

# Compensation Rates

04/04/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

MM2	<i>Middle Managers - EXM</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	<b>GRADE 3</b>		<b>HOURLY</b>	<b>ANNUAL</b>	26.68	39.77	48,566.29	72,389.33
	STEP	9	39.77	72,389.33				
	STEP	8	37.65	68,516.33				
	STEP	7	35.87	65,287.35				
	STEP	6	33.97	61,829.17				
	STEP	5	32.39	58,944.47				
	STEP	4	30.65	55,774.86				
	STEP	3	29.38	53,468.18				
	STEP	2	27.95	50,872.05				
	STEP	1	26.68	48,566.29				
	<b>GRADE 4</b>		<b>HOURLY</b>	<b>ANNUAL</b>	29.38	43.71	53,468.18	79,560.31
	STEP	9	43.71	79,560.31				
	STEP	8	41.47	75,478.34				
	STEP	7	39.52	71,917.88				
	STEP	6	37.62	68,460.62				
	STEP	5	35.87	65,287.35				
	STEP	4	33.97	61,829.17				
	STEP	3	32.39	58,944.47				
	STEP	2	30.65	55,774.86				
	STEP	1	29.38	53,468.18				
	<b>GRADE 5</b>		<b>HOURLY</b>	<b>ANNUAL</b>	32.39	48.00	58,944.47	87,356.11
	STEP	9	48.00	87,356.11				
	STEP	8	45.63	83,046.69				
	STEP	7	43.48	79,127.36				
	STEP	6	41.42	75,378.79				
	STEP	5	39.52	71,917.88				
	STEP	4	37.62	68,460.62				
	STEP	3	35.87	65,287.35				
	STEP	2	33.97	61,829.17				
	STEP	1	32.39	58,944.47				
	<b>GRADE 6</b>		<b>HOURLY</b>	<b>ANNUAL</b>	35.87	52.28	65,287.35	95,151.52
	STEP	9	52.28	95,151.52				
	STEP	8	49.79	90,615.96				
	STEP	7	47.43	86,331.36				
	STEP	6	45.06	82,009.33				
	STEP	5	43.48	79,127.36				
	STEP	4	41.42	75,378.79				
	STEP	3	39.52	71,917.88				
	STEP	2	37.62	68,460.62				

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	<b>STEP</b>	1	35.87	65,287.35			
	<b>GRADE 7</b>		<b>HOURLY</b>	<b>ANNUAL</b>	39.52	57.42	71,917.88 104,504.40
	<b>STEP</b>	9	57.42	104,504.40			
	<b>STEP</b>	8	54.78	99,696.52			
	<b>STEP</b>	7	52.19	94,982.74			
	<b>STEP</b>	6	49.81	90,660.70			
	<b>STEP</b>	5	47.43	86,331.36			
	<b>STEP</b>	4	45.06	82,009.33			
	<b>STEP</b>	3	43.48	79,127.36			
	<b>STEP</b>	2	41.42	75,378.79			
	<b>STEP</b>	1	39.52	71,917.88			
	<b>GRADE 8</b>		<b>HOURLY</b>	<b>ANNUAL</b>	43.48	62.73	79,127.36 114,171.42
	<b>STEP</b>	9	62.73	114,171.42			
	<b>STEP</b>	8	59.94	109,082.09			
	<b>STEP</b>	7	57.10	103,921.76			
	<b>STEP</b>	6	54.56	99,306.60			
	<b>STEP</b>	5	52.19	94,982.74			
	<b>STEP</b>	4	49.81	90,660.70			
	<b>STEP</b>	3	47.43	86,331.36			
	<b>STEP</b>	2	45.06	82,009.33			
	<b>STEP</b>	1	43.48	79,127.36			
	<b>GRADE 9</b>		<b>HOURLY</b>	<b>ANNUAL</b>	47.43	67.36	86,331.37 122,589.23
	<b>STEP</b>	9	67.36	122,589.23			
	<b>STEP</b>	8	64.43	117,254.05			
	<b>STEP</b>	7	61.38	111,703.80			
	<b>STEP</b>	6	58.84	107,091.38			
	<b>STEP</b>	5	57.10	103,921.76			
	<b>STEP</b>	4	54.56	99,306.60			
	<b>STEP</b>	3	52.19	94,982.74			
	<b>STEP</b>	2	49.81	90,660.70			
	<b>STEP</b>	1	47.43	86,331.36			
	<b>GRADE 10</b>		<b>HOURLY</b>	<b>ANNUAL</b>	52.19	72.84	94,982.74 132,570.28
	<b>STEP</b>	9	72.84	132,570.28			
	<b>STEP</b>	8	69.75	126,944.61			
	<b>STEP</b>	7	66.45	120,932.30			
	<b>STEP</b>	6	63.75	116,028.57			
	<b>STEP</b>	5	61.38	111,703.80			
	<b>STEP</b>	4	58.84	107,091.38			

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	STEP	3	57.10	103,921.76			
	STEP	2	54.56	99,306.60			
	STEP	1	52.19	94,982.74			
	<b>GRADE 11</b>		<b>HOURLY</b>	<b>ANNUAL</b>	57.10	77.29	103,921.76 140,672.60
	STEP	9	77.29	140,672.60			
	STEP	8	74.07	134,810.66			
	STEP	7	70.56	128,425.77			
	STEP	6	68.19	124,102.83			
	STEP	5	66.45	120,932.30			
	STEP	4	63.75	116,028.57			
	STEP	3	61.38	111,703.80			
	STEP	2	58.84	107,091.38			
	STEP	1	57.10	103,921.76			
	<b>GRADE 12</b>		<b>HOURLY</b>	<b>ANNUAL</b>	61.38	80.20	111,703.80 145,972.65
	STEP	9	80.20	145,972.65			
	STEP	8	76.90	139,956.38			
	STEP	7	73.26	133,326.76			
	STEP	6	72.94	132,751.46			
	STEP	5	70.56	128,425.77			
	STEP	4	68.19	124,102.83			
	STEP	3	66.45	120,932.30			
	STEP	2	63.75	116,028.57			
	STEP	1	61.38	111,703.80			
	<b>GRADE 13</b>		<b>HOURLY</b>	<b>ANNUAL</b>	66.45	83.46	120,932.30 151,899.17
	STEP	9	83.46	151,899.17			
	STEP	8	80.06	145,709.35			
	STEP	7	76.27	138,805.79			
	STEP	6	73.73	134,187.88			
	STEP	5	73.26	133,326.76			
	STEP	4	72.94	132,751.46			
	STEP	3	70.56	128,425.77			
	STEP	2	68.19	124,102.83			
	STEP	1	66.45	120,932.30			
	<b>GRADE 14</b>		<b>HOURLY</b>	<b>ANNUAL</b>	70.56	88.41	128,425.77 160,911.02
	STEP	9	88.41	160,911.02			
	STEP	8	84.87	154,459.34			
	STEP	7	80.84	147,136.64			
	STEP	6	78.96	143,707.68			

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	STEP	5	76.27				
	STEP	4	73.73				
	STEP	3	73.26				
	STEP	2	72.94				
	STEP	1	70.56				
	<b>GRADE 15</b>		<b>HOURLY</b>	<b>ANNUAL</b>	70.58	89.33	128,451.75 162,585.45
	STEP	9	89.33	162,585.45			
	STEP	8	86.74	157,864.52			
	STEP	7	84.22	153,281.08			
	STEP	6	81.78	148,831.15			
	STEP	5	79.40	144,510.83			
	STEP	4	77.10	140,316.33			
	STEP	3	74.86	136,244.01			
	STEP	2	72.69	132,290.31			
	STEP	1	70.58	128,451.75			