12,463.20  |         |
|                        | Appx. Monthly | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,092.93  | 21,618.13  | 22,164.13  | 22,720.53  | 23,283.87  | 23,866.27  | 24,462.53  | 25,074.40  | 25,701.87  | 26,344.93  | 27,003.60  |         |
|                        | Appx. Annual  | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,115.20 | 259,417.60 | 265,969.60 | 272,646.40 | 279,406.40 | 286,395.20 | 293,550.40 | 300,892.80 | 308,422.40 | 316,139.20 | 324,043.20 |         |
| <b>99T</b>             | Hourly        | 107.59     | 110.29     | 113.05     | 115.86     | 118.75     | 121.69     | 124.72     | 127.87     | 131.08     | 134.33     | 137.68     | 141.12     | 144.65     |            |            |            |         |
|                        | Appx. Bi-wkly | 8,607.20   | 8,823.20   | 9,044.00   | 9,268.80   | 9,500.00   | 9,735.20   | 9,977.60   | 10,229.60  | 10,486.40  | 10,746.40  | 11,014.40  | 11,289.60  | 11,572.00  |            |            |            |         |
|                        | Appx. Monthly | 18,648.93  | 19,116.93  | 19,595.33  | 20,082.40  | 20,583.33  | 21,092.93  | 21,618.13  | 22,164.13  | 22,720.53  | 23,283.87  | 23,864.53  | 24,460.80  | 25,072.67  |            |            |            |         |
|                        | Appx. Annual  | 223,787.20 | 229,403.20 | 235,144.00 | 240,988.80 | 247,000.00 | 253,115.20 | 259,417.60 | 265,969.60 | 272,646.40 | 279,406.40 | 286,374.40 | 293,529.60 | 300,872.00 |            |            |            |         |
| <b>99A</b>             | Hourly        | 108.95     | 111.68     | 114.46     | 117.31     | 120.22     | 123.22     | 126.30     | 129.47     | 132.71     | 136.02     | 139.41     | 142.88     | 146.45     | 150.10     | 153.86     | 157.71     |         |
|                        | Appx. Bi-wkly | 8,716.00   | 8,934.40   | 9,156.80   | 9,384.80   | 9,617.60   | 9,857.60   | 10,104.00  | 10,357.60  | 10,616.80  | 10,881.60  | 11,152.80  | 11,430.40  | 11,716.00  | 12,008.00  | 12,308.80  | 12,616.80  |         |
|                        | Appx. Monthly | 18,884.67  | 19,357.87  | 19,839.73  | 20,333.73  | 20,838.13  | 21,358.13  | 21,892.00  | 22,441.47  | 23,003.07  | 23,576.80  | 24,164.40  | 24,765.87  | 25,384.67  | 26,017.33  | 26,669.07  | 27,336.40  |         |
|                        | Appx. Annual  | 226,616.00 | 232,294.40 | 238,076.80 | 244,004.80 | 250,057.60 | 256,297.60 | 262,704.00 | 269,297.60 | 276,036.80 | 282,921.60 | 289,972.80 | 297,190.40 | 304,616.00 | 312,208.00 | 320,028.80 | 328,036.80 |         |
| <b>99C</b>             | Hourly        | 109.50     | 112.23     | 115.02     | 117.87     | 120.85     | 123.83     | 126.93     | 130.10     | 133.37     | 136.66     | 140.09     | 143.59     | 147.18     | 150.86     | 154.63     | 158.50     |         |
|                        | Appx. Bi-wkly | 8,760.00   | 8,978.40   | 9,201.60   | 9,429.60   | 9,668.00   | 9,906.40   | 10,154.40  | 10,408.00  | 10,669.60  | 10,932.80  | 11,207.20  | 11,487.20  | 11,774.40  | 12,068.80  | 12,370.40  | 12,680.00  |         |
|                        | Appx. Monthly | 18,980.00  | 19,453.20  | 19,936.80  | 20,430.80  | 20,947.33  | 21,463.87  | 22,001.20  | 22,550.67  | 23,117.47  | 23,687.73  | 24,282.27  | 24,888.93  | 25,511.20  | 26,149.07  | 26,802.53  | 27,473.33  |         |
|                        | Appx. Annual  | 227,760.00 | 233,438.40 | 239,241.60 | 245,169.60 | 251,368.00 | 257,866.40 | 264,014.40 | 270,608.00 | 277,409.60 | 284,252.80 | 291,387.20 | 298,667.20 | 306,134.40 | 313,788.80 | 321,630.40 | 329,680.00 |         |

Psychiatrist Salary Tables

3% Across the Board Increase

| Ranges Eff. 9/21/2024 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     |
|-----------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>P1</b>             | Hourly        | 132.92     | 135.58     | 139.36     | 142.93     | 146.33     | 150.06     | 153.91     | 157.77     | 161.71     |
|                       | Appx. Bi-wkly | 10,633.60  | 10,846.40  | 11,148.80  | 11,434.40  | 11,706.40  | 12,004.80  | 12,312.80  | 12,621.60  | 12,936.80  |
|                       | Appx. Monthly | 23,039.47  | 23,500.53  | 24,155.73  | 24,774.53  | 25,363.87  | 26,010.40  | 26,677.73  | 27,346.80  | 28,029.73  |
|                       | Appx. Annual  | 276,473.60 | 282,006.40 | 289,868.80 | 297,294.40 | 304,366.40 | 312,124.80 | 320,132.80 | 328,161.60 | 336,356.80 |
| <b>P2</b>             | Hourly        | 139.36     | 142.93     | 146.34     | 150.07     | 153.91     | 157.67     | 161.71     | 165.76     | 169.89     |
|                       | Appx. Bi-wkly | 11,148.80  | 11,434.40  | 11,707.20  | 12,005.60  | 12,312.80  | 12,613.60  | 12,936.80  | 13,260.80  | 13,591.20  |
|                       | Appx. Monthly | 24,155.73  | 24,774.53  | 25,365.60  | 26,012.13  | 26,677.73  | 27,329.47  | 28,029.73  | 28,731.73  | 29,447.60  |
|                       | Appx. Annual  | 289,868.80 | 297,294.40 | 304,387.20 | 312,145.60 | 320,132.80 | 327,953.60 | 336,356.80 | 344,780.80 | 353,371.20 |
| <b>CP</b>             | Hourly        | 150.07     | 153.91     | 157.67     | 161.71     | 165.53     | 169.79     | 174.14     | 178.50     | 182.96     |
|                       | Appx. Bi-wkly | 12,005.60  | 12,312.80  | 12,613.60  | 12,936.80  | 13,242.40  | 13,583.20  | 13,931.20  | 14,280.00  | 14,636.80  |
|                       | Appx. Monthly | 26,012.13  | 26,677.73  | 27,329.47  | 28,029.73  | 28,691.87  | 29,430.27  | 30,184.27  | 30,940.00  | 31,713.07  |
|                       | Appx. Annual  | 312,145.60 | 320,132.80 | 327,953.60 | 336,356.80 | 344,302.40 | 353,163.20 | 362,211.20 | 371,280.00 | 380,556.80 |
| <b>P3</b>             | Hourly        | 153.91     | 157.67     | 161.71     | 165.53     | 169.79     | 174.14     | 177.88     | 182.32     | 186.88     |
|                       | Appx. Bi-wkly | 12,312.80  | 12,613.60  | 12,936.80  | 13,242.40  | 13,583.20  | 13,931.20  | 14,230.40  | 14,585.60  | 14,950.40  |
|                       | Appx. Monthly | 26,677.73  | 27,329.47  | 28,029.73  | 28,691.87  | 29,430.27  | 30,184.27  | 30,832.53  | 31,602.13  | 32,392.53  |
|                       | Appx. Annual  | 320,132.80 | 327,953.60 | 336,356.80 | 344,302.40 | 353,163.20 | 362,211.20 | 369,990.40 | 379,225.60 | 388,710.40 |

Eliminate Step 1-3 & New Top Step

| Ranges Eff. 2/22/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |
|-----------------------|---------------|------------|------------|------------|------------|------------|------------|------------|
| <b>P1</b>             | Hourly        | 142.93     | 146.33     | 150.06     | 153.91     | 157.77     | 161.71     | 165.75     |
|                       | Appx. Bi-wkly | 11,434.40  | 11,706.40  | 12,004.80  | 12,312.80  | 12,621.60  | 12,936.80  | 13,260.00  |
|                       | Appx. Monthly | 24,774.53  | 25,363.87  | 26,010.40  | 26,677.73  | 27,346.80  | 28,029.73  | 28,730.00  |
|                       | Appx. Annual  | 297,294.40 | 304,366.40 | 312,124.80 | 320,132.80 | 328,161.60 | 336,356.80 | 344,760.00 |
| <b>P2</b>             | Hourly        | 150.07     | 153.91     | 157.67     | 161.71     | 165.76     | 169.89     | 174.14     |
|                       | Appx. Bi-wkly | 12,005.60  | 12,312.80  | 12,613.60  | 12,936.80  | 13,260.80  | 13,591.20  | 13,931.20  |
|                       | Appx. Monthly | 26,012.13  | 26,677.73  | 27,329.47  | 28,029.73  | 28,731.73  | 29,447.60  | 30,184.27  |
|                       | Appx. Annual  | 312,145.60 | 320,132.80 | 327,953.60 | 336,356.80 | 344,780.80 | 353,371.20 | 362,211.20 |
| <b>CP</b>             | Hourly        | 161.71     | 165.53     | 169.79     | 174.14     | 178.50     | 182.96     | 187.53     |
|                       | Appx. Bi-wkly | 12,936.80  | 13,242.40  | 13,583.20  | 13,931.20  | 14,280.00  | 14,636.80  | 15,002.40  |
|                       | Appx. Monthly | 28,029.73  | 28,691.87  | 29,430.27  | 30,184.27  | 30,940.00  | 31,713.07  | 32,505.20  |
|                       | Appx. Annual  | 336,356.80 | 344,302.40 | 353,163.20 | 362,211.20 | 371,280.00 | 380,556.80 | 390,062.40 |
| <b>P3</b>             | Hourly        | 165.53     | 169.79     | 174.14     | 177.88     | 182.32     | 186.88     | 191.55     |
|                       | Appx. Bi-wkly | 13,242.40  | 13,583.20  | 13,931.20  | 14,230.40  | 14,585.60  | 14,950.40  | 15,324.00  |
|                       | Appx. Monthly | 28,691.87  | 29,430.27  | 30,184.27  | 30,832.53  | 31,602.13  | 32,392.53  | 33,202.00  |
|                       | Appx. Annual  | 344,302.40 | 353,163.20 | 362,211.20 | 369,990.40 | 379,225.60 | 388,710.40 | 398,424.00 |

3% Across the Board Increase

| Ranges Eff. 8/9/2025 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |
|----------------------|---------------|------------|------------|------------|------------|------------|------------|------------|
| <b>P1</b>            | Hourly        | 147.22     | 150.72     | 154.56     | 158.53     | 162.50     | 166.56     | 170.72     |
|                      | Appx. Bi-wkly | 11,777.60  | 12,057.60  | 12,364.80  | 12,682.40  | 13,000.00  | 13,324.80  | 13,657.60  |
|                      | Appx. Monthly | 25,518.13  | 26,124.80  | 26,790.40  | 27,478.53  | 28,166.67  | 28,870.40  | 29,591.47  |
|                      | Appx. Annual  | 306,217.60 | 313,497.60 | 321,484.80 | 329,742.40 | 338,000.00 | 346,444.80 | 355,097.60 |
| <b>P2</b>            | Hourly        | 154.57     | 158.53     | 162.40     | 166.56     | 170.73     | 174.99     | 179.36     |
|                      | Appx. Bi-wkly | 12,365.60  | 12,682.40  | 12,992.00  | 13,324.80  | 13,658.40  | 13,999.20  | 14,348.80  |
|                      | Appx. Monthly | 26,792.13  | 27,478.53  | 28,149.33  | 28,870.40  | 29,593.20  | 30,331.60  | 31,089.07  |
|                      | Appx. Annual  | 321,505.60 | 329,742.40 | 337,792.00 | 346,444.80 | 355,118.40 | 363,979.20 | 373,068.80 |
| <b>CP</b>            | Hourly        | 166.56     | 170.50     | 174.88     | 179.36     | 183.86     | 188.45     | 193.16     |
|                      | Appx. Bi-wkly | 13,324.80  | 13,640.00  | 13,990.40  | 14,348.80  | 14,708.80  | 15,076.00  | 15,452.80  |
|                      | Appx. Monthly | 28,870.40  | 29,553.33  | 30,312.53  | 31,089.07  | 31,869.07  | 32,664.67  | 33,481.07  |
|                      | Appx. Annual  | 346,444.80 | 354,640.00 | 363,750.40 | 373,068.80 | 382,428.80 | 391,976.00 | 401,772.80 |
| <b>P3</b>            | Hourly        | 170.50     | 174.88     | 179.36     | 183.22     | 187.79     | 192.49     | 197.30     |
|                      | Appx. Bi-wkly | 13,640.00  | 13,990.40  | 14,348.80  | 14,657.60  | 15,023.20  | 15,399.20  | 15,784.00  |
|                      | Appx. Monthly | 29,553.33  | 30,312.53  | 31,089.07  | 31,758.13  | 32,550.27  | 33,364.93  | 34,198.67  |
|                      | Appx. Annual  | 354,640.00 | 363,750.40 | 373,068.80 | 381,097.60 | 390,603.20 | 400,379.20 | 410,384.00 |

**Psychiatrist Salary Tables**

**New Top Step**

| Ranges Eff. 2/21/2026 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     |
|-----------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>P1</b>             | Hourly        | 147.22     | 150.72     | 154.56     | 158.53     | 162.50     | 166.56     | 170.72     | 174.99     |
|                       | Appx. Bi-wkly | 11,777.60  | 12,057.60  | 12,364.80  | 12,682.40  | 13,000.00  | 13,324.80  | 13,657.60  | 13,999.20  |
|                       | Appx. Monthly | 25,518.13  | 26,124.80  | 26,790.40  | 27,478.53  | 28,166.67  | 28,870.40  | 29,591.47  | 30,331.60  |
|                       | Appx. Annual  | 306,217.60 | 313,497.60 | 321,484.80 | 329,742.40 | 338,000.00 | 346,444.80 | 355,097.60 | 363,979.20 |
| <b>P2</b>             | Hourly        | 154.57     | 158.53     | 162.40     | 166.56     | 170.73     | 174.99     | 179.36     | 183.84     |
|                       | Appx. Bi-wkly | 12,365.60  | 12,682.40  | 12,992.00  | 13,324.80  | 13,658.40  | 13,999.20  | 14,348.80  | 14,707.20  |
|                       | Appx. Monthly | 26,792.13  | 27,478.53  | 28,149.33  | 28,870.40  | 29,593.20  | 30,331.60  | 31,089.07  | 31,865.60  |
|                       | Appx. Annual  | 321,505.60 | 329,742.40 | 337,792.00 | 346,444.80 | 355,118.40 | 363,979.20 | 373,068.80 | 382,387.20 |
| <b>CP</b>             | Hourly        | 166.56     | 170.50     | 174.88     | 179.36     | 183.86     | 188.45     | 193.16     | 197.99     |
|                       | Appx. Bi-wkly | 13,324.80  | 13,640.00  | 13,990.40  | 14,348.80  | 14,708.80  | 15,076.00  | 15,452.80  | 15,839.20  |
|                       | Appx. Monthly | 28,870.40  | 29,553.33  | 30,312.53  | 31,089.07  | 31,869.07  | 32,664.67  | 33,481.07  | 34,318.27  |
|                       | Appx. Annual  | 346,444.80 | 354,640.00 | 363,750.40 | 373,068.80 | 382,428.80 | 391,976.00 | 401,772.80 | 411,819.20 |
| <b>P3</b>             | Hourly        | 170.50     | 174.88     | 179.36     | 183.22     | 187.79     | 192.49     | 197.30     | 202.23     |
|                       | Appx. Bi-wkly | 13,640.00  | 13,990.40  | 14,348.80  | 14,657.60  | 15,023.20  | 15,399.20  | 15,784.00  | 16,178.40  |
|                       | Appx. Monthly | 29,553.33  | 30,312.53  | 31,089.07  | 31,758.13  | 32,550.27  | 33,364.93  | 34,198.67  | 35,053.20  |
|                       | Appx. Annual  | 354,640.00 | 363,750.40 | 373,068.80 | 381,097.60 | 390,603.20 | 400,379.20 | 410,384.00 | 420,638.40 |

**3% Across the Board Increase**

| Ranges Eff. 8/8/2026 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     |
|----------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>P1</b>            | Hourly        | 151.64     | 155.24     | 159.20     | 163.29     | 167.38     | 171.56     | 175.84     | 180.24     |
|                      | Appx. Bi-wkly | 12,131.20  | 12,419.20  | 12,736.00  | 13,063.20  | 13,390.40  | 13,724.80  | 14,067.20  | 14,419.20  |
|                      | Appx. Monthly | 26,284.27  | 26,908.27  | 27,594.67  | 28,303.60  | 29,012.53  | 29,737.07  | 30,478.93  | 31,241.60  |
|                      | Appx. Annual  | 315,411.20 | 322,899.20 | 331,136.00 | 339,643.20 | 348,150.40 | 356,844.80 | 365,747.20 | 374,899.20 |
| <b>P2</b>            | Hourly        | 159.21     | 163.29     | 167.27     | 171.56     | 175.85     | 180.24     | 184.74     | 189.36     |
|                      | Appx. Bi-wkly | 12,736.80  | 13,063.20  | 13,381.60  | 13,724.80  | 14,068.00  | 14,419.20  | 14,779.20  | 15,148.80  |
|                      | Appx. Monthly | 27,596.40  | 28,303.60  | 28,993.47  | 29,737.07  | 30,480.67  | 31,241.60  | 32,021.60  | 32,822.40  |
|                      | Appx. Annual  | 331,156.80 | 339,643.20 | 347,921.60 | 356,844.80 | 365,768.00 | 374,899.20 | 384,259.20 | 393,868.80 |
| <b>CP</b>            | Hourly        | 171.56     | 175.62     | 180.13     | 184.74     | 189.38     | 194.10     | 198.95     | 203.93     |
|                      | Appx. Bi-wkly | 13,724.80  | 14,049.60  | 14,410.40  | 14,779.20  | 15,150.40  | 15,528.00  | 15,916.00  | 16,314.40  |
|                      | Appx. Monthly | 29,737.07  | 30,440.80  | 31,222.53  | 32,021.60  | 32,825.87  | 33,644.00  | 34,484.67  | 35,347.87  |
|                      | Appx. Annual  | 356,844.80 | 365,289.60 | 374,670.40 | 384,259.20 | 393,910.40 | 403,728.00 | 413,816.00 | 424,174.40 |
| <b>P3</b>            | Hourly        | 175.62     | 180.13     | 184.74     | 188.72     | 193.42     | 198.26     | 203.22     | 208.30     |
|                      | Appx. Bi-wkly | 14,049.60  | 14,410.40  | 14,779.20  | 15,097.60  | 15,473.60  | 15,860.80  | 16,257.60  | 16,664.00  |
|                      | Appx. Monthly | 30,440.80  | 31,222.53  | 32,021.60  | 32,711.47  | 33,526.13  | 34,365.07  | 35,224.80  | 36,105.33  |
|                      | Appx. Annual  | 365,289.60 | 374,670.40 | 384,259.20 | 392,537.60 | 402,313.60 | 412,380.80 | 422,697.60 | 433,264.00 |

**3% Across the Board Increase**

| Ranges Eff. 8/7/2027 |               | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     |
|----------------------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>P1</b>            | Hourly        | 156.19     | 159.90     | 163.98     | 168.19     | 172.40     | 176.71     | 181.12     | 185.65     |
|                      | Appx. Bi-wkly | 12,495.20  | 12,792.00  | 13,118.40  | 13,455.20  | 13,792.00  | 14,136.80  | 14,489.60  | 14,852.00  |
|                      | Appx. Monthly | 27,072.93  | 27,716.00  | 28,423.20  | 29,152.93  | 29,882.67  | 30,629.73  | 31,394.13  | 32,179.33  |
|                      | Appx. Annual  | 324,875.20 | 332,592.00 | 341,078.40 | 349,835.20 | 358,592.00 | 367,556.80 | 376,729.60 | 386,152.00 |
| <b>P2</b>            | Hourly        | 163.99     | 168.19     | 172.29     | 176.71     | 181.13     | 185.65     | 190.28     | 195.04     |
|                      | Appx. Bi-wkly | 13,119.20  | 13,455.20  | 13,783.20  | 14,136.80  | 14,490.40  | 14,852.00  | 15,222.40  | 15,603.20  |
|                      | Appx. Monthly | 28,424.93  | 29,152.93  | 29,863.60  | 30,629.73  | 31,395.87  | 32,179.33  | 32,981.87  | 33,806.93  |
|                      | Appx. Annual  | 341,099.20 | 349,835.20 | 358,363.20 | 367,556.80 | 376,750.40 | 386,152.00 | 395,782.40 | 405,683.20 |
| <b>CP</b>            | Hourly        | 176.71     | 180.89     | 185.53     | 190.28     | 195.06     | 199.92     | 204.92     | 210.05     |
|                      | Appx. Bi-wkly | 14,136.80  | 14,471.20  | 14,842.40  | 15,222.40  | 15,604.80  | 15,993.60  | 16,393.60  | 16,804.00  |
|                      | Appx. Monthly | 30,629.73  | 31,354.27  | 32,158.53  | 32,981.87  | 33,810.40  | 34,652.80  | 35,519.47  | 36,408.67  |
|                      | Appx. Annual  | 367,556.80 | 376,251.20 | 385,902.40 | 395,782.40 | 405,724.80 | 415,833.60 | 426,233.60 | 436,904.00 |
| <b>P3</b>            | Hourly        | 180.89     | 185.53     | 190.28     | 194.38     | 199.22     | 204.21     | 209.32     | 214.55     |
|                      | Appx. Bi-wkly | 14,471.20  | 14,842.40  | 15,222.40  | 15,550.40  | 15,937.60  | 16,336.80  | 16,745.60  | 17,164.00  |
|                      | Appx. Monthly | 31,354.27  | 32,158.53  | 32,981.87  | 33,692.53  | 34,531.47  | 35,396.40  | 36,282.13  | 37,188.67  |
|                      | Appx. Annual  | 376,251.20 | 385,902.40 | 395,782.40 | 404,310.40 | 414,377.60 | 424,756.80 | 435,385.60 | 446,264.00 |

**Psychiatrist Salary Tables**

**2.5% New Top Step**

| <b>Ranges Eff. 9/18/2027</b> |               | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> |
|------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>P1</b>                    | Hourly        | 156.19        | 159.90        | 163.98        | 168.19        | 172.40        | 176.71        | 181.12        | 185.65        | 190.29        |
|                              | Appx. Bi-wkly | 12,495.20     | 12,792.00     | 13,118.40     | 13,455.20     | 13,792.00     | 14,136.80     | 14,489.60     | 14,852.00     | 15,223.20     |
|                              | Appx. Monthly | 27,072.93     | 27,716.00     | 28,423.20     | 29,152.93     | 29,882.67     | 30,629.73     | 31,394.13     | 32,179.33     | 32,983.60     |
|                              | Appx. Annual  | 324,875.20    | 332,592.00    | 341,078.40    | 349,835.20    | 358,592.00    | 367,556.80    | 376,729.60    | 386,152.00    | 395,803.20    |
| <b>P2</b>                    | Hourly        | 163.99        | 168.19        | 172.29        | 176.71        | 181.13        | 185.65        | 190.28        | 195.04        | 199.92        |
|                              | Appx. Bi-wkly | 13,119.20     | 13,455.20     | 13,783.20     | 14,136.80     | 14,490.40     | 14,852.00     | 15,222.40     | 15,603.20     | 15,993.60     |
|                              | Appx. Monthly | 28,424.93     | 29,152.93     | 29,863.60     | 30,629.73     | 31,395.87     | 32,179.33     | 32,981.87     | 33,806.93     | 34,652.80     |
|                              | Appx. Annual  | 341,099.20    | 349,835.20    | 358,363.20    | 367,556.80    | 376,750.40    | 386,152.00    | 395,782.40    | 405,683.20    | 415,833.60    |
| <b>CP</b>                    | Hourly        | 176.71        | 180.89        | 185.53        | 190.28        | 195.06        | 199.92        | 204.92        | 210.05        | 215.30        |
|                              | Appx. Bi-wkly | 14,136.80     | 14,471.20     | 14,842.40     | 15,222.40     | 15,604.80     | 15,993.60     | 16,393.60     | 16,804.00     | 17,224.00     |
|                              | Appx. Monthly | 30,629.73     | 31,354.27     | 32,158.53     | 32,981.87     | 33,810.40     | 34,652.80     | 35,519.47     | 36,408.67     | 37,318.67     |
|                              | Appx. Annual  | 367,556.80    | 376,251.20    | 385,902.40    | 395,782.40    | 405,724.80    | 415,833.60    | 426,233.60    | 436,904.00    | 447,824.00    |
| <b>P3</b>                    | Hourly        | 180.89        | 185.53        | 190.28        | 194.38        | 199.22        | 204.21        | 209.32        | 214.55        | 219.91        |
|                              | Appx. Bi-wkly | 14,471.20     | 14,842.40     | 15,222.40     | 15,550.40     | 15,937.60     | 16,336.80     | 16,745.60     | 17,164.00     | 17,592.80     |
|                              | Appx. Monthly | 31,354.27     | 32,158.53     | 32,981.87     | 33,692.53     | 34,531.47     | 35,396.40     | 36,282.13     | 37,188.67     | 38,117.73     |
|                              | Appx. Annual  | 376,251.20    | 385,902.40    | 395,782.40    | 404,310.40    | 414,377.60    | 424,756.80    | 435,385.60    | 446,264.00    | 457,412.80    |

**Social Service Practitioner Salary Tables**

**3% Across the Board Increase**

| Ranges Eff. 09/21/2024 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| <b>S1</b>              | Hourly        | 28.79     | 29.52     | 30.27     | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     |           |           |            |
|                        | Appx. Bi-wkly | 2,303.20  | 2,361.60  | 2,421.60  | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  |           |           |            |
|                        | Appx. Monthly | 4,990.27  | 5,116.80  | 5,246.80  | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  |           |           |            |
|                        | Appx. Annual  | 59,883.20 | 61,401.60 | 62,961.60 | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 |           |           |            |
| <b>S2</b>              | Hourly        | 30.25     | 30.99     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66      |
|                        | Appx. Bi-wkly | 2,420.00  | 2,479.20  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,492.80   |
|                        | Appx. Monthly | 5,243.33  | 5,371.60  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73   |
|                        | Appx. Annual  | 62,920.00 | 64,459.20 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,812.80  |
| <b>S3</b>              | Hourly        | 31.75     | 32.55     | 33.36     | 34.20     | 35.05     | 35.93     | 36.82     | 37.74     | 38.69     | 39.66     | 40.64     | 41.66     | 42.70     | 43.78     | 44.87     | 45.99      |
|                        | Appx. Bi-wkly | 2,540.00  | 2,604.00  | 2,668.80  | 2,736.00  | 2,804.00  | 2,874.40  | 2,945.60  | 3,019.20  | 3,095.20  | 3,172.80  | 3,251.20  | 3,332.80  | 3,416.00  | 3,502.40  | 3,589.60  | 3,679.20   |
|                        | Appx. Monthly | 5,503.33  | 5,642.00  | 5,782.40  | 5,928.00  | 6,075.33  | 6,227.87  | 6,382.13  | 6,541.60  | 6,706.27  | 6,874.40  | 7,044.27  | 7,221.07  | 7,401.33  | 7,588.53  | 7,777.47  | 7,971.60   |
|                        | Appx. Annual  | 66,040.00 | 67,704.00 | 69,388.80 | 71,136.00 | 72,904.00 | 74,734.40 | 76,585.60 | 78,499.20 | 80,475.20 | 82,492.80 | 84,531.20 | 86,652.80 | 88,816.00 | 91,062.40 | 93,329.60 | 95,659.20  |
| <b>S4</b>              | Hourly        | 32.55     | 33.36     | 34.20     | 35.05     | 35.93     | 36.82     | 37.74     | 38.69     | 39.66     | 40.64     | 41.66     | 42.70     | 43.78     | 44.87     | 45.99     | 47.14      |
|                        | Appx. Bi-wkly | 2,604.00  | 2,668.80  | 2,736.00  | 2,804.00  | 2,874.40  | 2,945.60  | 3,019.20  | 3,095.20  | 3,172.80  | 3,251.20  | 3,332.80  | 3,416.00  | 3,502.40  | 3,589.60  | 3,679.20  | 3,771.20   |
|                        | Appx. Monthly | 5,642.00  | 5,782.40  | 5,928.00  | 6,075.33  | 6,227.87  | 6,382.13  | 6,541.60  | 6,706.27  | 6,874.40  | 7,044.27  | 7,221.07  | 7,401.33  | 7,588.53  | 7,777.47  | 7,971.60  | 8,170.93   |
|                        | Appx. Annual  | 67,704.00 | 69,388.80 | 71,136.00 | 72,904.00 | 74,734.40 | 76,585.60 | 78,499.20 | 80,475.20 | 82,492.80 | 84,531.20 | 86,652.80 | 88,816.00 | 91,062.40 | 93,329.60 | 95,659.20 | 98,051.20  |
| <b>S5</b>              | Hourly        | 33.34     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.72     | 45.84     | 46.98     | 48.16      |
|                        | Appx. Bi-wkly | 2,667.20  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,577.60  | 3,667.20  | 3,758.40  | 3,852.80   |
|                        | Appx. Monthly | 5,778.93  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,751.47  | 7,945.60  | 8,143.20  | 8,347.73   |
|                        | Appx. Annual  | 69,347.20 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,017.60 | 95,347.20 | 97,718.40 | 100,172.80 |

**Eliminated Steps 1-3 & New Top Step**

| Ranges Eff. 02/22/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13    | Step 14    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|
| <b>S1</b>              | Hourly        | 31.03     | 31.75     | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.58     |           |            |            |
|                        | Appx. Bi-wkly | 2,482.40  | 2,540.00  | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,166.40  |           |            |            |
|                        | Appx. Monthly | 5,378.53  | 5,503.33  | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,860.53  |           |            |            |
|                        | Appx. Annual  | 64,542.40 | 66,040.00 | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,326.40 |           |            |            |
| <b>S2</b>              | Hourly        | 32.55     | 33.38     | 34.17     | 35.05     | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.66      | 44.75      |
|                        | Appx. Bi-wkly | 2,604.00  | 2,670.40  | 2,733.60  | 2,804.00  | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,492.80   | 3,580.00   |
|                        | Appx. Monthly | 5,642.00  | 5,785.87  | 5,922.80  | 6,075.33  | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,567.73   | 7,756.67   |
|                        | Appx. Annual  | 67,704.00 | 69,430.40 | 71,073.60 | 72,904.00 | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,812.80  | 93,080.00  |
| <b>S3</b>              | Hourly        | 34.20     | 35.05     | 35.93     | 36.82     | 37.74     | 38.69     | 39.66     | 40.64     | 41.66     | 42.70     | 43.78     | 44.87     | 45.99      | 47.14      |
|                        | Appx. Bi-wkly | 2,736.00  | 2,804.00  | 2,874.40  | 2,945.60  | 3,019.20  | 3,095.20  | 3,172.80  | 3,251.20  | 3,332.80  | 3,416.00  | 3,502.40  | 3,589.60  | 3,679.20   | 3,771.20   |
|                        | Appx. Monthly | 5,928.00  | 6,075.33  | 6,227.87  | 6,382.13  | 6,541.60  | 6,706.27  | 6,874.40  | 7,044.27  | 7,221.07  | 7,401.33  | 7,588.53  | 7,777.47  | 7,971.60   | 8,170.93   |
|                        | Appx. Annual  | 71,136.00 | 72,904.00 | 74,734.40 | 76,585.60 | 78,499.20 | 80,475.20 | 82,492.80 | 84,531.20 | 86,652.80 | 88,816.00 | 91,062.40 | 93,329.60 | 95,659.20  | 98,051.20  |
| <b>S4</b>              | Hourly        | 35.05     | 35.93     | 36.82     | 37.74     | 38.69     | 39.66     | 40.64     | 41.66     | 42.70     | 43.78     | 44.87     | 45.99     | 47.14      | 48.32      |
|                        | Appx. Bi-wkly | 2,804.00  | 2,874.40  | 2,945.60  | 3,019.20  | 3,095.20  | 3,172.80  | 3,251.20  | 3,332.80  | 3,416.00  | 3,502.40  | 3,589.60  | 3,679.20  | 3,771.20   | 3,865.60   |
|                        | Appx. Monthly | 6,075.33  | 6,227.87  | 6,382.13  | 6,541.60  | 6,706.27  | 6,874.40  | 7,044.27  | 7,221.07  | 7,401.33  | 7,588.53  | 7,777.47  | 7,971.60  | 8,170.93   | 8,375.47   |
|                        | Appx. Annual  | 72,904.00 | 74,734.40 | 76,585.60 | 78,499.20 | 80,475.20 | 82,492.80 | 84,531.20 | 86,652.80 | 88,816.00 | 91,062.40 | 93,329.60 | 95,659.20 | 98,051.20  | 100,505.60 |
| <b>S5</b>              | Hourly        | 35.90     | 36.76     | 37.66     | 38.61     | 39.56     | 40.55     | 41.56     | 42.60     | 43.64     | 44.72     | 45.84     | 46.98     | 48.16      | 49.36      |
|                        | Appx. Bi-wkly | 2,872.00  | 2,940.80  | 3,012.80  | 3,088.80  | 3,164.80  | 3,244.00  | 3,324.80  | 3,408.00  | 3,491.20  | 3,577.60  | 3,667.20  | 3,758.40  | 3,852.80   | 3,948.80   |
|                        | Appx. Monthly | 6,222.67  | 6,371.73  | 6,527.73  | 6,692.40  | 6,857.07  | 7,028.67  | 7,203.73  | 7,384.00  | 7,564.27  | 7,751.47  | 7,945.60  | 8,143.20  | 8,347.73   | 8,555.73   |
|                        | Appx. Annual  | 74,672.00 | 76,460.80 | 78,332.80 | 80,308.80 | 82,284.80 | 84,344.00 | 86,444.80 | 88,608.00 | 90,771.20 | 93,017.60 | 95,347.20 | 97,718.40 | 100,172.80 | 102,668.80 |

APPENDIX C  
SOCIAL SERVICE PRACTITIONER SALARY SCHEDULE

Social Service Practitioner Salary Tables

3% Across the Board Increase

| Ranges Eff. 08/09/2025 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12    | Step 13    | Step 14    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|
| <b>S1</b>              | Hourly        | 31.96     | 32.70     | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.77     |            |            |            |
|                        | Appx. Bi-wkly | 2,556.80  | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,261.60  |            |            |            |
|                        | Appx. Monthly | 5,539.73  | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,066.80  |            |            |            |
|                        | Appx. Annual  | 66,476.80 | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,801.60 |            |            |            |
| <b>S2</b>              | Hourly        | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88      | 44.97      | 46.09      |
|                        | Appx. Bi-wkly | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40   | 3,597.60   | 3,687.20   |
|                        | Appx. Monthly | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87   | 7,794.80   | 7,988.93   |
|                        | Appx. Annual  | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40  | 93,537.60  | 95,867.20  |
| <b>S3</b>              | Hourly        | 35.23     | 36.10     | 37.01     | 37.92     | 38.87     | 39.85     | 40.85     | 41.86     | 42.91     | 43.98     | 45.09     | 46.22      | 47.37      | 48.55      |
|                        | Appx. Bi-wkly | 2,818.40  | 2,888.00  | 2,960.80  | 3,033.60  | 3,109.60  | 3,188.00  | 3,268.00  | 3,348.80  | 3,432.80  | 3,518.40  | 3,607.20  | 3,697.60   | 3,789.60   | 3,884.00   |
|                        | Appx. Monthly | 6,106.53  | 6,257.33  | 6,415.07  | 6,572.80  | 6,737.47  | 6,907.33  | 7,080.67  | 7,255.73  | 7,437.73  | 7,623.20  | 7,815.60  | 8,011.47   | 8,210.80   | 8,415.33   |
|                        | Appx. Annual  | 73,278.40 | 75,088.00 | 76,980.80 | 78,873.60 | 80,849.60 | 82,888.00 | 84,968.00 | 87,068.80 | 89,252.80 | 91,478.40 | 93,787.20 | 96,137.60  | 98,529.60  | 100,984.00 |
| <b>S4</b>              | Hourly        | 36.10     | 37.01     | 37.92     | 38.87     | 39.85     | 40.85     | 41.86     | 42.91     | 43.98     | 45.09     | 46.22     | 47.37      | 48.55      | 49.77      |
|                        | Appx. Bi-wkly | 2,888.00  | 2,960.80  | 3,033.60  | 3,109.60  | 3,188.00  | 3,268.00  | 3,348.80  | 3,432.80  | 3,518.40  | 3,607.20  | 3,697.60  | 3,789.60   | 3,884.00   | 3,981.60   |
|                        | Appx. Monthly | 6,257.33  | 6,415.07  | 6,572.80  | 6,737.47  | 6,907.33  | 7,080.67  | 7,255.73  | 7,437.73  | 7,623.20  | 7,815.60  | 8,011.47  | 8,210.80   | 8,415.33   | 8,626.80   |
|                        | Appx. Annual  | 75,088.00 | 76,980.80 | 78,873.60 | 80,849.60 | 82,888.00 | 84,968.00 | 87,068.80 | 89,252.80 | 91,478.40 | 93,787.20 | 96,137.60 | 98,529.60  | 100,984.00 | 103,521.60 |
| <b>S5</b>              | Hourly        | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.95     | 46.06     | 47.22     | 48.39      | 49.60      | 50.84      |
|                        | Appx. Bi-wkly | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,684.80  | 3,777.60  | 3,871.20   | 3,968.00   | 4,067.20   |
|                        | Appx. Monthly | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,983.73  | 8,184.80  | 8,387.60   | 8,597.33   | 8,812.27   |
|                        | Appx. Annual  | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,804.80 | 98,217.60 | 100,651.20 | 103,168.00 | 105,747.20 |

New Top Step

| Ranges Eff. 02/21/2026 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12    | Step 13    | Step 14    | Step 15    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|
| <b>S1</b>              | Hourly        | 31.96     | 32.70     | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.77     | 41.79      |            |            |            |
|                        | Appx. Bi-wkly | 2,556.80  | 2,616.00  | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,261.60  | 3,343.20   |            |            |            |
|                        | Appx. Monthly | 5,539.73  | 5,668.00  | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,066.80  | 7,243.60   |            |            |            |
|                        | Appx. Annual  | 66,476.80 | 68,016.00 | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,801.60 | 86,923.20  |            |            |            |
| <b>S2</b>              | Hourly        | 33.53     | 34.38     | 35.20     | 36.10     | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88      | 44.97      | 46.09      | 47.24      |
|                        | Appx. Bi-wkly | 2,682.40  | 2,750.40  | 2,816.00  | 2,888.00  | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40   | 3,597.60   | 3,687.20   | 3,779.20   |
|                        | Appx. Monthly | 5,811.87  | 5,959.20  | 6,101.33  | 6,257.33  | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87   | 7,794.80   | 7,988.93   | 8,188.27   |
|                        | Appx. Annual  | 69,742.40 | 71,510.40 | 73,216.00 | 75,088.00 | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40  | 93,537.60  | 95,867.20  | 98,259.20  |
| <b>S3</b>              | Hourly        | 35.23     | 36.10     | 37.01     | 37.92     | 38.87     | 39.85     | 40.85     | 41.86     | 42.91     | 43.98     | 45.09     | 46.22      | 47.37      | 48.55      | 49.76      |
|                        | Appx. Bi-wkly | 2,818.40  | 2,888.00  | 2,960.80  | 3,033.60  | 3,109.60  | 3,188.00  | 3,268.00  | 3,348.80  | 3,432.80  | 3,518.40  | 3,607.20  | 3,697.60   | 3,789.60   | 3,884.00   | 3,980.80   |
|                        | Appx. Monthly | 6,106.53  | 6,257.33  | 6,415.07  | 6,572.80  | 6,737.47  | 6,907.33  | 7,080.67  | 7,255.73  | 7,437.73  | 7,623.20  | 7,815.60  | 8,011.47   | 8,210.80   | 8,415.33   | 8,625.07   |
|                        | Appx. Annual  | 73,278.40 | 75,088.00 | 76,980.80 | 78,873.60 | 80,849.60 | 82,888.00 | 84,968.00 | 87,068.80 | 89,252.80 | 91,478.40 | 93,787.20 | 96,137.60  | 98,529.60  | 100,984.00 | 103,500.80 |
| <b>S4</b>              | Hourly        | 36.10     | 37.01     | 37.92     | 38.87     | 39.85     | 40.85     | 41.86     | 42.91     | 43.98     | 45.09     | 46.22     | 47.37      | 48.55      | 49.77      | 51.01      |
|                        | Appx. Bi-wkly | 2,888.00  | 2,960.80  | 3,033.60  | 3,109.60  | 3,188.00  | 3,268.00  | 3,348.80  | 3,432.80  | 3,518.40  | 3,607.20  | 3,697.60  | 3,789.60   | 3,884.00   | 3,981.60   | 4,080.80   |
|                        | Appx. Monthly | 6,257.33  | 6,415.07  | 6,572.80  | 6,737.47  | 6,907.33  | 7,080.67  | 7,255.73  | 7,437.73  | 7,623.20  | 7,815.60  | 8,011.47  | 8,210.80   | 8,415.33   | 8,626.80   | 8,841.73   |
|                        | Appx. Annual  | 75,088.00 | 76,980.80 | 78,873.60 | 80,849.60 | 82,888.00 | 84,968.00 | 87,068.80 | 89,252.80 | 91,478.40 | 93,787.20 | 96,137.60 | 98,529.60  | 100,984.00 | 103,521.60 | 106,100.80 |
| <b>S5</b>              | Hourly        | 36.98     | 37.86     | 38.79     | 39.77     | 40.75     | 41.77     | 42.81     | 43.88     | 44.95     | 46.06     | 47.22     | 48.39      | 49.60      | 50.84      | 52.11      |
|                        | Appx. Bi-wkly | 2,958.40  | 3,028.80  | 3,103.20  | 3,181.60  | 3,260.00  | 3,341.60  | 3,424.80  | 3,510.40  | 3,596.00  | 3,684.80  | 3,777.60  | 3,871.20   | 3,968.00   | 4,067.20   | 4,168.80   |
|                        | Appx. Monthly | 6,409.87  | 6,562.40  | 6,723.60  | 6,893.47  | 7,063.33  | 7,240.13  | 7,420.40  | 7,605.87  | 7,791.33  | 7,983.73  | 8,184.80  | 8,387.60   | 8,597.33   | 8,812.27   | 9,032.40   |
|                        | Appx. Annual  | 76,918.40 | 78,748.80 | 80,683.20 | 82,721.60 | 84,760.00 | 86,881.60 | 89,044.80 | 91,270.40 | 93,496.00 | 95,804.80 | 98,217.60 | 100,651.20 | 103,168.00 | 105,747.20 | 108,388.80 |

APPENDIX C  
SOCIAL SERVICE PRACTITIONER SALARY SCHEDULE

Social Service Practitioner Salary Tables

3% Across the Board Increase

| Ranges Eff. 08/08/2026 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|
| S1                     | Hourly        | 32.92     | 33.68     | 34.54     | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.96     | 41.99      | 43.04      |            |            |            |
|                        | Appx. Bi-wkly | 2,633.60  | 2,694.40  | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,359.20   | 3,443.20   |            |            |            |
|                        | Appx. Monthly | 5,706.13  | 5,837.87  | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,278.27   | 7,460.27   |            |            |            |
|                        | Appx. Annual  | 68,473.60 | 70,054.40 | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,339.20  | 89,523.20  |            |            |            |
| S2                     | Hourly        | 34.54     | 35.41     | 36.26     | 37.18     | 38.09     | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09      | 45.20      | 46.32      | 47.47      | 48.66      |
|                        | Appx. Bi-wkly | 2,763.20  | 2,832.80  | 2,900.80  | 2,974.40  | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20   | 3,616.00   | 3,705.60   | 3,797.60   | 3,892.80   |
|                        | Appx. Monthly | 5,986.93  | 6,137.73  | 6,285.07  | 6,444.53  | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27   | 7,834.67   | 8,028.80   | 8,228.13   | 8,434.40   |
|                        | Appx. Annual  | 71,843.20 | 73,652.80 | 75,420.80 | 77,334.40 | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20  | 94,016.00  | 96,345.60  | 98,737.60  | 101,212.80 |
| S3                     | Hourly        | 36.29     | 37.18     | 38.12     | 39.06     | 40.04     | 41.05     | 42.08     | 43.12     | 44.20     | 45.30     | 46.44      | 47.61      | 48.79      | 50.01      | 51.25      |
|                        | Appx. Bi-wkly | 2,903.20  | 2,974.40  | 3,046.00  | 3,124.80  | 3,203.20  | 3,284.00  | 3,366.40  | 3,449.60  | 3,536.00  | 3,624.00  | 3,715.20   | 3,808.80   | 3,903.20   | 4,000.80   | 4,100.00   |
|                        | Appx. Monthly | 6,290.27  | 6,444.53  | 6,607.47  | 6,770.40  | 6,940.27  | 7,115.33  | 7,293.87  | 7,474.13  | 7,661.33  | 7,852.00  | 8,049.60   | 8,252.40   | 8,456.93   | 8,668.40   | 8,883.33   |
|                        | Appx. Annual  | 75,483.20 | 77,334.40 | 79,289.60 | 81,244.80 | 83,283.20 | 85,384.00 | 87,526.40 | 89,689.60 | 91,936.00 | 94,224.00 | 96,595.20  | 99,028.80  | 101,483.20 | 104,020.80 | 106,600.00 |
| S4                     | Hourly        | 37.18     | 38.12     | 39.06     | 40.04     | 41.05     | 42.08     | 43.12     | 44.20     | 45.30     | 46.44     | 47.61      | 48.79      | 50.01      | 51.26      | 52.54      |
|                        | Appx. Bi-wkly | 2,974.40  | 3,049.60  | 3,124.80  | 3,203.20  | 3,284.00  | 3,366.40  | 3,449.60  | 3,536.00  | 3,624.00  | 3,715.20  | 3,808.80   | 3,903.20   | 4,000.80   | 4,100.80   | 4,203.20   |
|                        | Appx. Monthly | 6,444.53  | 6,607.47  | 6,770.40  | 6,940.27  | 7,115.33  | 7,293.87  | 7,474.13  | 7,661.33  | 7,852.00  | 8,049.60  | 8,252.40   | 8,456.93   | 8,668.40   | 8,885.07   | 9,106.93   |
|                        | Appx. Annual  | 77,334.40 | 79,289.60 | 81,244.80 | 83,283.20 | 85,384.00 | 87,526.40 | 89,689.60 | 91,936.00 | 94,224.00 | 96,595.20 | 99,028.80  | 101,483.20 | 104,020.80 | 106,620.80 | 109,283.20 |
| S5                     | Hourly        | 38.09     | 39.00     | 39.95     | 40.96     | 41.97     | 43.02     | 44.09     | 45.20     | 46.30     | 47.44     | 48.64      | 49.84      | 51.09      | 52.37      | 53.67      |
|                        | Appx. Bi-wkly | 3,047.20  | 3,120.00  | 3,196.00  | 3,276.80  | 3,357.60  | 3,441.60  | 3,527.20  | 3,616.00  | 3,704.00  | 3,795.20  | 3,891.20   | 3,987.20   | 4,087.20   | 4,189.60   | 4,293.60   |
|                        | Appx. Monthly | 6,602.27  | 6,760.00  | 6,924.67  | 7,099.73  | 7,274.80  | 7,456.80  | 7,642.27  | 7,834.67  | 8,025.33  | 8,222.93  | 8,430.93   | 8,638.93   | 8,855.60   | 9,077.47   | 9,302.80   |
|                        | Appx. Annual  | 79,227.20 | 81,120.00 | 83,096.00 | 85,196.80 | 87,297.60 | 89,481.60 | 91,707.20 | 94,016.00 | 96,304.00 | 98,675.20 | 101,171.20 | 103,667.20 | 106,267.20 | 108,929.60 | 111,633.60 |

3% Across the Board Increase

| Ranges Eff. 08/07/2027 |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    |
|------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|
| S1                     | Hourly        | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19      | 43.25      | 44.33      |            |            |            |
|                        | Appx. Bi-wkly | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20   | 3,460.00   | 3,546.40   |            |            |            |
|                        | Appx. Monthly | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93   | 7,496.67   | 7,683.87   |            |            |            |
|                        | Appx. Annual  | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20  | 89,960.00  | 92,206.40  |            |            |            |
| S2                     | Hourly        | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31      | 45.41      | 46.56      | 47.71      | 48.89      | 50.12      |
|                        | Appx. Bi-wkly | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80   | 3,632.80   | 3,724.80   | 3,816.80   | 3,911.20   | 4,009.60   |
|                        | Appx. Monthly | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40   | 7,871.07   | 8,070.40   | 8,269.73   | 8,474.27   | 8,687.47   |
|                        | Appx. Annual  | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80  | 94,452.80  | 96,844.80  | 99,236.80  | 101,691.20 | 104,249.60 |
| S3                     | Hourly        | 37.38     | 38.30     | 39.26     | 40.23     | 41.24     | 42.28     | 43.34     | 44.41     | 45.53     | 46.66      | 47.83      | 49.04      | 50.25      | 51.51      | 52.79      |
|                        | Appx. Bi-wkly | 2,990.40  | 3,064.00  | 3,140.80  | 3,218.40  | 3,299.20  | 3,382.40  | 3,467.20  | 3,552.80  | 3,642.40  | 3,732.80   | 3,826.40   | 3,923.20   | 4,020.00   | 4,120.80   | 4,223.20   |
|                        | Appx. Monthly | 6,479.20  | 6,638.67  | 6,805.07  | 6,973.20  | 7,148.27  | 7,328.53  | 7,512.27  | 7,697.73  | 7,891.87  | 8,087.73   | 8,290.53   | 8,500.27   | 8,710.00   | 8,928.40   | 9,150.27   |
|                        | Appx. Annual  | 77,750.40 | 79,664.00 | 81,660.80 | 83,678.40 | 85,779.20 | 87,942.40 | 90,147.20 | 92,372.80 | 94,702.40 | 97,052.80  | 99,486.40  | 102,003.20 | 104,520.00 | 107,140.80 | 109,803.20 |
| S4                     | Hourly        | 38.30     | 39.26     | 40.23     | 41.24     | 42.28     | 43.34     | 44.41     | 45.53     | 46.66     | 47.83      | 49.04      | 50.25      | 51.51      | 52.80      | 54.12      |
|                        | Appx. Bi-wkly | 3,064.00  | 3,140.80  | 3,218.40  | 3,299.20  | 3,382.40  | 3,467.20  | 3,552.80  | 3,642.40  | 3,732.80  | 3,826.40   | 3,923.20   | 4,020.00   | 4,120.80   | 4,224.00   | 4,329.60   |
|                        | Appx. Monthly | 6,638.67  | 6,805.07  | 6,973.20  | 7,148.27  | 7,328.53  | 7,512.27  | 7,697.73  | 7,891.87  | 8,087.73  | 8,290.53   | 8,500.27   | 8,710.00   | 8,928.40   | 9,152.00   | 9,380.80   |
|                        | Appx. Annual  | 79,664.00 | 81,660.80 | 83,678.40 | 85,779.20 | 87,942.40 | 90,147.20 | 92,372.80 | 94,702.40 | 97,052.80 | 99,486.40  | 102,003.20 | 104,520.00 | 107,140.80 | 109,824.00 | 112,569.60 |
| S5                     | Hourly        | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.69     | 48.86      | 50.10      | 51.34      | 52.62      | 53.94      | 55.28      |
|                        | Appx. Bi-wkly | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80  | 3,815.20  | 3,908.80   | 4,008.00   | 4,107.20   | 4,209.60   | 4,315.20   | 4,422.40   |
|                        | Appx. Monthly | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,266.27  | 8,469.07   | 8,684.00   | 8,898.93   | 9,120.80   | 9,349.60   | 9,581.87   |
|                        | Appx. Annual  | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80 | 99,195.20 | 101,628.80 | 104,208.00 | 106,787.20 | 109,449.60 | 112,195.20 | 114,982.40 |

APPENDIX C  
SOCIAL SERVICE PRACTITIONER SALARY SCHEDULE

Social Service Practitioner Salary Tables

| New Top Step                  |               | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    |
|-------------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|
| <b>Ranges Eff. 08/07/2027</b> |               |           |           |           |           |           |           |           |           |           |            |            |            |            |            |            |            |
| <b>S1</b>                     | Hourly        | 33.91     | 34.69     | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19      | 43.25      | 44.33      | 45.44      |            |            |            |
|                               | Appx. Bi-wkly | 2,712.80  | 2,775.20  | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20   | 3,460.00   | 3,546.40   | 3,635.20   |            |            |            |
|                               | Appx. Monthly | 5,877.73  | 6,012.93  | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93   | 7,496.67   | 7,683.87   | 7,876.27   |            |            |            |
|                               | Appx. Annual  | 70,532.80 | 72,155.20 | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20  | 89,960.00  | 92,206.40  | 94,515.20  |            |            |            |
| <b>S2</b>                     | Hourly        | 35.58     | 36.47     | 37.35     | 38.30     | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31      | 45.41      | 46.56      | 47.71      | 48.89      | 50.12      | 51.37      |
|                               | Appx. Bi-wkly | 2,846.40  | 2,917.60  | 2,988.00  | 3,064.00  | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80   | 3,632.80   | 3,724.80   | 3,816.80   | 3,911.20   | 4,009.60   | 4,109.60   |
|                               | Appx. Monthly | 6,167.20  | 6,321.47  | 6,474.00  | 6,638.67  | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40   | 7,871.07   | 8,070.40   | 8,269.73   | 8,474.27   | 8,687.47   | 8,904.13   |
|                               | Appx. Annual  | 74,006.40 | 75,857.60 | 77,688.00 | 79,664.00 | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80  | 94,452.80  | 96,844.80  | 99,236.80  | 101,691.20 | 104,249.60 | 106,849.60 |
| <b>S3</b>                     | Hourly        | 37.38     | 38.30     | 39.26     | 40.23     | 41.24     | 42.28     | 43.34     | 44.41     | 45.53     | 46.66      | 47.83      | 49.04      | 50.25      | 51.51      | 52.79      | 54.11      |
|                               | Appx. Bi-wkly | 2,990.40  | 3,064.00  | 3,140.80  | 3,218.40  | 3,299.20  | 3,382.40  | 3,467.20  | 3,552.80  | 3,642.40  | 3,732.80   | 3,826.40   | 3,923.20   | 4,020.00   | 4,120.80   | 4,223.20   | 4,328.80   |
|                               | Appx. Monthly | 6,479.20  | 6,638.67  | 6,805.07  | 6,973.20  | 7,148.27  | 7,328.53  | 7,512.27  | 7,697.73  | 7,891.87  | 8,087.73   | 8,290.53   | 8,500.27   | 8,710.00   | 8,928.40   | 9,150.27   | 9,379.07   |
|                               | Appx. Annual  | 77,750.40 | 79,664.00 | 81,660.80 | 83,678.40 | 85,779.20 | 87,942.40 | 90,147.20 | 92,372.80 | 94,702.40 | 97,052.80  | 99,486.40  | 102,003.20 | 104,520.00 | 107,140.80 | 109,803.20 | 112,548.80 |
| <b>S4</b>                     | Hourly        | 38.30     | 39.26     | 40.23     | 41.24     | 42.28     | 43.34     | 44.41     | 45.53     | 46.66     | 47.83      | 49.04      | 50.25      | 51.51      | 52.80      | 54.12      | 55.47      |
|                               | Appx. Bi-wkly | 3,064.00  | 3,140.80  | 3,218.40  | 3,299.20  | 3,382.40  | 3,467.20  | 3,552.80  | 3,642.40  | 3,732.80  | 3,826.40   | 3,923.20   | 4,020.00   | 4,120.80   | 4,224.00   | 4,329.60   | 4,437.60   |
|                               | Appx. Monthly | 6,638.67  | 6,805.07  | 6,973.20  | 7,148.27  | 7,328.53  | 7,512.27  | 7,697.73  | 7,891.87  | 8,087.73  | 8,290.53   | 8,500.27   | 8,710.00   | 8,928.40   | 9,152.00   | 9,380.80   | 9,614.80   |
|                               | Appx. Annual  | 79,664.00 | 81,660.80 | 83,678.40 | 85,779.20 | 87,942.40 | 90,147.20 | 92,372.80 | 94,702.40 | 97,052.80 | 99,486.40  | 102,003.20 | 104,520.00 | 107,140.80 | 109,824.00 | 112,569.60 | 115,377.60 |
| <b>S5</b>                     | Hourly        | 39.23     | 40.17     | 41.15     | 42.19     | 43.23     | 44.31     | 45.41     | 46.56     | 47.69     | 48.86      | 50.10      | 51.34      | 52.62      | 53.94      | 55.28      | 56.66      |
|                               | Appx. Bi-wkly | 3,138.40  | 3,213.60  | 3,292.00  | 3,375.20  | 3,458.40  | 3,544.80  | 3,632.80  | 3,724.80  | 3,815.20  | 3,908.80   | 4,008.00   | 4,107.20   | 4,209.60   | 4,315.20   | 4,422.40   | 4,532.80   |
|                               | Appx. Monthly | 6,799.87  | 6,962.80  | 7,132.67  | 7,312.93  | 7,493.20  | 7,680.40  | 7,871.07  | 8,070.40  | 8,266.27  | 8,469.07   | 8,684.00   | 8,898.93   | 9,120.80   | 9,349.60   | 9,581.87   | 9,821.07   |
|                               | Appx. Annual  | 81,598.40 | 83,553.60 | 85,592.00 | 87,755.20 | 89,918.40 | 92,164.80 | 94,452.80 | 96,844.80 | 99,195.20 | 101,628.80 | 104,208.00 | 106,787.20 | 109,449.60 | 112,195.20 | 114,982.40 | 117,852.80 |



## APPENDIX D – CHILDREN AND FAMILY SERVICES (CFS) CASELOAD BENCHMARKS

### Section 1 – Definitions

Workload — refers to the work effort required in relation to a case, or caseload. It is understood and acknowledged by the parties that workload may vary from case to case and may vary during the existence of any one case.

Caseload — refers to the number of primary cases assigned to a Social Service Practitioner (SSP).

Caseload Benchmark — refers to a caseload number used to define an ideal caseload amongst SSPs.

Caseload Average — refers to the number of cases on average per program type amongst all SSPs. The caseload average by program type (e.g., Intake, J/D Writer, Carrier, Adoptions) is used by management to monitor progress toward the caseload benchmarks.

The number of SSPs/Lead SSPs in each program type does not include SSPs in training, on long-term leave, non-case carrying, or vacant positions.

### Section 2 – Caseload Metric

Intake or Emergency Response Case — refers to a new referral assigned to the primary caseload of the SSP during a calendar month.

Jurisdiction/Disposition (J/D) Writer Case — refers to a new petition assigned to the caseload of the SSP during a calendar month. The number of children per petition may vary. Every effort shall be made to assign new petitions such that each SSP in the unit has the same or similar number of children and petitions assigned in the month.

Carrier or On-Going Services Case — refers to a child assigned to the primary caseload of the SSP at any point in time, including but not limited to, Adoption, Special Health Care Needs (SHCN), Extended Foster Care (EFC), and Commercially Sexually Exploited Children (CSEC) caseloads. New cases still in pre-disposition/pre-adjudication and assigned to a J/D Writer pending initial disposition in Court will be assigned as primary to the Carrier/On-Going Services SSP.

### Section 3 – Caseload Benchmarks

| PROGRAM TYPE | CASELOAD BENCHMARKS |
|--------------|---------------------|
| INTAKE       | 13                  |
| J/D WRITER   | 4                   |
| CARRIER      | 27                  |
| ADOPTIONS    | 33                  |
| SHCN         | 20                  |
| EFC          | 25                  |
| CSEC         | 15                  |

CFS strives to achieve the caseload benchmarks set for SSPs. Relying solely on the count of assigned referrals or cases may not accurately reflect an SSP's workload. Assessing workload also involves considering factors such as the complexity of cases. As such, the parties will regularly re-evaluate the potential of adjusting the caseload benchmarks, as appropriate. CFS agrees to coordinate and hold a quarterly town hall meeting to dialogue with all SSPs on caseload progress, unless the parties agree otherwise.

CFS has taken steps to effectively reduce the workload associated with SSP caseloads by creating administrative support classifications. These classifications relieve SSPs of a range of administrative and paperwork burdens,

enabling SSPs to spend more time in direct social work practice with children and families.

SSPs assigned to Adoptions, who have secondary case assignments, will have those secondary case assignments weighted at 50%.

An SSP will be considered to have an EFC or CSEC caseload if more than 50% of the caseload is comprised of EFC or CSEC cases.

An SSP who is in training in the Training Unit typically assumes a caseload that is up to 75% of the established target for at least 6 months. Similarly, a Lead SSP caseload typically should not exceed 75% of the established target.

Nothing herein shall be construed to limit Management's authority to determine the priorities of an SSP's workload.

#### **Section 4 – Caseload Management**

- (a) It is the intent of Management to assign caseloads equitably so that an SSP will not have a significantly higher caseload than other SSPs on the same type of assignment performing similar tasks. However, caseloads vary in complexity. In an effort to equitably distribute caseloads, Management will adjust Departmental staffing imbalances. In pursuit of these benchmarks, staff and/or cases may be reassigned within and between offices and regions to achieve an equitable balance.
- (b) It is understood that Management's ability to meet the caseload benchmarks may be predicated upon certain variables including but not necessarily limited to budget restrictions, unanticipated caseload growth, spikes in reports to the Child and Adult Abuse Hotline, and department-wide staffing levels. Management's goal is to focus on quality of service and may lead to new initiatives or modifications to how caseloads are handled. The Parties will make every effort to meet caseload benchmarks. Progress towards meeting these benchmarks will be discussed during Joint Labor Management meetings. In addition, the Union reserves the right to meet and confer should there be concerns with progress in meeting the benchmarks.
- (c) Management will monitor SSP caseloads in accordance with the caseload benchmarks. If the caseload of an SSP exceeds the caseload benchmark for the program type, the Supervising Social Service Practitioner (SSSP) shall take action to reduce the SSP's caseload within the constraints of staffing and workload throughout the office. This will include an analysis of cases that may be appropriately transferred or closed.
- (d) For ALL program types, if the caseload of an SSP exceeds the caseload benchmark, management shall not assign any new cases to that SSP through the end of that month or until all SSPs in that function within that office have reached the caseload benchmark.
- (e) If management is unable to adjust the SSP's caseload to the caseload benchmark, management will ensure that the SSP's caseload is brought into balance with all SSP's in that program type.

#### **Section 5 – Performance Management**

When assessing an SSP's performance and determining disciplinary measures, Management will take into account the workload of the SSP and any potential correlation between the workload and the behavior under review. Management will thoroughly consider the workload of the SSP and whether there is any connection between the workload and the behavior prompting disciplinary action.

#### **Section 6 – Department Outcomes**

The parties affirm that reasonable caseloads support the Children and Family Services Mission and agree to work in partnership to implement the Integrated Core Practice Model to achieve the following goals, including but not limited to:

- A safe reduction in the number of children entering out-of-home care;
- An increase in timely permanency (including family reunification, legal guardianship and adoption) for children in out-of-home care;
- A reduction in children re-entering out-of-home care;
- A reduction in maltreatment of children in out-of-home care;
- An increase in placement stability for children in out-of-home care;
- An increase in foster children placed with siblings; and
- An increase in foster children placed in relative and non-relative extended family member care.

## APPENDIX E – DEPARTMENT OF BEHAVIORAL HEALTH

The parties agree to meet and confer, at the request of SEIU Local 721, to discuss caseload metrics.

## APPENDIX F – CLINICAL LADDER FOR RESPIRATORY CARE PRACTITIONERS

### Section 1 – General Provisions

- (a) The County shall establish a Clinical Ladder Program (the Program) for full-time employees in the Respiratory Care Practitioner III assigned to the Arrowhead Regional Medical Center.
- (b) The Program will provide an opportunity to earn additional compensation as they progress up the clinical ladder and continue to advance and develop their clinical knowledge and skills while providing direct patient care.
- (c) Participation in the Program is voluntary.

### Section 2 – Program Levels

RCPs will have the opportunity to progress through the following four levels:

- Level 1
- Level 2
- Level 3
- Level 4

See Section 7 for a summary of each level.

### Section 3 – Entering the Program

- (a) Eligible employees who are interested in participating in the Program and have received a “Meets Job Standards” or above Work Performance Evaluation (WPE) in the last 12 months may submit a program application along with all appropriate documentation to the RCP Clinical Ladder Review Committee (the Committee).
- (b) Eligible employees shall be eligible to apply to the Program after they receive their first “Meets Job Standards” or above WPE by submitting a program application and all appropriate documentation to the Committee.
- (c) Eligible employees who are accepted into the Program shall be placed at the appropriate level on the clinical ladder based on their years of work experience, education, state and national credentials, competencies, certificates, continuing education units, and organizational contributions as outlined in Section 7. The number of employees needed at each level in the Respiratory Therapy Unit shall also be considered by the Committee when determining the level of placement of each employee.
- (d) Once accepted into the Program, the employee shall maintain a portfolio. The purpose of the portfolio is to track performance requirements needed to remain in the Program at the current level and to advance to the next level.

### Section 4 – Progressing and Remaining in the Program

- (a) To remain in the Program at Current Level:
  - (1) Employees in the Program who wish to remain in the Program shall submit their portfolios to the Committee on a semi-annual basis.
  - (2) The Committee will review portfolios semi-annually to determine each employee’s continued eligibility in the Program. Committee reviews shall be scheduled during the months of April and October.

- (3) If the Committee determines that an employee has met all performance requirements for their level, the employee shall continue at that level in the Program.
- (4) If the Committee determines that an employee has not met one or more of the performance requirements (e.g., earning less than 6 credits per year toward a qualifying bachelor's degree or not completing enough annual organizational contributions), the employee shall have until the next semi-annual review period (i.e., approximately 6 months) to complete needed requirements while maintaining his or her current level. However, an employee shall be paid the lower level differential while they completes necessary requirements, provided all requirements of the lower level are met. If all requirements are met by the next semi-annual review period, the employee shall resume receiving the higher-level differential the first day of the pay period after Human Resources approves reinstatement of the higher-level differential. If an employee does not complete requirements by the next semi-annual review period, the employee shall return to the next lower level of the Program, provided all requirements of lower level are met, and will need to reapply to advance to the next level as provided in Section 4 (b).

Example 1: During the April 2025 semi-annual review, the Committee determines that a Level-3 employee did not perform all annual organizational contributions required to remain at Level 3. The Committee notifies the employee of the specific organizational contributions needed to remain at Level 3. The employee has until the next semi-annual review in October 2025 to complete the necessary organizational contributions. In the meantime, the employee will remain at Level 3, but will receive the Level 2 differential of 2.5%, provided all requirements of Level 2 are met. The employee completes all required organizational contributions by October 2025 and submits an updated portfolio to the Committee for review. The Committee determines that all requirements have been met and forwards a recommendation to maintain the employee at Level 3 to Human Resources, who then approves this recommendation. The employee resumes the Level 3 differential of 5% the first pay period following Human Resources approval.

Example 2: Same scenario as in Example 1 except an employee does not meet required annual organizational contribution by October 2025. In this instance, the employee will return to Level 2 and continue receiving the Level 2 differential (2.5%). By the next review period in April 2026, the employee meets all Level 3 requirements. The employee will submit their portfolio and request advancement to Level 3 as provided in Section 4 (b) of this article.

- (5) If at any time during the year, an employee is aware that they are not meeting a performance requirement (e.g., failed to obtain required certification) of their current level, the employee shall notify the Associate Hospital Administrator (AHA) responsible for Respiratory Care immediately. The employee shall have until the next semi-annual review period to complete requirements while maintaining his or her current level. However, the employee shall be paid the lower level differential while they completes necessary requirements, provided all requirements of the lower level are met. If all requirements are met by the next semi-annual review period, the employee shall resume receiving the higher-level differential the first day of the pay period after Human Resources approves reinstatement of the higher-level differential. If an employee does not complete requirements by the next semi-annual review period, the employee shall return to the next lower level of the Program, provided all requirements of lower level are met, and will need to reapply to advance to the next level as provided in Section 4 (b).
- (6) In situations where an employee receives a differential that they are not eligible to receive (i.e., employee is not meeting requirement for such differential), said employee shall be obliged to repay by payroll recovery the amount the employee was not eligible to receive. Repayments shall be administered in the same manner as "overpayments" as provided in the Payroll Adjustments article.

Example: A Level 4 employee fails to renew their certification that is required at Level 4 of the Program. The employee does not report the lapse of certification to the AHA and continues to receive the Level 4 differential of 7.5%. During the October review, the Committee discovers that the employee has not had a valid certification for six pay periods. As such, the employee should have been receiving the Level 3

differential of 5% instead of the Level 4 differential of 7.5% for the six pay periods that the employee did not have the required certification. The Committee then notifies the employee of the missing requirement and notifies Human Resources to begin the recovery process of 2.5% (i.e., the difference between 7.5% and 5%) of base salary that was overpaid for six pay periods.

(b) Progressing to a Higher Level:

- (1) Employees on Levels 1 through 3 who have met the performance requirements for the next level of the Program and wish to advance to the next level shall submit an application and portfolio to the Committee for their review and consideration for advancement.
- (2) The Committee will review all applications to advance to the next level on a semi-annual basis. Committee reviews shall be scheduled during the months of April and October.
- (3) If the Committee determines that an employee has met all performance requirements to progress to the next level, and there is a need for an employee at such level, the employee will begin at the next higher level and receive the corresponding differential effective the first pay period of the month following the semi-annual review.
- (4) Example: In March 2025, an employee at Level 2 has obtained 4 years of work experience as an RCP in an acute care hospital setting and has met all other performance requirements to advance to Level 3. The employee will then submit to the Committee his or her portfolio with an application asking to advance to Level 3. The Committee will review this application during the next semi-annual review in April 2025. If the Committee determines that the employee has met all Level 3 requirements, their shall begin receiving the Level 3 pay differential effective the first pay period in May.
- (5) Special Provision: All employees at Level 1 of the Program shall prepare to advance to Level 2 and submit an application for advancement by their third complete year of qualified work experience as an RCP. If an employee does not meet the performance requirements for Level 2 after 3 years of completed work experience, the employee shall be disenrolled from the Program.

**Section 5 – Differential Pay for Respiratory Care Practitioner III Levels 2 through 4**

The County shall establish the following differentials for employees at Levels 2 through 4 of the Clinical Ladder:

- (a) Level 2 Differential – Eligible employees who meet and maintain all Level 2 performance requirements (e.g., continuing enrollment in qualifying bachelor’s program, renewing certifications/state credentials if necessary, performing required organizational contributions) of the Program’s Clinical Ladder as provided in Section 7 and as determined by the Committee on a semi-annual basis shall receive a differential of two and one-half percent (2.5%) above their base hourly rate for all paid hours, up to their standard hours per pay period.
- (b) Level 3 Differential – Eligible employees who meet and maintain all Level 3 performance requirements (e.g., continuing enrollment in qualifying bachelor’s program, renewing certifications/state credentials if necessary, performing required organizational contributions) of the Program’s Clinical Ladder as provided in Section 7 and as determined by the Committee on a semi-annual basis shall receive a differential of five percent (5%) above their base hourly rate for all paid hours, up to their standard hours per pay period.
- (c) Level 4 Differential – Eligible employees who meet and maintain all Level 4 performance requirements (e.g., continuing enrollment in qualifying bachelor’s program, renewing certifications/national credentials if necessary, performing required organizational contributions) of the Program’s Clinical Ladder as provided in Section 7 and as determined by the Committee on a semi-annual basis shall receive a differential of seven and one-half percent (7.5%) above their base hourly rate for all paid hours, up to their standard hours per pay period.

The Respiratory Care Practitioner III Level 2, 3, and 4 Differentials in Section 5 are not cumulative.

Employees shall not receive differentials in Section 5 (a), (b), and (c) during a leave of more than two full pay periods (e.g., sick, vacation for sick leave purposes, etc.).

**Section 6 – RCP Clinical Ladder Review Committee**

- (a) The County established an RCP Clinical Ladder Review Committee that will be responsible for the following:
  - (1) Reviewing all documentation (i.e., application, portfolio, and other relevant documentation) submitted by the employee for admission into the Program and to advance to a higher level in the Program, and
  - (2) Determining and recommending RCP's admission and advancement in the Program.
- (b) The Committee shall consist of the Associate Hospital Administrator responsible for Respiratory Care, Director of Respiratory Care Services or the Assistant Director of Respiratory Care Services, one Supervising Respiratory Care Practitioner, one Respiratory Care Practitioner IIIs who are participating in the Program, and a representative from Human Resources.
- (c) All Committee recommendations to admit an employee into the Program or to advance an employee to a higher level are subject to the review and approval of the ARMC Chief Executive Officer or their designee.
- (d) Recommendations made by the Committee with respect to advancing a level, maintaining the employee's current level, or being moved down a level are not subject to appeal (e.g., grievance). However, if the employee disagrees with the determination of the Committee, the employee may submit supporting information/documentation for consideration by the Committee.
- (e) Meeting frequency: The Committee shall meet semi-annually in the months of April and October.



**Section 7 – Criteria Matrix**

## APPENDIX G – SIDE LETTER – IN-HOUSE REGISTRY (IHR) PILOT PROGRAM

### Introduction:

The County established a Pilot In-House Registry (IHR) Program. This program will expire sunset with the term of this agreement, unless mutually agreed to by the County and SEIU Local 721 (SEIU) to extend the program. The IHR Program is being developed to reduce the utilization of outside temporary staffing services for short notice staffing needs provided by the department. Specifically, it is the intent to utilize IHR to cover short staffing needs caused by such things as call-offs, absences, unanticipated increases in-patient census, etc.

It is not the intent to change the current County policy/practice for filling overtime shifts in units.

### Departments:

Only the Arrowhead Regional Medical Center (ARMC) is authorized to participate in the In-House Registry program.

### Eligibility Requirements:

- (a) To be eligible for the IHR compensation, the employee must be assigned an IHR designated shift and must be in the following classification(s):

| <b>Job Code</b> | <b>Classification</b>                    |
|-----------------|--|
| 18121           | Respiratory Care Practitioner III        |
| 19300           | Physical Therapist II                    |
| 19301           | Lead Physical Therapist                  |
| 16413           | Per Diem – Physical Therapist II         |
| 19290           | Occupational Therapist II                |
| 19291           | Lead Occupational Therapist              |
|                 |  |
| 16398           | Per Diem – Occupational Therapist II     |
| 20024           | Speech Therapist                         |
| 19292           | Lead Speech Therapist                    |
| 16414           | Per Diem – Speech Therapist              |
| 12021           | Clinical Lab Scientist II                |
| 12022           | Clinical Lab Scientist III               |
| 12026           | Per Diem – Clinical Laboratory Scientist |
| 03570           | Cytotechnologist                         |

Employee must sign up for IHR Program.

- (b) All IHR shifts must be scheduled and pre-approved shifts.
- (c) The following indicators are measures or predictors of changes in demand and/or resource availability that may result in the use of the IHR rate:
- (1) The Director/Manager or departmental designee is balancing the department schedule and filling in pre-existing schedule slots.
  - (2) There is an unforeseen and immediate need for a complete shift, due to a call-off i.e. sick, unplanned leave.
  - (3) There is an additional shift being added to cover a patient care need, i.e. extended delays, offering weekend services.

Per Diem Requirement: Per Diem employees may be eligible for IHR compensation provided they have worked a minimum of 72 hours in the pay period. Per Diems will follow all other establish IHR criteria\_

IHR Compensation:

IHR will be at a rate of two (2) times base rate.

An IHR shift is defined as one extra shift, or portion of a shift (minimum of 2 hours for shift), of actual hours worked in addition to an employee's regularly scheduled hours (e.g., an employee regularly scheduled at the hospital for 72/80 hours will receive the IHR rate only for extra shifts, or portion of a shift, of actual hours worked above these hours.

If an employee calls off (e.g., personal reasons), calls in sick, or takes any leave time (holiday, vacation, education) that is not pre-scheduled on a regularly scheduled shift(s), the employee will no longer be eligible for the IHR compensation, for that pay period. Pre-scheduled means that the holiday, vacation, education was approved at the time the schedule was posted. Employees sent home due to low census will not be disqualified for IHR, but must still comply with all other requirements.

While working an IHR shift, employees are not eligible for Return-to-Work Compensation, Medical Support Weekend Differential and Laboratory Technologist Night Standby Duty Pay.

## APPENDIX H – SIDE LETTER – CLINICAL/PROFESSIONAL LADDER

The County commits to evaluate the possibility of a Clinical/Professional Ladder program. After Board approval of the MOU, the parties agree to meet, upon request by either party, to research and discuss the potential of a clinical/professional ladder for individual Departments. The committee will include representatives from the respective Department, Labor Relations, Human Resources, the SEIU labor representative and SEIU appointed employee representatives.

## APPENDIX I – SIDE LETTER – EMERGENCY RESPONSE LUMP SUM – CHILDRENT AND FAMILY SERVICEES

**General** – The purpose of this provision is to compensate employees, who are regularly assigned to Emergency Response Operations for the Children and Family Services Department, when completing Emergency Response (ER) eligible duties.

Emergency Response is defined by California Department Social Services under the Emergency Response Enhancement Funding Program Plan.

**Eligibility** – The following classifications who are assigned to the Intake Unit, Open Case Investigators (OCI), Jurisdiction/Disposition (J/D) Writers performing intake or OCI tasks, the Child and Adult Abuse Hotline, or Carrier Workers\* Unit shall be eligible:

- Social Service Practitioner I, II, III
- Lead Social Service Practitioner

\* With Manager approval, Carrier Workers completing referral investigations from beginning to end and who meet all other criteria as specified below may be eligible. Only those hours worked on the completion of the referral investigation shall count towards the accumulation of hours for eligibility of the lump sum amount.

**Payment** – Effective the pay period after board approval, employees who are in an eligible classification and assignment shall be eligible to receive a lump sum payment as outlined below:

| Hours Required in Eligible Classification and Assignment* | Lump Sum Amount |
|---|-----------------|
| 1,040 hours   | \$1,260         |
| 2,080 hours   | \$1,820         |
| 4,160 hours   | \$3,640         |
| Maximum Total Payment                                     | \$6,720         |
|   |                 |
| <i>* Hours required are cumulative</i>                    |                 |

For the purpose of this Side Letter, hours refer to continuous regular hours for all hours actually worked, up to eighty (80) hours per pay period, in an eligible classification and assignment.

Payment will be made on the second pay date of a Time Study month. Time Study auditing months for the purpose of department recordkeeping are February, April, August, and November of each year.

Employees are also required to complete and code time study for all Emergency Response eligible hours as appropriate.

### **Exclusion and Limitations**

- (a) The funding for this Side Letter is valid for FY 2022-2023, FY 2023-2024, FY 2024-2025. Unless additional funding is allocated, this article will sunset on June 13, 2025, or when funding is exhausted, whichever occurs first.

- (b) An employee who moves into an ineligible classification and/or assignment prior to meeting the eligible hours requirement will not be eligible for any portion of the lump sum amount and those hours will be forfeited.
- (c) Employees who meet the eligible hours requirement and subsequently move to an ineligible classification and/or assignment will be eligible to receive the lump sum amount.
- (d) An eligible employee who has separated from County employment for any reason prior to the pay period in which the payment is paid shall not be eligible to receive the payment.
- (e) In no instance shall an employee be eligible for more than \$6,720 in Emergency Response Lump Sum payment.

## APPENDIX J – SIDE LETTER – REMOTE ASSIGNMENT INCENTIVE

The parties agree to meet and confer, at the request of SEIU Local 721 but no earlier than one year following board approval of the MOU, to discuss Remote Assignment Incentive for the Children and Family Services.

## APPENDIX K – PER DIEM TERMS AND CONDITIONS OF EMPLOYMENT

CLASSIFICATIONS LISTED IN SUB-SECTION B WAGES BELOW:

Unless otherwise specified in the MOU, provided below are the applicable terms and conditions of employment for employees in the Per Diem classifications covered by this Appendix.

- (a) The following Articles shall apply to employees in the Per Diem classifications covered by this Appendix D, as applicable: Recognition; Access to Personnel Records; Access to Work Locations; Authorized Employee Representatives; County Issued Identification/Access Cards and Equipment; County Management Rights; Definitions; Direct Deposit (Electronic Fund Transfer); Disaster Service Workers and Assignment During Emergencies; Dues Deductions; Expense Reimbursement; Fitness for Duty; Full Understanding, Modification and Waiver; Grievance Procedure (Except Section 10) to grieve only those matters governed by this section (a) (except County Management Rights and Non-Discrimination); Implementation; Meal and Break Periods; Non Discrimination; Obligation to Support; Pay Period; Payroll Adjustments; Provisions of Law; Salary Adjustments; Term; Time and Labor Reports; Use of County Resources and Bulletin Boards; and Work Disruption.
- (b) **Wages.** The hourly salary rates for Per Diem classifications are listed below.

| <b>Effective 09/21/2024</b>                        |  |                            |                        |
|--|--|----------------------------|------------------------|
| <b>3% Across the Board Increase &amp; Equities</b> |  |                            |                        |
| <b>Job Code</b>                                    | <b>Per Diem Classifications</b>          | <b>Less than 1,040 Hrs</b> | <b>After 1,040 Hrs</b> |
| 16399  | Per Diem - Clinical Therapist I          | \$52.10                    | \$53.42                |
| 16400  | Per Diem - Clinical Therapist II         | \$54.75                    | \$56.11                |
| 16404  | Per Diem - Dietitian                     | \$44.67                    | \$45.79                |
| 12026  | Per Diem - Clinical Laboratory Scientist | \$63.36                    | \$64.92                |
| 16397  | Per Diem - Occupational Therapist I      | \$57.53                    | \$58.97                |
| 16398  | Per Diem - Occupational Therapist II     | \$62.94                    | \$64.51                |
| 16412  | Per Diem - Physical Therapist I          | \$57.53                    | \$58.97                |
| 16413  | Per Diem - Physical Therapist II         | \$62.94                    | \$64.51                |
| 16414  | Per Diem - Speech Therapist              | \$64.45                    | \$66.06                |

| <b>Effective 08/09/2025</b>                        |  |                            |                        |
|--|--|----------------------------|------------------------|
| <b>3% Across the Board Increase &amp; Equities</b> |  |                            |                        |
| <b>Job Code</b>                                    | <b>Per Diem Classifications</b>          | <b>Less than 1,040 Hrs</b> | <b>After 1,040 Hrs</b> |
| 16399  | Per Diem - Clinical Therapist I          | \$53.66                    | \$55.02                |
| 16400  | Per Diem - Clinical Therapist II         | \$56.39                    | \$57.79                |
| 16404  | Per Diem - Dietitian                     | \$48.31                    | \$49.52                |
| 12026  | Per Diem - Clinical Laboratory Scientist | \$65.26                    | \$66.87                |
| 16397  | Per Diem - Occupational Therapist I      | \$62.22                    | \$63.78                |
| 16398  | Per Diem - Occupational Therapist II     | \$64.83                    | \$66.45                |
| 16412  | Per Diem - Physical Therapist I          | \$62.22                    | \$63.78                |
| 16413  | Per Diem - Physical Therapist II         | \$64.83                    | \$66.45                |



|       |                             |         |         |
|-------|-----------------------------|---------|---------|
| 16414 | Per Diem - Speech Therapist | \$69.70 | \$71.44 |
|-------|-----------------------------|---------|---------|

| Effective 08/08/2026                    |  |                     |                 |
|---|--|---------------------|-----------------|
| 3% Across the Board Increase & Equities |  |                     |                 |
| Job Code                                | Per Diem Classifications                 | Less than 1,040 Hrs | After 1,040 Hrs |
| 16399                                   | Per Diem - Clinical Therapist I          | \$55.27             | \$56.67         |
| 16400                                   | Per Diem - Clinical Therapist II         | \$58.08             | \$59.52         |
| 16404                                   | Per Diem - Dietitian                     | \$49.76             | \$51.01         |
| 12026                                   | Per Diem - Clinical Laboratory Scientist | \$67.22             | \$68.88         |
| 16397                                   | Per Diem - Occupational Therapist I      | \$64.09             | \$65.69         |
| 16398                                   | Per Diem - Occupational Therapist II     | \$66.77             | \$68.44         |
| 16412                                   | Per Diem - Physical Therapist I          | \$64.09             | \$65.69         |
| 16413                                   | Per Diem - Physical Therapist II         | \$66.77             | \$68.44         |
| 16414                                   | Per Diem - Speech Therapist              | \$71.79             | \$73.58         |

| Effective 08/07/2026                    |  |                     |                 |
|---|--|---------------------|-----------------|
| 3% Across the Board Increase & Equities |  |                     |                 |
| Job Code                                | Per Diem Classifications                 | Less than 1,040 Hrs | After 1,040 Hrs |
| 16399                                   | Per Diem - Clinical Therapist I          | \$56.93             | \$58.37         |
| 16400                                   | Per Diem - Clinical Therapist II         | \$59.82             | \$61.31         |
| 16404                                   | Per Diem - Dietitian                     | \$51.25             | \$52.54         |
| 12026                                   | Per Diem - Clinical Laboratory Scientist | \$69.24             | \$70.95         |
| 16397                                   | Per Diem - Occupational Therapist I      | \$66.01             | \$67.66         |
| 16398                                   | Per Diem - Occupational Therapist II     | \$68.77             | \$70.49         |
| 16412                                   | Per Diem - Physical Therapist I          | \$66.01             | \$67.66         |
| 16413                                   | Per Diem - Physical Therapist II         | \$68.77             | \$70.49         |
| 16414                                   | Per Diem - Speech Therapist              | \$73.94             | \$75.79         |

(c) **Working on a Holiday.** Per Diem employees covered by this Appendix shall be paid twice the base hourly rate for hours worked on the following holidays:

|                        |                           |
|------------------------|---------------------------|
| January 1              | Last Monday in May        |
| July 4                 | First Monday in September |
| November 11            | Thanksgiving Day          |
| Day after Thanksgiving | December 24               |
| December 25            | December 31               |

Holiday hours for the purpose of these holidays will begin with the night shift the day before the holiday and end with the evening shift of the day of the holiday. Time worked on these holidays shall be considered as hours worked for purposes of computing overtime.

(d) **Overtime.** Per Diem employees covered by this Appendix shall be paid at one and one-half times their regular rate of pay for hours worked in excess of forty (40) hours per work week or twelve (12) hours per day. Work week shall be defined as 12:01 a.m. each Saturday and end at 12:00 a.m. (midnight) the following Friday.

(e) **Differentials.**

(1) **Clinical Therapists Detention Facilities Differential.** Per Diem – Clinical Therapist I/II regularly assigned to detention facilities shall be paid a differential of one dollar (\$1.00) per hour over and above their base hourly rate for all hours actually worked, not to exceed eighty (80) hours per pay period.

(2) **Inpatient Assignment Differential.** Per Diem – Clinical Therapists I/II and Per Diem – Occupational Therapists I/II with a continuous assignment for work in the Behavioral Health Inpatient Unit of Arrowhead Regional Medical Center shall receive inpatient assignment compensation.

The appointing authority shall designate those positions eligible to receive inpatient assignment compensation of one dollar and twenty-five cents (\$1.25) per hour over and above their base hourly rate for all hours actually worked, not to exceed eighty (80) hours per pay period.

(3) **Medical Support Shift Differentials.** Per Diem – Clinical Therapists I/II, Per Diem – Dietitian, and Per Diem – Laboratory Technologist assigned to hospital, mental, or correctional institutions who work an assigned shift where the majority of hours, including meal time and at least four (4) hours, are worked between 6:00 p.m. and 12:00 a.m. (midnight), shall receive two dollars (\$2.00) per hour over and above their base hourly rate.

Those eligible employees who work an assigned shift, where the majority of hours, including meal time, and at least four (4) hours, are worked between 12:00 a.m. (midnight) and 8:00 a.m. of the following day, shall receive three dollars and thirty five cents (\$3.35) per hour over and above their base hourly rate.

As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work from 12:30 p.m. to 10:00 p.m. (i.e., a 9 hour shift with a 30 minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30 minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

When hours worked overlap more than one shift differential, employees shall receive the applicable shift differential based on the majority of shift worked, for the total number of hours during that shift. For example, an employee is assigned to work from 7:00 p.m. to 3:30 a.m. (i.e., an 8 hour shift with a 30 minute meal period). Since the majority of hours (i.e., 4.5 hours less the 30 minute meal period) are worked during the period of time covered by the Evening Shift differential, the employee would receive the Evening Shift differential (i.e., REG2) for all hours during that shift (i.e., 8 hours).

Employees who are assigned to a continuous evening or night shift shall receive such differential in addition to base pay when computing paid leave compensation.

Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

(4) **Medical Support Weekend Differential.** Per Diem – Clinical Therapists I/II, Per Diem – Dietitian, and Per Diem – Laboratory Technologist assigned to hospital, mental, or correctional institutions, who are called into work on a weekend that the employee was not pre-scheduled to work, shall be paid an additional three

dollars (\$3.00) per hour over and above their base hourly rate for all hours actually worked. “Weekend” for purposes of this provision is between 11:00 p.m. Friday through 11:00 p.m. Sunday night. In no event shall this differential be paid for a weekend that the employee was pre-scheduled to work. Employees who receive this differential are not eligible to receive other shift differentials (e.g., Evening and Night Shift differentials) for hours worked during the weekend shift.

- (5) **Differentials.** Per Diem employees shall be eligible to receive any other differentials, in the same manner and in the same amount, that are established during the term of this 2024 - 2028 MOU for a corresponding regular employee in this bargaining unit.

(f) **Retirement.**

- (1) **PST Deferred Compensation Plan.** Per Diem employees covered by this Appendix are not eligible to participate in the County’s defined benefit plan. Per Diem employees covered by this Appendix shall participate in the County’s PST deferred compensation plan in lieu of participation in the defined benefit plan. Said employees shall contribute seven and one-half percent (7.5%) of the employee’s biweekly base compensation.

- (2) (ii) **Deferred Compensation.** Per Diem employees covered by this Appendix may participate in the Section 457(b) deferred compensation plan administered by County, to the maximum extent provided by law, but shall not receive a County match.

- (g) **Unclassified Service.** Per Diem employees covered by this Appendix are in the Unclassified Service, and therefore do not have Civil Service Commission appeal rights as they are at-will and serve at the pleasure of the appointing authority, except as otherwise provided by law. As such, the Personnel Rules shall not apply to employees in the Per Diem classifications covered by this Appendix .

- (h) **Hours of Work.** Employees shall be required to work during such hours as necessary to carry out the duties of their position, as designated by the appointing authority, and such hours may be varied so long as the work requirements and efficient operations of the County are assured. Employees shall be advised of any minimum commitment requirement (e.g., number of hours, days, and/or weekends) established by the appointing authority.

- (i) **Dependent Care Assistance Plan.** The purpose of the Section 125 Dependent Care Assistance Plan (DCAP) is to permit eligible Per Diem employees covered by this Appendix D to make an election to pay for certain dependent care expenses with salary reduction from compensation contributed to the Plan before federal income tax is paid to the Internal Revenue Service (“Salary Reduction”) in accordance with Sections 125 and 129 of the Internal Revenue Code (IRC) of 1986 and regulations issued pursuant thereto. DCAP shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law.

DCAP will be administered by the County’s Human Resources Employee Benefits & Services Division consistent with said IRC Sections and the County’s Dependent Care Assistance Plan Document.

**Enrollment.** Enrollment in the Plan is required every Plan Year and is limited to the annual open enrollment period or within sixty (60) calendar days following the date of becoming eligible due to a mid-year Change in Status event. Failure to submit a participation agreement within the time frame shall result in an election to not participate in the Plan.

**Elections.** Eligible Per Diem employees may contribute, on a pre-tax basis, each bi-weekly pay period, an amount up to the IRC annual maximum. DCAP contributions will be automatically deducted from the employee’s pay warrant, or in the absence of sufficient earnings to cover the deduction, the employee will be offered the option to contribute by another method as provided by the DCAP Document. An employee election to participate shall be irrevocable for the remainder of the Plan Year. Once a salary reduction has begun, in no event will changes

in elections be permitted during the Plan Year except to the extent permitted under Internal Revenue Service rulings and regulations and the County's Dependent Care Assistance Plan Document.

**Remaining Balances.** Pursuant to IRC Section 125, any amounts remaining in the employee's account at the end of a Plan Year must be forfeited. The County will use any forfeited amounts to help defray the Plan's administrative expenses.

(j) **Sick Leave.** Per Diem employees covered by this Appendix shall be provided paid Sick Leave as required by law. Paid sick leave is an insurance or protection to be granted in circumstances of adversity to promote the health of the employee. It is not an earned right to time off from work. Sick leave is the authorized absence from duty of an employee for the following purposes:

- Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member. Family is defined as a child (biological, adopted, foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis regardless of age or dependency status); a biological, adoptive, or foster parent, stepparent, legal guardian of an employee or employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor; spouse, registered domestic partner; grandparent; grandchild; or sibling.
- If the eligible employee is a victim of domestic violence, sexual assault, or stalking, for the purposes described in subdivision (c) of Section 230 and subdivision (a) of Section 230.1 of the California Labor Code.

Separation - No paid sick leave shall be used as vacation, cashed-out upon separation, termination, retirement, or other separation from employment.

Notice of Sickness - The employee shall provide reasonable advance notification of the need for paid sick leave if the leave is foreseeable. In twenty-four (24) hour departments and for employees whose work assignment requires leaving their assigned work site together with one or more other employees shortly after reporting to work (e.g., road crews), the appointing authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence and must be notified at least one (1) hour prior to the start of the employee's scheduled tour of duty. In other departments, the appointing authority or designee must be notified within one-half (1/2) hour after the start of the employee's scheduled tour of duty of a sickness on the first day of absence.

Minimum charge - The minimum charge against sick leave shall be no less than fifteen (15) minutes.

Compensation - Paid sick leave will be compensated at the employee's base hourly rate.

Review - Use of paid sick leave accrued pursuant to the terms of the California Healthy Workplaces, Healthy Families Act, is not subject to a requirement of a doctor's note or proof of illness, unless there is a reasonable belief of misuse.

Accrual - Employees shall accrue paid sick leave at a rate of one (1) hour per every thirty (30) hours worked. Employees will be eligible to use sick leave on the first day following the pay period after ninety (90) days of employment, with a cap on annual usage of three (3) days or twenty-four (24) hours per year, whichever is greater. One year shall be calculated on a 12-month basis from the first date the employee is eligible to use paid sick leave.

The use of paid sick leave does not count toward the accrual for further sick leave or in the calculation for the purposes of overtime. Unused accrued sick leave shall carry over to the following year; however, the leave balance will be capped at six (6) days or 48 hours, whichever is greater.

(k) **Low Census.** At the sole discretion of the County, Per Diem employees covered by this Appendix may be called

off without pay at any time if it is determined that the patient census is such that their services are not immediately necessary.

- (l) **Medical Coverage.** Employees who meet the eligibility requirements of the Affordable Care Act shall be eligible to enroll in the County-sponsored Blue Shield Bronze PPO Plan.
- (m) **Closed Examinations.** In addition to open examinations, Per Diem employees covered by this Appendix shall be eligible to participate in the closed examination process. For the purposes of this Section (l), a closed examination shall be an examination that is limited to a particular agency or department.