RESOLUTION NO. 2025-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, ADOPTING, UPDATING AND DELETING CERTAIN CLASSIFICATION SPECIFICATIONS IN THE PERSONNEL CLASSIFICATION PLAN AND AMENDING RESOLUTION NO. 2023-064 RELATING TO COMPENSATION FOR CONFIDENTIAL/NONREPRESENTED EMPLOYEES APPENDIX A

THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, RESOLVES AS FOLLOWS:

1. City Council adopts the following revised classification specification (attached):

Title Effective Date
Administrative Analyst Series August 2025

 City Council amends Resolution No. 2023-064 Relating to Compensation for Confidential / NonRepresented Employees Appendix A (attached) by updating the schedule as follows:

<u>Title</u>	<u>Range</u>	Bottom (hourly)	Top (hourly)
Administrative Analyst I – Confidential	820	\$30.788	\$39.281
Administrative Analyst II - Confidential	860	\$36.390	\$46.444

3. City Council deletes the following superseded classification specifications from the classification plan:

Title Effective Date
Administrative Analyst Series October 2024

4. This resolution becomes effective August 30, 2025.

ADOPTED BY THE FULLERTON CITY COUNCIL ON AUGUST 19, 2025.

Fred Jung Mayor

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ATTEST:	
Lucinda Williams, MMC City Clerk	
Date	•

Attachments:

- Attachment 1 Administrative Analyst Series Classification Specification
- Attachment 2 Confidential / NonRepresented Appendix A

ADMINISTRATIVE ANALYST SERIES

Definition:

Under varying levels of supervision assists in the operation of a variety of activities within an assigned department or major program; analyzes data; prepares reports and makes recommendations; provides a wide variety of administrative assistance to management and performs related work as required.

Class Titles

Administrative Analyst I
Administrative Analyst I - Confidential
Administrative Analyst II
Administrative Analyst II - Confidential

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.

Researches, compiles and organizes data for management review.

Conducts surveys and performs research and statistical analyses.

Reviews and evaluates forms and manuals and recommends changes.

Composes and issues correspondence and prepares a variety of reports independently.

Coordinates services and activities with other City departments/divisions and with outside agencies and organizations.

Interacts with City personnel, the public and representatives of other agencies in the review, analysis, adjustment and implementation of City programs and policies.

Administers or assists in administering service contracts.

Assists in preparing and monitoring a department budget and expenditure of funds.

Analyzes applicable federal, state and local legislation, regulations and codes and prepares reports concerning the potential impact of same.

Receives and responds to citizen and vendor related inquiries and concerns.

Makes oral and written presentations.

Participates in a variety of meetings, may provide staff assistance to commissions or other groups and serves as a departmental or City representative at meetings as assigned.

Prepares or coordinates the preparation of grant applications and conducts the administrative action necessary to implement grants when received.

Drives a vehicle on City business depending on area assigned.

Class Characteristics:

Administrative Analyst I and Administrative Analyst I – Confidential are entry level classes associated with the less complex assignments and/or projects in the general field of public administration. An incumbent may have limited experience and normally works under direct supervision. Administrative Analyst II is a trained, responsible class. Incumbents are experienced in and knowledgeable of general public administration and perform the more complex duties of the classification. They are assigned wider responsibilities and greater operating independence than an Administrative Analyst I and may serve as a lead to lower-level classifications. An Administrative Analyst II normally works under the general supervision of the department or a division head.

Administrative Analyst I – Confidential and Administrative Analyst II – Confidential are distinguished from Administrative Analyst I and Administrative Analyst II by their specific assignment to Human Resources or Administrative Services Departments and the resulting involvement and exposure to matters related to employer-employee relations and may have access to or may prepare confidential materials and information. The duties performed by the Administrative Analyst I – Confidential and Administrative Analyst II – Confidential require a higher level of sensitivity and tact, and a thorough understanding of the functions, programs and services of the Human Resources or Administrative Services Departments.

Positions in the Administrative Analyst class series are flexibly staffed; positions at the II level are normally filled by advancement from the I level. Progression to the II level is dependent on (a) the incumbent meeting the knowledge, skills and abilities for the classification including any licenses and certifications; (b) current performance rating of at least "Exceeds Expectation"; (c) at least one year of experience at al level; and (d) City Manager approval for progression to the Administrative Analyst II level.

Bargaining Group:

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Administrative Analyst I/II – FMEF
Administrative Analyst I/II – Confidential – Confidential/NonRepresented
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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:

Administrative Analyst I / Administrative Analyst I - Confidential

Knowledge of:

Principles and practices of public administration and business organization. Techniques and methods of administrative analysis and research.

Mathematical principles.

Methods of making oral and written presentations.

Business letter and report writing and business math.

English usage, syntax, spelling, grammar, vocabulary and punctuation.

Modern equipment and communication tools used for business functions and program, project, and task coordination, including computers and software programs relevant to work performed.

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

AND

Ability to:

Conduct effective, responsible research and analysis.

Prepare comprehensive reports.

Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax; make oral presentations.

Use independent judgment and initiative.

Understand and carry out oral and written instructions.

Handle job stress and maintain composure in public settings.

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

Read at the level required for successful job performance.

Effectively use computer systems, software applications relevant to work performed and modern business equipment to perform a variety of work tasks.

Administrative Analyst II/Administrative Analyst II - Confidential

<u>In addition to those of the Administrative Analyst I/Administrative Analyst I - Confidential</u>

Knowledge Of

Municipal government structure.

Current trends in public administration.

Applicable federal, state and local laws, regulatory codes, ordinances and procedures related to area of assignment.

Basic principles and practices of budget administration and monitoring.

Principles of providing functional direction and training.

AND

Ability to

Draw conclusions and make recommendations based on data.

Organize and conduct meetings.

Analyze and solve problems.

Independently organize work, set priorities, meet critical deadlines and follow-up on assignments.

Effectively provide staff leadership and work direction.

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:

Bachelor's degree or equivalent from an accredited college or university in business administration, public administration, or a closely related field.

AND

Administrative Analyst I/Administrative Analyst I - Confidential:

None

Administrative Analyst II/Administrative Analyst II - Confidential:

Two years of experience at a level equivalent to a City of Fullerton Administrative Analyst I or Administrative Analyst I- Confidential

Special Requirements:

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

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

California Government Code $\S 3100 - 3109$ 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. Office work requires sitting for periods of time and the use of a computer keyboard and screen. The incumbent stands, kneels, bends, crouches, twists and may grasp, lift, carry, push, pull and drag boxes of files and records weighing 30 pounds or less and, depending on area assigned, drive a vehicle on City business. The incumbent must be able to meet the physical requirements of the class and have mobility, vision, hearing and dexterity levels appropriate to the duties to be performed.

Fair Labor Standards Act Designation:

Administrative Analyst I/Administrative Analyst I - Confidential: Non-Exempt. Administrative Analyst II/Administrative Analyst II - Confidential: Non-Exempt.

Revised August 2025 – addition of Administrative Analyst I/II - Confidential Revised October 2024 including removal of Senior Administrative Analyst Revised July 2003
Revised August 1995

CONFIDENTIAL/NONREPRESENTED UNIT ALLOCATION OF CLASSFICATIONS TO SALARY RANGES

Sort by Classification Title

Classification Title	Range	Salary Schedule/Unit	FLSA Exempt
Administrative Analyst I - Confidential	820	Confidential/NR	
Administrative Analyst II - Confidential	860	Confidential/NR	
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	
Administrative Analyst I - Confidential	820	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	
Administrative Analyst II - Confidential	860	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	Χ
Police Behavioral Health Clinician I (+)*	874	Confidential/NR	Χ
Police Behavioral Health Clinician II (+)*	876	Confidential/NR	Χ
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	Χ
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

Range: 8	00				Range:	840			
Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>	Step		Bi-Weekly	Monthly	Annually
<u>зтер</u> 01	24.145	1,932	4,185	50,222	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	55,368	03	35.670	2,718	6,183	70,004
03	27.951	2,130	4,845	58,138	03	37.454	2,996	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	30.613	2,400	5,541	04,095	00	41.292	3,303	7,137	00,007
	03				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	05				Range:	860			
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	36.390	2,911	6,308	75,691
02	28.213	2,257	4,890	58,683	02	38.209	3,057	6,623	79,475
03	29.624	2,370	5,135	61,618	03	40.120	3,210	6,954	83,450
04	31.104	2,488	5,391	64,696	04	42.125	3,370	7,302	87,620
05	32.661	2,613	5,661	67,935	05	44.231	3,538	7,667	92,000
06	34.293	2,743	5,944	71,329	06	46.444	3,716	8,050	96,604
Range: 8	09				Range:	863			
	09 Hourly	Bi-Weekly	Monthly	Annually	<u>Range:</u> Step	863 Hourly	Bi-Weekly	Monthly	Annually
Range: 80 Step 01	09 <u>Hourly</u> 28.096	Bi-Weekly 2,248	Monthly 4,870	Annually 58,440	<u>Range:</u> <u>Step</u> 01	863 <u>Hourly</u> 35.593	Bi-Weekly 2,847	Monthly 6,169	Annually 74,033
Step	<u>Hourly</u> 28.096	2,248	4,870	58,440	Step 01	<u>Hourly</u> 35.593	2,847	6,169	74,033
Step 01	<u>Hourly</u>	2,248 2,360	4,870 5,113	58,440 61,360	<u>Step</u> 01 02	<u>Hourly</u>	2,847 2,990	6,169 6,478	74,033 77,736
<u>Step</u> 01 02	Hourly 28.096 29.500	2,248 2,360 2,478	4,870 5,113 5,369	58,440 61,360 64,428	Step 01	<u>Hourly</u> 35.593 37.373	2,847 2,990 3,139	6,169 6,478 6,802	74,033 77,736 81,623
<u>Step</u> 01 02 03	Hourly 28.096 29.500 30.975	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	<u>Hourly</u> 35.593 37.373 39.242	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	Hourly 28.096 29.500 30.975 32.524	2,248 2,360 2,478	4,870 5,113 5,369	58,440 61,360 64,428	Step 01 02 03 04	Hourly 35.593 37.373 39.242 41.203	2,847 2,990 3,139	6,169 6,478 6,802	74,033 77,736 81,623
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 Range: 8 Step	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 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 10 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 10 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 10 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 <u>Bi-Weekly</u> 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 10 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 10 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	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 <u>Bi-Weekly</u> 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 7,421 7,792	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 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 10 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	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: Range: 8:	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 10 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: 85 Step	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 10 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 10 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 20 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 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 10 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 20 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 10 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 20 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: 85 06 Range: 85 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 10 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 20 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 88 Step 01 02 03 04 05 06 88 Step 01 02 03 04 05 06 00 00 00 00 00 00 00 00 00 00 00 00	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 10 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 20 Hourly 30.778 32.316 33.932 35.628 37.409	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 2,993	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 6,484	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 77,811	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 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 46.608	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 3,729	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 8,079	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 96,945
Step 01 02 03 04 05 06 Range: 8 Step 01 02 03 04 05 06 Range: 85 06 Range: 85 01 02 03 04 05 06	Hourly 28.096 29.500 30.975 32.524 34.149 35.857 10 Hourly 28.213 29.624 31.104 32.661 34.293 36.009 20 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

Effective Dates: 8/30/2025 - 7/3/2026

Panga:	873					Rang	٥.	881			
Range:		⊔ourly.	Bi-Weekly	Monthly	Annually	_	С.	Hourly	Bi-Weekly	Monthly	Appually
<u>Step</u> 01		Hourly				Step	4	46.004	•	•	Annually 95,688
01		38.988	3,119	6,758	81,095 95,454		1		3,680 3,864	7,974	
02		10.938 12.983	3,275	7,096 7,450	85,151		2	48.305 50.721	3,004 4,058	8,373	100,474
			3,439	7,430 7,823	89,405		3	53.256	4,036	8,792	105,500 110,772
04		15.132	3,611		93,875		4			9,231	,
05		17.391	3,791	8,214	98,573		5	55.920	4,474	9,693	116,314
06	4	19.759	3,981	8,625	103,499		6	58.714	4,697	10,177	122,125
Range:	874					Rang	e:	883			
<u>Step</u>	<u> </u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Step		Hourly	Bi-Weekly	Monthly	Annually
01	3	39.439	3,155	6,836	82,033		1	47.251	3,780	8,190	98,282
02	4	11.410	3,313	7,178	86,133		2	49.615	3,969	8,600	103,199
03	4	13.481	3,478	7,537	90,440		3	52.097	4,168	9,030	108,362
04		15.655	3,652	7,914	94,962		4	54.700	4,376	9,481	113,776
05		17.938	3,835	8,309	99,711		5	57.436	4,595	9,956	119,467
06	5	50.334	4,027	8,725	104,695		6	60.306	4,824	10,453	125,436
Range:	875					Rang	e:	885			
Step		Hourly	Bi-Weekly	Monthly	<u>Annually</u>		Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	_	10.355	3,228	6,995	83,938	_	01	48.785	3,903	8,456	101,473
02		12.373	3,390	7,345	88,136		02	51.224	4,098	8,879	106,546
03		14.491	3,559	7,712	92,541		03	53.788	4,303	9,323	111,879
04		16.717	3,737	8,098	97,171		04	56.477	4,518	9,789	117,472
05		19.052	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
Pange:	876					Pana	۵.	890			
Range:	876	Hourly	Ri-Weekly	Monthly	Annually	Rang		890	Ri-Weekly	Monthly	Annually
Step	<u> </u>	<u>Hourly</u> 11 <i>4</i> 1 3	Bi-Weekly	Monthly 7 178	Annually 86 139		Step	<u>Hourly</u>		Monthly 8 705	Annually
<u>Step</u> 01	<u> </u>	11.413	3,313	7,178	86,139		<u>Step</u> 01	<u>Hourly</u> 50.223	4,018	8,705	104,464
<u>Step</u> 01 02	<u>l</u> 4 4	11.413 13.483	3,313 3,479	7,178 7,537	86,139 90,445		01 02	<u>Hourly</u> 50.223 52.732	4,018 4,219	8,705 9,140	104,464 109,683
Step 01 02 03	<u>l</u> 4 4 4	11.413 13.483 15.658	3,313 3,479 3,653	7,178 7,537 7,914	86,139 90,445 94,969		01 02 03	<u>Hourly</u> 50.223 52.732 55.370	4,018 4,219 4,430	8,705 9,140 9,597	104,464 109,683 115,170
Step 01 02 03 04	<u> </u> 4 4 4	11.413 13.483 15.658 17.940	3,313 3,479 3,653 3,835	7,178 7,537 7,914 8,310	86,139 90,445 94,969 99,715		01 02 03 04	Hourly 50.223 52.732 55.370 58.139	4,018 4,219 4,430 4,651	8,705 9,140 9,597 10,077	104,464 109,683 115,170 120,929
Step 01 02 03 04 05	<u> </u> 4 4 4 4 5	11.413 13.483 15.658 17.940 50.337	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		01 02 03 04 05	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 10,581	104,464 109,683 115,170 120,929 126,976
Step 01 02 03 04	<u> </u> 4 4 4 4 5	11.413 13.483 15.658 17.940	3,313 3,479 3,653 3,835	7,178 7,537 7,914 8,310	86,139 90,445 94,969 99,715		01 02 03 04	Hourly 50.223 52.732 55.370 58.139	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	<u> </u> 4 4 4 4 5	11.413 13.483 15.658 17.940 50.337	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		01 02 03 04 05 06	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 10,581	104,464 109,683 115,170 120,929 126,976
Step 01 02 03 04 05 06 <i>Range:</i>	1 4 4 4 4 5 5 5 5 877 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	11.413 13.483 15.658 17.940 50.337 52.855	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly	7,178 7,537 7,914 8,310 8,725 9,162	86,139 90,445 94,969 99,715 104,701 109,938	<u>S</u> <u>Rang</u>	01 02 03 04 05 06	Hourly 50.223 52.732 55.370 58.139 61.046 64.097 895 Hourly	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 Annually
Step 01 02 03 04 05 06 <i>Range:</i> Step 01	1 4 4 4 4 5 5 5 5 5 5 5 5 5 5 6 5 6 6 6 6	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961	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 Monthly 7,447	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359	<u>S</u> <u>Rang</u>	01 02 03 04 05 06 <u>e:</u> 8tep	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 Monthly 9,137	104,464 109,683 115,170 120,929 126,976 133,322 <u>Annually</u> 109,643
Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02	877 <u>1</u>	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108	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	<u>S</u> <u>Rang</u>	01 02 03 04 05 06 <u>e:</u> 8tep 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 <u>Annually</u> 109,643 115,130
Step 01 02 03 04 05 06 <i>Range:</i> Step 01 02 03	877 <u>1</u> 44	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365	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	<u>S</u> <u>Rang</u>	01 02 03 04 05 06 e: 8tep 01 02 03	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: Step 01 02 03 04	877 ± 44	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108	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 <u>Annually</u> 89,359 93,825	<u>S</u> <u>Rang</u>	01 02 03 04 05 06 <u>e:</u> 8tep 01	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 <u>Annually</u> 109,643 115,130
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05	877 E 44	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365 19.732 52.218	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 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	<u>S</u> <u>Rang</u>	01 02 03 04 05 06 e: 01 02 03 04 05	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 <u>Annually</u> 109,643 115,130 120,883 126,930 133,274
Step 01 02 03 04 05 06 Range: Step 01 02 03 04	877 E 44	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365 19.732	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	<u>S</u> <u>Rang</u>	01 02 03 04 05 06 e: 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	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 06	877 £ 44	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365 19.732 52.218	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 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	Rang S	01 02 03 04 05 06 e: 02 03 04 05 06 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	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 <u>Annually</u> 109,643 115,130 120,883 126,930 133,274
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06 Range:	877 <u>1</u> 44 44 55 55 880	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365 19.732 52.218 54.830	3,313 3,479 3,653 3,835 4,027 4,228 Bi-Weekly 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 98,519 103,443 108,613 114,046	Rang S	01 02 03 04 05 06 05 06 05 06 05 06 05 06 05 06 05 06 05 06 05 06 05 06 05 06 05 06 05 06 05 06 05 05 05 05 05 05 05 05 05 05 05 05 05	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 <u>Annually</u> 109,643 115,130 120,883 126,930 133,274
Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	877 <u>1</u> 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365 19.732 52.218	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	86,139 90,445 94,969 99,715 104,701 109,938 Annually 89,359 93,825 98,519 103,443 108,613	Rang S	01 02 03 04 05 06 e: 02 03 04 05 06 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	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	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	877 <u>1</u> 44 44 55 55 880 <u>1</u> 44	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365 19.732 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 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	Rang S	01 02 03 04 05 06 e: etep 01 02 03 04 05 06 06 05 06 06 05 06 05 06 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	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 Monthly	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	877 <u>1</u> 444455	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365 19.732 52.218 54.830 Hourly 14.558	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	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 Annually	Rang S	01 02 03 04 05 06 e: Step 01 02 03 04 05 06 e: Step 01	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: Step 01 02 03 04 05 06 Range: Step 01 02 03 04 05 06	877 ± 44 44 44 44 44 44 44 44 44 44 44 44 4	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365 19.732 52.218 54.830 Hourly 14.558 16.785	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	Rang S	01 02 03 04 05 06 e: etep 01 02 03 04 05 06 05 00 00 00 00 00 00 00 00 00 00 00 00	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: Step 01 02 03 04 05 06	877	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365 19.732 52.218 54.830 Hourly 14.558 16.785 19.124	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	Rang S	01 02 03 04 05 06 e: etep 01 02 03 04 05 06 05 06 05 00 00 00 00 00 00 00 00 00 00 00 00	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	877 <u>1</u> 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	11.413 13.483 15.658 17.940 50.337 52.855 Hourly 12.961 15.108 17.365 19.732 52.218 54.830 Hourly 14.558 16.785 19.124 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	Rang S	01 02 03 04 05 06 e: Step 01 02 03 04 05 06 06 05 00 00 00 00 00 00 00 00 00 00 00 00	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

Effective Dates: 8/30/2025 - 7/3/2026

Range: 89	17			
<u> </u>	· =	D: Maaldy	Manthh	A
Step	Hourly 55,007	Bi-Weekly	Monthly 0.004	Annually
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
Range: 89	8			
Step	Hourly	Bi-Weekly	Monthly	<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
		2,2 : 2	,	,
Range: 89	9			
Step	Hourly	Bi-Weekly	Monthly	<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: 8/30/2025 - 7/3/2026

Panga: 9	800				l Pango:	840			
Range: 8	Hourly	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Range: Step		Bi-Weekly	Monthly	Annually
<u>зіер</u> 01	24.869				01				69,318
		1,990	4,311	51,728			2,666	5,777	
02	26.113	2,089	4,526	54,315	02		2,799	6,065	72,783
03	27.418	2,193	4,752	57,029	03		2,939	6,368	76,419
04	28.790	2,303	4,990	59,883	04		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	42.531	3,402	7,372	88,464
Range: 8	803				<u>Range:</u>	843			
<u>Step</u>	<u>Hourly</u>	Bi-Weekly	<u>Monthly</u>	<u>Annually</u>	Step		<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.752	2,060	4,464	53,564	01		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	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	805				Range:	860			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	Annually	Step	Hourly	Bi-Weekly	Monthly	<u>Annually</u>
01	27.675	2,214	4,797	57,564	01		2,999	6,497	77,963
02	29.059	2,325	5,037	60,443	02		3,148	6,822	81,858
03	30.513	2,441	5,289	63,467	03		3,306	7,163	85,954
04	32.037	2,563	5,553	66,637	04		3,471	7,521	90,249
05	33.641	2,691	5,831	69,973	05		3,645	7,897	94,761
06	35.322	2,826	6,122	73,470	06		3,827	8,292	99,501
Range: 8	209				Range:	863			
	809 Hourly	Ri-Weekly	Monthly	Annually	<u>Range:</u> Sten	863	Ri-Weekly	Monthly	Annually
Step	<u>Hourly</u>	Bi-Weekly 2 315	Monthly 5 016	Annually 60 193	Step	<u>Hourly</u>	Bi-Weekly 2 933	Monthly 6.355	Annually 76 255
<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	Step 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	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 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 Annually 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 Monthly 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 <u>Range:</u> 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
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 <u>Range:</u> 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	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 Monthly 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 <u>Range:</u> 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	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 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	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 <u>Range:</u> 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	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 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	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	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 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	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 Range: 8	Hourly 28.939 30.385 31.904 33.500 35.173 36.933 31.00 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 Range:	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 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 Monthly	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 ## Hourly 38.091 39.995 41.995 44.096 46.302 48.617 ## 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
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 28.939 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 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	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 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 36.661 38.494 40.419 42.439 44.561 46.790 ### 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 <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 36.933 310 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 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 31.037 30.513 32.037 33.641 35.322 37.089 40.019 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	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 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	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

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 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 Hourly	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 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 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	<u>p</u> 1 2 3 4 5 6 895 <u>p</u> 1 2 3 4 5 6 896	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	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 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	<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 4 5 6 2 9 1 2 3 4 5 6 9 9 1 9 1 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 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:	897			
Step	Hourly	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>	898			
<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
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<u>Range:</u>	899			
Step	<u>Hourly</u>	Bi-Weekly	Monthly	<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