RESOLUTION NO. 2025-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, UPDATING A CERTAIN CLASSIFICATION SPECIFICATION IN THE PERSONNEL CLASSIFICATION PLAN AND AMENDING RESOLUTION NO. 2023-064 RELATING TO CONFIDENTIAL/NON-REPRESENTED EMPLOYEE COMPENSATION APPENDIX A

	CITY COUNCIL OF THE CITY (OWS:	OF FULLERTON, CALIFO	RNIA RESOLVES AS
1.	City Council adopts the following specifications (attached): Title Clerk / Director of Clerk Services	9	sification <u>Effective Date</u> City July 2025
2.	City Council amends Resolution Non-Represented Compensation Title City Clerk / Clerk Services Management	n Appendix A (attached) by	
3.	City Council deletes the following the classification plan: Title Clerk / Clerk Services Manager	g superseded classification	n specification from <u>Effective Date</u> City July 2004
4.	This resolution becomes effective	e July 19, 2025.	
ADOF	PTED BY THE FULLERTON CITY	COUNCIL ON JULY 15, 2	2025.
		Fred Jung Mayor	-
ATTE	ST:		
Lucin	da Williams, MMC		

City Clerk

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Date	

Attachments:

- Attachment 1 City Clerk / Director of Clerk Services Classification Specification
- Attachment 2 Confidential / Non-Represented Appendix A

CITY CLERK/DIRECTOR OF CLERK SERVICES

Definition:

Under general administrative direction is responsible for all activities of the Office of the City Clerk including supervising, managing, planning, overseeing and participating in related activities and operations; maintains official City documents and records and facilitates the legislative policy making process; assists with the performance of a variety of state mandated duties including the Fair Political Practices Act; serves as the Elections Official; performs a variety of City Council meeting functions to include agenda preparation and the recording of minutes; may be appointed as City Clerk by the City Council and performs related work as required.

Essential Duties and Responsibilities:

The following responsibilities and essential duties are performed on a frequent and recurring basis by an incumbent. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

Plans, organizes, directs and manages all activities and functions of the Office of the City Clerk.

Serves as the Secretary to the following: Successor Agency, Housing Authority, Public Financing Authority and Redevelopment Agency

Attends City Council, Successor Agency, Housing Authority and Public Financing Authority meetings and records actions taken and utilizes a variety of technology to conduct meeting broadcast, voting, accessibility and remote participation.

Serves as City Clerk if appointed by City Council and in this capacity performs functions contained in State and local law related to City Clerk duties.

Advises the City Manager, City Council and other City departments/divisions on issues pertaining to area of responsibility.

Keeps accurate records of City Council meetings in books bearing appropriate titles.

Directs the organization, preparation, assembly and distribution of City Council Successor Agency, Housing Authority and Public Financing Authority agendas and related materials.

Directs the development and administration of the citywide records management program; sets and ensures legal compliance of retention schedules for City records; develops and updates record retention policies and procedures.

Maintains the book of City ordinances, records all ordinances in same along with the appropriate City Clerk's certificate.

Identifies, implements and maintains efficient systems for the control and distribution of City records, meeting minutes, etc., and responds promptly to request for information and Public Record Act requests.

Oversees the preparation, publication and mailing of public hearing notices.

Receives claims, summons, subpoenas and requests for public records.

Oversees board, commission and committee member recruitment, orientation and annual training

Coordinates legislative body meeting broadcasts and remote meeting participation

Administers oaths and notarizes City and public documents.

Issues and verifies nomination papers and receives and certifies initiative, referendum and recall petitions.

Manages the maintenance and update of the Fullerton Municipal Code.

Conducts municipal elections and special elections; ensures conformance with the California Election Code, Political Reform Act, and other codes; serves a filing officer for the Fair Political Practices Commission for campaign disclosure filings; prepares candidate's notebooks and provides necessary information to candidates, committees and the public.

Trains and advises board, committee and commission staff liaisons on Brown Act, parliamentary procedures, rules of procedure, agenda and minutes preparation and other legislative body related issues.

Maintains custody of the City Seal, attests and signs documents

Prepares proclamations, ordinances and resolutions.

Develops, implements and monitors goals, objectives, policies and the budget for the Office of the City Clerk.

Compiles, organizes and interprets data, writes reports and prepares correspondence.

Supervises, trains and evaluates assigned staff.

Analyzes administrative and operational situations and implements change as needed.

Answers questions from the public and City officials regarding ordinances, resolutions and official actions and provides public records and information upon request as appropriate.

Attends a variety of meetings and makes oral and written presentations.

Operates a personal computer and uses applicable software and audio recording devices. Performs other projects/tasks as assigned.

Class Characteristics:

City Clerk/Director of Clerk Services is an executive position in the Office of the City Manager. The City Clerk function is appointed by City Council. The City Clerk/Director of Clerk Services is responsible for the comprehensive activities of the Office of the City Clerk and exercises a

substantial degree of judgment over a wide variety of difficult administrative, records management and other functions.

The terms and conditions of employment for City Clerk/Director of Clerk Services are stipulated in the Executive Resolution relating to compensation for Executive employees. In accordance with this resolution, this classification is At Will.

Qualification Guidelines:

The following generally describes the knowledge and ability required to enter the job and/or be learned within a reasonable period of time in order to successfully perform the assigned duties:

Knowledge of:

Administrative principles and practices, including goal setting, program development, implementation, and evaluation.

Applicable federal and state laws and regulations to include the Political Reform Act, Brown Act, Public Records Act and the California State Elections Code.

Principles, practices and techniques related to the City Clerk function.

Records management principles and practices.

English usage, spelling, grammar and punctuation.

City government structure and processes.

Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.

Analysis and research methods and techniques.

Effective supervisory and management techniques to include budget preparation and administration.

Methods of making effective oral and written presentations.

Public relations and customer service techniques

Negotiations and conflict resolution techniques.

Modern office practices, methods, and computer equipment and applications related to the work.

AND

Ability to:

Develop and implement goals, objectives, policies, procedures, work standards, and internal controls for the City and assigned program areas.

Apply, explain and work in accordance with a variety of laws.

Initiate and compose reports and correspondence and collect, compile and analyze data.

Establish, maintain and foster positive and harmonious relationships with those contacted in the course of work.

Meet and serve the public with professionalism, courtesy and tact.

Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.

Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines to initiate and carry our required procedural assignments.

Use English effectively to communicate in person, over the telephone, and in writing; write clear, concise, objective and interesting text and edit materials for objectivity; prepare clear and comprehensive reports and make effective presentations.

Plan, organize, direct, coordinate, and evaluate the work of supervisory, technical, and office support staff; delegate authority and responsibility. Implement disciplinary actions when warranted.

Think clearly, logically and rationally under pressure, adhere to multiple deadlines and handle multiple projects.

Resolve conflict situations in a fair and amicable manner

Handle job stress and maintain composure in public settings.

Operate modern office equipment including computer equipment and applicable and specialized software including a variety of technology to prepare for, conduct and broadcast legislative body meetings.

Education and Experience:

Any combination of training and experience, which would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

A Bachelor's Degree in Management, Business Administration, Public Administration or a related field from an accredited college or university.

AND

Five years of progressively responsible experience in a City Clerk's office or related municipal setting, to include two years of lead or supervisory experience.

Special Requirements:

Must be able to work a flexible schedule to accommodate City needs.

Must be a Notary Public or become a Notary Public within six months of appointment.

Possession of or ability to obtain a Certified Municipal Clerk designation within 24 months of appointment from the International Institute of Municipal Clerks; Master Municipal Clerk designation is desirable

Ability to travel within the area to attend various job related, professional, and organizational activities.

California Government Code §3100 – 3109 requires that all public employees are to be declared disaster service workers and shall take and subscribe to the related oath or affirmation as required.

Physical Tasks and Working Conditions Include the Following:

Work is performed in an office environment and in a Council Chamber and requires sitting for prolonged periods of time using a computer keyboard and screen. The incumbent grasps, stands and walks and may twist, reach, bend, crouch, kneel and lift, move, push, pull, drag and carry boxes of files and other items weighing 30 pounds or less. The incumbent must be able to meet the physical requirements of the class and have mobility, balance, coordination, vision, hearing and dexterity levels appropriate to the duties to be performed.

Fair Labor Standards Act Designation: Exempt.

Revised July 2025 – change from Confidential/Not-Represented to Executive and title change Revised July 2004 – class consolidation (Clerk Services Manager and City Clerk) Established July 2002

CONFIDENTIAL/NONREPRESENTED UNIT ALLOCATION OF CLASSFICATIONS TO SALARY RANGES

Sort by Classification Title

Classification Title	Range	Salary Schedule/Unit	FLSA 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
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 I (Limited Term/At Will)	863	Confidential/NR	
Human Resources/Risk Management Analyst II	870	Confidential/NR	Х
Human Resources/Risk Management Analyst II (Limited Term/At Will)	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
Senior Human Resources/Risk Management Analyst (Limited Term/At Will)	877	Confidential/NR	Х

⁽⁺⁾ denotes "At Will" classification

^{*} denotes NonRepresented classification

CONFIDENTIAL/NONREPRESENTED UNIT ALLOCATION OF CLASSFICATIONS TO SALARY RANGES

Sort by Classification Range

Classification Title	Range	Salary Schedule/Unit	FLSA 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 I (Limited Term/At Will)	863	Confidential/NR	
Human Resources/Risk Management Analyst II	870	Confidential/NR	Х
Human Resources/Risk Management Analyst II (Limited Term/At Will)	870	Confidential/NR	Х
Budget Analyst II	873	Confidential/NR	Х
Police Behavioral Health Clinician I (+)*	874	Confidential/NR	Χ
Police Behavioral Health Clinician II (+)*	876	Confidential/NR	Х
Senior Human Resources/Risk Management Analyst	877	Confidential/NR	Х
Senior Human Resources/Risk Management Analyst (Limited Term/At Will)	877	Confidential/NR	Х
Fiscal Operations Supervisor	880	Confidential/NR	Х
Public Information Coordinator	881	Confidential/NR	Х
Senior Budget Analyst	881	Confidential/NR	Х
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
Assistant to the City Manager/Economic Development Manager	899	Confidential/NR	Х

⁽⁺⁾ denotes "At Will" classification

^{*} denotes NonRepresented classification

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		D: M I-I-	NA Ale le -	A III		340	D: M L-L	N.A 41- 1	A II
Step 01	Hourly	Bi-Weekly	Monthly	Annually	Step 01	Hourly	Bi-Weekly	Monthly 5,600	Annually
01	24.145	1,932	4,185	50,222	01	32.355	2,588	5,608	67,298
02	25.352	2,028	4,394	52,732	02	33.973	2,718	5,889	70,664
03	26.619	2,130	4,614	55,368	03	35.670	2,854	6,183	74,194
04	27.951	2,236	4,845	58,138	04	37.454	2,996	6,492	77,904
05	29.347	2,348	5,087	61,042	05	39.326	3,146	6,817	81,798
06	30.815	2,465	5,341	64,095	06	41.292	3,303	7,157	85,887
Range: 8	03				Range: 8	343			
Step	Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	Monthly	<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
00	31.900	2,333	3,331	00,309		42.170	3,374	7,309	01,114
Range: 8	05				Range: 8	360			
Step	Hourly	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
		•	•	,			,	•	,
	09					363			
Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	Annually
<u>Step</u> 01	<u>Hourly</u> 28.096	2,248	4,870	58,440	<u>Step</u> 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	Step 01 02	Hourly 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	Hourly 28.096 29.500 30.975 32.524 34.149	2,248 2,360 2,478	4,870 5,113 5,369	58,440 61,360 64,428	Step 01 02 03 04 05	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 06	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> 8	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 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 <u>Monthly</u> 4,890	58,440 61,360 64,428 67,650 71,030 74,583 Annually 58,683	Step 01 02 03 04 05 06 <u>Range:</u> 8 Step 01	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 365 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 <u>Monthly</u> 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 <u>Range:</u> 8 Step 01 02	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 36.5 Hourly 36.982 38.830	2,847 2,990 3,139 3,296 3,461 3,634 Bi-Weekly 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 Range: 8 Step 01 02 03	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 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> 8 Step 01 02 03 04	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 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 04 05	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 Hourly 28.213 29.624 31.104 32.661 34.293	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: 8 Step 01 02 03 04 05	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 365 Hourly 36.982 38.830 40.772 42.812 44.953	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	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> 8 Step 01 02 03 04	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 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 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: 8 Step 01 02 03 04 05 06	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 36.985 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	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: 8 Step 01 02 03 04 05 06	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 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 Step 01 02 03 04 05 06 Step 06 Step 01 05 06 Step 06 Step 01 05 06 Step 05 0	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: 8 Step 01 02 03 04 05 06 Range: 8 Step	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 36.982 38.830 40.772 42.812 44.953 47.201 870 Hourly	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 Step 01 02 03 04 05 06 Step 01 02 03 04 05 06 Step 01 01 01 01 01 01 01 01 01 01 01 01 01	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 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: 8 Step 01 02 03 04 05 06 Range: 8 Step 01	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 36.982 38.830 40.772 42.812 44.953 47.201 370 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	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 31.00 4.293 36.009 4.293 36.009 4.293 36.009 4.293 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 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: 8 Step 01 02 03 04 05 06 Range: 8 Step 01	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 36.982 38.830 40.772 42.812 44.953 47.201 370 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 35.857 410 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 420 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: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 36.982 38.830 40.772 42.812 44.953 47.201 370 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 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: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 36.982 38.830 40.772 42.812 44.953 47.201 370 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 35.857 410 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 420 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: 8 Step 01 02 03 04 05 06 Range: 8 Step 01 02	Hourly 35.593 37.373 39.242 41.203 43.263 45.427 36.982 38.830 40.772 42.812 44.953 47.201 370 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

Danger	072				I Dansa.	004			
	873 <u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	Range: Step	881 Hourly	Bi-Weekly	Monthly	Annually
<u>Step</u> 01	38.988	3,119	6,758	81,095	J Step		•	7,974	95,688
02	40.938	3,119	7,096	85,151	2			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	7,433	93,875	4			9,231	110,772
05	47.391	3,791	8,214	98,573	5			9,693	116,314
06	49.759	3,981	8,625	103,499	6				122,125
	10.700	0,001	0,020	100, 100		00.7 1 1	1,007		122,120
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	52.097	4,168	9,030	108,362
04	45.655	3,652	7,914	94,962	4	54.700	4,376	9,481	113,776
05	47.938	3,835	8,309	99,711	5	57.436	4,595	9,956	119,467
06	50.334	4,027	8,725	104,695	6	60.306	4,824	10,453	125,436
	875	D: 14/		A 11	<u>Range:</u>	885	D: 14/		A 11
<u>Step</u>	<u>Hourly</u>		<u>Monthly</u>	<u>Annually</u>	Step				Annually
01	40.355	3,228	6,995	83,938	01			8,456	101,473
02	42.373	3,390	7,345	88,136	02			8,879	106,546
03	44.491	3,559	7,712	92,541	03			9,323	111,879
04	46.717	3,737	8,098	97,171	04		,	9,789	117,472
05 06	49.052	3,924	8,502	102,028	05		,	10,279	123,344
06	51.504	4,120	8,927	107,128	06	62.266	4,981	10,793	129,513
Range: 8	876				Range:	890			
		Bi-Weekly	Monthly	Annually	<u>Range:</u> Step		Bi-Weekly	Monthly	Annually
Range: S Step 01		Bi-Weekly 3,313	Monthly 7,178	<u>Annually</u> 86,139	<u>Range:</u> <u>Ste</u> p 01	<u>Hourly</u>		Monthly 8,705	Annually 104,464
Step	<u>Hourly</u>				<u>Step</u>	<u>Hourly</u> 50.223	4,018	-	
<u>Step</u> 01	<u>Hourly</u> 41.413	3,313	7,178	86,139	Step 01	Hourly 50.223 52.732	4,018 4,219	8,705	104,464
<u>Step</u> 01 02	Hourly 41.413 43.483	3,313 3,479	7,178 7,537	86,139 90,445	<u>Step</u> 01 02	Hourly 50.223 52.732 55.370	4,018 4,219 4,430	8,705 9,140	104,464 109,683
Step 01 02 03	Hourly 41.413 43.483 45.658	3,313 3,479 3,653	7,178 7,537 7,914	86,139 90,445 94,969	Step 01 02 03	Hourly 50.223 52.732 55.370 58.139	4,018 4,219 4,430 4,651	8,705 9,140 9,597	104,464 109,683 115,170
Step 01 02 03 04	Hourly 41.413 43.483 45.658 47.940	3,313 3,479 3,653 3,835	7,178 7,537 7,914 8,310	86,139 90,445 94,969 99,715	Step 01 02 03 04	Hourly 50.223 52.732 55.370 58.139 61.046	4,018 4,219 4,430 4,651 4,884	8,705 9,140 9,597 10,077	104,464 109,683 115,170 120,929
Step 01 02 03 04 05	Hourly 41.413 43.483 45.658 47.940 50.337 52.855	3,313 3,479 3,653 3,835 4,027	7,178 7,537 7,914 8,310 8,725	86,139 90,445 94,969 99,715 104,701	Step 01 02 03 04 05	Hourly 50.223 52.732 55.370 58.139 61.046 64.097	4,018 4,219 4,430 4,651 4,884	8,705 9,140 9,597 10,077 10,581	104,464 109,683 115,170 120,929 126,976
Step 01 02 03 04 05 06	Hourly 41.413 43.483 45.658 47.940 50.337 52.855	3,313 3,479 3,653 3,835 4,027 4,228	7,178 7,537 7,914 8,310 8,725 9,162	86,139 90,445 94,969 99,715 104,701 109,938	Step 01 02 03 04 05 06 <i>Range:</i>	Hourly 50.223 52.732 55.370 58.139 61.046 64.097	4,018 4,219 4,430 4,651 4,884 5,128	8,705 9,140 9,597 10,077 10,581 11,110	104,464 109,683 115,170 120,929 126,976 133,322
Step 01 02 03 04 05 06 <i>Range:</i> 3	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly	3,313 3,479 3,653 3,835 4,027 4,228	7,178 7,537 7,914 8,310 8,725 9,162	86,139 90,445 94,969 99,715 104,701 109,938	Step 01 02 03 04 05 06 <i>Range:</i> Step	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895	4,018 4,219 4,430 4,651 4,884 5,128	8,705 9,140 9,597 10,077 10,581 11,110	104,464 109,683 115,170 120,929 126,976 133,322
Step 01 02 03 04 05 06 Range: 3 Step 01	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 3,437	7,178 7,537 7,914 8,310 8,725 9,162 <u>Monthly</u> 7,447	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359	Step 01 02 03 04 05 06 <u>Range:</u> Step 01	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly 52.713	4,018 4,219 4,430 4,651 4,884 5,128 Bi-Weekly 4,217	8,705 9,140 9,597 10,077 10,581 11,110 <u>Monthly</u> 9,137	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643
Step 01 02 03 04 05 06 Range: 3 Step 01 02	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 3,437 3,609	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819	86,139 90,445 94,969 99,715 104,701 109,938 <u>Annually</u> 89,359 93,825	Step 01 02 03 04 05 06 <u>Range:</u> Step 01	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly 52.713 55.351	4,018 4,219 4,430 4,651 4,884 5,128 Bi-Weekly 4,217 4,428	8,705 9,140 9,597 10,077 10,581 11,110 Monthly 9,137 9,594	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 3,437 3,609 3,789	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly 52.713 55.351 58.117	4,018 4,219 4,430 4,651 4,884 5,128 Bi-Weekly 4,217 4,428 4,649	8,705 9,140 9,597 10,077 10,581 11,110 Monthly 9,137 9,594 10,074	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 3,437 3,609 3,789 3,979	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210 8,620	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024	4,018 4,219 4,430 4,651 4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882	8,705 9,140 9,597 10,077 10,581 11,110 Monthly 9,137 9,594 10,074 10,577	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883 126,930
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 05	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218	3,313 3,479 3,653 3,835 4,027 4,228 <u>Bi-Weekly</u> 3,437 3,609 3,789 3,979 4,177	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210 8,620 9,051	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443 108,613	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074	4,018 4,219 4,430 4,651 4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126	8,705 9,140 9,597 10,077 10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 3,437 3,609 3,789 3,979	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210 8,620	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074	4,018 4,219 4,430 4,651 4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126	8,705 9,140 9,597 10,077 10,581 11,110 Monthly 9,137 9,594 10,074 10,577	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883 126,930
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: 8 Range: 8 Range: 8 Range:	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830	3,313 3,479 3,653 3,835 4,027 4,228 <u>Bi-Weekly</u> 3,437 3,609 3,789 3,979 4,177 4,386	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443 108,613 114,046	Step 01 02 03 04 05 06 <u>Range:</u> Step 01 02 03 04	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279	4,018 4,219 4,430 4,651 4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382	8,705 9,140 9,597 10,077 10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940
Step 01 02 03 04 05 06 Range: 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 Hourly	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443 108,613 114,046	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279	4,018 4,219 4,430 4,651 4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382 Bi-Weekly	8,705 9,140 9,597 10,077 10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 01 01 02 03 04 05 06	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 880 Hourly 44.558	3,313 3,479 3,653 3,835 4,027 4,228 <u>Bi-Weekly</u> 3,437 3,609 3,789 3,979 4,177 4,386 <u>Bi-Weekly</u> 3,565	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 01 02 03	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279 896 Hourly 54.636	4,018 4,219 4,430 4,651 4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382 Bi-Weekly 4,371	8,705 9,140 9,597 10,077 10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662 Monthly 9,470	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940 Annually 113,643
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 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 880 Hourly 44.558 46.785	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386 Bi-Weekly 3,565 3,743	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723 8,109	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681 97,313	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly 52.713 55.351 58.117 61.024 64.074 67.279 896 Hourly 54.636 57.368	4,018 4,219 4,430 4,651 4,884 5,128 Bi-Weekly 4,217 4,428 4,649 4,882 5,126 5,382 Bi-Weekly 4,371 4,589	8,705 9,140 9,597 10,077 10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662 Monthly 9,470 9,944	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940 Annually 113,643 119,325
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 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 880 Hourly 44.558 46.785 49.124	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 3,437 3,609 3,789 3,979 4,177 4,386 Bi-Weekly 3,565 3,743 3,930	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723 8,109 8,515	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681 97,313 102,178	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 50.223 52.732 55.370 58.139 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	4,018 4,219 4,430 4,651 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	8,705 9,140 9,597 10,077 10,581 11,110 Monthly 9,137 9,594 10,074 10,577 11,106 11,662 Monthly 9,470 9,944 10,441	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940 Annually 113,643 119,325 125,291
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 B80 Hourly 44.558 46.785 49.124 51.582	3,313 3,479 3,653 3,835 4,027 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	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723 8,109 8,515 8,941	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681 97,313 102,178 107,291	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 50.223 52.732 55.370 58.139 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	4,018 4,219 4,430 4,651 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	8,705 9,140 9,597 10,077 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	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940 Annually 113,643 119,325 125,291 131,558
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 08 08 08 08 08 08 08 08 08 08	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 B80 Hourly 44.558 46.785 49.124 51.582 54.160	3,313 3,479 3,653 3,835 4,027 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	7,178 7,537 7,914 8,310 8,725 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	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681 97,313 102,178 107,291 112,653	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 06 06 07 08 08 09 09 09 09 09 09 09 09 09 09 09 09 09	Hourly 50.223 52.732 55.370 58.139 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	4,018 4,219 4,430 4,651 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	8,705 9,140 9,597 10,077 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	104,464 109,683 115,170 120,929 126,976 133,322 Annually 109,643 115,130 120,883 126,930 133,274 139,940 Annually 113,643 119,325 125,291 131,558 138,133
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 41.413 43.483 45.658 47.940 50.337 52.855 877 Hourly 42.961 45.108 47.365 49.732 52.218 54.830 B80 Hourly 44.558 46.785 49.124 51.582	3,313 3,479 3,653 3,835 4,027 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	7,178 7,537 7,914 8,310 8,725 9,162 Monthly 7,447 7,819 8,210 8,620 9,051 9,504 Monthly 7,723 8,109 8,515 8,941	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443 108,613 114,046 Annually 92,681 97,313 102,178 107,291	Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	Hourly 50.223 52.732 55.370 58.139 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	4,018 4,219 4,430 4,651 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	8,705 9,140 9,597 10,077 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	104,464 109,683 115,170 120,929 126,976 133,322 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: 8	97				
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	Monthly	<u>Annually</u>	
01	55.867	4,469	9,684	116,203	
02	58.659	4,693	10,168	122,011	
03	61.592	4,927	10,676	128,111	
04	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	
<u>Range:</u> 8	98				
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	
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> 8	99				
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<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

Dongo: 9	000				l Bongo:	940			
<u>Range:</u> 8 <u>Step</u>	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Range:	840 Hourly	Bi-Weekly	Monthly	Annually
<u>зіер</u> 01	24.869	1,990	4,311	51,728	<u>Step</u> 01	33.326	2,666	5,777	69,318
02	26.113	2,089	4,526	54,315	02		2,799	6,065	72,783
03	27.418	2,009	4,752	57,029	03		2,799	6,368	72,763 76,419
03	28.790	2,193	4,990	59,883	03	38.578	3,086	6,687	80,242
05	30.227	2,418	5,239	62,872	05		3,240	7,021	84,252
06	31.739	2,539	5,501	66,017	06		3,402	7,372	88,464
00	01.700	2,000	0,001	00,017		12.001	0,102	1,012	00,101
	803				<u>Range:</u>	843			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Step		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		2,859	6,194	74,325
03	28.390	2,271	4,921	59,051	03		3,002	6,504	78,044
04	29.809	2,385	5,167	62,003	04		3,152	6,828	81,940
05	31.301	2,504	5,426	65,106	05		3,309	7,170	86,041
06	32.865	2,629	5,697	68,359	06	43.435	3,475	7,529	90,345
<u>Range:</u> 8	805				Range:	860			
Step	Hourly	Bi-Weekly	Monthly	Annually	Step		Bi-Weekly	Monthly	Annually
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		3,000	6,500	77,996
03	30.513	2,441	5,289	63,467	03		3,150	6,825	81,898
04	32.037	2,563	5,553	66,637	04		3,307	7,166	85,991
05	33.641	2,691	5,831	69,973	05		3,473	7,100	90,293
06	35.322	2,826	6,122	73,470	06		3,473	7,901	94,811
00	00.022	2,020	0,122	73,470		40.002	3,047	7,501	34,011
Range: 8	809				_				
	103				<u>Range:</u>	863			
Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	<u>Range:</u> Step	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>
<u>Step</u> 01	<u>Hourly</u> 28.939	2,315	5,016	60,193	Step 01	<u>Hourly</u> 36.661	2,933	6,355	76,255
<u>Step</u> 01 02	Hourly 28.939 30.385	2,315 2,431	5,016 5,267	60,193 63,201	<u>Step</u> 01 02	<u>Hourly</u> 36.661 38.494	2,933 3,080	6,355 6,672	76,255 80,068
Step 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
Step 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
Step 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
Step 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 44.561	2,933 3,080 3,234 3,395	6,355 6,672 7,006 7,356	76,255 80,068 84,072 88,273
Step 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	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 46.790	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
Step 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
Step 01 02 03 04 05 06 <i>Range:</i> 8	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 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 <u>Range:</u> Step	Hourly 36.661 38.494 40.419 42.439 44.561 46.790 865 Hourly	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
Step 01 02 03 04 05 06 Range: 8 Step 01	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 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 <u>Annually</u> 79,229
Step 01 02 03 04 05 06 Range: 8 Step 01 02	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 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 <u>Annually</u> 79,229 83,190
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 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	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
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 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	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
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 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 <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 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
Step 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 36.933 410 Hourly 29.059 30.513 32.037 33.641 35.322 37.089	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 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	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
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 410 Hourly 29.059 30.513 32.037 33.641 35.322 37.089	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	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	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	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
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 8 Step	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 410 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	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 Range: 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	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
Step 01 02 03 04 05 06 8 Step 01 02 03 04 05 06 8 Step 01 02 03 04 05 06 8 Step 01 01 01 01 01 01 01 01 01 01 01 01 01	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 410 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 01 02 03	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 <u>Bi-Weekly</u> 3,047 3,200 3,360 3,528 3,704 3,889 <u>Bi-Weekly</u> 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
Step 01 02 03 04 05 06 8 8 04 05 06 8 8 04 05 06 8 8 06 8 8 06 8 8 06 06 8 06 06 06 06 06 06 06 06 06 06 06 06 06	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 410 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 01 02 03 04 05 06 Range: Step 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	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
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 28.939 30.385 31.904 33.500 35.173 36.933 410 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 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	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
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 28.939 30.385 31.904 33.500 35.173 36.933 410 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: 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	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
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 O1 05 06	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 410 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: 01 02 03 04 05 06 06 07 08 08 09 09 09 09 09 09 09 09 09 09 09 09 09	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
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 28.939 30.385 31.904 33.500 35.173 36.933 410 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: 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	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				
		Bi-Weekly	Monthly	<u>Annually</u>	Step	Hou		Bi-Weekly	Monthly	Annually
<u>Step</u> 01	<u>Hourly</u> 40.158	3,213	Monthly 6,961	83,529	•		47.384	3,791	8,213	Annually 98,559
02	40.136	3,373	7,309			1	49.754	3,791	8,624	
				87,705 92,086		2				103,488
03	44.272	3,542	7,674			3	52.243 54.854	4,179	9,055	108,665
04	46.486	3,719	8,058	96,691		4		4,388		114,096
05	48.813	3,905	8,461	101,531		5	57.598	4,608		119,804
06	51.252	4,100	8,884	106,604	·	6	60.475	4,838	10,482	125,788
	874				Range:	883				
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Step	Ηοι	•	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	8,858	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:	885				
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	105,000	0:		61.079	4,886		120,990
06	53.049	4,244	9,195	110,342	0		64.134	5,131	11,117	133,399
00	33.049	4,244	9,195	110,542		U	04.134	5,151	11,117	155,599
Dames.										
	876				Range:					
<u>Range:</u> <u>Step</u>	<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>p</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>p</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	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	7,394 7,763	88,722 93,157	Ste 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 0 0 0 0 0 0 0 0 0 0 0 0 0 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 0 0 0 0 0 0 0 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 0 0	<u>p</u> 1 2 3 4 5 6 895	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 0 0 0 8 Range:	<u>p</u> 1 2 3 4 5 6 895	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 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 Monthly 7,670	88,722 93,157 97,818 102,706 107,842 113,237 Annually 92,040	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 6 895 1	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 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 <u>Annually</u> 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 Bi-Weekly 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 0 0 0 0 0 0 0 0	P 1 2 3 4 5 6 895 P 1 2	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 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 6 895 P 1 2 3	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 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	<u>p</u> 1 2 3 4 5 6 895 1 2 3 4	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 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 Range: Step 01 02 03 04 05	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	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 96,639 101,475 106,546 111,873	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 6 895 <u>p</u> 1 2 3 4 5	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 Hourly 54.294 57.012 59.861 62.855 65.996	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 112,932 118,585 124,511 130,738 137,272
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	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	<u>p</u> 1 2 3 4 5 6 895 1 2 3 4 5 6	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 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	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 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 1 2 3 4 5 6 895 P 1 2 3 4 5 6 895 896	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 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 Bi-Weekly	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	<u>p</u> 1 2 3 4 5 6 895 p 1 2 3 4 5 6 896 p	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 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 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range: Step 01 01 02 03	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 <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	<u>p</u> 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 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 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	<u>p</u> 1 2 3 4 5 6 <u>p</u> 1 2 3 4 5 6 <u>p</u> 1 2 3 4 5 6 <u>p</u> 1 2	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 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	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	<u>p</u> 1 2 3 4 5 6 <u>p</u> 1 2 3 4 5 6 <u>p</u> 1 2 3 4 5 6 <u>p</u> 1 2 3	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 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	P 1 2 3 4 5 6 895 1 2 3 4 5 6 896 1 2 3 4	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 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: 01 02 03 04 05 06 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 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	<u>P</u> 123456 895 123456 895 123456 896 12345	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 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	<u>P</u> 123456 895 123456 895 123456 896 12345	Hourly 51.730 54.314 57.031 59.883 62.877 66.020 Hourly 54.294 57.012 59.861 62.855 65.996 69.297 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