

# Compensation Rates

1/9/2020

Salary Plan Code:

Minimum and Maximums  
for Each Grade

MM2	<i>Middle Managers - EXM</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	<b>GRADE 3</b>	<b>HOURLY</b>	<b>ANNUAL</b>	24.52	36.67	44,624.57	66,741.80
	STEP 9	36.67	66,741.80				
	STEP 8	34.70	63,146.12				
	STEP 7	33.05	60,148.35				
	STEP 6	31.28	56,937.79				
	STEP 5	29.81	54,259.64				
	STEP 4	28.20	51,316.98				
	STEP 3	27.02	49,175.47				
	STEP 2	25.70	46,765.23				
	STEP 1	24.52	44,624.57				
	<b>GRADE 4</b>	<b>HOURLY</b>	<b>ANNUAL</b>	27.02	40.33	49,175.47	73,399.31
	STEP 9	40.33	73,399.31				
	STEP 8	38.25	69,609.62				
	STEP 7	36.43	66,304.10				
	STEP 6	34.67	63,094.40				
	STEP 5	33.05	60,148.35				
	STEP 4	31.28	56,937.79				
	STEP 3	29.81	54,259.64				
	STEP 2	28.20	51,316.98				
	STEP 1	27.02	49,175.47				
	<b>GRADE 5</b>	<b>HOURLY</b>	<b>ANNUAL</b>	29.81	44.31	54,259.64	80,636.91
	STEP 9	44.31	80,636.91				
	STEP 8	42.11	76,636.05				
	STEP 7	40.11	72,997.36				
	STEP 6	38.20	69,517.21				
	STEP 5	36.43	66,304.10				
	STEP 4	34.67	63,094.40				
	STEP 3	33.05	60,148.35				
	STEP 2	31.28	56,937.79				
	STEP 1	29.81	54,259.64				
	<b>GRADE 6</b>	<b>HOURLY</b>	<b>ANNUAL</b>	33.05	48.28	60,148.35	87,874.13
	STEP 9	48.28	87,874.13				
	STEP 8	45.97	83,663.33				
	STEP 7	43.78	79,685.53				
	STEP 6	41.58	75,672.97				
	STEP 5	40.11	72,997.36				
	STEP 4	38.20	69,517.21				
	STEP 3	36.43	66,304.10				
	STEP 2	34.67	63,094.40				
	STEP 1	33.05	60,148.35				

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	<b>GRADE 7</b>	<b>HOURLY</b>	<b>ANNUAL</b>	36.43	53.05	66,304.10	96,557.31
	STEP 9	53.05	96,557.31				
	STEP 8	50.60	92,093.70				
	STEP 7	48.20	87,717.44				
	STEP 6	45.99	83,704.87				
	STEP 5	43.78	79,685.53				
	STEP 4	41.58	75,672.97				
	STEP 3	40.11	72,997.36				
	STEP 2	38.20	69,517.21				
	STEP 1	36.43	66,304.10				
	<b>GRADE 8</b>	<b>HOURLY</b>	<b>ANNUAL</b>	40.11	57.98	72,997.36	105,532.14
	STEP 9	57.98	105,532.14				
	STEP 8	55.39	100,807.22				
	STEP 7	52.76	96,016.39				
	STEP 6	50.40	91,731.70				
	STEP 5	48.20	87,717.44				
	STEP 4	45.99	83,704.87				
	STEP 3	43.78	79,685.53				
	STEP 2	41.58	75,672.97				
	STEP 1	40.11	72,997.36				
	<b>GRADE 9</b>	<b>HOURLY</b>	<b>ANNUAL</b>	43.78	62.28	79,685.53	113,347.20
	STEP 9	62.28	113,347.20				
	STEP 8	59.56	108,394.04				
	STEP 7	56.73	103,241.21				
	STEP 6	54.37	98,959.05				
	STEP 5	52.76	96,016.39				
	STEP 4	50.40	91,731.70				
	STEP 3	48.20	87,717.44				
	STEP 2	45.99	83,704.87				
	STEP 1	43.78	79,685.53				
	<b>GRADE 10</b>	<b>HOURLY</b>	<b>ANNUAL</b>	48.20	67.37	87,717.44	122,613.57
	STEP 9	67.37	122,613.57				
	STEP 8	64.50	117,390.72				
	STEP 7	61.43	111,808.91				
	STEP 6	58.93	107,256.31				
	STEP 5	56.73	103,241.21				
	STEP 4	54.37	98,959.05				
	STEP 3	52.76	96,016.39				
	STEP 2	50.40	91,731.70				
	STEP 1	48.20	87,717.44				

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MM2	<i>Middle Managers - EXM</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
				52.76	71.50	96,016.39	130,135.74
	<b>GRADE 11</b>	<b>HOURLY</b>	<b>ANNUAL</b>				
	STEP 9	71.50	130,135.74				
	STEP 8	68.51	124,693.54				
	STEP 7	65.26	118,765.83				
	STEP 6	63.05	114,752.42				
	STEP 5	61.43	111,808.91				
	STEP 4	58.93	107,256.31				
	STEP 3	56.73	103,241.21				
	STEP 2	54.37	98,959.05				
	STEP 1	52.76	96,016.39				
	<b>GRADE 12</b>	<b>HOURLY</b>	<b>ANNUAL</b>	56.73	74.21	103,241.21	135,056.29
	STEP 9	74.21	135,056.29				
	STEP 8	71.14	129,470.80				
	STEP 7	67.76	123,315.89				
	STEP 6	67.46	122,781.78				
	STEP 5	65.26	118,765.83				
	STEP 4	63.05	114,752.42				
	STEP 3	61.43	111,808.91				
	STEP 2	58.93	107,256.31				
	STEP 1	56.73	103,241.21				
	<b>GRADE 13</b>	<b>HOURLY</b>	<b>ANNUAL</b>	61.43	77.23	111,808.91	140,558.44
	STEP 9	77.23	140,558.44				
	STEP 8	74.07	134,811.84				
	STEP 7	70.55	128,402.60				
	STEP 6	68.20	124,115.35				
	STEP 5	67.76	123,315.89				
	STEP 4	67.46	122,781.78				
	STEP 3	65.26	118,765.83				
	STEP 2	63.05	114,752.42				
	STEP 1	61.43	111,808.91				
	<b>GRADE 14</b>	<b>HOURLY</b>	<b>ANNUAL</b>	65.26	81.83	118,765.83	148,925.01
	STEP 9	81.83	148,925.01				
	STEP 8	78.54	142,935.31				
	STEP 7	74.80	136,136.93				
	STEP 6	73.05	132,953.50				
	STEP 5	70.55	128,402.60				
	STEP 4	68.20	124,115.35				
	STEP 3	67.76	123,315.89				
	STEP 2	67.46	122,781.78				
	STEP 1	65.26	118,765.83				

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MM2      *Middle Managers - EXM*

Hourly Range

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