RESOLUTION NO. 2023-064

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, RELATING TO COMPENSATION FOR CONFIDENTIAL/NONREPRESENTED EMPLOYEES, AND SUPERSEDING RESOLUTION 2022-039 AND RESOLUTION 2022-076

THE CITY COUNCIL OF THE CITY OF FULLERTON HEREBY RESOLVES AS FOLLOWS:

Section 1: DESIGNATION OF UNIT CLASSIFICATIONS

The provisions of this resolution shall apply to designated nonrepresented classifications in addition to confidential employees as defined herein. All classifications within this unit are listed in Appendix A. Nonrepresented classifications are designated with an asterisk.

A "confidential" employee is one who, in the course of his or her duties, has access to information relating to the City's administration of the Meyers-Milias-Brown Act (Cal. Gov. Code §3500 et seq.).

Section 2: TERM - EFFECTIVE DATES

The effective date of each Section is August 15, 2023 unless otherwise stated herein.

Section 3: MAINTENANCE OF EXISTING BENEFITS

Except as provided herein, all compensation, hours and other terms and conditions of employment presently enjoyed by Confidential/Nonrepresented employees shall remain in full force and effect unless changed subsequent to meetings between the City and representatives of the Confidential/Nonrepresented employees.

Section 4: CITY REVENUES

Confidential/Nonrepresented employees are encouraged to shop in Fullerton.

Section 5: THE SCHEDULE OF BASE SALARY RATES AND THE ALLOCATION OF CLASSES TO SALARY RANGES

The schedule of base salary rates is contained in Appendix A.

Base salary rates shall be adjusted by across-the-board increases according to the following schedule:

Eight percent (8%) base salary increase effective the first full pay period after August 15, 2023.

Four percent (4%) base salary increase effective the first full pay period after July 1, 2024.

Four percent (4%) base salary increase effective the first full pay period after July 1. 2025.

Three percent (3%) base salary increase effective the first full pay period after July 1, 2026.

Section 6: RETENTION PAY BONUS

Effective January 1, 2024, the City shall provide retention bonus in the form of a one-time gross lump sum payment when an employee achieves any of the following milestones of completed full-time regular service with the City:

10 years: \$2,500

15 years: \$3,000

20 years: \$4,500

Effective January 1, 2024, eligible employees will receive the gross lump sum payment for the milestone that they most recently passed.

Subsequent to the January 1, 2024 retention pay bonus payments, employees shall be responsible for submitting a notification form to Human Resources prior to the date they become eligible to receive any future retention pay bonuses. Subsequent retention pay bonus payments shall be made on the second pay date following receipt of notification to Human Resources.

This provision shall automatically expire on June 30, 2027, unless modified or revoked by the City Council prior to this date. The City shall no longer have an obligation to make retention bonuses beyond the date of expiration.

Section 7: OVERTIME PAY

Appendix A indicates the classifications which are exempt from the Fair Labor Standards Act (FLSA) with an (X). They are not eligible for overtime pay.

All other classifications are non-exempt for purposes of the FLSA and shall receive overtime pay in accordance with the rules which govern non-exempt employees in the general employee bargaining unit.

Section 8: EMERGENCY DUTY PAY

An FLSA-exempt employee shall be compensated at his/her base hourly rate when required to perform emergency duties. For purposes of this section, "emergency" and "emergency duty" shall be defined as follows:

Emergency: An unforeseen situation that calls for immediate action, or an

urgent need for assistance or relief, in order to provide or maintain the continuity of essential services to the public.

<u>Emergency Duty</u>: Duty by an employee required to report or return to duty, or required to be held over beyond the employee's normal end of shift, in order to meet an emergency at a time that the employee would not ordinarily have been on duty.

Emergency Duty status and eligibility for Emergency Duty Pay shall be determined by the employee's Department Head or designee, and shall be reported monthly to the City Manager.

Examples of circumstances which may qualify for Emergency Duty Pay include afterhours call-backs or hold-overs beyond the employee's normal end of shift for reasons such as:

- Assessment of conditions of private and/or public property damage which may pose a danger to the public;
- Cleanup and repair of dangerous conditions, such as water/sewer main breaks, street sinkholes, downed tree limbs, and other damaged City infrastructure;
- Lack of backup or subordinate staff to continue <u>essential operations</u>;
- Required service as an Emergency Service Worker;
- Attending to critical administrative functions which could impact service to the public or the City's obligations to its employees (e.g., emergency procurement, or attending to time-sensitive payroll and personnel matters);
- Required to respond to a notification to secure a City facility or property, such as responding to a security alarm call.
- Any other emergency as determined by the employee's Department Head, City Manager, or City Council.

Emergency Duty Pay is not intended to compensate represented employees for routine overtime for which the employee is already exempt under the FLSA.

Section 9: COMPENSATION FOR CITY-SPONSORED EVENTS

An FLSA-exempt employee with responsibilities for the production of the specified City-sponsored events set forth below, or required to work on the days of such specified events managing City facilities rented for private events, shall be entitled to receive their regular compensation at time and one-half rate for any hours worked on the days of the events which are in excess of the employee's regularly scheduled 40-hour work week.

This compensation is limited to only the following specified events:

Fourth of July

First Night

Arbor Day

Veteran's Day

Section 10: BILINGUAL PAY

An employee shall be eligible to receive an additional \$60 per pay period if the following conditions are met:

- A. The employee is required, as part of his/her regular public contact duties, to speak and/or translate by reading/writing one or more languages other than English.
- B. The employee must pass a language skills test approved or administered by the City.

Section 11: ACTING PAY

The pay provisions of the City's Acting Pay program (contained in Resolution 8485) are modified to provide that an employee: 1) shall receive Acting Pay beginning at the start of the first full shift following 80 hours actually worked (not paid leave) of an Acting assignment; and 2) shall be paid for all time served in a subsequent Acting position if the employee has received Acting Pay for the same temporary classification within the preceding 12 months, and there are at least 40 consecutive hours actually worked (not paid leave) in the second Acting assignment.

Section 12: DEPUTY DIRECTOR ASSIGNMENT PAY

An employee shall receive, in addition to regular pay, Deputy Director Assignment Pay equal to 10% of his/her base hourly rate for any pay period during which he/she is assigned to deputy director duties and responsibilities in addition to duties and responsibilities of his/her regular classification subject to the following:

- A. City has the unilateral right to assign an employee to the duties of a deputy director and to remove him/her from that position without cause or right of appeal.
- B. Determination of an employee's eligibility for a deputy director assignment shall be at the discretion of the Department Head and shall be based on employee performance, demonstrated readiness, and workload.
- C. Deputy director assignments may be rotated among similarly eligible employees within a department at the discretion of the Department Head.

- D. Any and all deputy director assignments must be approved in advance by the City Manager.
- E. Only one employee per department may be assigned as a deputy director at any one time, except that, at the recommendation of the Department Head and approval by the City Manager, up to two employees may be assigned as a deputy director if two departments are consolidated to one.
- F. City reserves the right to make no deputy director assignments within a department.
- G. City reserves the right to make no deputy director assignments within the City.
- H. An employee receiving deputy director assignment pay shall not be eligible for Acting Pay provided for in City Personnel Rules, Resolution 8485, Section 8 (B)(3).

Section 13: EXCEPTIONAL PERFORMANCE PAY

Confidential/Nonrepresented employees shall be eligible for the Exceptional Performance Pay program.

Section 14: TUITION REIMBURSEMENT

The rules and regulations governing tuition reimbursement for employees in the non-sworn management bargaining unit shall apply to Confidential/Nonrepresented employees. The limit eligible for reimbursement under this program shall be \$2,500 per fiscal year.

Section 15: SURVEYS

In determining what is adequate compensation, the parties shall use as a guideline the compensation provided to comparable employees in the following jurisdictions or any other jurisdictions deemed appropriate: Anaheim, Buena Park, Costa Mesa, Garden Grove, Huntington Beach, Newport Beach, Ontario, Orange, and Santa Ana.

Section 16: CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CalPERS)

- A. The City's contract with CalPERS for miscellaneous employees shall apply to Confidential/Nonrepresented unit employees.
- B. The City shall pay the 1959 Survivor Benefits Premium for all employees.
- C. Credit for Unused Sick Leave, Cal. Gov. Code §20965. An employee covered under the Miscellaneous category who is not eligible for benefits under Section 29(F) Payment for Unused Sick Leave upon Separation shall receive additional service credit for the balance of his/her unused sick leave upon retirement from the City, converted per the terms of the CalPERS contract amendment.

- D. Employees newly hired by the City after December 22, 2012, shall be subject to amendments made to the contract between the City and CalPERS effective December 23, 2012 and/or requirements under PEPRA that include the following:
 - 1. Employees hired on or after December 23, 2012 who are not "new members" as defined under the Public Employees' Pension Reform Act of 2013 (Cal. Gov. Code §7522 7522.74), hereinafter PEPRA, will have their final compensation calculated based on the provisions of California Government Code §20037. Final compensation shall be calculated based on the average of the highest three consecutive years.
 - 2. Employees hired on or after January 1, 2013 who are "new members" as defined under Government Code §7522.04(f) shall be enrolled in the 2% @ 62 benefit plan mandated by PEPRA. (Cal. Gov. Code §7522.20)
 - 3. Employees hired on or after January 1, 2013 who are "new members" as defined under PEPRA will have their final compensation calculated based on the provisions of California Government Code §7522.32 (highest average pensionable compensation for 36 consecutive months.)
 - 4. For employees who are "new members" as defined under Government Code §7522.04(f), each employee shall pay his/her member contribution as determined by CalPERS (Cal. Gov. Code §7522.30). Such payments shall be made through payroll deductions.
 - 5. Employees rehired after a period of separation from the City may also be subject to amendments or PEPRA in accordance with CalPERS rules and the law.
- E. Employer-Paid Member Contributions (EPMC) Employees Who Are Not "New Members"

The provisions in Section 16(E) shall apply only to employees who do not meet the definition of "new member" under the Public Employee Pension Reform Act of 2013 (PEPRA).

1. For employees who are not "new members" as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA), the City shall pay the CalPERS normal member contribution (as defined in §20677(a)(2) of the California Government Code) into each employee's account with CalPERS, pursuant to §20691 of the California Government Code. Effective July 14, 2018, the City's payment of the normal member contribution was reduced by 1% of total compensation earnable (to 6% for Miscellaneous employees), with 1% of the normal member contribution paid by the employee. The City paid portion of the normal member contribution shall be included within the employee's compensation earnable that is reported to CalPERS, pursuant to §20636(c)(4) of the California Government Code.

- a. Effective the first full pay period that includes July 1, 2024 the City's EPMC contribution shall be reduced by 1.958 percent (1.958%), with 2.958 percent (2.958%) of the normal member contribution paid by the employee.
- b. Effective the first full pay period that includes July 1, 2025 the City's EPMC contribution shall be reduced by an additional 2.021 percent (2.021%), with 4.979 percent (4.979%) of the normal member contribution paid by the employee.
 - Employees impacted by this reduction in the City's EPMC contribution shall receive a one-time "non-PERSable" payment of \$2,000, payable in the first full pay period that includes July 1, 2025.
- c. Effective the first full pay period that includes July 1, 2026 the City's EPMC contribution shall be reduced by an additional 2.021 percent (2.021%), with 7.0 percent (7.0%) of the normal member contribution paid by the employee.
 - Employees impacted by this reduction in the City's EPMC contribution shall receive a one-time "non-PERSable" payment of \$2,000, payable in the first full pay period that includes July 1, 2026.
- 2. Employees ineligible for this benefit pursuant to the Public Employees' Pension Reform Act of 2013, (PEPRA) shall not be eligible for this benefit or any replacement benefit.
 - For employees who are not "new members" as defined by PEPRA, this employer-paid member contribution shall not be considered base salary, and is not taxable income, pursuant to §414(h)(2) of the Internal Revenue Code. However, should any state or federal agency alter the current income tax treatment of such payment, the consequences of such action shall be the sole responsibility of the affected employees and shall in no way alter any obligation of the City toward such employees.
- 3. Effective March 7, 2020, employees who are not "new members" as defined by PEPRA shall contribute 1.958 percent (1.958%) of their compensation earnable (as defined in Government Code §20636) toward the employer contribution rate ("cost sharing"). On December 23, 2012, the City amended its CalPERS contract to provide that this portion of the contribution shall be made pursuant to Government Code Section §20516(a). In the event of a change in the law or legal determination that any portion of the employee contribution toward the employer rate is not allowable as agreed, the employer-paid member contributions shall be reduced by whatever portion is not allowable and the City may determine the appropriate modifications of benefits to offset this change.

- a. Effective the first full pay period that includes July 1, 2024, the Employee cost-sharing contribution shall be reduced by 1.958 percent (1.958%).
- 4. Should legislation be enacted that requires employees pay any portion of the required member contribution, then the City shall take whatever action is necessary to reduce the amount of the employee pick-up of the employer contribution by the amount of the required payment by the employee of the member contribution to the extent possible.

Section 17: SOCIAL SECURITY

In the event the City and its employees are required to participate in the federal Social Security program, the City shall meet with the Confidential/Nonrepresented employees concerning implementation of the Social Security program.

Section 18: MEDICARE

Employees hired by the City on or after April 1, 1986 shall be required to pay the designated employee contribution to participate in the Medicare Program, and the City shall be under no obligation to pay or "pick up" any such contributions.

Section 19: HEALTH INSURANCE

A. Contributions – Employees

The City shall contribute the following monthly amounts toward the payment of premiums for employees and their dependents.

Single: \$500

Two-Party: \$1,000

Family: \$1,400

These contributions shall remain in effect until superseded by Council Resolution. The balance of the premiums for the tier and plan selected by the employee shall be paid by the employee.

B. Contributions – Retirees

1. For each person regularly employed for 20 cumulative years or more who retires subsequent to September 30, 1995 the City shall pay the same contribution provided to active employees for employee-only coverage under the City health plan chosen by the retiree, provided, however, for persons hired by the City on or after January 1, 2012, the maximum monthly contribution paid under this paragraph shall be Two Hundred Dollars (\$200.00). With respect to any employee who retired between June 28,

- 1986 and September 30, 1995 the City shall pay 100% of the employee-only premium.
- 2. For each person who 1) was hired before January 1, 2012, 2) has been regularly employed for 20 cumulative years or more, and 3) who retires from the date this Resolution is approved by the City Council through December 31, 2024 only, the City shall provide a monthly medical contribution of \$550. Any such retiree shall not be eligible for any other retiree medical benefits provided under Section 19(B).
- 3. For each person regularly employed for ten or more cumulative years, but less than 20, and who retires subsequent to September 30, 1995 the City shall pay 50% of the contribution provided to active employees for employee-only coverage under the City health plan chosen by the retiree, provided, however, for persons hired by the City on or after January 1, 2012, the maximum monthly contribution paid under this paragraph shall be One Hundred Dollars (\$100.00). With respect to an employee who retired between June 28, 1986 and September 30, 1995 the City shall pay 50% of the employee-only premium.
- 4. For each person regularly employed for five or more cumulative years, but less than 10, the City shall pay 25% of the contribution provided to active employees for employee-only coverage under the City health plan chosen by the retiree. Persons hired by the City on or after January 1, 2012 shall not be eligible for this benefit.
- 5. For any employee that retires after the effective date of this Resolution and up to June 30, 2027, the City will reimburse such retirees who live outside of the City's Medical Network for the actual cost of procuring comparable health insurance in an amount not to exceed what the City would otherwise be obligated to pay on behalf of the retiree pursuant to Section 19(B) of this Resolution. This obligation shall continue until the retiree reaches age 65 or becomes eligible to enroll, automatically or voluntarily, in Medi-Cal or Medicare, whichever occurs first. Reimbursement is subject to the retiree submitting proof of payment to the City for coverage in a health plan that is comparable to the City's health plan and meets the affordability requirements of the Affordable Care Act.
- 6. A "retiree" shall mean only those former employees who receive a CalPERS retirement allowance effective the day after official separation from City of Fullerton employment.
- 7. This obligation to pay health insurance premiums shall discontinue at such time as the retiree reaches age 65 or becomes eligible to enroll, automatically or voluntarily, in Medi-Cal or Medicare, whichever occurs first.

8. A retiree desiring to have health insurance coverage for dependents shall remit to the City a check for the amount of dependent coverage no later than the 15th of the month preceding the effective month of coverage.

C. Opt-Out

- 1. An employee may "opt-out" of the City's medical plan under these conditions:
 - a. The employee must sign a document stating his/her desire to waive medical insurance.
 - b. The employee must provide proof of other coverage, which shall be confirmed by the City each year prior to open enrollment.
 - c. The employee may only re-enroll during 1) annual open enrollment, or 2) upon loss of coverage in accordance with the underwriting guidelines for each of the City's health plans.

2. Payment

- a. Full-time employees shall receive a cash payment of \$50 per pay period.
- b. Part-time employees shall receive a cash payment as follows:

Cumulative Hours Worked	Payment Per Pay Period
<3,120	\$0
≥3,120	\$30.00

D. "Flex Credit" Contribution

For those employees enrolled in the City's medical program, the City will implement a "flex credit" contribution in the amount of \$50 per month paid in \$25 increments for the first two pay periods of each month. These "flex credits" shall be paid through a revised Section 125 Plan.

Effective January 1, 2024 (implemented on the second pay date in the prior December), the City will increase the flex benefit contribution for those employees enrolled in the City's medical program by an additional \$300 (a total of \$350 per month) paid in \$175 increments for the first two pay periods of each month.

Further, effective January 1, 2025, the "flex credits" for those enrolled in the City's medical program shall be provided in three tiers based on their particular enrollment: Employee, Employee + 1, or Family. The "flex credits" will be adjusted annually in the amount of 50% of the premium increase for each applicable tier in the Kaiser HMO plan. If the premium goes down, there shall be no adjustment to the flex credits for that year.

Flex credits may be applied to the City's health insurance, dental, and vision premiums. Flex credits shall be applied in the following order: health insurance (first); dental insurance (second), and vision insurance (third). Any remaining flex credits after application to the City's health, dental, and vision premiums shall be forfeited.

For those employees who are not enrolled in City's medical plan, they shall receive a contribution to a Flexible Spending Account ("FSA") in the amount of \$50 per month paid in \$25 increments for the first two pay periods of each month (see Section 20).

The flex credits afforded under Section 19(D) shall in no way impact the City's separate obligation to provide a medical contribution to retirees under Section 19(B). The provision of flex credits to active employees under Section 19(D) does not constitute a "contribution" owed to retirees under Section 19(B).

If the City pursues a transition to obtaining medical benefits through CalPERS, the City will meet with representatives of this unit to discuss Section 19 with respect to flex credits and City medical contributions.

E. Voluntary Benefits Plan

The City has implemented a voluntary benefits plan through The Standard Insurance Company. Employees may opt in to plans providing supplemental benefits for Accident, Hospital and Critical Illness covered incidents. Premiums for employee selections shall be deducted from the employee's pay on a post-tax basis.

Section 20: FLEXIBLE SPENDING ACCOUNT PROGRAM

- A. The City's Flexible Spending Account (FSA) Program shall be made available to all employees.
- B. Pursuant to said program, an employee may request that eligible expenses be paid or reimbursed by the City out of his/her account, with the employee's base salary being reduced by the amount of any such payments or reimbursements.
- C. Each employee with a payroll deduction for medical and dental insurance premiums shall have his/her salary reduced by the amount of those deductions on a before-tax basis.

Section 21: LONG-TERM DISABILITY INSURANCE

- A. The City shall pay 100% of the premium for a City-owned Long-Term Disability insurance policy affording coverage to each active employee.
- B. The policy shall have an elimination period of 55 calendar days of continuous disability. Any time after the expiration of the elimination period, the employee may

apply for Long-Term Disability insurance or may continue to use accrued leave pursuant to the City's policy thereon.

C. The maximum benefit shall be at a minimum 60% of the eligible employee's PREDISABILITY EARNINGS as defined in the policy document, or \$6,000 per month, whichever is less. This maximum benefit shall be calculated in accordance with policy definitions.

Section 22: LIFE INSURANCE

The City shall provide group term life insurance equal to annual base salary for all affected employees. In compliance with the City's current life insurance contract, employees at age 70 shall have benefits reduced by 35%, and employees at age 75 shall have benefits reduced by 50%. Each employee may purchase additional City group term life insurance.

Section 23: VISION INSURANCE

Employees and dependents shall be eligible for vision care insurance through VSP. The City shall pay the lesser of the premium for such coverage or \$24.88 per month.

Section 24: DENTAL INSURANCE

The City shall pay up to an amount equal to the family premium rate for the Delta Dental HMO plan for employee and dependent coverage under any group dental insurance plan administered or approved by the City.

A retiree (as defined in Section 19) and his/her eligible dependents may subscribe to a City dental plan by paying the full premium for the coverage chosen. A retiree desiring to have dental coverage for himself/herself or for dependents shall remit to the City a check for the amount of the premium no later than the 15th of the month preceding the effective month of coverage.

Section 25: SELF-INSURANCE

The City shall have the right to provide all or any portion of the benefits presently available under any existing health, long-term disability, dental, or vision plan through a self-insurance program or, in the case of vision insurance, via a contract with a direct provider; however, the election of such option shall not cause affected employees to suffer any loss of benefits or coverage.

Section 26: CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT OF 1985 (COBRA)

Employees who are allowed to remain on a City health or dental insurance plan following separation from employment pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) may be charged the maximum rate permissible by law for such coverage (presently 102% of the premium for an active employee).

Section 27: HOLIDAY LEAVE PROGRAM

- A. The following days shall be recognized Holidays for employees of this unit:
 - 1. January 1, New Year's Day
 - 2. The third Monday in February, Presidents' Day
 - 3. The last Monday in May, Memorial Day
 - 4. July 4, Independence Day
 - 5. The first Monday in September, Labor Day
 - 6. November 11, Veteran's Day
 - 7. Thanksgiving Day
 - 8. The Friday following Thanksgiving Day
 - 9. December 24, Christmas Eve
 - 10. December 25, Christmas Day
 - 11. December 31, New Year's Eve
- B. No other day shall be such a holiday unless it is a non-recurring holiday designated specifically by the President of the United States and/or the Governor of California and approved by the City Council.
 - If any City bargaining unit receives Martin Luther King, Jr. Day as a holiday, members of this unit shall also receive the holiday.
- C. An employee will receive holiday leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, to be used when a designated City holiday occurs and employee works in a location, facility or program that is closed on the holiday, and the holiday falls on the employee's regular workday, and the employee is not required to work. The hours will be paid on the day the holiday occurs except as provided in D and E of this Section. There shall be no additional cash value for holiday leave hours.
- D. An employee who is required to work on a holiday will receive, in addition to his/her normal pay for the day, holiday discretionary paid leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, to be used at a later time in accordance with rules set forth herein.
- E. An employee will receive holiday discretionary leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, when a City designated holiday falls on a day that is not a regular workday for the employee. These hours may be used at a later time in accordance with rules set forth herein.
- F. Holiday discretionary leave time received under this Section must be used during the fiscal year in which it is received. Hours not used will expire. There will be no cash value associated with the holiday discretionary leave hours received under this provision.

Section 28: VACATIONS

A. Accrual

1. Each employee shall accrue vacation credit with pay in accordance with the following table:

	# of H	Hours
Amount of Current Service	<u>Annually</u>	Bi-Weekly
<10 Years	120	4.62
≥10 Years	128	4.93
≥11 Years	136	5.24
≥12 Years	144	5.54
≥13 Years	152	5.85
≥14 Years	160	6.16
≥20 Years	168	6.46
≥25 Years	176	6.77

The City Manager may authorize an FLSA-exempt employee to earn vacation credit at any of the rates described above, up to 160 hours annually.

Vacation credit shall accrue each pay period in which the employee has worked or used paid leave except sick leave at least one full regular work shift. An employee absent on sick leave or unpaid leave of absence for an entire pay period shall not receive vacation credit for that pay period.

B. Usage

- 1. First Vacation: A new employee's first vacation may not be taken until he/she has worked for 13 pay periods. Absences such as sick leave or unpaid leave for an entire pay period shall not be considered time worked for this purpose.
- 2. Department Head Approval: No vacation absence with pay may be taken without approval by the department head or designee. The department head shall schedule and approve vacation for his/her employees as requested or at such other time as will achieve the most efficient functioning of the department and to avoid any loss of vacation by reason of the accumulation limit provided herein.

C. Accumulation Limit

An employee may accumulate vacation credits, with the right to take or be paid for if not taken, up to twice his/her annual vacation allowance. Vacation credits earned beyond the maximum are forfeited, with the following exception:

When any written request by an employee to take vacation is refused or not acted upon by the department head and the employee is not allowed other vacation time

off to prevent a loss of vacation credits, the employee shall be paid at the straight time salary rate then in effect not only for the time worked, but also for the vacation time that would have been credited to him/her for working were it not for said accumulation limit. This payment shall continue until such time as the employee is permitted to take a vacation.

D. Annual Conversion

At the end of each payroll year, an eligible employee may convert up to 80 hours of unused vacation time into cash, payable at the base salary rate in effect at the time of conversion. Such conversions shall be made concurrently with the annual conversion of sick leave.

To be eligible, an employee must have completed his/her initial probation period; must have actually taken (not converted) at least 40 hours of vacation in the preceding payroll year; and must have at least 80 hours of vacation remaining after such conversion.

E. Separation From Employment

An employee who separates from employment by resignation, layoff or otherwise, shall be paid the balance of his/her accumulated vacation credits at the salary rate in effect on the date of separation. In the case of the employee's death, the balance shall be paid to the employee's designee or, if no designee, to the employee's estate.

Section 29: SICK LEAVE

Α.

- 1. Each regular full-time employee shall earn and accumulate 3.69 hours of sick leave for each pay period in which the employee has worked at least one full regular workday. An employee absent on vacation shall receive sick leave credit, but an employee absent on sick leave or unpaid leave of absence for an entire pay period shall not receive sick leave credit for that period.
- 2. Each employee regularly scheduled to work less than 40 hours per workweek shall accrue sick leave at the rate of three (3) hours per pay period. Any employee who converts from a regular forty-hour workweek to a workweek of less than forty hours, shall retain for use all of his/her accrued sick leave balances at the time of the workweek reduction.

B. Sick Leave Usage

An employee shall be allowed to use his/her accumulated sick leave as follows:

1. Absences relating to the health of the employee:

- a. Personal illness or physical incapacity;
- b. Medical or dental appointments;
- c. Forced quarantine in accordance with community health regulations;
- 2. Absences relating to the health of the employee's family:
 - a. Health conditions of or medical or dental appointments for the employee's spouse, parents, children, stepchildren, brother, sister, mother-in-law, father-in-law and others as required by law in a total amount not to exceed 48 hours in a payroll year.
 - b. The care of an employee's newborn child/children or the placement with an employee of a son or daughter for adoption or foster care within the first 12 months after birth or placement, for up to 96 hours.
 - c. The serious health condition of a family member which qualifies under the Family and Medical Leave Act (FMLA), provided that the employee has submitted all necessary documentation to the Human Resources Department certifying the condition qualifies for FMLA.

In no event shall the total time taken pursuant to 2.a, 2.b and 2.c exceed 480 hours in any 12-month period. This maximum limit of 480 hours shall be reduced by any time taken pursuant to the employee's own FMLA qualifying condition(s) within such rolling 12-month period except as otherwise required by law.

C. Approval of Sick Leave

- 1. Sick leave may be granted only when an employee has sick leave credits. The first sick leave with pay may not be taken before the 90th day following employment with the City. No payment for sick leave shall be made without the approval of the department head or designee.
- 2. Prior to resuming work after taking three or more consecutive shifts of sick leave, an employee shall submit a physician's written certification of the medical necessity for his/her absence from work and a written release stating that he/she is able to perform his/her normal or modified job duties. For example, an employee absent on Monday, Tuesday and Wednesday must provide this release before resuming work on Thursday.

If the absence of three or more consecutive shifts is for family illness (See B2 above), the employee shall submit certification from the attending physician of the family member's medical condition during the length of absence for which paid leave is requested. The physician's certification shall verify that the family member had an illness, injury, or medical procedure during the period of time for which paid

leave is requested. However, the certification shall not be required to include a diagnosis or description of injury or treatment.

D. Bereavement Leave

The death of a member of the employee's immediate family shall entitle the affected employee to be absent for three shifts (not to exceed 27 hours) and such absence shall not be charged to sick leave. An employee may also use two shifts (not to exceed 18 hours) of their accumulated sick leave per incident for bereavement purposes, and the City Manager may authorize up to an additional five shifts (not to exceed 45 hours) of sick leave usage for bereavement purposes when appropriate.

The definition of "immediate family" for the purpose of bereavement leave shall include the employee's spouse, parents, children, stepchildren, brother, sister, mother-in-law, father-in-law, grandparent, grandchild, stepparent, legal guardian and others as required by law.

E. Annual Optional Conversion of Sick Leave

Employees hired on or after June 29, 1996 are not eligible for this conversion program.

- 1. A person who has been regularly employed by the City for the full preceding calendar year and has at least 24 hours of unused sick leave remaining from the preceding payroll year may convert a fixed percentage of the unused portion of those credits to either of the following:
 - a. Up to 50% to vacation credits; or
 - b. Up to 50% to cash, to be paid at the employee's base salary rate.

An eligible employee who does not use sick leave during the preceding payroll year may convert up to 60% to cash or vacation, to be paid at the employee's base salary rate.

F. Payment for Unused Sick Leave Upon Separation

Payment for unused sick leave upon separation shall be awarded to persons regularly appointed to any City classification on or before August 31, 1983 and employed continuously thereafter. All others are ineligible for this benefit.

1. If an eligible employee dies or retires, 55% of the unused sick leave credits accumulated will be paid to the employee or, in the case of the employee's death, to the employee's designee or, if no designee, to the employee's estate. Such payment will be at the base salary rate in effect at the time of separation.

- 2. An eligible employee, who separates after ten years of continuous service for any reason other than death or retirement, shall be compensated for 55% of the unused balance of all accumulated sick leave credits in excess of 960 hours, to be paid at the base salary rate in effect at the time of separation.
- G. All sick leave credits not taken as sick leave or otherwise converted shall remain within the employee's accumulated sick leave credits.
- H. The City Manager may authorize a new employee to have up to 440 hours of sick leave credit. Such credit shall be available only for use as described in B above and shall not be available for any other use.

Section 30: WORK SCHEDULE REDUCTION

Where service to the public permits; a full-time employee may reduce his/her work schedule. Such reductions must result in cost savings to the City and are subject to approval by the City Manager, the Director of Human Resources, and the affected department head.

A work schedule reduction can take either of two forms:

- A. The policy regarding time off will be relaxed to allow employees to take unpaid time off in lieu of vacation; insurance, increment pay, leave accruals and retirement will not be affected. This will be subject to the following:
 - 1. Unpaid time must not exceed 10% of any pay period.
 - 2. An employee will not be allowed to exceed his/her vacation maximum. In other words, when the employee is at or near the vacation accumulation limit, vacation must be used and unpaid time will not be authorized.
 - 3. Taking unpaid time shall not result in overtime pay or comp time.
- B. When an employee wants to take off more than 10% of the time, he/she may, at the discretion of the City, reduce his/her schedule to three quarter time or half time. In this category, there is no reduction in insurance benefits but paid leave accruals, increment pay, and tuition reimbursement are reduced to three-quarter or half-time and CalPERS service credit is reduced accordingly. Except that sick leave shall accrue in accordance with Section 29 A2 during the work reduction period.
- C. To be eligible for this program, an employee must have passed the initial probation period.

Section 31: BENEFITS FOR PART-TIME EMPLOYEES

A. Persons appointed on a part-time basis shall receive only the benefits listed below upon appointment:

- 1. CalPERS in accordance with Section 16.
- 2. Eligible for jury duty pay and tuition reimbursement on a basis proportionate to hours worked (i.e., 50% or 75% of the full-time rate) under the same rules and practices which apply to full-time employees.
- 3. Eligible to accrue and use vacation credit in accordance with the following table and existing rules and practices:

Amount of Current	# of hours	 biweekly
Service	<u>50%</u>	<u>75%</u>
< 5 years	2.000	3.000
≥ 5 years	2.310	3.460
≥ 10 years	2.465	3.698
≥ 11 years	2.620	3.930
≥ 12 years	2.770	4.155
≥ 13 years	2.925	4.387
≥ 14 years	3.080	4.620

Vacation credits may be used in accordance with the provisions of Section 28 A2, B1, B2, C and E.

Sick leave shall accrue in accordance with Section 29 A2.

Employees who regularly work 30 or more hours per week or are assigned to a City position requiring health insurance coverage under the Affordable Care Act, shall be eligible for health insurance coverage per the provisions of Section 19.

The City shall have the option to provide greater benefits or to provide the above benefits at an earlier date to a person employed in an FLSA exempt classification, as listed in Appendix A.

B. If a part-time employee becomes full-time, the time served as a part-time employee shall be counted for purposes of vacation accrual.

Section 32: JURY DUTY

When an employee is duly summoned to jury duty, he/she shall receive his/her regular pay for any regularly scheduled working hours spent in actual performance of such service. If the employee receives \$50 or more for such service, the employee shall remit to the City all fees and allowances payable for such service, less reimbursements from the court for meals, travel, or lodging.

Employees who have the option to request call-in juror status shall exercise that option.

Section 33: MANAGEMENT LEAVE

Non-exempt employees are not eligible for management leave.

- A. Each employee shall be eligible for up to 32 hours (36 hours for employees on a synchronized 9/80 schedule) of management leave each fiscal year. Additional time may be granted at the discretion of the department head.
- B. Such leave shall not accrue past the maximum. Unused management leave shall be lost at the end of each fiscal year and shall not be converted to any other form of compensation.
- C. An employee who separates prior to the end of a fiscal year shall have deducted from the final paycheck or vacation balance any management leave that would be considered advance payment.

Section 34: WORKERS' COMPENSATION PROGRAM

The rules governing Workers' Compensation for employees in the non-sworn management bargaining unit shall apply to Confidential/Nonrepresented employees.

Section 35: PAYROLL SYSTEM

The City shall utilize the biweekly pay system. Pay periods shall begin at 12:01 A.M. every other Saturday, and end at midnight on the second Friday (i.e., 14 calendar days later) thereafter. Paydays shall occur on the Friday following the conclusion of each pay period. The one exception to this is when that Friday is a City holiday, the payday shall fall on the preceding business day.

Each affected employee shall participate in the City's direct deposit payroll program.

Section 36: ALTERNATE WORK SCHEDULES

Confidential/Nonrepresented unit employees are eligible for the City's alternate work schedule program, as provided in the City's Agreement with the general employee bargaining unit.

Section 37: DISCRETIONARY PERSONAL LEAVE

Discretionary personal leave accumulated and not used prior to approval of this Resolution will be available for employee use until such time as the employee separates from the City. This discretionary personal leave will have no cash value and its use must be approved by the Department Head and not require overtime backfill. Employees on discretionary personal leave will be on paid status. No additional Discretionary Personal Leave will be provided after approval of this Resolution. This leave is separate and distinct from Discretionary Holiday Leave referenced in Section 27.

ADOPTED BY THE FULLERTON CITY COUNCIL on August 15, 2023.

	Fred Jung, Mayor
ATTEST:	
Lucinda Williams, MMC City Clerk	_
Date	

Attachment:

• Appendix A - Confidential/Nonrepresented Salary Schedule

CONFIDENTIAL/NONREPRESENTED UNIT ALLOCATION OF CLASSFICATIONS TO SALARY RANGES

Sort by Classification Title

Classification Title	Range	Salary	FLSA
Classification Title	Range	Schedule/Unit	Exempt
Administrative Assistant - Confidential	809	Confidential/NR	
Assistant to the City Manager/Economic Development Manager	899	Confidential/NR	Х
Budget Analyst I	843	Confidential/NR	
Budget Analyst II	873	Confidential/NR	Х
Budget and Purchasing Manager	890	Confidential/NR	Х
City Clerk / Clerk Services Manager*	898	Confidential/NR	Х
Employee Benefits Specialist	840	Confidential/NR	
Executive Assistant	863	Confidential/NR	
Fiscal Operations Supervisor	880	Confidential/NR	Х
Fiscal Services Manager	897	Confidential/NR	Х
Human Resources Manager I	883	Confidential/NR	Х
Human Resources Manager II	895	Confidential/NR	Х
Human Resources Technician I	810	Confidential/NR	
Human Resources Technician II	840	Confidential/NR	
Human Resources/Risk Management Analyst I	863	Confidential/NR	
Human Resources/Risk Management Analyst II	870	Confidential/NR	Х
Payroll Technician I	810	Confidential/NR	
Payroll Technician II	840	Confidential/NR	
Police Behavioral Health Clinician I (+)*	874	Confidential/NR	Х
Police Behavioral Health Clinician II (+)*	876	Confidential/NR	Х
Public Information Coordinator	881	Confidential/NR	Х
Risk Manager	897	Confidential/NR	Х
Senior Budget Analyst	881	Confidential/NR	Х
Senior Human Resources/Risk Management Analyst	877	Confidential/NR	Х

⁽⁺⁾ denotes "At Will" classification

^{*} denotes NonRepresented classification

CONFIDENTIAL/NONREPRESENTED UNIT ALLOCATION OF CLASSFICATIONS TO SALARY RANGES

Sort by Classification Range

Olacaification Title	Dans	Salary	FLSA
Classification Title	Range	Schedule/Unit	Exempt
Administrative Assistant - Confidential	809	Confidential/NR	
Human Resources Technician I	810	Confidential/NR	
Payroll Technician I	810	Confidential/NR	
Employee Benefits Specialist	840	Confidential/NR	
Human Resources Technician II	840	Confidential/NR	
Payroll Technician II	840	Confidential/NR	
Budget Analyst I	843	Confidential/NR	
Executive Assistant	863	Confidential/NR	
Human Resources/Risk Management Analyst I	863	Confidential/NR	
Human Resources/Risk Management Analyst II	870	Confidential/NR	Х
Budget Analyst II	873	Confidential/NR	Х
Police Behavioral Health Clinician I (+)*	874	Confidential/NR	Х
Police Behavioral Health Clinician II (+)*	876	Confidential/NR	Х
Senior Human Resources/Risk Management Analyst	877	Confidential/NR	Х
Fiscal Operations Supervisor	880	Confidential/NR	X
Public Information Coordinator	881	Confidential/NR	Х
Senior Budget Analyst	881	Confidential/NR	X
Human Resources Manager I	883	Confidential/NR	Х
Budget and Purchasing Manager	890	Confidential/NR	Х
Human Resources Manager II	895	Confidential/NR	Х
Fiscal Services Manager	897	Confidential/NR	Х
Risk Manager	897	Confidential/NR	Х
City Clerk / Clerk Services Manager*	898	Confidential/NR	Х
Assistant to the City Manager/Economic Development Manager	899	Confidential/NR	Х

⁽⁺⁾ denotes "At Will" classification

^{*} denotes NonRepresented classification

Step Houry Bi-Weekly Monthly Annually Color Colo	Range: 8	00				Range:	840			
Color			Ri-Weekly	Monthly	Annually			Ri-Weekly	Monthly	Annually
No. No.										
1969 42.66 51.191 03 32.979 2.638 5.716 68.596 64 25.842 2.770 67.2026 65 27.133 2.171 4.703 56.437 05 36.359 2.909 6.302 75.627 66 68.596 67.002 72.026 67.002 72.026 67.002 72.026 67.002 72.026 67.002 72.026 67.002 72.026 72.002 72.										
Range: 803										
Range: 803										
Range: 803 Site				•					•	
Step	00	20.100	2,210	1,000	00,200		00.177	0,001	0,011	70,100
1										
02 24.270 1,942 4,207 50,482 02 32.075 2,566 5,560 66,716 03 25,484 2,039 4,417 53,007 03 33.680 2,694 5,838 70,054 04 26.758 2,141 4,638 55,657 04 35,362 2,629 6,129 73,553 05 28.096 2,248 4,870 58,440 05 37,131 2,970 6,436 77,232 06 29.501 2,360 5,114 61,362 06 38,988 3,119 6,758 81,095										
1						_				
O4										
Range: 805 Range: 206 2,248 4,870 58,440 06 38,988 3,119 6,758 81,095										
Range: 805 Hourly Bi-Weekly Monthly Annually 1										
Range: 805 Hourly Bi-Weekly Monthly Annually Step Hourly Bi-Weekly Monthly Annually 32.058 2.565 5.557 66.681										
Step	06	29.501	2,360	5,114	61,362	06	38.988	3,119	6,758	81,095
1	Range: 8	05				Range:	860			
Decomposition Color	Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
Name	01	24.842	1,987	4,306	51,671	01	32.058	2,565	5,557	66,681
Name	02	26.085	2,087	4,521	54,257	02	33.660	2,693		70,013
No. No.	03	27.389	2,191	4,747	56,969	03	35.343	2,827	6,126	73,513
Range: 809 Hourly Bi-Weekly Monthly Annually Step Hourly Gamma Gamma	04	28.758	2,301	4,985	59,817	04	37.110	2,969	6,432	77,189
Range: 809 Hourly Bi-Weekly Monthly Annually Step Hourly Bi-Weekly Monthly Annually O1 25.976 2,078 4,503 54,030 O2 34.554 2,764 5,989 71,872 O3 28.638 2,291 4,964 59,567 O3 36.282 2,903 6,289 75,467 O4 30.070 2,406 5,212 62,546 O4 38.094 3,3048 6,603 79,236 O5 31.573 2,526 5,473 65,672 O5 39.999 3,200 6,933 83,198 O6 33.152 2,652 5,746 68,956 O6 42.000 3,360 7,280 87,360 O7,280 87,360 O7,280 O	05	30.197	2,416	5,234	62,810	05	38.966	3,117	6,754	81,049
Step	06	31.706	2,536	5,496	65,948	06	40.915	3,273	7,092	85,103
Step Hourly Bi-Weekly Monthly Annually Step Hourly Bi-Weekly Monthly Annually 01 25.976 2,078 4,503 54,030 01 32.908 2,633 5,704 68,449 02 27.274 2,182 4,727 56,730 02 34.554 2,764 5,989 71,872 03 28,638 2,291 4,964 59,567 03 36,282 2,903 6,289 75,467 04 30.070 2,406 5,212 62,546 04 38.094 3,048 6,603 79,236 05 31.573 2,526 5,473 65,672 05 39.999 3,200 6,933 83,198 06 33.152 2,652 5,746 68,956 06 42.000 3,360 7,280 87,360 Range: 810 Step Hourly Bi-Weekly Monthly Annually Step Hourly Bi-Weekly Monthly<										
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03 28.638 2,291 4,964 59,567 03 36.282 2,903 6,289 75,467 04 30.070 2,406 5,212 62,546 04 38.094 3,048 6,603 79,236 05 31.573 2,526 5,473 65,672 05 39.999 3,200 6,933 83,198 06 33.152 2,652 5,746 68,956 06 42.000 3,360 7,280 87,360 Range: 810 Range: 865 Step Hourly Bi-Weekly Monthly Annually 01 26.085 2,087 4,521 54,257 01 34.192 2,735 5,927 71,119 02 27,389 2,191 4,747 56,969 02 35.901 2,872 6,223 74,674 03 28,758 2,301 4,985 59,817 03 37.696 3,016 6,534 78,408 05 31,706 2			Bi-Weekly	Monthly	Annually			Bi-Weekly	Monthly	Annually
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Range: 810 Range: 865 Step Hourly Bi-Weekly Monthly Annually 01 26.085 2,087 4,521 54,257 01 34.192 2,735 5,927 71,119 02 27.389 2,191 4,747 56,969 02 35.901 2,872 6,223 74,674 03 28.758 2,301 4,985 59,817 03 37.696 3,016 6,534 78,408 04 30.197 2,416 5,234 62,810 04 39.582 3,167 6,861 82,331 05 31.706 2,536 5,496 65,948 05 41.562 3,325 7,204 86,449 06 33.292 2,663 5,771 69,247 06 43.640 3,491 7,564 90,771 Range: 820 Step Hourly Bi-Weekly Monthly Annually 01 28,456 2,276 4,9	Step 01 02 03	Hourly 25.976 27.274 28.638	2,078 2,182 2,291	4,503 4,727 4,964	54,030 56,730 59,567	Step 01 02 03	Hourly 32.908 34.554 36.282	2,633 2,764 2,903	5,704 5,989 6,289	68,449 71,872 75,467
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Step Hourly Bi-Weekly Monthly Annually 01 26.085 2,087 4,521 54,257 01 34.192 2,735 5,927 71,119 02 27.389 2,191 4,747 56,969 02 35.901 2,872 6,223 74,674 03 28.758 2,301 4,985 59,817 03 37.696 3,016 6,534 78,408 04 30.197 2,416 5,234 62,810 04 39.582 3,167 6,861 82,331 05 31.706 2,536 5,496 65,948 05 41.562 3,325 7,204 86,449 06 33.292 2,663 5,771 69,247 06 43.640 3,491 7,564 90,771 Range: 820 Step Hourly Bi-Weekly Monthly Annually 59,188 01 35.451 2,836 6,145 73,738 02 29.878 <	Step 01 02 03 04 05	Hourly 25.976 27.274 28.638 30.070 31.573	2,078 2,182 2,291 2,406 2,526	4,503 4,727 4,964 5,212 5,473	54,030 56,730 59,567 62,546 65,672	Step 01 02 03 04 05	Hourly 32.908 34.554 36.282 38.094 39.999	2,633 2,764 2,903 3,048 3,200	5,704 5,989 6,289 6,603 6,933	68,449 71,872 75,467 79,236 83,198
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02 27.389 2,191 4,747 56,969 02 35.901 2,872 6,223 74,674 03 28.758 2,301 4,985 59,817 03 37.696 3,016 6,534 78,408 04 30.197 2,416 5,234 62,810 04 39.582 3,167 6,861 82,331 05 31.706 2,536 5,496 65,948 05 41.562 3,325 7,204 86,449 06 33.292 2,663 5,771 69,247 06 43.640 3,491 7,564 90,771 Range: 820 Range: 870 Range: 870 Step Hourly Bi-Weekly Monthly Annually 01 28,456 2,276 4,932 59,188 01 35,451 2,836 6,145 73,738 02 29,878 2,390 5,179 62,146 02 37,224 2,	Step 01 02 03 04 05 06 <i>Range:</i> 8	Hourly 25.976 27.274 28.638 30.070 31.573 33.152	2,078 2,182 2,291 2,406 2,526 2,652	4,503 4,727 4,964 5,212 5,473 5,746	54,030 56,730 59,567 62,546 65,672 68,956	Step 01 02 03 04 05 06	Hourly 32.908 34.554 36.282 38.094 39.999 42.000	2,633 2,764 2,903 3,048 3,200 3,360	5,704 5,989 6,289 6,603 6,933 7,280	68,449 71,872 75,467 79,236 83,198 87,360
03 28.758 2,301 4,985 59,817 03 37.696 3,016 6,534 78,408 04 30.197 2,416 5,234 62,810 04 39.582 3,167 6,861 82,331 05 31.706 2,536 5,496 65,948 05 41.562 3,325 7,204 86,449 06 33.292 2,663 5,771 69,247 06 43.640 3,491 7,564 90,771 Range: 820 Step Hourly Bi-Weekly Monthly Annually Step Hourly Bi-Weekly Monthly Annually 01 28.456 2,276 4,932 59,188 01 35.451 2,836 6,145 73,738 02 29.878 2,390 5,179 62,146 02 37.224 2,978 6,452 77,426 03 31.372 2,510 5,438 65,254 03 39.085 3,127 6,775 81,297 04 32.940 2,635 5,710 68,515 04	Step 01 02 03 04 05 06 Range: 8	Hourly 25.976 27.274 28.638 30.070 31.573 33.152	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly	4,503 4,727 4,964 5,212 5,473 5,746	54,030 56,730 59,567 62,546 65,672 68,956	Step 01 02 03 04 05 06 <u>Range:</u> Step	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly	5,704 5,989 6,289 6,603 6,933 7,280	68,449 71,872 75,467 79,236 83,198 87,360 Annually
04 30.197 2,416 5,234 62,810 04 39.582 3,167 6,861 82,331 05 31.706 2,536 5,496 65,948 05 41.562 3,325 7,204 86,449 06 33.292 2,663 5,771 69,247 06 43.640 3,491 7,564 90,771 Range: 820 Range: 870 Step Hourly Bi-Weekly Monthly Annually Step Hourly Bi-Weekly Monthly Annually 01 28.456 2,276 4,932 59,188 01 35.451 2,836 6,145 73,738 02 29.878 2,390 5,179 62,146 02 37.224 2,978 6,452 77,426 03 31.372 2,510 5,438 65,254 03 39.085 3,127 6,775 81,297 04 32.940 2,635 5,710 68,515 04 41.039<	Step 01 02 03 04 05 06 8 Step 01	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257	Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly 2,735	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119
05 31.706 2,536 5,496 65,948 05 41.562 3,325 7,204 86,449 06 33.292 2,663 5,771 69,247 06 43.640 3,491 7,564 90,771 Range: 820 Range: 870 Step Hourly Bi-Weekly Monthly Annually 01 28.456 2,276 4,932 59,188 01 35.451 2,836 6,145 73,738 02 29.878 2,390 5,179 62,146 02 37.224 2,978 6,452 77,426 03 31.372 2,510 5,438 65,254 03 39.085 3,127 6,775 81,297 04 32.940 2,635 5,710 68,515 04 41.039 3,283 7,113 85,361 05 34.587 2,767 5,995 71,941 05 43.091 3,447 7,469 89,629	Step 01 02 03 04 05 06 8 Step 01 02	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389	2,078 2,182 2,291 2,406 2,526 2,652 <u>Bi-Weekly</u> 2,087 2,191	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly 2,735 2,872	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674
Range: 820 Range: 870 Step Hourly 01 28.456 2,276 4,932 59,188 01 35.451 2,836 6,145 73,738 73,738 02 29.878 2,390 5,179 62,146 02 37.224 2,978 6,452 77,426 03 31.372 2,510 5,438 65,254 03 39.085 3,127 6,775 81,297 04 32.940 2,635 5,710 68,515 04 41.039 3,283 7,113 85,361 05 34.587 2,767 5,995 71,941 05 43.091 3,447 7,469 89,629	Step 01 02 03 04 05 06 Step 01 02 03	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly 2,735 2,872 3,016	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408
Range: 820 Range: 870 Step 01 Hourly 28.456 2,276 4,932 59,188 01 35.451 2,836 6,145 73,738 02 29.878 2,390 5,179 62,146 02 37.224 2,978 6,452 77,426 03 31.372 2,510 5,438 65,254 03 39.085 3,127 6,775 81,297 04 32.940 2,635 5,710 68,515 04 41.039 3,283 7,113 85,361 05 34.587 2,767 5,995 71,941 05 43.091 3,447 7,469 89,629	Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758 30.197	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301 2,416	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985 5,234	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817 62,810	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696 39.582	2,633 2,764 2,903 3,048 3,200 3,360 <u>Bi-Weekly</u> 2,735 2,872 3,016 3,167	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534 6,861	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408 82,331
Step Hourly Bi-Weekly Monthly Annually Step Hourly Bi-Weekly Monthly Annually 01 28.456 2,276 4,932 59,188 01 35.451 2,836 6,145 73,738 02 29.878 2,390 5,179 62,146 02 37.224 2,978 6,452 77,426 03 31.372 2,510 5,438 65,254 03 39.085 3,127 6,775 81,297 04 32.940 2,635 5,710 68,515 04 41.039 3,283 7,113 85,361 05 34.587 2,767 5,995 71,941 05 43.091 3,447 7,469 89,629	Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 05	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758 30.197 31.706	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301 2,416 2,536	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985 5,234 5,496	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817 62,810 65,948	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696 39.582 41.562	2,633 2,764 2,903 3,048 3,200 3,360 <u>Bi-Weekly</u> 2,735 2,872 3,016 3,167 3,325	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534 6,861 7,204	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408 82,331 86,449
01 28.456 2,276 4,932 59,188 01 35.451 2,836 6,145 73,738 02 29.878 2,390 5,179 62,146 02 37.224 2,978 6,452 77,426 03 31.372 2,510 5,438 65,254 03 39.085 3,127 6,775 81,297 04 32.940 2,635 5,710 68,515 04 41.039 3,283 7,113 85,361 05 34.587 2,767 5,995 71,941 05 43.091 3,447 7,469 89,629	Step 01 02 03 04 05 06 Step 01 02 03 04 05 06	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758 30.197 31.706 33.292	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301 2,416 2,536	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985 5,234 5,496	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817 62,810 65,948	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696 39.582 41.562 43.640	2,633 2,764 2,903 3,048 3,200 3,360 <u>Bi-Weekly</u> 2,735 2,872 3,016 3,167 3,325	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534 6,861 7,204	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408 82,331 86,449
02 29.878 2,390 5,179 62,146 02 37.224 2,978 6,452 77,426 03 31.372 2,510 5,438 65,254 03 39.085 3,127 6,775 81,297 04 32.940 2,635 5,710 68,515 04 41.039 3,283 7,113 85,361 05 34.587 2,767 5,995 71,941 05 43.091 3,447 7,469 89,629	Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758 30.197 31.706 33.292	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301 2,416 2,536 2,663	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985 5,234 5,496 5,771	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817 62,810 65,948 69,247	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range:	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696 39.582 41.562 43.640	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly 2,735 2,872 3,016 3,167 3,325 3,491	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534 6,861 7,204 7,564	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408 82,331 86,449 90,771
03 31.372 2,510 5,438 65,254 03 39.085 3,127 6,775 81,297 04 32.940 2,635 5,710 68,515 04 41.039 3,283 7,113 85,361 05 34.587 2,767 5,995 71,941 05 43.091 3,447 7,469 89,629	Step 01 02 03 04 05 06 Step 01 02 03 04 05 06 Range: 8 Step 06 Step 06 Step 06	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758 30.197 31.706 33.292 20 Hourly	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301 2,416 2,536 2,663 Bi-Weekly	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985 5,234 5,496 5,771	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817 62,810 65,948 69,247	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696 39.582 41.562 43.640 870 Hourly	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly 2,735 2,872 3,016 3,167 3,325 3,491	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534 6,861 7,204 7,564	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408 82,331 86,449 90,771
04 32.940 2,635 5,710 68,515 04 41.039 3,283 7,113 85,361 05 34.587 2,767 5,995 71,941 05 43.091 3,447 7,469 89,629	Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 01 02 03 04 05 06 Range: 8 Step 01	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758 30.197 31.706 33.292 20 Hourly 28.456	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301 2,416 2,536 2,663 Bi-Weekly 2,276	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985 5,234 5,496 5,771	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817 62,810 65,948 69,247 Annually 59,188	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 01 02 03 04 05 06	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696 39.582 41.562 43.640 870 Hourly 35.451	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly 2,735 2,872 3,016 3,167 3,325 3,491 Bi-Weekly 2,836	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534 6,861 7,204 7,564 Monthly 6,145	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408 82,331 86,449 90,771 Annually 73,738
05 34.587 2,767 5,995 71,941 05 43.091 3,447 7,469 89,629	Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758 30.197 31.706 33.292 20 Hourly 28.456 29.878	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301 2,416 2,536 2,663 Bi-Weekly 2,276 2,390	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985 5,234 5,496 5,771 Monthly 4,932 5,179	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817 62,810 65,948 69,247 Annually 59,188 62,146	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 06 06 06 07 08 08 08 08 08 08 08 08 08 08 08 08 08	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696 39.582 41.562 43.640 870 Hourly 35.451 37.224	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly 2,735 2,872 3,016 3,167 3,325 3,491 Bi-Weekly 2,836 2,978	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534 6,861 7,204 7,564 Monthly 6,145 6,452	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408 82,331 86,449 90,771 Annually 73,738 77,426
	Step 01 02 03 04 05 06 Step 01 02 03 03	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758 30.197 31.706 33.292 20 Hourly 28.456 29.878 31.372	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301 2,416 2,536 2,663 Bi-Weekly 2,276 2,390 2,510	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985 5,234 5,496 5,771 Monthly 4,932 5,179 5,438	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817 62,810 65,948 69,247 Annually 59,188 62,146 65,254	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696 39.582 41.562 43.640 870 Hourly 35.451 37.224 39.085	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly 2,735 2,872 3,016 3,167 3,325 3,491 Bi-Weekly 2,836 2,978 3,127	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534 6,861 7,204 7,564 Monthly 6,145 6,452 6,475	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408 82,331 86,449 90,771 Annually 73,738 77,426 81,297
06 35.317 2,905 6,295 75,539 06 45.247 3,620 7,843 94,114	Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758 30.197 31.706 33.292 20 Hourly 28.456 29.878 31.372 32.940	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301 2,416 2,536 2,663 Bi-Weekly 2,276 2,390 2,510 2,635	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985 5,234 5,496 5,771 Monthly 4,932 5,179 5,438 5,710	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817 62,810 65,948 69,247 Annually 59,188 62,146 65,254 68,515	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696 39.582 41.562 43.640 870 Hourly 35.451 37.224 39.085 41.039	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly 2,735 2,872 3,016 3,167 3,325 3,491 Bi-Weekly 2,836 2,978 3,127 3,283	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534 6,861 7,204 7,564 Monthly 6,145 6,452 6,775 7,113	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408 82,331 86,449 90,771 Annually 73,738 77,426 81,297 85,361
	Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 01 02 03 04 05 05 05 05 05 05 05 05 05 05 05 05 05	Hourly 25.976 27.274 28.638 30.070 31.573 33.152 10 Hourly 26.085 27.389 28.758 30.197 31.706 33.292 20 Hourly 28.456 29.878 31.372 32.940 34.587	2,078 2,182 2,291 2,406 2,526 2,652 Bi-Weekly 2,087 2,191 2,301 2,416 2,536 2,663 Bi-Weekly 2,276 2,390 2,510 2,635 2,767	4,503 4,727 4,964 5,212 5,473 5,746 Monthly 4,521 4,747 4,985 5,234 5,496 5,771 Monthly 4,932 5,179 5,438 5,710 5,995	54,030 56,730 59,567 62,546 65,672 68,956 Annually 54,257 56,969 59,817 62,810 65,948 69,247 Annually 59,188 62,146 65,254 68,515 71,941	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 06 07 08 09 09 09 09 09 09 09 09 09 09 09 09 09	Hourly 32.908 34.554 36.282 38.094 39.999 42.000 865 Hourly 34.192 35.901 37.696 39.582 41.562 43.640 870 Hourly 35.451 37.224 39.085 41.039 43.091	2,633 2,764 2,903 3,048 3,200 3,360 Bi-Weekly 2,735 2,872 3,016 3,167 3,325 3,491 Bi-Weekly 2,836 2,978 3,127 3,283 3,447	5,704 5,989 6,289 6,603 6,933 7,280 Monthly 5,927 6,223 6,534 6,861 7,204 7,564 Monthly 6,145 6,452 6,775 7,113 7,469	68,449 71,872 75,467 79,236 83,198 87,360 Annually 71,119 74,674 78,408 82,331 86,449 90,771 Annually 73,738 77,426 81,297 85,361 89,629

Effective Dates: 8/19/2023 - 7/5/2024

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	373	D: W		A 11	Range:	881	D: \\\		
Step	Hourly	Bi-Weekly	Monthly 0.040	Annually	Step	Hourly	Bi-Weekly	•	Annually
01	36.046	2,884	6,248	74,976	1		•	7,373	88,471
02	37.849	3,028	6,560	78,726	2		3,573	7,741	92,895
03	39.740	3,179	6,888	82,659	3			8,128	97,540
04	41.727	3,338	7,233	86,792	4			8,535	102,415
05	43.815	3,505	7,595	91,135	5		4,136		107,538
06	46.005	3,680	7,974	95,690	6	54.285	4,343	9,409	112,913
Range: 8	374				Range:	883			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	Annually
01	36.463	2,917	6,320	75,843	1			7,572	90,869
02	38.286	3,063	6,636	79,635	2			7,951	95,414
03	40.201	3,216	6,968	83,618	3			8,349	100,185
04	42.211	3,377	7,317	87,799	4			8,766	105,192
05	44.321	3,546	7,682	92,188	5			9,205	110,454
06	46.537	3,723	8,066	96,797	6			9,665	115,975
00	40.557	3,723	0,000	90,797		33.737	4,401	9,000	113,373
Range: 8	375				Range:	885			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	37.311	2,985	6,467	77,607	01	45.105	3,608	7,818	93,818
02	39.176	3,134	6,791	81,486	02	47.360	3,789	8,209	98,509
03	41.135	3,291	7,130	85,561	03			8,620	103,438
04	43.192	3,455	7,487	89,839	04			9,051	108,609
05	45.351	3,628	7,861	94,330	05			9,503	114,038
06	47.618	3,809	8,254	99,045	06		•		119,741
		-,	-, -	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			,	,,,	- ,
	376				Range:	890			
Step	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>	<u>Range:</u> Step	<u>Hourly</u>			<u>Annually</u>
<u>Step</u> 01	<u>Hourly</u> 38.288	3,063	6,637	79,639	Step 01	<u>Hourly</u> 46.434	3,715	8,049	96,583
<u>Step</u> 01 02	Hourly 38.288 40.203	3,063 3,216	6,637 6,969	79,639 83,622	<u>Step</u> 01 02	<u>Hourly</u> 46.434 48.754	3,715 3,900	8,049 8,451	96,583 101,408
Step 01 02 03	Hourly 38.288 40.203 42.213	3,063 3,216 3,377	6,637 6,969 7,317	79,639 83,622 87,803	Step 01 02 03	<u>Hourly</u> 46.434 48.754 51.192	3,715 3,900 4,095	8,049 8,451 8,873	96,583 101,408 106,479
Step 01 02 03 04	Hourly 38.288 40.203 42.213 44.323	3,063 3,216 3,377 3,546	6,637 6,969 7,317 7,683	79,639 83,622 87,803 92,192	Step 01 02 03 04	Hourly 46.434 48.754 51.192 53.753	3,715 3,900 4,095 4,300	8,049 8,451 8,873 9,317	96,583 101,408 106,479 111,806
Step 01 02 03 04 05	Hourly 38.288 40.203 42.213 44.323 46.539	3,063 3,216 3,377	6,637 6,969 7,317 7,683 8,067	79,639 83,622 87,803	Step 01 02 03 04 05	Hourly 46.434 48.754 51.192 53.753 56.440	3,715 3,900 4,095 4,300	8,049 8,451 8,873 9,317	96,583 101,408 106,479
Step 01 02 03 04	Hourly 38.288 40.203 42.213 44.323	3,063 3,216 3,377 3,546	6,637 6,969 7,317 7,683	79,639 83,622 87,803 92,192	Step 01 02 03 04	Hourly 46.434 48.754 51.192 53.753 56.440	3,715 3,900 4,095 4,300 4,515	8,049 8,451 8,873 9,317	96,583 101,408 106,479 111,806
Step 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867	3,063 3,216 3,377 3,546 3,723	6,637 6,969 7,317 7,683 8,067	79,639 83,622 87,803 92,192 96,801	Step 01 02 03 04 05	Hourly 46.434 48.754 51.192 53.753 56.440 59.262	3,715 3,900 4,095 4,300 4,515	8,049 8,451 8,873 9,317 9,783	96,583 101,408 106,479 111,806 117,395
Step 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867	3,063 3,216 3,377 3,546 3,723 3,909	6,637 6,969 7,317 7,683 8,067 8,470	79,639 83,622 87,803 92,192 96,801 101,643	Step 01 02 03 04 05 06 <i>Range:</i>	Hourly 46.434 48.754 51.192 53.753 56.440 59.262	3,715 3,900 4,095 4,300 4,515 4,741	8,049 8,451 8,873 9,317 9,783 10,272	96,583 101,408 106,479 111,806 117,395 123,265
Step 01 02 03 04 05 06 Range: 8	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly	3,063 3,216 3,377 3,546 3,723 3,909	6,637 6,969 7,317 7,683 8,067 8,470	79,639 83,622 87,803 92,192 96,801 101,643	Step 01 02 03 04 05 06 <i>Range:</i> Step	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly	8,049 8,451 8,873 9,317 9,783 10,272	96,583 101,408 106,479 111,806 117,395 123,265
Step 01 02 03 04 05 06 Range: 8 Step 01	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 B77 Hourly 39.720	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618	Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899	8,049 8,451 8,873 9,317 9,783 10,272 <u>Monthly</u> 8,448	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373
Step 01 02 03 04 05 06 Range: 8 Step 01 02	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746	Step 01 02 03 04 05 06 <u>Range:</u> Step 01	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094	8,049 8,451 8,873 9,317 9,783 10,272 <u>Monthly</u> 8,448 8,870	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299	8,049 8,451 8,873 9,317 9,783 10,272 <u>Monthly</u> 8,448 8,870 9,314	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503 3,678	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980 48.279	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503 3,678 3,862	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970 8,368	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638 100,420	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420 59.240	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514 4,739	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779 10,268	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354 123,219
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503 3,678	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420 59.240	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514 4,739	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779 10,268	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980 48.279	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503 3,678 3,862	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970 8,368	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638 100,420	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420 59.240 62.203	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514 4,739	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779 10,268	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354 123,219
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980 48.279 50.693	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503 3,678 3,862	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970 8,368	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638 100,420	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420 59.240 62.203	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514 4,739 4,976	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779 10,268	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354 123,219
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980 48.279 50.693	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503 3,678 3,862 4,055	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970 8,368 8,787	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638 100,420 105,441	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range:	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420 59.240 62.203 896 Hourly	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514 4,739 4,976	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779 10,268 10,782	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354 123,219 129,382 Annually
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980 48.279 50.693	3,063 3,216 3,377 3,546 3,723 3,909 <u>Bi-Weekly</u> 3,178 3,336 3,503 3,678 3,862 4,055	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970 8,368 8,787	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638 100,420 105,441	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420 59.240 62.203 896 Hourly 50.514	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514 4,739 4,976 Bi-Weekly 4,041	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779 10,268 10,782	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354 123,219 129,382
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980 48.279 50.693 B80 Hourly 41.196 43.256	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503 3,678 3,862 4,055 Bi-Weekly 3,296 3,460	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970 8,368 8,787 Monthly 7,141 7,498	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638 100,420 105,441 Annually 85,688 89,972	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420 59.240 62.203 896 Hourly 50.514 53.040	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514 4,739 4,976 Bi-Weekly 4,041 4,243	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779 10,268 10,782 Monthly 8,756 9,194	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354 123,219 129,382 Annually 105,069 110,323
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 9 01 02 03 04 05 06 Range: 9 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980 48.279 50.693 380 Hourly 41.196 43.256 45.418	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503 3,678 3,862 4,055 Bi-Weekly 3,296 3,460 3,633	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970 8,368 8,787 Monthly 7,141 7,498 7,872	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638 100,420 105,441 Annually 85,688 89,972 94,469	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420 59.240 62.203 896 Hourly 50.514 53.040 55.691	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514 4,739 4,976 Bi-Weekly 4,041 4,243 4,455	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779 10,268 10,782 Monthly 8,756 9,194 9,653	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354 123,219 129,382 Annually 105,069 110,323 115,837
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 Range: 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980 48.279 50.693 B80 Hourly 41.196 43.256	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503 3,678 3,862 4,055 Bi-Weekly 3,296 3,460 3,633 3,815	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970 8,368 8,787 Monthly 7,141 7,498 7,872 8,266	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638 100,420 105,441 Annually 85,688 89,972 94,469 99,195	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420 59.240 62.203 896 Hourly 50.514 53.040 55.691 58.477	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514 4,739 4,976 Bi-Weekly 4,041 4,243 4,455 4,678	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779 10,268 10,782 Monthly 8,756 9,194 9,653 10,136	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354 123,219 129,382 Annually 105,069 110,323 115,837 121,632
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 9 01 02 03 04 05 06 Range: 9 01 02 03 04 05 06	Hourly 38.288 40.203 42.213 44.323 46.539 48.867 Hourly 39.720 41.705 43.791 45.980 48.279 50.693 380 Hourly 41.196 43.256 45.418 47.690	3,063 3,216 3,377 3,546 3,723 3,909 Bi-Weekly 3,178 3,336 3,503 3,678 3,862 4,055 Bi-Weekly 3,296 3,460 3,633	6,637 6,969 7,317 7,683 8,067 8,470 Monthly 6,885 7,229 7,590 7,970 8,368 8,787 Monthly 7,141 7,498 7,872	79,639 83,622 87,803 92,192 96,801 101,643 Annually 82,618 86,746 91,085 95,638 100,420 105,441 Annually 85,688 89,972 94,469	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 46.434 48.754 51.192 53.753 56.440 59.262 895 Hourly 48.737 51.175 53.733 56.420 59.240 62.203 896 Hourly 50.514 53.040 55.691 58.477 61.400	3,715 3,900 4,095 4,300 4,515 4,741 Bi-Weekly 3,899 4,094 4,299 4,514 4,739 4,976 Bi-Weekly 4,041 4,243 4,455 4,678 4,912	8,049 8,451 8,873 9,317 9,783 10,272 Monthly 8,448 8,870 9,314 9,779 10,268 10,782 Monthly 8,756 9,194 9,653 10,136	96,583 101,408 106,479 111,806 117,395 123,265 Annually 101,373 106,444 111,765 117,354 123,219 129,382 Annually 105,069 110,323 115,837

Effective Dates: 8/19/2023 - 7/5/2024

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Range:	897						
<u>Step</u>		<u>Hourly</u>	Bi-Weekly	M	<u>onthly</u>	<u>Annually</u>	
01		51.652	4,132		8,953	107,436	
02		54.234	4,339		9,401	112,807	
03		56.945	4,556		9,870	118,446	
04		59.793	4,783	1	0,364	124,369)
05	i	62.783	5,023	1	0,882	130,589)
06	;	65.922	5,274	1	1,426	137,118	;
Range:	898						
Step	<u>.</u>	Hourly	Bi-Weekly	M	onthly	<u>Annually</u>	<u>'</u>
01		52.693	4,215		9,133	109,601	
02		55.327	4,426		9,590	115,080)
03	,	58.093	4,647	1	0,069	120,833	,
04		60.998	4,880	1	0,573	126,876	i
05	;	64.048	5,124	1	1,102	133,220)
06	;	67.251	5,380	1	1,657	139,882	
Range:	899						
Step)	Hourly	Bi-Weekly	М	onthly	Annually	,
01	='	61.745	4,940	1	0,702	128,430)
02		64.831	5,186	1	1,237	134,848	
03	,	68.073	5,446		1,799	141,592	
04		71.477	5,718		2,389	148,672	
05	,	75.050	6,004		3,009	156,104	
06	;	78.804	6,304		3.659	163,912	
			- ,		,	-,-	

Effective Dates: 8/19/2023 - 7/5/2024

Range: 8	300				Range: 8	840			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
<u>010p</u> 01	23.216	1,857	4,024	48,289	01	31.111	2,489	5,393	64,711
02	24.377	1,950	4,225	50,704	02	32.666	2,403	5,662	67,945
03	25.595	2,048	4,436	53,238	03	34.298	2,744	5,945	71,340
04	26.876	2,150	4,659	55,902	04	36.013	2,881	6,242	74,907
05	28.218	2,150	4,891	58,693	05	37.813	3,025	6,554	74,907 78,651
06	29.630	2,237	5,136	61,630	06	39.704	3,025	6,882	82,584
00	29.030	2,370	5,130	01,030		39.704	3,170	0,002	02,304
Range: 8	303				Range: 8	843			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
01	24.040	1,923	4,167	50,003	01	31.770	2,542	5,507	66,082
02	25.241	2,019	4,375	52,501	02	33.358	2,669	5,782	69,385
03	26.503	2,120	4,594	55,126	03	35.027	2,802	6,071	72,856
04	27.828	2,226	4,824	57,882	04	36.776	2,942	6,375	76,494
05	29.220	2,338	5,065	60,778	05	38.616	3,089	6,693	80,321
06	30.681	2,454	5,318	63,816	06	40.548	3,244	7,028	84,340
		_,	0,0.0	00,0.0			0,2	.,020	0 1,0 10
Range: 8	305				Range: 8	860			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	25.836	2,067	4,478	53,739	01	33.340	2,667	5,779	69,347
02	27.128	2,170	4,702	56,426	02	35.006	2,800	6,068	72,812
03	28.485	2,279	4,937	59,249	03	36.757	2,941	6,371	76,455
04	29.908	2,393	5,184	62,209	04	38.594	3,088	6,690	80,276
05	31.405	2,512	5,444	65,322	05	40.525	3,242	7,024	84,292
06	32.974	2,638	5,715	68,586	06	42.552	3,404	7,376	88,508
					1 - 4				
	309	Di Maakh	Monthly	برالمير مرم		363	Di Maakhi	Manthly	برالم يرسم ۸
Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually	Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually
<u>Step</u> 01	<u>Hourly</u> 27.015	2,161	4,683	56,191	<u>Step</u> 01	<u>Hourly</u> 34.224	2,738	5,932	71,186
<u>Step</u> 01 02	Hourly 27.015 28.365	2,161 2,269	4,683 4,917	56,191 58,999	<u>Step</u> 01 02	Hourly 34.224 35.936	2,738 2,875	5,932 6,229	71,186 74,747
<u>Step</u> 01 02 03	Hourly 27.015 28.365 29.784	2,161 2,269 2,383	4,683 4,917 5,163	56,191 58,999 61,951	Step 01 02 03	Hourly 34.224 35.936 37.733	2,738 2,875 3,019	5,932 6,229 6,540	71,186 74,747 78,485
Step 01 02 03 04	Hourly 27.015 28.365 29.784 31.273	2,161 2,269 2,383 2,502	4,683 4,917 5,163 5,421	56,191 58,999 61,951 65,048	Step 01 02 03 04	Hourly 34.224 35.936 37.733 39.618	2,738 2,875 3,019 3,169	5,932 6,229 6,540 6,867	71,186 74,747 78,485 82,405
Step 01 02 03 04 05	Hourly 27.015 28.365 29.784 31.273 32.836	2,161 2,269 2,383 2,502 2,627	4,683 4,917 5,163 5,421 5,692	56,191 58,999 61,951 65,048 68,299	Step 01 02 03 04 05	Hourly 34.224 35.936 37.733 39.618 41.599	2,738 2,875 3,019 3,169 3,328	5,932 6,229 6,540 6,867 7,210	71,186 74,747 78,485 82,405 86,526
Step 01 02 03 04	Hourly 27.015 28.365 29.784 31.273	2,161 2,269 2,383 2,502	4,683 4,917 5,163 5,421	56,191 58,999 61,951 65,048	Step 01 02 03 04	Hourly 34.224 35.936 37.733 39.618	2,738 2,875 3,019 3,169	5,932 6,229 6,540 6,867	71,186 74,747 78,485 82,405
Step 01 02 03 04 05 06	Hourly 27.015 28.365 29.784 31.273 32.836 34.478	2,161 2,269 2,383 2,502 2,627	4,683 4,917 5,163 5,421 5,692	56,191 58,999 61,951 65,048 68,299	Step 01 02 03 04 05 06	Hourly 34.224 35.936 37.733 39.618 41.599 43.680	2,738 2,875 3,019 3,169 3,328	5,932 6,229 6,540 6,867 7,210	71,186 74,747 78,485 82,405 86,526
Step 01 02 03 04 05 06	Hourly 27.015 28.365 29.784 31.273 32.836 34.478	2,161 2,269 2,383 2,502 2,627 2,758	4,683 4,917 5,163 5,421 5,692 5,976	56,191 58,999 61,951 65,048 68,299 71,714	Step 01 02 03 04 05 06	Hourly 34.224 35.936 37.733 39.618 41.599 43.680	2,738 2,875 3,019 3,169 3,328 3,494	5,932 6,229 6,540 6,867 7,210 7,571	71,186 74,747 78,485 82,405 86,526 90,854
Step 01 02 03 04 05 06 Range: 8	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly	4,683 4,917 5,163 5,421 5,692 5,976	56,191 58,999 61,951 65,048 68,299 71,714	Step 01 02 03 04 05 06 <i>Range:</i> 8	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 B65 Hourly	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly	5,932 6,229 6,540 6,867 7,210 7,571	71,186 74,747 78,485 82,405 86,526 90,854 Annually
Step 01 02 03 04 05 06 Range: 8 Step 01	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426	Step 01 02 03 04 05 06 <i>Range:</i> 8 Step 01	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 B65 Hourly 35.560	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845	5,932 6,229 6,540 6,867 7,210 7,571 <u>Monthly</u> 6,164	71,186 74,747 78,485 82,405 86,526 90,854 <u>Annually</u> 73,965
Step 01 02 03 04 05 06 Range: 8 Step 01 02	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128 28.485	2,161 2,269 2,383 2,502 2,627 2,758 <u>Bi-Weekly</u> 2,170 2,279	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249	Step 01 02 03 04 05 06 <i>Range:</i> 8 Step 01 02	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 B65 Hourly 35.560 37.337	2,738 2,875 3,019 3,169 3,328 3,494 <u>Bi-Weekly</u> 2,845 2,987	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472	71,186 74,747 78,485 82,405 86,526 90,854 <u>Annually</u> 73,965 77,661
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128 28.485 29.908	2,161 2,269 2,383 2,502 2,627 2,758 <u>Bi-Weekly</u> 2,170 2,279 2,393	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209	Step 01 02 03 04 05 06 Range: 8 Step 01 02 03	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 B65 Hourly 35.560 37.337 39.204	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128 28.485 29.908 31.405	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322	Step 01 02 03 04 05 06 <u>Range:</u> 8 Step 01 02 03 04	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 865 Hourly 35.560 37.337 39.204 41.165	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128 28.485 29.908 31.405 32.974	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512 2,638	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444 5,715	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322 68,586	Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 865 Hourly 35.560 37.337 39.204 41.165 43.224	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293 3,458	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135 7,492	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623 89,906
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128 28.485 29.908 31.405	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322	Step 01 02 03 04 05 06 <u>Range:</u> 8 Step 01 02 03 04	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 865 Hourly 35.560 37.337 39.204 41.165	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128 28.485 29.908 31.405 32.974 34.624	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512 2,638 2,770	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444 5,715 6,001	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322 68,586 72,018	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 865 Hourly 35.560 37.337 39.204 41.165 43.224 45.386	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293 3,458 3,631	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135 7,492 7,867	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623 89,906 94,403
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128 28.485 29.908 31.405 32.974 34.624	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512 2,638 2,770 Bi-Weekly	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444 5,715 6,001	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322 68,586 72,018	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 06	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 B65 Hourly 35.560 37.337 39.204 41.165 43.224 45.386	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293 3,458 3,631	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135 7,492 7,867	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623 89,906 94,403 Annually
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128 28.485 29.908 31.405 32.974 34.624 320 Hourly 29.594	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512 2,638 2,770 Bi-Weekly 2,368	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444 5,715 6,001	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322 68,586 72,018 Annually 61,556	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 06 Range: Step 01 01 02	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 865 Hourly 35.560 37.337 39.204 41.165 43.224 45.386 Hourly 36.869	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293 3,458 3,631 Bi-Weekly 2,950	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135 7,492 7,867 Monthly 6,391	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623 89,906 94,403 Annually 76,688
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128 28.485 29.908 31.405 32.974 34.624 320 Hourly 29.594 31.073	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512 2,638 2,770 Bi-Weekly 2,368 2,486	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444 5,715 6,001 Monthly 5,130 5,386	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322 68,586 72,018 Annually 61,556 64,632	Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 865 Hourly 35.560 37.337 39.204 41.165 43.224 45.386 B70 Hourly 36.869 38.713	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293 3,458 3,631 Bi-Weekly 2,950 3,097	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135 7,492 7,867 Monthly 6,391 6,710	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623 89,906 94,403 Annually 76,688 80,523
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 310 Hourly 27.128 28.485 29.908 31.405 32.974 34.624 320 Hourly 29.594 31.073 32.627	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512 2,638 2,770 Bi-Weekly 2,368 2,486 2,610	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444 5,715 6,001 Monthly 5,130 5,386 5,655	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322 68,586 72,018 Annually 61,556 64,632 67,864	Step 01 02 03 04 05 06 Range: \$ Step 01 02 03 04 05 06 Range: \$ Step 01 02 03 04 05 06 Range: \$ Step 01 02 03 04 05 06	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 865 Hourly 35.560 37.337 39.204 41.165 43.224 45.386 B70 Hourly 36.869 38.713 40.648	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293 3,458 3,631 Bi-Weekly 2,950 3,097 3,252	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135 7,492 7,867 Monthly 6,391 6,710 7,046	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623 89,906 94,403 Annually 76,688 80,523 84,548
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 01 02 03 04 05 06	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 31.478 31.405 32.974 34.624 32.974 34.624 32.974 34.624 32.974 34.624 32.974 34.624	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512 2,638 2,770 Bi-Weekly 2,368 2,486 2,610 2,741	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444 5,715 6,001 Monthly 5,130 5,386 5,655 5,938	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322 68,586 72,018 Annually 61,556 64,632 67,864 71,257	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 865 Hourly 35.560 37.337 39.204 41.165 43.224 45.386 B70 Hourly 36.869 38.713 40.648 42.681	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293 3,458 3,631 Bi-Weekly 2,950 3,097 3,252 3,414	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135 7,492 7,867 Monthly 6,391 6,710 7,046 7,398	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623 89,906 94,403 Annually 76,688 80,523 84,548 88,776
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 O2 03 04 05 05 06	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 31.478 31.405 32.974 34.624 32.974 34.624 31.073 32.627 34.258 35.970	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512 2,638 2,770 Bi-Weekly 2,368 2,486 2,610 2,741 2,878	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444 5,715 6,001 Monthly 5,130 5,386 5,655 5,938 6,235	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322 68,586 72,018 Annually 61,556 64,632 67,864 71,257 74,818	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 Range: 01 02 03 04 05 06	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 865 Hourly 35.560 37.337 39.204 41.165 43.224 45.386 870 Hourly 36.869 38.713 40.648 42.681 44.815	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293 3,458 3,631 Bi-Weekly 2,950 3,097 3,252 3,414 3,585	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135 7,492 7,867 Monthly 6,391 6,710 7,046 7,398 7,768	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623 89,906 94,403 Annually 76,688 80,523 84,548
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 01 02 03 04 05 06	Hourly 27.015 28.365 29.784 31.273 32.836 34.478 31.478 31.405 32.974 34.624 32.974 34.624 32.974 34.624 32.974 34.624 32.974 34.624	2,161 2,269 2,383 2,502 2,627 2,758 Bi-Weekly 2,170 2,279 2,393 2,512 2,638 2,770 Bi-Weekly 2,368 2,486 2,610 2,741	4,683 4,917 5,163 5,421 5,692 5,976 Monthly 4,702 4,937 5,184 5,444 5,715 6,001 Monthly 5,130 5,386 5,655 5,938	56,191 58,999 61,951 65,048 68,299 71,714 Annually 56,426 59,249 62,209 65,322 68,586 72,018 Annually 61,556 64,632 67,864 71,257	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04	Hourly 34.224 35.936 37.733 39.618 41.599 43.680 865 Hourly 35.560 37.337 39.204 41.165 43.224 45.386 B70 Hourly 36.869 38.713 40.648 42.681	2,738 2,875 3,019 3,169 3,328 3,494 Bi-Weekly 2,845 2,987 3,136 3,293 3,458 3,631 Bi-Weekly 2,950 3,097 3,252 3,414	5,932 6,229 6,540 6,867 7,210 7,571 Monthly 6,164 6,472 6,795 7,135 7,492 7,867 Monthly 6,391 6,710 7,046 7,398	71,186 74,747 78,485 82,405 86,526 90,854 Annually 73,965 77,661 81,544 85,623 89,906 94,403 Annually 76,688 80,523 84,548 88,776

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	373	D: Waalds	Manathle	A	Range:	881	D: Maaldy	Manalalı	A
<u>Step</u>	Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Step	Hourly	•	Monthly	Annually
01	37.488	2,999	6,498	77,975	1		3,539	7,667	92,009
02	39.363	3,149	6,823	81,875	2		3,716	8,051	96,610
03	41.330	3,306	7,164	85,966	3		3,902	8,453	101,442
04	43.396	3,472	7,522	90,264	4		4,097	8,876	
05	45.568	3,645	7,898	94,781	5		4,302		
06	47.845	3,828	8,293	99,518	6	56.456	4,516	9,786	117,428
Range: 8	374				Range:	883			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually
01	37.922	3,034	6,573	78,878	1	45.434	3,635	7,875	94,503
02	39.817	3,185	6,902	82,819	2	47.707	3,817	8,269	99,231
03	41.809	3,345	7,247	86,963	3		4,007	8,683	104,193
04	43.899	3,512	7,609	91,310	4	52.596	4,208	9,117	109,400
05	46.094	3,688	7,990	95,876	5		4,418	9,573	114,872
06	48.398	3,872	8,389	100,668	6		4,639	10,051	120,613
Range: 8	375				<u>Range:</u>	885			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step		Bi-Weekly	Monthly	Annually
01	38.803	3,104	6,726	80,710	01		3,753	8,131	97,571
02	40.743	3,259	7,062	84,745	02		3,940	•	102,448
03	42.780	3,422	7,415	88,982	03		4,138		102,446
03	44.920	3,594	7,413	93,434	03		4,136	9,413	112,954
05	47.165	3,773	8,175	98,103	05		4,544 4,562		118,600
06			8,584		06				
00	49.523	3,962	0,304	103,008	00	59.871	4,790	10,370	124,532
								ŕ	
	376				Range:	890			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	<u>Range:</u> Step	<u>Hourly</u>		<u>Monthly</u>	
<u>Step</u> 01	<u>Hourly</u> 39.820	3,186	6,902	Annually 82,826	<u>Range:</u> <u>Step</u> 01	<u>Hourly</u> 48.291	3,863	Monthly 8,370	100,445
<u>Step</u> 01 02	Hourly 39.820 41.811	3,186 3,345	6,902 7,247	Annually 82,826 86,967	<u>Range:</u> <u>Step</u> 01 02	<u>Hourly</u> 48.291 50.704	3,863 4,056	Monthly 8,370 8,789	100,445 105,464
<u>Step</u> 01 02 03	Hourly 39.820 41.811 43.902	3,186 3,345 3,512	6,902 7,247 7,610	Annually 82,826 86,967 91,316	<u>Range:</u> <u>Step</u> 01 02	<u>Hourly</u> 48.291 50.704 53.240	3,863 4,056 4,259	Monthly 8,370 8,789 9,228	100,445 105,464 110,739
Step 01 02 03 04	Hourly 39.820 41.811 43.902 46.096	3,186 3,345 3,512 3,688	6,902 7,247 7,610 7,990	Annually 82,826 86,967 91,316 95,880	<u>Range:</u> <u>Step</u> 01 02 03	Hourly 48.291 50.704 53.240 55.903	3,863 4,056 4,259 4,472	Monthly 8,370 8,789 9,228 9,690	100,445 105,464 110,739 116,278
Step 01 02 03 04 05	Hourly 39.820 41.811 43.902 46.096 48.401	3,186 3,345 3,512 3,688 3,872	6,902 7,247 7,610 7,990 8,390	Annually 82,826 86,967 91,316 95,880 100,674	Range: Step 01 02 03 04 05	Hourly 48.291 50.704 53.240 55.903 58.698	3,863 4,056 4,259 4,472 4,696	Monthly 8,370 8,789 9,228 9,690 10,174	100,445 105,464 110,739 116,278 122,092
Step 01 02 03 04	Hourly 39.820 41.811 43.902 46.096	3,186 3,345 3,512 3,688	6,902 7,247 7,610 7,990	Annually 82,826 86,967 91,316 95,880	<u>Range:</u> <u>Step</u> 01 02 03	Hourly 48.291 50.704 53.240 55.903 58.698	3,863 4,056 4,259 4,472 4,696	Monthly 8,370 8,789 9,228 9,690	100,445 105,464 110,739 116,278
Step 01 02 03 04 05 06	Hourly 39.820 41.811 43.902 46.096 48.401	3,186 3,345 3,512 3,688 3,872	6,902 7,247 7,610 7,990 8,390	Annually 82,826 86,967 91,316 95,880 100,674	Range: Step 01 02 03 04 05	Hourly 48.291 50.704 53.240 55.903 58.698	3,863 4,056 4,259 4,472 4,696	Monthly 8,370 8,789 9,228 9,690 10,174	100,445 105,464 110,739 116,278 122,092
Step 01 02 03 04 05 06	Hourly 39.820 41.811 43.902 46.096 48.401 50.822	3,186 3,345 3,512 3,688 3,872	6,902 7,247 7,610 7,990 8,390	Annually 82,826 86,967 91,316 95,880 100,674	Range: Step 01 02 03 04 05 06	Hourly 48.291 50.704 53.240 55.903 58.698 61.632	3,863 4,056 4,259 4,472 4,696 4,931	Monthly 8,370 8,789 9,228 9,690 10,174	100,445 105,464 110,739 116,278 122,092
Step 01 02 03 04 05 06	Hourly 39.820 41.811 43.902 46.096 48.401 50.822	3,186 3,345 3,512 3,688 3,872 4,066	6,902 7,247 7,610 7,990 8,390 8,809	Annually 82,826 86,967 91,316 95,880 100,674 105,710	<u>Range:</u> <u>Step</u> 01 02 03 04 05 06	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly	Monthly 8,370 8,789 9,228 9,690 10,174 10,683	100,445 105,464 110,739 116,278 122,092 128,195
Step 01 02 03 04 05 06 Range: 8	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 877 Hourly	3,186 3,345 3,512 3,688 3,872 4,066	6,902 7,247 7,610 7,990 8,390 8,809	Annually 82,826 86,967 91,316 95,880 100,674 105,710	<u>Range:</u> <u>Step</u> 01 02 03 04 05 06 <u>Range:</u>	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055	Monthly 8,370 8,789 9,228 9,690 10,174 10,683	100,445 105,464 110,739 116,278 122,092 128,195
Step 01 02 03 04 05 06 Range: 8 Step 01	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 377 Hourly 41.309	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923	Range: Step 01 02 03 04 05 06 Range: Step 01	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427
Step 01 02 03 04 05 06 Range: 8 Step 01 02	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 877 Hourly 41.309 43.373	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216	Range: Step 01 02 03 04 05 06 Range: Step 01 02	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 377 Hourly 41.309 43.373 45.543 47.819	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643 3,826	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894 8,289	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216 94,729 99,464	Range: Step 01 02 03 04 05 06 Range: Step 01 02 03	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882 58.677	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471 4,694	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225 9,686 10,171	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702 116,235 122,048
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 877 Hourly 41.309 43.373 45.543	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216 94,729	Range: Step 01 02 03 04 05 06 Range: Step 01 02 03	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882 58.677 61.610	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471 4,694	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225 9,686	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702 116,235
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 06	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 377 Hourly 41.309 43.373 45.543 47.819 50.210 52.721	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643 3,826 4,017	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894 8,289 8,703	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216 94,729 99,464 104,437	Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882 58.677 61.610 64.691	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471 4,694 4,929	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225 9,686 10,171 10,679	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702 116,235 122,048 128,149
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 377 Hourly 41.309 43.373 45.543 47.819 50.210 52.721	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643 3,826 4,017 4,218	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894 8,289 8,703 9,138	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216 94,729 99,464 104,437 109,660	Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range:	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882 58.677 61.610 64.691	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471 4,694 4,929 5,175	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225 9,686 10,171 10,679 11,213	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702 116,235 122,048 128,149 134,557
Step	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 377 Hourly 41.309 43.373 45.543 47.819 50.210 52.721 380 Hourly	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643 3,826 4,017 4,218	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894 8,289 8,703 9,138	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216 94,729 99,464 104,437 109,660	Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 06	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882 58.677 61.610 64.691 896 Hourly	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471 4,694 4,929 5,175	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225 9,686 10,171 10,679 11,213 Monthly	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702 116,235 122,048 128,149 134,557
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 377 Hourly 41.309 43.373 45.543 47.819 50.210 52.721 380 Hourly 42.844	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643 3,826 4,017 4,218	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894 8,289 8,703 9,138	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216 94,729 99,464 104,437 109,660 Annually 89,116	Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 05 06	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882 58.677 61.610 64.691 896 Hourly 52.535	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471 4,694 4,929 5,175 Bi-Weekly 4,203	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225 9,686 10,171 10,679 11,213 Monthly 9,106	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702 116,235 122,048 128,149 134,557 Annually 109,273
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 377 Hourly 41.309 43.373 45.543 47.819 50.210 52.721 380 Hourly 42.844 44.986	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643 3,826 4,017 4,218 Bi-Weekly 3,428 3,599	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894 8,289 8,703 9,138 Monthly 7,426 7,798	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216 94,729 99,464 104,437 109,660 Annually 89,116 93,571	Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882 58.677 61.610 64.691 896 Hourly 52.535 55.162	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471 4,694 4,929 5,175 Bi-Weekly 4,203 4,413	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225 9,686 10,171 10,679 11,213 Monthly 9,106 9,561	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702 116,235 122,048 128,149 134,557 Annually 109,273 114,737
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 377 Hourly 41.309 43.373 45.543 47.819 50.210 52.721 380 Hourly 42.844 44.986 47.235	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643 3,826 4,017 4,218 Bi-Weekly 3,428 3,599 3,779	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894 8,289 8,703 9,138 Monthly 7,426 7,798 8,187	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216 94,729 99,464 104,437 109,660 Annually 89,116 93,571 98,249	Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 06 06 07 08 08 08 08 08 08 08 08 08 08 08 08 08	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882 58.677 61.610 64.691 896 Hourly 52.535 55.162 57.919	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471 4,694 4,929 5,175 Bi-Weekly 4,203 4,413 4,634	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225 9,686 10,171 10,679 11,213 Monthly 9,106 9,561 10,039	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702 116,235 122,048 128,149 134,557 Annually 109,273 114,737 120,472
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 377 Hourly 41.309 43.373 45.543 47.819 50.210 52.721 380 Hourly 42.844 44.986 47.235 49.598	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643 3,826 4,017 4,218 Bi-Weekly 3,428 3,599 3,779 3,968	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894 8,289 8,703 9,138 Monthly 7,426 7,798 8,187 8,597	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216 94,729 99,464 104,437 109,660 Annually 89,116 93,571 98,249 103,164	Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 06 Range: 01 02 03 04 05 06	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882 58.677 61.610 64.691 896 Hourly 52.535 55.162 57.919 60.816	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471 4,694 4,929 5,175 Bi-Weekly 4,203 4,413 4,634 4,865	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225 9,686 10,171 10,679 11,213 Monthly 9,106 9,561 10,039 10,541	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702 116,235 122,048 128,149 134,557 Annually 109,273 114,737 120,472 126,497
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 39.820 41.811 43.902 46.096 48.401 50.822 377 Hourly 41.309 43.373 45.543 47.819 50.210 52.721 380 Hourly 42.844 44.986 47.235	3,186 3,345 3,512 3,688 3,872 4,066 Bi-Weekly 3,305 3,470 3,643 3,826 4,017 4,218 Bi-Weekly 3,428 3,599 3,779	6,902 7,247 7,610 7,990 8,390 8,809 Monthly 7,160 7,518 7,894 8,289 8,703 9,138 Monthly 7,426 7,798 8,187	Annually 82,826 86,967 91,316 95,880 100,674 105,710 Annually 85,923 90,216 94,729 99,464 104,437 109,660 Annually 89,116 93,571 98,249	Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 06 06 07 08 08 08 08 08 08 08 08 08 08 08 08 08	Hourly 48.291 50.704 53.240 55.903 58.698 61.632 895 Hourly 50.686 53.222 55.882 58.677 61.610 64.691 896 Hourly 52.535 55.162 57.919 60.816 63.856	3,863 4,056 4,259 4,472 4,696 4,931 Bi-Weekly 4,055 4,258 4,471 4,694 4,929 5,175 Bi-Weekly 4,203 4,413 4,634 4,865 5,108	Monthly 8,370 8,789 9,228 9,690 10,174 10,683 Monthly 8,786 9,225 9,686 10,171 10,679 11,213 Monthly 9,106 9,561 10,039	100,445 105,464 110,739 116,278 122,092 128,195 Annually 105,427 110,702 116,235 122,048 128,149 134,557 Annually 109,273 114,737 120,472

Effective Dates: 7/6/2024 - 7/4/2025

Donasi	007			
	897	D: \// - -	N A 41- 1	A
<u>Step</u>	Hourly	Bi-Weekly	<u>Monthly</u>	Annually
01	53.718	4,297	9,311	111,733
02	56.403	4,512	9,777	117,318
03	59.223	4,738	10,265	123,184
04	62.185	4,975	10,779	129,345
05	65.294	5,224	11,318	135,812
06	68.559	5,485	11,884	142,603
Range:	898			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
01	54.801	4,384	9,499	113,986
02	57.540	4,603	9,974	119,683
03	60.417	4,833	10,472	125,667
04	63.438	5,075	10,996	131,951
05	66.610	5,329	11,546	138,549
06	69.941	5,595	12,123	145,477
Range:	899			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
01	64.215	5,137	11,131	133,567
02	67.424	5,394	11,687	140,242
03	70.796	5,664	12,271	147,256
04	74.336	5,947	12,885	154,619
05	78.052	6,244	13,529	162,348
00	. 5.002	5,211	.5,020	. 52,0 10

6,556

14,206

170,468

06

81.956

Effective Dates: 7/6/2024 - 7/4/2025

Panga: F	30				l Pango:	840			
Range: 5	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	<u>Range:</u> Step		Bi-Weekly	Monthly	Annually
<u>зіер</u> 01	24.145	1,932	4,185	50,222	<u> 3tep</u> 01	32.355	2,588	5,608	67,298
02	25.352	2,028	4,103	52,732	02	33.973	2,718	5,889	70,664
03	26.619	2,028	4,394 4,614	55,732 55,368	03	35.670	2,718	6,183	70,004
03	27.951	2,130	4,845	58,138	03	37.454	2,854	6,492	74,194
05	29.347	2,230	5,087	61,042	05	39.326	3,146	6,817	81,798
06	30.815	2,346 2,465	5,067 5,341	64,095	06	41.292	3,140	7,157	85,887
00	30.013	2,400	3,341	04,033		41.232	3,303	7,137	03,007
	803				Range:	843			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	25.002	2,000	4,334	52,004	01	33.041	2,643	5,727	68,725
02	26.251	2,100	4,550	54,602	02	34.692	2,775	6,013	72,159
03	27.563	2,205	4,778	57,331	03	36.428	2,914	6,314	75,770
04	28.941	2,315	5,016	60,197	04	38.247	3,060	6,629	79,554
05	30.389	2,431	5,267	63,209	05	40.161	3,213	6,961	83,535
06	31.908	2,553	5,531	66,369	06	42.170	3,374	7,309	87,714
Range: 8	805				Range:	860			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
01	26.869	2,150	4,657	55,888	01	34.674	2,774	6,010	72,122
02	28.213	2,257	4,890	58,683	02	36.406	2,912	6,310	75,724
03	29.624	2,370	5,135	61,618	03	38.227	3,058	6,626	79,512
04	31.104	2,488	5,391	64,696	04	40.138	3,211	6,957	83,487
05	32.661	2,613	5,661	67,935	05	42.146	3,372	7,305	87,664
06	34.293	2,743	5,944	71,329	06	44.254	3,540	7,671	92,048
Range: 8	809				Range:	863			
	809 Hourly	Bi-Weekly	<u>Monthly</u>	Annually	<u>Range:</u> Step	863 Hourly	Bi-Weekly	Monthly	Annually
Range: 8 Step 01		Bi-Weekly 2,248	Monthly 4,870	Annually 58,440	<u>Range:</u> <u>Step</u> 01		Bi-Weekly 2,847	Monthly 6,169	Annually 74,033
Step	<u>Hourly</u>				Step	<u>Hourly</u>			
<u>Step</u> 01	<u>Hourly</u> 28.096	2,248	4,870	58,440	Step 01	<u>Hourly</u> 35.593	2,847	6,169	74,033
<u>Step</u> 01 02	Hourly 28.096 29.500	2,248 2,360	4,870 5,113	58,440 61,360	<u>Step</u> 01 02	<u>Hourly</u> 35.593 37.373	2,847 2,990	6,169 6,478	74,033 77,736
Step 01 02 03	Hourly 28.096 29.500 30.975	2,248 2,360 2,478	4,870 5,113 5,369	58,440 61,360 64,428	Step 01 02 03	Hourly 35.593 37.373 39.242	2,847 2,990 3,139	6,169 6,478 6,802	74,033 77,736 81,623
Step 01 02 03 04	Hourly 28.096 29.500 30.975 32.524	2,248 2,360 2,478 2,602	4,870 5,113 5,369 5,637	58,440 61,360 64,428 67,650	Step 01 02 03 04	Hourly 35.593 37.373 39.242 41.203	2,847 2,990 3,139 3,296	6,169 6,478 6,802 7,142	74,033 77,736 81,623 85,702
Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857	2,248 2,360 2,478 2,602 2,732	4,870 5,113 5,369 5,637 5,919	58,440 61,360 64,428 67,650 71,030	Step 01 02 03 04 05	Hourly 35.593 37.373 39.242 41.203 43.263 45.427	2,847 2,990 3,139 3,296 3,461	6,169 6,478 6,802 7,142 7,499	74,033 77,736 81,623 85,702 89,987
Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857	2,248 2,360 2,478 2,602 2,732 2,869	4,870 5,113 5,369 5,637 5,919 6,215	58,440 61,360 64,428 67,650 71,030 74,583	Step 01 02 03 04 05 06	Hourly 35.593 37.373 39.242 41.203 43.263 45.427	2,847 2,990 3,139 3,296 3,461 3,634	6,169 6,478 6,802 7,142 7,499 7,874	74,033 77,736 81,623 85,702 89,987 94,488
Step 01 02 03 04 05 06 <i>Range:</i> 8	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 Hourly	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly	4,870 5,113 5,369 5,637 5,919 6,215	58,440 61,360 64,428 67,650 71,030 74,583	Step 01 02 03 04 05 06 <i>Range:</i> Step	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly	6,169 6,478 6,802 7,142 7,499 7,874	74,033 77,736 81,623 85,702 89,987 94,488 Annually
Step 01 02 03 04 05 06 Range: 8 Step 01	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 310 Hourly 28.213	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890	58,440 61,360 64,428 67,650 71,030 74,583 <u>Annually</u> 58,683	Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923
Step 01 02 03 04 05 06 Range: 8 Step 01 02	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 Hourly 28.213 29.624	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830	2,847 2,990 3,139 3,296 3,461 3,634 <u>Bi-Weekly</u> 2,959 3,106	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 Hourly 28.213 29.624 31.104	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370 2,488	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 Hourly 28.213 29.624 31.104 32.661	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370 2,488 2,613	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391 5,661	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696 67,935	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772 42.812	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262 3,425	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067 7,421	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806 89,049
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 Hourly 28.213 29.624 31.104	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370 2,488	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 Hourly 28.213 29.624 31.104 32.661 34.293 36.009	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370 2,488 2,613 2,743	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391 5,661 5,944	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696 67,935 71,329	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772 42.812 44.953 47.201	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262 3,425 3,596	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067 7,421 7,792	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806 89,049 93,502
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 Hourly 28.213 29.624 31.104 32.661 34.293 36.009	2,248 2,360 2,478 2,602 2,732 2,869 <u>Bi-Weekly</u> 2,257 2,370 2,488 2,613 2,743 2,881	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391 5,661 5,944 6,242	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696 67,935 71,329 74,899	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range:	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772 42.812 44.953 47.201	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262 3,425 3,596 3,776	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067 7,421 7,792 8,182	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806 89,049 93,502 98,178
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 Hourly	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370 2,488 2,613 2,743 2,881	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391 5,661 5,944 6,242	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696 67,935 71,329 74,899	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772 42.812 44.953 47.201	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262 3,425 3,596 3,776 Bi-Weekly	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067 7,421 7,792 8,182	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806 89,049 93,502 98,178 Annually
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 310 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 400 Hourly 30.778	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370 2,488 2,613 2,743 2,881 Bi-Weekly 2,462	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391 5,661 5,944 6,242 Monthly 5,335	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696 67,935 71,329 74,899 Annually 64,018	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 01 02 03	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772 42.812 44.953 47.201 870 Hourly 38.344	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262 3,425 3,596 3,776 Bi-Weekly 3,068	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067 7,421 7,792 8,182 Monthly 6,646	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806 89,049 93,502 98,178 Annually 79,756
Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 310 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 Hourly 30.778 32.316	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370 2,488 2,613 2,743 2,881 Bi-Weekly 2,462 2,585	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391 5,661 5,944 6,242 Monthly 5,335 5,601	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696 67,935 71,329 74,899 Annually 64,018 67,217	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772 42.812 44.953 47.201 870 Hourly 38.344 40.262	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262 3,425 3,596 3,776 Bi-Weekly 3,068 3,221	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067 7,421 7,792 8,182 Monthly 6,646 6,979	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806 89,049 93,502 98,178 Annually 79,756 83,745
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 310 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 Hourly 30.778 32.316 33.932	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370 2,488 2,613 2,743 2,881 Bi-Weekly 2,462 2,585 2,715	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391 5,661 5,944 6,242 Monthly 5,335 5,601 5,882	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696 67,935 71,329 74,899 Annually 64,018 67,217 70,579	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772 42.812 44.953 47.201 870 Hourly 38.344 40.262 42.274	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262 3,425 3,596 3,776 Bi-Weekly 3,068 3,221 3,382	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067 7,421 7,792 8,182 Monthly 6,646 6,979 7,327	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806 89,049 93,502 98,178 Annually 79,756 83,745 87,930
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 310 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 Hourly 30.778 32.316 33.932 35.628	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370 2,488 2,613 2,743 2,881 Bi-Weekly 2,462 2,585 2,715 2,850	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391 5,661 5,944 6,242 Monthly 5,335 5,601 5,882 6,176	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696 67,935 71,329 74,899 Annually 64,018 67,217 70,579 74,106	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772 42.812 44.953 47.201 870 Hourly 38.344 40.262 42.274 44.388	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262 3,425 3,596 3,776 Bi-Weekly 3,068 3,221 3,382 3,551	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067 7,421 7,792 8,182 Monthly 6,646 6,979 7,327 7,694	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806 89,049 93,502 98,178 Annually 79,756 83,745 87,930 92,327
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 310 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 Hourly 30.778 32.316 33.932	2,248 2,360 2,478 2,602 2,732 2,869 Bi-Weekly 2,257 2,370 2,488 2,613 2,743 2,881 Bi-Weekly 2,462 2,585 2,715	4,870 5,113 5,369 5,637 5,919 6,215 Monthly 4,890 5,135 5,391 5,661 5,944 6,242 Monthly 5,335 5,601 5,882	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683 61,618 64,696 67,935 71,329 74,899 Annually 64,018 67,217 70,579	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 865 Hourly 36.982 38.830 40.772 42.812 44.953 47.201 870 Hourly 38.344 40.262 42.274	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 2,959 3,106 3,262 3,425 3,596 3,776 Bi-Weekly 3,068 3,221 3,382	6,169 6,478 6,802 7,142 7,499 7,874 Monthly 6,410 6,731 7,067 7,421 7,792 8,182 Monthly 6,646 6,979 7,327	74,033 77,736 81,623 85,702 89,987 94,488 Annually 76,923 80,766 84,806 89,049 93,502 98,178 Annually 79,756 83,745 87,930

Effective Dates: 7/5/2025 - 7/3/2026

Danaa.	873				I Danga:	881			
		Di Waaldy	Monthly	Annually	Range:		Di Maakhi	Monthly	Annually
Step 04	Hourly	Bi-Weekly	Monthly 0.750	Annually	Step	Hourly	Bi-Weekly		Annually
01	38.988	3,119	6,758	81,095	1		3,680	7,974	95,688
02	40.938	3,275	7,096	85,151	2		3,864	8,373	100,474
03	42.983	3,439	7,450	89,405	3		4,058	8,792	105,500
04	45.132	3,611	7,823	93,875	4		4,260	9,231	110,772
05	47.391	3,791	8,214	98,573	5		4,474	9,693	116,314
06	49.759	3,981	8,625	103,499	6	58.714	4,697	10,177	122,125
Range:	874				Range:	883			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step	Hourly	Bi-Weekly	Monthly	Annually
01	39.439	3,155	6,836	82,033	1	47.251	3,780	8,190	98,282
02	41.410	3,313	7,178	86,133	2	49.615	3,969	8,600	103,199
03	43.481	3,478	7,537	90,440	3		4,168	9,030	108,362
04	45.655	3,652	7,914	94,962	4		4,376	9,481	113,776
05	47.938	3,835	8,309	99,711	5		4,595	9,956	119,467
06	50.334	4,027	8,725	104,695	6		4,824	10,453	125,436
		.,0	0,: =0	,		00.000	.,0	. 0, . 0 0	0,.00
	875				<u>Range:</u>	885			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Step			<u>Monthly</u>	<u>Annually</u>
01	40.355	3,228	6,995	83,938	01		3,903	8,456	101,473
02	42.373	3,390	7,345	88,136	02		4,098	8,879	106,546
03	44.491	3,559	7,712	92,541	03	53.788	4,303	9,323	111,879
04	46.717	3,737	8,098	97,171	04		•	9,789	117,472
05	49.052	3,924	8,502	102,028	05	59.300	4,744	10,279	123,344
06	51.504	4,120	8,927	107,128	06	62.266	4,981	10,793	129,513
Range:	876				Range:	890			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step		Bi-Weekly	Monthly	<u>Annually</u>
<u>010p</u>	41.413	3,313	7,178	86,139	01	-	4,018	8,705	104,464
02	43.483	3,479	7,537	90,445	02			9,140	109,683
03	45.658	3,653	7,914	94,969	03		4,430	9,597	115,170
03	47.940	3,835	8,310	99,715	03		4,430	10,077	120,929
05	50.337	3,033	0,510	99,113			4.001		120.323
	:307.3.37	4.027	0 725	104 701				•	
		4,027	8,725	104,701	05	61.046	4,884	10,581	126,976
06	52.855	4,027 4,228	8,725 9,162	104,701 109,938		61.046	4,884	•	
					05	61.046	4,884	10,581	126,976
	52.855				05 06	61.046 64.097 895	4,884 5,128	10,581	126,976
Range:	52.855 877	4,228	9,162	109,938	05 06 <u>Range:</u>	61.046 64.097 895 Hourly	4,884 5,128 <u>Bi-Weekly</u>	10,581 11,110	126,976 133,322
Range: Step 01	52.855 877 Hourly	4,228 <u>Bi-Weekly</u> 3,437	9,162 <u>Monthly</u> 7,447	109,938 <u>Annually</u> 89,359	05 06 <u>Range:</u> <u>Step</u> 01	61.046 64.097 895 Hourly 52.713	4,884 5,128 Bi-Weekly 4,217	10,581 11,110 Monthly 9,137	126,976 133,322 <u>Annually</u> 109,643
<u>Range:</u> <u>Step</u> 01 02	52.855 877 <u>Hourly</u> 42.961 45.108	4,228 <u>Bi-Weekly</u> 3,437 3,609	9,162 Monthly 7,447 7,819	109,938 Annually 89,359 93,825	05 06 <u>Range:</u> <u>Step</u>	61.046 64.097 895 Hourly 52.713 55.351	4,884 5,128 Bi-Weekly 4,217 4,428	10,581 11,110 <u>Monthly</u>	126,976 133,322 <u>Annually</u> 109,643 115,130
Range: Step 01 02 03	52.855 877 <u>Hourly</u> 42.961 45.108 47.365	4,228 Bi-Weekly 3,437 3,609 3,789	9,162 Monthly 7,447 7,819 8,210	109,938 Annually 89,359 93,825 98,519	05 06 <u>Range:</u> <u>Step</u> 01 02 03	61.046 64.097 895 Hourly 52.713 55.351 58.117	4,884 5,128 Bi-Weekly 4,217 4,428 4,649	10,581 11,110 Monthly 9,137 9,594 10,074	126,976 133,322 <u>Annually</u> 109,643 115,130 120,883
Range: Step 01 02 03 04	52.855 877 <u>Hourly</u> 42.961 45.108 47.365 49.732	4,228 Bi-Weekly 3,437 3,609 3,789 3,979	9,162 Monthly 7,447 7,819 8,210 8,620	Annually 89,359 93,825 98,519 103,443	05 06 <u>Range:</u> <u>Step</u> 01 02 03 04	61.046 64.097 895 <u>Hourly</u> 52.713 55.351 58.117 61.024	4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882	10,581 11,110 Monthly 9,137 9,594 10,074 10,577	126,976 133,322 <u>Annually</u> 109,643 115,130 120,883 126,930
Range: Step 01 02 03	52.855 877 <u>Hourly</u> 42.961 45.108 47.365	4,228 Bi-Weekly 3,437 3,609 3,789	9,162 Monthly 7,447 7,819 8,210	109,938 Annually 89,359 93,825 98,519	05 06 <u>Range:</u> <u>Step</u> 01 02 03	61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074	4,884 5,128 Bi-Weekly 4,217 4,428 4,649	10,581 11,110 Monthly 9,137 9,594 10,074	126,976 133,322 <u>Annually</u> 109,643 115,130 120,883
Range: Step 01 02 03 04 05 06	52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830	4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177	9,162 Monthly 7,447 7,819 8,210 8,620 9,051	Annually 89,359 93,825 98,519 103,443 108,613	05 06 <u>Range:</u> <u>Step</u> 01 02 03 04 05	61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279	4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126	10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106	126,976 133,322 <u>Annually</u> 109,643 115,130 120,883 126,930 133,274
Range: Step 01 02 03 04 05 06	52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830	4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386	9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504	Annually 89,359 93,825 98,519 103,443 108,613 114,046	05 06 <u>Range:</u> <u>Step</u> 01 02 03 04 05 06 <u>Range:</u>	61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279	4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382	10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662	126,976 133,322 <u>Annually</u> 109,643 115,130 120,883 126,930 133,274 139,940
Range: Step 01 02 03 04 05 06 Range: Step	52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 880 Hourly	4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386 Bi-Weekly	9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly	Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually	05 06 <u>Range:</u> <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> <u>Step</u>	61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279 896 Hourly	4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382 Bi-Weekly	10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662 Monthly	126,976 133,322 <u>Annually</u> 109,643 115,130 120,883 126,930 133,274 139,940 <u>Annually</u>
Range: Step 01 02 03 04 05 06 Range: Step 01	52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 880 Hourly 44.558	4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386 Bi-Weekly 3,565	9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723	Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681	05 06 <u>Range:</u> Step 01 02 03 04 05 06 <u>Range:</u> Step 01	61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279 896 Hourly 54.636	4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382 Bi-Weekly 4,371	10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662 Monthly 9,470	126,976 133,322 <u>Annually</u> 109,643 115,130 120,883 126,930 133,274 139,940 <u>Annually</u> 113,643
Range: Step 01 02 03 04 05 06 Range: Step 01 02	52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 880 Hourly 44.558 46.785	4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386 Bi-Weekly 3,565 3,743	9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723 8,109	Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681 97,313	05 06 <u>Range:</u> Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02	61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279 896 Hourly 54.636 57.368	4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382 Bi-Weekly 4,371 4,589	10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662 Monthly 9,470 9,944	126,976 133,322 <u>Annually</u> 109,643 115,130 120,883 126,930 133,274 139,940 <u>Annually</u> 113,643 119,325
Range: Step 01 02 03 04 05 06 Range: Step 01 02 03	52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 880 Hourly 44.558 46.785 49.124	4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386 Bi-Weekly 3,565 3,743 3,930	9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723 8,109 8,515	Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681 97,313 102,178	05 06 <u>Range:</u> Step 01 03 04 05 06 <u>Range:</u> Step 01 02	61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279 896 Hourly 54.636 57.368 60.236	4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382 Bi-Weekly 4,371 4,589 4,819	10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662 Monthly 9,470 9,944 10,441	126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940 Annually 113,643 119,325 125,291
Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04	52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 880 Hourly 44.558 46.785 49.124 51.582	4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386 Bi-Weekly 3,565 3,743 3,930 4,127	9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723 8,109 8,515 8,941	Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681 97,313 102,178 107,291	05 06 <u>Range:</u> Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03	61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279 896 Hourly 54.636 57.368 60.236 63.249	4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382 Bi-Weekly 4,371 4,589 4,819 5,060	10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662 Monthly 9,470 9,944 10,441 10,963	126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940 Annually 113,643 119,325 125,291 131,558
Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05	52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 880 Hourly 44.558 46.785 49.124 51.582 54.160	4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386 Bi-Weekly 3,565 3,743 3,930 4,127 4,333	9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723 8,109 8,515 8,941 9,388	Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681 97,313 102,178 107,291 112,653	05 06 <u>Range:</u> Step 01 02 03 04 05 <u>Range:</u> Step 01 02 03 04	61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279 896 Hourly 54.636 57.368 60.236 63.249 66.410	4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382 Bi-Weekly 4,371 4,589 4,819 5,060 5,313	10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662 Monthly 9,470 9,944 10,441 10,963 11,511	126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940 Annually 113,643 119,325 125,291 131,558 138,133
Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04	52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 880 Hourly 44.558 46.785 49.124 51.582	4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386 Bi-Weekly 3,565 3,743 3,930 4,127	9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723 8,109 8,515 8,941	Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681 97,313 102,178 107,291	05 06 <u>Range:</u> Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03	61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279 896 Hourly 54.636 57.368 60.236 63.249 66.410	4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382 Bi-Weekly 4,371 4,589 4,819 5,060	10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662 Monthly 9,470 9,944 10,441 10,963	126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940 Annually 113,643 119,325 125,291 131,558

Effective Dates: 7/5/2025 - 7/3/2026

Range: 89	7			
<u> </u>	·	Di Maakh	Monthly	Annually
<u>Step</u> 01	<u>Hourly</u> 55.867	<u>Bi-Weekly</u> 4,469	<u>Monthly</u> 9,684	<u>Annually</u> 116,203
02	58.659	4,409	10,168	122,011
03	61.592	,	•	
03 04		4,927 5.174	10,676	128,111
	64.672	5,174	11,210	134,518
05	67.906	5,432	11,770	141,244
06	71.301	5,704	12,359	148,306
5 00	•			
<u>Range:</u> 89	-	D: 14/		
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	Monthly	Annually
01	56.993	4,559	9,879	118,545
02	59.842	4,787	10,373	124,471
03	62.834	5,027	10,891	130,695
04	65.976	5,278	11,436	137,230
05	69.274	5,542	12,007	144,090
06	72.739	5,819	12,608	151,297
<u>Range:</u> 89	9			
<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	66.784	5,343	11,576	138,911
02	70.121	5,610	12,154	145,852
03	73.628	5,890	12,762	153,146
04	77.309	6,185	13,400	160,803
05	81.174	6,494	14,070	168,842
06	85.234	6,819	14,774	177,287

Effective Dates: 7/5/2025 - 7/3/2026

	300					840			
<u>Step</u>	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	24.869	1,990	4,311	51,728	01	33.326	2,666	5,777	69,318
02	26.113	2,089	4,526	54,315	02	34.992	2,799	6,065	72,783
03	27.418	2,193	4,752	57,029	03	36.740	2,939	6,368	76,419
04	28.790	2,303	4,990	59,883	04	38.578	3,086	6,687	80,242
05	30.227	2,418	5,239	62,872	05	40.506	3,240	7,021	84,252
06	31.739	2,539	5,501	66,017	06	42.531	3,402	7,372	88,464
Range: 8	303				Range:	843			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	25.752	2,060	4,464	53,564	01	34.032	2,723	5,899	70,787
02	27.039	2,163	4,687	56,241	02	35.733	2,859	6,194	74,325
03	28.390	2,271	4,921	59,051	03	37.521	3,002	6,504	78,044
04	29.809	2,385	5,167	62,003	04	39.394	3,152	6,828	81,940
05	31.301	2,504	5,426	65,106	05	41.366	3,309	7,170	86,041
06	32.865	2,629	5,697	68,359	06	43.435	3,475	7,529	90,345
Range: 8	305				Range:	860			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>
01	27.675	2,214	4,797	57,564	01	35.714	2,857	6,190	74,285
02	29.059	2,325	5,037	60,443	02	37.498	3,000	6,500	77,996
03	30.513	2,441	5,289	63,467	03	39.374	3,150	6,825	81,898
04	32.037	2,563	5,553	66,637	04	41.342	3,307	7,166	85,991
05	33.641	2,691	5,831	69,973	05	43.410	3,473	7,524	90,293
06	35.322	2,826	6,122	73,470	06	45.582	3,647	7,901	94,811
Range: 8	309					000			
					Range:	863			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	<u>Range:</u> <u>Step</u>	863 <u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
01	<u>Hourly</u> 28.939	2,315	5,016	60,193	<u>Step</u> 01	<u>Hourly</u> 36.661	2,933	6,355	76,255
01 02	Hourly 28.939 30.385	2,315 2,431	5,016 5,267	60,193 63,201	<u>Step</u> 01 02	Hourly 36.661 38.494	2,933 3,080	6,355 6,672	76,255 80,068
01 02 03	Hourly 28.939 30.385 31.904	2,315 2,431 2,552	5,016 5,267 5,530	60,193 63,201 66,360	Step 01 02 03	Hourly 36.661 38.494 40.419	2,933 3,080 3,234	6,355 6,672 7,006	76,255 80,068 84,072
01 02 03 04	Hourly 28.939 30.385 31.904 33.500	2,315 2,431 2,552 2,680	5,016 5,267 5,530 5,807	60,193 63,201 66,360 69,680	Step 01 02 03 04	Hourly 36.661 38.494 40.419 42.439	2,933 3,080 3,234 3,395	6,355 6,672 7,006 7,356	76,255 80,068 84,072 88,273
01 02 03 04 05	Hourly 28.939 30.385 31.904 33.500 35.173	2,315 2,431 2,552 2,680 2,814	5,016 5,267 5,530 5,807 6,097	60,193 63,201 66,360 69,680 73,160	Step 01 02 03 04 05	Hourly 36.661 38.494 40.419 42.439 44.561	2,933 3,080 3,234 3,395 3,565	6,355 6,672 7,006 7,356 7,724	76,255 80,068 84,072 88,273 92,687
01 02 03 04	Hourly 28.939 30.385 31.904 33.500	2,315 2,431 2,552 2,680	5,016 5,267 5,530 5,807	60,193 63,201 66,360 69,680	Step 01 02 03 04	Hourly 36.661 38.494 40.419 42.439	2,933 3,080 3,234 3,395	6,355 6,672 7,006 7,356	76,255 80,068 84,072 88,273
01 02 03 04 05 06	Hourly 28.939 30.385 31.904 33.500 35.173 36.933	2,315 2,431 2,552 2,680 2,814 2,955	5,016 5,267 5,530 5,807 6,097 6,402	60,193 63,201 66,360 69,680 73,160 76,821	Step 01 02 03 04 05 06	Hourly 36.661 38.494 40.419 42.439 44.561 46.790	2,933 3,080 3,234 3,395 3,565 3,743	6,355 6,672 7,006 7,356 7,724 8,110	76,255 80,068 84,072 88,273 92,687 97,323
01 02 03 04 05 06	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly	2,315 2,431 2,552 2,680 2,814 2,955	5,016 5,267 5,530 5,807 6,097 6,402	60,193 63,201 66,360 69,680 73,160 76,821	Step 01 02 03 04 05 06	Hourly 36.661 38.494 40.419 42.439 44.561 46.790	2,933 3,080 3,234 3,395 3,565 3,743	6,355 6,672 7,006 7,356 7,724 8,110	76,255 80,068 84,072 88,273 92,687 97,323 Annually
01 02 03 04 05 06 <u>Range:</u> 8 <u>Step</u> 01	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443	Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091	2,933 3,080 3,234 3,395 3,565 3,743 Bi-Weekly 3,047	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229
01 02 03 04 05 06 <u>Range:</u> 8 <u>Step</u> 01 02	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441	5,016 5,267 5,530 5,807 6,097 6,402 <u>Monthly</u> 5,037 5,289	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995	2,933 3,080 3,234 3,395 3,565 3,743 <u>Bi-Weekly</u> 3,047 3,200	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190
01 02 03 04 05 06 <u>Range:</u> 8 <u>Step</u> 01 02 03	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513 32.037	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637	Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02 03	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995	2,933 3,080 3,234 3,395 3,565 3,743 <u>Bi-Weekly</u> 3,047 3,200 3,360	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350
01 02 03 04 05 06 <u>Range:</u> 8 <u>Step</u> 01 02 03 04	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 Hourly 29.059 30.513 32.037 33.641	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096	2,933 3,080 3,234 3,395 3,565 3,743 <u>Bi-Weekly</u> 3,047 3,200 3,360 3,528	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720
01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513 32.037 33.641 35.322	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691 2,826	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831 6,122	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973 73,470	Step 01 02 03 04 05 06 **Range: Step 01 02 03 04 05	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096 46.302	2,933 3,080 3,234 3,395 3,565 3,743 <u>Bi-Weekly</u> 3,047 3,200 3,360 3,528 3,704	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643 8,026	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720 96,308
01 02 03 04 05 06 <u>Range:</u> 8 <u>Step</u> 01 02 03 04	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 Hourly 29.059 30.513 32.037 33.641	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096	2,933 3,080 3,234 3,395 3,565 3,743 <u>Bi-Weekly</u> 3,047 3,200 3,360 3,528	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720
01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513 32.037 33.641 35.322	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691 2,826	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831 6,122	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973 73,470	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096 46.302	2,933 3,080 3,234 3,395 3,565 3,743 <u>Bi-Weekly</u> 3,047 3,200 3,360 3,528 3,704	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643 8,026	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720 96,308
01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513 32.037 33.641 35.322 37.089 Hourly	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691 2,826 2,967 Bi-Weekly	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831 6,122 6,429	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973 73,470 77,145	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096 46.302 48.617 870 Hourly	2,933 3,080 3,234 3,395 3,565 3,743 Bi-Weekly 3,047 3,200 3,360 3,528 3,704 3,889 Bi-Weekly	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643 8,026 8,427	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720 96,308 101,123
01 02 03 04 05 06 <u>Range:</u> 8 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 8 <u>Step</u> 01	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513 32.037 33.641 35.322 37.089 Hourly 31.701	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691 2,826 2,967 Bi-Weekly 2,536	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831 6,122 6,429 Monthly 5,495	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973 73,470 77,145 Annually 65,938	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096 46.302 48.617 870 Hourly 39.494	2,933 3,080 3,234 3,395 3,565 3,743 Bi-Weekly 3,047 3,200 3,360 3,528 3,704 3,889 Bi-Weekly 3,160	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643 8,026 8,427 Monthly 6,846	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720 96,308 101,123 Annually 82,148
01 02 03 04 05 06 <u>Range:</u> 8 <u>Step</u> 01 02 03 04 05 06 <u>Range:</u> 8 <u>Step</u> 01	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513 32.037 33.641 35.322 37.089 Hourly 31.701 33.285	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691 2,826 2,967 Bi-Weekly 2,536 2,663	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831 6,122 6,429 Monthly 5,495 5,769	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973 73,470 77,145 Annually 65,938 69,233	Step	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096 46.302 48.617 870 Hourly 39.494 41.470	2,933 3,080 3,234 3,395 3,565 3,743 <u>Bi-Weekly</u> 3,047 3,200 3,360 3,528 3,704 3,889 <u>Bi-Weekly</u> 3,160 3,318	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643 8,026 8,427 Monthly 6,846 7,188	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720 96,308 101,123 Annually 82,148 86,258
01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513 32.037 33.641 35.322 37.089 Hourly 31.701 33.285 34.950	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691 2,826 2,967 Bi-Weekly 2,536 2,663 2,796	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831 6,122 6,429 Monthly 5,495 5,769 6,058	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973 73,470 77,145 Annually 65,938 69,233 72,696	Step	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096 46.302 48.617 870 Hourly 39.494 41.470 43.542	2,933 3,080 3,234 3,395 3,565 3,743 Bi-Weekly 3,047 3,200 3,360 3,528 3,704 3,889 Bi-Weekly 3,160 3,318 3,483	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643 8,026 8,427 Monthly 6,846 7,188 7,547	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720 96,308 101,123 Annually 82,148 86,258 90,567
01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513 32.037 33.641 35.322 37.089 Hourly 31.701 33.285 34.950 36.697	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691 2,826 2,967 Bi-Weekly 2,536 2,663 2,796 2,936	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831 6,122 6,429 Monthly 5,495 5,769 6,058 6,361	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973 73,470 77,145 Annually 65,938 69,233 72,696 76,330	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 Range: 01 02 03 04 05 06	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096 46.302 48.617 870 Hourly 39.494 41.470 43.542 45.720	2,933 3,080 3,234 3,395 3,565 3,743 Bi-Weekly 3,047 3,200 3,360 3,528 3,704 3,889 Bi-Weekly 3,160 3,318 3,483 3,658	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643 8,026 8,427 Monthly 6,846 7,188 7,547 7,925	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720 96,308 101,123 Annually 82,148 86,258 90,567 95,098
01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 05 06	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513 32.037 33.641 35.322 37.089 Hourly 31.701 33.285 34.950 36.697 38.531	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691 2,826 2,967 Bi-Weekly 2,536 2,663 2,796 2,936 3,082	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831 6,122 6,429 Monthly 5,495 5,769 6,058 6,361 6,679	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973 73,470 77,145 Annually 65,938 69,233 72,696 76,330 80,144	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096 46.302 48.617 870 Hourly 39.494 41.470 43.542 45.720 48.006	2,933 3,080 3,234 3,395 3,565 3,743 Bi-Weekly 3,047 3,200 3,360 3,528 3,704 3,889 Bi-Weekly 3,160 3,318 3,483 3,658 3,840	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643 8,026 8,427 Monthly 6,846 7,188 7,547 7,925 8,321	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720 96,308 101,123 Annually 82,148 86,258 90,567 95,098 99,852
01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 310 Hourly 29.059 30.513 32.037 33.641 35.322 37.089 Hourly 31.701 33.285 34.950 36.697	2,315 2,431 2,552 2,680 2,814 2,955 Bi-Weekly 2,325 2,441 2,563 2,691 2,826 2,967 Bi-Weekly 2,536 2,663 2,796 2,936	5,016 5,267 5,530 5,807 6,097 6,402 Monthly 5,037 5,289 5,553 5,831 6,122 6,429 Monthly 5,495 5,769 6,058 6,361	60,193 63,201 66,360 69,680 73,160 76,821 Annually 60,443 63,467 66,637 69,973 73,470 77,145 Annually 65,938 69,233 72,696 76,330	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 Range: 01 02 03 04 05 06	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly 38.091 39.995 41.995 44.096 46.302 48.617 870 Hourly 39.494 41.470 43.542 45.720	2,933 3,080 3,234 3,395 3,565 3,743 Bi-Weekly 3,047 3,200 3,360 3,528 3,704 3,889 Bi-Weekly 3,160 3,318 3,483 3,658	6,355 6,672 7,006 7,356 7,724 8,110 Monthly 6,602 6,932 7,279 7,643 8,026 8,427 Monthly 6,846 7,188 7,547 7,925	76,255 80,068 84,072 88,273 92,687 97,323 Annually 79,229 83,190 87,350 91,720 96,308 101,123 Annually 82,148 86,258 90,567 95,098

Effective Date: 7/4/2026

Range:	873				Range:	881	1			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step		urly	Bi-Weekly	Monthly	Annually
<u> 316</u> 2	40.158	3,213	6,961	83,529		1	47.384	3,791	8,213	98,559
02	42.166	3,213	7,309	87,705		2	49.754	3,791	8,624	103,488
03	44.272	3,542	7,309 7,674	92,086		3	52.243	4,179	9,055	103,466
03	46.486	3,719	8,058	96,691		4	54.854	4,179		114,096
05	48.813	3,719	8,461	101,531		5	57.598	4,608		119,804
06	51.252	4,100	8,884	101,531		6	60.475	4,838	10,482	125,788
00	31.232	4,100	0,004	100,004		U	00.475	4,030	10,402	125,700
	874				Range:	883				
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Step	Но	urly	Bi-Weekly	Monthly	Annually
01	40.622	3,250	7,041	84,494		1	48.669	3,894	8,436	101,232
02	42.652	3,412	7,393	88,716		2	51.103	4,088		106,294
03	44.785	3,583	7,763	93,153		3	53.660	4,293	9,301	111,613
04	47.025	3,762	8,151	97,812		4	56.341	4,507	9,766	117,189
05	49.376	3,950	8,559	102,702		5	59.159	4,733	10,254	123,051
06	51.844	4,148	8,986	107,836		6	62.115	4,969	10,767	129,199
Range:	875				Range:	88	5			
Step	Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Ste		Hourly	Bi-Weekly	Monthly	Annually
01	41.566	3,325	7,205	86,457	0	_	50.249	4,020		104,518
02	43.644	3,492	7,565	90,780	0		52.761	4,221	9,145	109,743
03	45.826	3,666	7,943	95,318	0		55.402			115,236
04	48.119	3,850	8,341	100,088	0		58.171	4,654		120,996
05	50.524	4,042	8,757	105,090	0		61.079	4,886		127,044
06	53.049	4,244	9,195	110,342	0		64.134	5,131	11,117	133,399
00	00.040	7,277	0,100	110,042	Ĭ	O	04.104	0,101	11,117	100,000
_										
<u>Range:</u>	876				Range:	890)			
Range: Step	<u>Hourly</u>		<u>Monthly</u>	<u>Annually</u>	<u>Range:</u> <u>Ste</u>		<u>Hourly</u>			<u>Annually</u>
Step 01		3,412	7,394	88,722	<u>Ste</u> 0	<u>р</u> 1	<u>Hourly</u> 51.730	4,138	8,967	107,598
Step 01 02	<u>Hourly</u>	3,412 3,583	7,394 7,763		Ste	<u>р</u> 1	Hourly 51.730 54.314	4,138 4,345	8,967 9,414	107,598 112,973
Step 01	<u>Hourly</u> 42.655	3,412	7,394 7,763 8,152	88,722	<u>Ste</u> 0	<u>p</u> 1 2	<u>Hourly</u> 51.730	4,138	8,967 9,414	107,598
Step 01 02	<u>Hourly</u> 42.655 44.787	3,412 3,583 3,762 3,950	7,394 7,763	88,722 93,157	<u>Ste</u> 0 0	<u>p</u> 1 2 3	Hourly 51.730 54.314	4,138 4,345	8,967 9,414 9,885	107,598 112,973
Step 01 02 03	Hourly 42.655 44.787 47.028	3,412 3,583 3,762	7,394 7,763 8,152	88,722 93,157 97,818	Ste 0 0 0	<u>p</u> 1 2 3 4	Hourly 51.730 54.314 57.031	4,138 4,345 4,562 4,791	8,967 9,414 9,885 10,380	107,598 112,973 118,624
Step 01 02 03 04	Hourly 42.655 44.787 47.028 49.378	3,412 3,583 3,762 3,950	7,394 7,763 8,152 8,559	88,722 93,157 97,818 102,706	Ste 0 0 0 0 0 0	<u>p</u> 1 2 3 4 5	Hourly 51.730 54.314 57.031 59.883	4,138 4,345 4,562 4,791	8,967 9,414 9,885 10,380 10,899	107,598 112,973 118,624 124,557
Step 01 02 03 04 05 06	Hourly 42.655 44.787 47.028 49.378 51.847 54.441	3,412 3,583 3,762 3,950 4,148	7,394 7,763 8,152 8,559 8,987	88,722 93,157 97,818 102,706 107,842	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	<u>p</u> 1 2 3 4 5 6	Hourly 51.730 54.314 57.031 59.883 62.877 66.020	4,138 4,345 4,562 4,791 5,030	8,967 9,414 9,885 10,380 10,899	107,598 112,973 118,624 124,557 130,784
Step 01 02 03 04 05 06	Hourly 42.655 44.787 47.028 49.378 51.847 54.441	3,412 3,583 3,762 3,950 4,148 4,355	7,394 7,763 8,152 8,559 8,987 9,436	88,722 93,157 97,818 102,706 107,842 113,237	Ste 0 0 0 0 0 0 <i>Range:</i>	<u>p</u> 1 2 3 4 5 6	Hourly 51.730 54.314 57.031 59.883 62.877 66.020	4,138 4,345 4,562 4,791 5,030 5,282	8,967 9,414 9,885 10,380 10,899 11,443	107,598 112,973 118,624 124,557 130,784 137,322
Step 01 02 03 04 05 06 <i>Range:</i> Step	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly	3,412 3,583 3,762 3,950 4,148 4,355	7,394 7,763 8,152 8,559 8,987 9,436	88,722 93,157 97,818 102,706 107,842 113,237	Ste 0 0 0 0 0 0 8 Range:	<u>p</u> 1 2 3 4 5 6 89	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 6	4,138 4,345 4,562 4,791 5,030 5,282	8,967 9,414 9,885 10,380 10,899 11,443	107,598 112,973 118,624 124,557 130,784 137,322
Step 01 02 03 04 05 06 <i>Range:</i> Step 01	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250	3,412 3,583 3,762 3,950 4,148 4,355 Bi-Weekly 3,540	7,394 7,763 8,152 8,559 8,987 9,436 <u>Monthly</u> 7,670	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040	Ste 0 0 0 0 0 0 <i>Range:</i> Ste 0	р 1 2 3 4 5 6 89 1	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344	8,967 9,414 9,885 10,380 10,899 11,443 <u>Monthly</u> 9,411	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932
Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461	3,412 3,583 3,762 3,950 4,148 4,355 <u>Bi-Weekly</u> 3,540 3,717	7,394 7,763 8,152 8,559 8,987 9,436 <u>Monthly</u> 7,670 8,053	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639	Ste 0 0 0 0 0 0 0 0 0 0 0 8 Range: 0 0 0 0	P 1 2 3 4 5 6 89 1 2	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561	8,967 9,414 9,885 10,380 10,899 11,443 <u>Monthly</u> 9,411 9,882	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585
Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02 03	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786	3,412 3,583 3,762 3,950 4,148 4,355 <u>Bi-Weekly</u> 3,540 3,717 3,903	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P 1 2 3 4 5 6 89 1 2 3	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789	8,967 9,414 9,885 10,380 10,899 11,443 <u>Monthly</u> 9,411 9,882 10,376	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511
Step 01 02 03 04 05 06 Range: Step 01 02 03 04	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786 51.224	3,412 3,583 3,762 3,950 4,148 4,355 <u>Bi-Weekly</u> 3,540 3,717 3,903 4,098	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456 8,879	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P 1 2 3 4 5 6 89 1 2 3 4	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861 62.855	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789 5,028	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738
Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02 03	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786	3,412 3,583 3,762 3,950 4,148 4,355 <u>Bi-Weekly</u> 3,540 3,717 3,903	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546 111,873	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P 1 2 3 4 5 6 89 9 1 2 3 4 5	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738 137,272
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786 51.224 53.785 56.475	3,412 3,583 3,762 3,950 4,148 4,355 <u>Bi-Weekly</u> 3,540 3,717 3,903 4,098 4,303	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456 8,879 9,323	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P 1 2 3 4 5 6 89 1 2 3 4 5 6	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861 62.855 65.996 69.297	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789 5,028 5,280	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895 11,439	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range:	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786 51.224 53.785 56.475	3,412 3,583 3,762 3,950 4,148 4,355 <u>Bi-Weekly</u> 3,540 3,717 3,903 4,098 4,303 4,518	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456 8,879 9,323 9,789	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546 111,873 117,468	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P 1 2 3 4 5 6 89 1 2 3 4 5 6 89 5 6 89	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861 62.855 65.996 69.297	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789 5,028 5,280 5,544	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895 11,439 12,011	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738 137,272 144,138
Step	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786 51.224 53.785 56.475	3,412 3,583 3,762 3,950 4,148 4,355 Bi-Weekly 3,540 3,717 3,903 4,098 4,303 4,518	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456 8,879 9,323 9,789 Monthly	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546 111,873 117,468	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P 1 1 2 3 4 5 6 P 1 2 3 4 5 6 89 9 1 2 3 4 5 6 89 9 1 2 3 4 5 6 8 9 1 9 1 9 1 9 1 9 1 9 1 9 1 9 1 9 1 9	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 6 Hourly	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789 5,028 5,280 5,544 Bi-Weekly	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895 11,439 12,011	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738 137,272 144,138
Step	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786 51.224 53.785 56.475 880 Hourly 45.895	3,412 3,583 3,762 3,950 4,148 4,355 <u>Bi-Weekly</u> 3,540 3,717 3,903 4,098 4,303 4,518 <u>Bi-Weekly</u> 3,672	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456 8,879 9,323 9,789 Monthly 7,955	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546 111,873 117,468 Annually 95,462	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P 1 1 2 3 4 5 6 P 1 2 3 4 5 6 P 1 2 3 4 5 6 P 1 2 3 4 5 6 P 1 5 6 P 1 7 8 9 8 9 8 9 9 1 9 1 9 1 9 1 9 1 9 1 9 1	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 6 Hourly 56.275	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789 5,028 5,280 5,544 Bi-Weekly 4,502	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895 11,439 12,011 Monthly 9,754	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738 137,272 144,138 Annually 117,052
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786 51.224 53.785 56.475 880 Hourly 45.895 48.189	3,412 3,583 3,762 3,950 4,148 4,355 <u>Bi-Weekly</u> 3,540 3,717 3,903 4,098 4,303 4,518 <u>Bi-Weekly</u> 3,672 3,855	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456 8,879 9,323 9,789 Monthly 7,955 8,353	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546 111,873 117,468 Annually 95,462 100,233	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P 1 2 3 4 5 6 P 1 2 3 4 5 6 P 1 2 3 4 5 6 P 1 2	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 6 Hourly 56.275 59.089	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789 5,028 5,280 5,544 Bi-Weekly 4,502 4,727	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895 11,439 12,011 Monthly 9,754 10,242	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738 137,272 144,138 Annually 117,052 122,905
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 Range: 01 02 03 04 05 06	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786 51.224 53.785 56.475 880 Hourly 45.895 48.189 50.598	3,412 3,583 3,762 3,950 4,148 4,355 <u>Bi-Weekly</u> 3,540 3,717 3,903 4,098 4,303 4,518 <u>Bi-Weekly</u> 3,672 3,855 4,048	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456 8,879 9,323 9,789 Monthly 7,955 8,353 8,770	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546 111,873 117,468 Annually 95,462 100,233 105,244	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P 1 2 3 4 5 6 P 1 2 3 4 5 6 P 1 2 3 4 5 6 P 1 2 3	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 6 Hourly 56.275 59.089 62.043	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789 5,028 5,280 5,544 Bi-Weekly 4,502 4,727 4,963	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895 11,439 12,011 Monthly 9,754 10,242 10,754	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738 137,272 144,138 Annually 117,052 122,905 129,049
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 Range: 01 02 03 04 05 06	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786 51.224 53.785 56.475 880 Hourly 45.895 48.189 50.598 53.129	3,412 3,583 3,762 3,950 4,148 4,355 Bi-Weekly 3,540 3,717 3,903 4,098 4,303 4,518 Bi-Weekly 3,672 3,855 4,048 4,250	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456 8,879 9,323 9,789 Monthly 7,955 8,353 8,770 9,209	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546 111,873 117,468 Annually 95,462 100,233 105,244 110,508	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P123456 P123456 P1234	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 6 Hourly 56.275 59.089 62.043 65.146	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789 5,028 5,280 5,544 Bi-Weekly 4,502 4,727 4,963 5,212	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895 11,439 12,011 Monthly 9,754 10,242 10,754 11,292	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738 137,272 144,138 Annually 117,052 122,905 129,049 135,504
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 06 07 08 08 08 09 09 09 09 09 09 09 09 09 09 09 09 09	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786 51.224 53.785 56.475 880 Hourly 45.895 48.189 50.598 53.129 55.785	3,412 3,583 3,762 3,950 4,148 4,355 Bi-Weekly 3,540 3,717 3,903 4,098 4,303 4,518 Bi-Weekly 3,672 3,855 4,048 4,250 4,463	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456 8,879 9,323 9,789 Monthly 7,955 8,353 8,770 9,209 9,669	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546 111,873 117,468 Annually 95,462 100,233 105,244 110,508 116,033	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P123456 P123456 P12345	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 6 Hourly 56.275 59.089 62.043 65.146 68.402	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789 5,028 5,280 5,544 Bi-Weekly 4,502 4,727 4,963 5,212 5,472	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895 11,439 12,011 Monthly 9,754 10,242 10,754 11,292 11,856	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738 137,272 144,138 Annually 117,052 122,905 129,049 135,504 142,276
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 Range: 01 02 03 04 05 06	Hourly 42.655 44.787 47.028 49.378 51.847 54.441 877 Hourly 44.250 46.461 48.786 51.224 53.785 56.475 880 Hourly 45.895 48.189 50.598 53.129	3,412 3,583 3,762 3,950 4,148 4,355 Bi-Weekly 3,540 3,717 3,903 4,098 4,303 4,518 Bi-Weekly 3,672 3,855 4,048 4,250	7,394 7,763 8,152 8,559 8,987 9,436 Monthly 7,670 8,053 8,456 8,879 9,323 9,789 Monthly 7,955 8,353 8,770 9,209	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040 96,639 101,475 106,546 111,873 117,468 Annually 95,462 100,233 105,244 110,508	Ste 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	P123456 P123456 P12345	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 5 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 6 Hourly 56.275 59.089 62.043 65.146	4,138 4,345 4,562 4,791 5,030 5,282 Bi-Weekly 4,344 4,561 4,789 5,028 5,280 5,544 Bi-Weekly 4,502 4,727 4,963 5,212	8,967 9,414 9,885 10,380 10,899 11,443 Monthly 9,411 9,882 10,376 10,895 11,439 12,011 Monthly 9,754 10,242 10,754 11,292 11,856	107,598 112,973 118,624 124,557 130,784 137,322 Annually 112,932 118,585 124,511 130,738 137,272 144,138 Annually 117,052 122,905 129,049 135,504

Effective Date: 7/4/2026

Range: 89	7				
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	
01	57.543	4,603	9,974	119,689	
02	60.419	4,834	10,473	125,672	
03	63.440	5,075	10,996	131,955	
04	66.612	5,329	11,546	138,553	
05	69.943	5,595	12,123	145,481	
06	73.440	5,875	12,730	152,755	
<u>Range:</u> 89	8				
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	
01	58.703	4,696	10,175	122,102	
02	61.637	4,931	10,684	128,205	
03	64.719	5,178	11,218	134,616	
04	67.955	5,436	11,779	141,346	
05	71.352	5,708	12,368	148,412	
06	74.921	5,994	12,986	155,836	
<u>Range:</u> 89	9				
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	
01	68.788	5,503	11,923	143,079	
02	72.225	5,778	12,519	150,228	
03	75.837	6,067	13,145	157,741	
04	79.628	6,370	13,802	165,626	
05	83.609	6,689	14,492	173,907	
06	87.791	7.023	15.217	182.605	

Effective Date: 7/4/2026