



EXECUTIVE ORDER

November 27, 2024

The Honorable Michelle Wu
Mayor of Boston
Boston City Hall

Dear Mayor Wu,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A for members of the Salaried Employees of North America (SENA). **The effective dates of the new salary schedules and the rates of increase will be as follows:**

- **2% increase** effective 10/7/2023, 10/5/2024, 10/4/2025, and 10/3/2026
- **Flat dollar increases added to the hourly base wage for 35-hour employees**
 - \$500.00/\$. 0.274725 effective 1/6/2024
 - \$200.00/\$. 0.137362 effective 1/4/2025
 - \$275.00/\$. 0.494505 effective 1/3/2026
 - \$350.00/\$. 0.412087 effective 1/2/2027
- **Flat dollar increases added to the hourly base wage for 40-hour employees**
 - \$500.00/\$. 0.240384 effective 1/6/2024
 - \$200.00/\$. 0.120192 effective 1/4/2025
 - \$275.00/\$. 0.432692 effective 1/3/2026
 - \$350.00/\$. 0.360576 effective 1/2/2027

These amendments are necessary to implement the collective bargaining agreement between the City of Boston and SENA.

Respectfully,

Alex Lawrence
Chief People Officer

Approved:

Ashley Groffenberger
Chief Financial Officer, Collector-Treasurer

Approved:

Michelle Wu, Mayor

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-7-2023
2% Wage Increase

Sal Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 26,410.048	\$ 27,676.949	\$ 29,103.397	\$ 30,370.802	\$ 32,112.344	\$ 33,697.346	\$ 35,597.446	\$ 37,371.608	\$ 39,496.634	\$ 40,487.125
	bi-wkly	\$ 1,848.70	\$ 1,937.39	\$ 2,037.24	\$ 2,125.96	\$ 2,247.86	\$ 2,358.81	\$ 2,491.82	\$ 2,616.01	\$ 2,764.97	\$ 2,834.10
	annual	\$ 48,066.29	\$ 50,372.05	\$ 52,968.18	\$ 55,274.86	\$ 58,444.47	\$ 61,329.17	\$ 64,787.35	\$ 68,016.33	\$ 71,889.33	\$ 73,686.57
MM1	4	hourly \$ 29,103.397	\$ 30,370.802	\$ 32,112.344	\$ 33,697.346	\$ 35,597.446	\$ 37,341.001	\$ 39,240.592	\$ 41,196.888	\$ 43,439.730	\$ 44,525.722
	bi-wkly	\$ 2,037.24	\$ 2,125.96	\$ 2,247.86	\$ 2,358.81	\$ 2,491.82	\$ 2,613.87	\$ 2,746.84	\$ 2,883.78	\$ 3,040.78	\$ 3,116.80
	annual	\$ 52,968.18	\$ 55,274.86	\$ 58,444.47	\$ 61,329.17	\$ 64,787.35	\$ 67,960.62	\$ 71,417.88	\$ 74,978.34	\$ 79,060.31	\$ 81,036.81
MM1	5	hourly \$ 32,112.344	\$ 33,697.346	\$ 35,597.446	\$ 37,341.001	\$ 39,240.592	\$ 41,142.194	\$ 43,201.848	\$ 45,355.325	\$ 47,723.278	\$ 48,916.360
	bi-wkly	\$ 2,247.86	\$ 2,358.81	\$ 2,491.82	\$ 2,613.87	\$ 2,746.84	\$ 2,879.95	\$ 3,024.13	\$ 3,174.87	\$ 3,340.63	\$ 3,424.15
	annual	\$ 58,444.47	\$ 61,329.17	\$ 64,787.35	\$ 67,960.62	\$ 71,417.88	\$ 74,878.79	\$ 78,627.36	\$ 82,546.69	\$ 86,856.37	\$ 89,027.78
MM1	6	hourly \$ 35,597.446	\$ 37,341.001	\$ 39,240.592	\$ 41,142.194	\$ 43,201.848	\$ 44,785.345	\$ 47,160.091	\$ 49,514.261	\$ 52,006.370	\$ 53,306.529
	bi-wkly	\$ 2,491.82	\$ 2,613.87	\$ 2,746.84	\$ 2,879.95	\$ 3,024.13	\$ 3,134.97	\$ 3,301.21	\$ 3,466.00	\$ 3,640.45	\$ 3,731.46
	annual	\$ 64,787.35	\$ 67,960.62	\$ 71,417.88	\$ 74,878.79	\$ 78,627.36	\$ 81,509.33	\$ 85,831.37	\$ 90,115.96	\$ 94,651.59	\$ 97,017.88
MM1	7	hourly \$ 39,240.592	\$ 41,142.194	\$ 43,201.848	\$ 44,785.345	\$ 47,160.091	\$ 49,538.845	\$ 51,913.591	\$ 54,503.585	\$ 57,145.339	\$ 58,573.972
	bi-wkly	\$ 2,746.84	\$ 2,879.95	\$ 3,024.13	\$ 3,134.97	\$ 3,301.21	\$ 3,467.72	\$ 3,633.95	\$ 3,815.25	\$ 4,000.17	\$ 4,100.18
	annual	\$ 71,417.88	\$ 74,878.79	\$ 78,627.36	\$ 81,509.33	\$ 85,831.37	\$ 90,160.70	\$ 94,482.74	\$ 99,196.53	\$ 104,004.52	\$ 106,604.63
MM1	8	hourly \$ 43,201.848	\$ 44,785.345	\$ 47,160.091	\$ 49,538.845	\$ 51,913.591	\$ 54,289.343	\$ 56,825.141	\$ 59,660.489	\$ 62,456.964	\$ 64,018.387
	bi-wkly	\$ 3,024.13	\$ 3,134.97	\$ 3,301.21	\$ 3,467.72	\$ 3,633.95	\$ 3,800.25	\$ 3,977.76	\$ 4,176.23	\$ 4,371.99	\$ 4,481.29
	annual	\$ 78,627.36	\$ 81,509.33	\$ 85,831.37	\$ 90,160.70	\$ 94,482.74	\$ 98,806.60	\$ 103,421.76	\$ 108,582.09	\$ 113,671.67	\$ 116,513.46
MM1	9	hourly \$ 47,160.091	\$ 49,538.845	\$ 51,913.591	\$ 54,289.343	\$ 56,825.141	\$ 58,566.690	\$ 61,100.991	\$ 64,150.576	\$ 67,082.130	\$ 68,759.183
	bi-wkly	\$ 3,301.21	\$ 3,467.72	\$ 3,633.95	\$ 3,800.25	\$ 3,977.76	\$ 4,099.67	\$ 4,277.07	\$ 4,490.54	\$ 4,695.75	\$ 4,813.14
	annual	\$ 85,831.37	\$ 90,160.70	\$ 94,482.74	\$ 98,806.60	\$ 103,421.76	\$ 106,591.38	\$ 111,203.80	\$ 116,754.05	\$ 122,089.48	\$ 125,141.71

Sal Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 51,913.591	\$ 54,289.343	\$ 56,825.141	\$ 58,566.690	\$ 61,100.991	\$ 63,477.237	\$ 66,171.592	\$ 69,475.061	\$ 72,565.937	\$ 74,380.086
	bi-wkly \$ 3,633.95	\$ 3,800.25	\$ 3,977.76	\$ 4,099.67	\$ 4,277.07	\$ 4,443.41	\$ 4,632.01	\$ 4,863.25	\$ 5,079.62	\$ 5,206.61	\$ 5,206.61
	annual \$ 94,482.74	\$ 98,806.60	\$ 103,421.76	\$ 106,591.38	\$ 111,203.80	\$ 115,528.57	\$ 120,432.30	\$ 126,444.61	\$ 132,070.01	\$ 135,371.76	\$ 135,371.76
MM1	11	hourly \$ 56,825.141	\$ 58,566.690	\$ 61,100.991	\$ 63,477.237	\$ 66,171.592	\$ 67,913.641	\$ 70,288.887	\$ 73,797.067	\$ 77,018.000	\$ 78,943.449
	bi-wkly \$ 3,977.76	\$ 4,099.67	\$ 4,277.07	\$ 4,443.41	\$ 4,632.01	\$ 4,753.95	\$ 4,920.22	\$ 5,108.72	\$ 5,319.45	\$ 5,595.10	\$ 5,734.98
	annual \$ 103,421.76	\$ 106,591.38	\$ 111,203.80	\$ 115,528.57	\$ 120,432.30	\$ 123,602.83	\$ 127,925.77	\$ 132,826.76	\$ 139,456.38	\$ 145,472.66	\$ 149,109.47
MM1	12	hourly \$ 61,100.991	\$ 63,477.237	\$ 66,171.592	\$ 67,913.641	\$ 70,288.887	\$ 72,665.638	\$ 75,992.193	\$ 79,785.359	\$ 83,186.422	\$ 85,266.084
	bi-wkly \$ 4,277.07	\$ 4,443.41	\$ 4,632.01	\$ 4,753.95	\$ 4,920.22	\$ 5,086.59	\$ 5,319.45	\$ 5,584.98	\$ 5,823.05	\$ 6,169.66	\$ 6,323.91
	annual \$ 111,203.80	\$ 115,528.57	\$ 120,432.30	\$ 123,602.83	\$ 127,925.77	\$ 132,251.46	\$ 137,109.47	\$ 142,599.35	\$ 148,636.64	\$ 155,371.76	\$ 164,421.55
MM1	13	hourly \$ 66,171.592	\$ 67,913.641	\$ 70,288.887	\$ 72,665.638	\$ 75,992.193	\$ 79,785.359	\$ 83,186.422	\$ 85,266.084	\$ 87,341.512	\$ 89,416.960
	bi-wkly \$ 4,632.01	\$ 4,753.95	\$ 4,920.22	\$ 5,086.59	\$ 5,319.45	\$ 5,584.98	\$ 5,823.05	\$ 6,169.66	\$ 6,323.91	\$ 6,579.16	\$ 6,834.41
	annual \$ 120,432.30	\$ 123,602.83	\$ 127,925.77	\$ 132,251.46	\$ 137,109.47	\$ 142,599.35	\$ 148,636.64	\$ 155,371.76	\$ 162,106.88	\$ 169,441.99	\$ 177,277.00
MM1	14	hourly \$ 70,288.887	\$ 72,665.638	\$ 75,992.193	\$ 79,785.359	\$ 83,186.422	\$ 87,341.512	\$ 91,546.603	\$ 95,801.694	\$ 100,106.785	\$ 104,461.876
	bi-wkly \$ 4,920.22	\$ 5,086.59	\$ 5,319.45	\$ 5,584.98	\$ 5,823.05	\$ 6,169.66	\$ 6,323.91	\$ 6,579.16	\$ 6,834.41	\$ 7,089.66	\$ 7,344.91
	annual \$ 127,925.77	\$ 132,251.46	\$ 137,109.47	\$ 142,599.35	\$ 148,636.64	\$ 155,371.76	\$ 162,106.88	\$ 169,441.99	\$ 177,277.00	\$ 185,112.11	\$ 193,447.22

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-6-2024
\$500.00 (\$.274725 hrv) Wage Increase

Sal Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 26,684.773	\$ 27,951.674	\$ 29,378.122	\$ 30,645.527	\$ 32,387.069	\$ 33,972.071	\$ 35,872.171	\$ 37,646.333	\$ 39,774.359	\$ 40,761.850
	bi-wkly \$ 1,867.93	\$ 1,956.62	\$ 2,056.47	\$ 2,145.19	\$ 2,267.09	\$ 2,378.04	\$ 2,511.05	\$ 2,633.10	\$ 2,784.21	\$ 2,853.33	
	annual \$ 48,566.29	\$ 50,872.05	\$ 53,468.18	\$ 55,774.86	\$ 58,944.47	\$ 61,829.17	\$ 65,287.35	\$ 68,516.33	\$ 72,389.33	\$ 74,186.57	
MM1	4	hourly \$ 29,378.122	\$ 30,645.527	\$ 32,387.069	\$ 33,972.071	\$ 35,872.171	\$ 37,615.726	\$ 39,515.317	\$ 41,471.613	\$ 43,714.455	\$ 44,800.447
	bi-wkly \$ 2,056.47	\$ 2,145.19	\$ 2,267.09	\$ 2,378.04	\$ 2,511.05	\$ 2,633.10	\$ 2,766.07	\$ 2,903.01	\$ 3,060.01	\$ 3,136.03	
	annual \$ 53,468.18	\$ 55,774.86	\$ 58,944.47	\$ 61,829.17	\$ 65,287.35	\$ 68,460.62	\$ 71,917.88	\$ 75,478.34	\$ 79,560.31	\$ 81,536.81	
MM1	5	hourly \$ 32,387.069	\$ 33,972.071	\$ 35,872.171	\$ 37,615.726	\$ 39,515.317	\$ 41,416.919	\$ 43,476.573	\$ 45,630.050	\$ 47,998.003	\$ 49,191.085
	bi-wkly \$ 2,267.09	\$ 2,378.04	\$ 2,511.05	\$ 2,633.10	\$ 2,766.07	\$ 2,899.18	\$ 3,043.36	\$ 3,194.10	\$ 3,359.86	\$ 3,443.38	
	annual \$ 58,944.47	\$ 61,829.17	\$ 65,287.35	\$ 68,460.62	\$ 71,917.88	\$ 75,378.79	\$ 79,127.36	\$ 83,046.69	\$ 87,356.37	\$ 89,527.78	
MM1	6	hourly \$ 35,872.171	\$ 37,615.726	\$ 39,515.317	\$ 41,416.919	\$ 43,476.573	\$ 45,060.070	\$ 47,434.816	\$ 49,788.986	\$ 52,281.095	\$ 53,581.254
	bi-wkly \$ 2,511.05	\$ 2,633.10	\$ 2,766.07	\$ 2,899.18	\$ 3,043.36	\$ 3,154.20	\$ 3,320.44	\$ 3,485.23	\$ 3,659.68	\$ 3,750.69	
	annual \$ 65,287.35	\$ 68,460.62	\$ 71,917.88	\$ 75,378.79	\$ 79,127.36	\$ 82,009.33	\$ 86,331.37	\$ 90,615.96	\$ 95,151.59	\$ 97,517.88	
MM1	7	hourly \$ 39,515.317	\$ 41,416.919	\$ 43,476.573	\$ 45,060.070	\$ 47,434.816	\$ 49,813.570	\$ 52,188.316	\$ 54,778.310	\$ 57,420.064	\$ 58,848.697
	bi-wkly \$ 2,766.07	\$ 2,899.18	\$ 3,043.36	\$ 3,154.20	\$ 3,320.44	\$ 3,486.95	\$ 3,653.18	\$ 3,834.48	\$ 4,019.40	\$ 4,119.41	
	annual \$ 71,917.88	\$ 75,378.79	\$ 79,127.36	\$ 82,009.33	\$ 86,331.37	\$ 90,660.70	\$ 94,982.74	\$ 99,696.52	\$ 104,504.52	\$ 107,104.63	
MM1	8	hourly \$ 43,476.573	\$ 45,060.070	\$ 47,434.816	\$ 49,813.570	\$ 52,188.316	\$ 54,564.068	\$ 57,099.866	\$ 59,935.214	\$ 62,731.689	\$ 64,293.112
	bi-wkly \$ 3,043.36	\$ 3,154.20	\$ 3,320.44	\$ 3,486.95	\$ 3,653.18	\$ 3,819.48	\$ 3,996.99	\$ 4,195.46	\$ 4,391.22	\$ 4,500.52	
	annual \$ 79,127.36	\$ 82,009.33	\$ 86,331.37	\$ 90,660.70	\$ 94,982.74	\$ 99,306.60	\$ 103,921.76	\$ 109,082.09	\$ 114,171.67	\$ 117,013.46	
MM1	9	hourly \$ 47,434.816	\$ 49,813.570	\$ 52,188.316	\$ 54,564.068	\$ 57,099.866	\$ 58,841.415	\$ 61,375.716	\$ 64,425.301	\$ 67,356.855	\$ 69,033.908
	bi-wkly \$ 3,320.44	\$ 3,486.95	\$ 3,653.18	\$ 3,819.48	\$ 3,996.99	\$ 4,118.90	\$ 4,296.30	\$ 4,509.77	\$ 4,714.98	\$ 4,832.37	
	annual \$ 86,331.37	\$ 90,660.70	\$ 94,982.74	\$ 99,306.60	\$ 103,921.76	\$ 107,091.38	\$ 111,703.80	\$ 117,254.05	\$ 122,589.48	\$ 125,641.71	

Sat Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 52,188316	\$ 54,564068	\$ 57,099866	\$ 58,841415	\$ 61,375716	\$ 63,751962	\$ 66,446317	\$ 69,749786	\$ 72,840662	\$ 74,654811
	bi-wkly	\$ 3,653.18	\$ 3,819.48	\$ 3,996.99	\$ 4,118.90	\$ 4,296.30	\$ 4,462.64	\$ 4,651.24	\$ 4,882.49	\$ 5,098.85	\$ 5,225.84
	annual	\$ 94,982.74	\$ 99,306.60	\$ 103,921.76	\$ 107,091.38	\$ 111,703.80	\$ 116,028.57	\$ 120,932.30	\$ 126,944.61	\$ 132,570.01	\$ 135,871.76
MM1	11	hourly \$ 57,099866	\$ 58,841415	\$ 61,375716	\$ 63,751962	\$ 66,446317	\$ 68,188366	\$ 70,563612	\$ 74,071792	\$ 77,292725	\$ 79,218174
	bi-wkly	\$ 3,996.99	\$ 4,118.90	\$ 4,296.30	\$ 4,462.64	\$ 4,651.24	\$ 4,773.19	\$ 4,939.45	\$ 5,185.03	\$ 5,410.49	\$ 5,545.27
	annual	\$ 103,921.76	\$ 107,091.38	\$ 111,703.80	\$ 116,028.57	\$ 120,932.30	\$ 124,102.83	\$ 128,425.77	\$ 134,810.66	\$ 140,672.76	\$ 144,177.08
MM1	12	hourly \$ 61,375716	\$ 63,751962	\$ 66,446317	\$ 68,188366	\$ 70,563612	\$ 72,940363	\$ 73,256460	\$ 76,899107	\$ 80,204755	\$ 82,203004
	bi-wkly	\$ 4,296.30	\$ 4,462.64	\$ 4,651.24	\$ 4,773.19	\$ 4,939.45	\$ 5,105.83	\$ 5,127.95	\$ 5,382.94	\$ 5,614.33	\$ 5,754.21
	annual	\$ 111,703.80	\$ 116,028.57	\$ 120,932.30	\$ 124,102.83	\$ 128,425.77	\$ 132,751.46	\$ 133,326.76	\$ 139,956.38	\$ 145,972.65	\$ 149,609.47
MM1	13	hourly \$ 66,446317	\$ 68,188366	\$ 70,563612	\$ 72,940363	\$ 73,256460	\$ 73,729603	\$ 76,266918	\$ 80,060084	\$ 83,461147	\$ 85,540809
	bi-wkly	\$ 4,651.24	\$ 4,773.19	\$ 4,939.45	\$ 5,105.83	\$ 5,127.95	\$ 5,161.07	\$ 5,338.68	\$ 5,604.21	\$ 5,842.28	\$ 5,987.86
	annual	\$ 120,932.30	\$ 124,102.83	\$ 128,425.77	\$ 132,751.46	\$ 133,326.76	\$ 134,187.88	\$ 138,805.79	\$ 145,709.35	\$ 151,899.29	\$ 155,684.27
MM1	14	hourly \$ 70,563612	\$ 72,940363	\$ 73,256460	\$ 73,729603	\$ 76,266918	\$ 78,960262	\$ 80,844306	\$ 84,867772	\$ 88,412788	\$ 90,616237
	bi-wkly	\$ 4,939.45	\$ 5,105.83	\$ 5,127.95	\$ 5,161.07	\$ 5,338.68	\$ 5,527.22	\$ 5,659.10	\$ 5,940.74	\$ 6,188.90	\$ 6,343.14
	annual	\$ 128,425.77	\$ 132,751.46	\$ 133,326.76	\$ 134,187.88	\$ 138,805.79	\$ 143,707.68	\$ 147,136.64	\$ 154,459.35	\$ 160,911.27	\$ 164,921.55

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-5-2024
2% Wage Increase

Sal Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 27,218.468	\$ 28,510.707	\$ 29,965.684	\$ 31,258.437	\$ 33,034.810	\$ 34,651.512	\$ 36,589.614	\$ 38,399.259	\$ 40,569.846	\$ 41,577.087
	bi-wkly \$ 1,905.29	\$ 1,995.75	\$ 2,097.60	\$ 2,188.09	\$ 2,312.44	\$ 2,425.61	\$ 2,561.27	\$ 2,687.95	\$ 2,839.89	\$ 2,910.40	\$ 2,910.40
	annual \$ 49,537.61	\$ 51,889.49	\$ 54,537.55	\$ 56,890.36	\$ 60,123.35	\$ 63,065.75	\$ 66,593.10	\$ 69,886.65	\$ 73,837.12	\$ 75,670.30	
MM1	4	hourly \$ 29,965.684	\$ 31,258.437	\$ 33,034.810	\$ 34,651.512	\$ 36,589.614	\$ 38,368.040	\$ 40,305.623	\$ 42,301.045	\$ 44,588.744	\$ 45,696.455
	bi-wkly \$ 2,097.60	\$ 2,188.09	\$ 2,312.44	\$ 2,425.61	\$ 2,561.27	\$ 2,685.76	\$ 2,821.39	\$ 2,961.07	\$ 3,121.21	\$ 3,198.75	\$ 3,198.75
	annual \$ 54,537.55	\$ 56,890.36	\$ 60,123.35	\$ 63,065.75	\$ 66,593.10	\$ 69,829.83	\$ 73,356.23	\$ 76,987.90	\$ 81,151.51	\$ 83,167.55	
MM1	5	hourly \$ 33,034.810	\$ 34,651.512	\$ 36,589.614	\$ 38,368.040	\$ 40,305.623	\$ 42,245.257	\$ 44,346.104	\$ 46,542.651	\$ 48,957.963	\$ 50,174.906
	bi-wkly \$ 2,312.44	\$ 2,425.61	\$ 2,561.27	\$ 2,685.76	\$ 2,821.39	\$ 2,957.17	\$ 3,104.23	\$ 3,257.99	\$ 3,427.06	\$ 3,512.24	\$ 3,512.24
	annual \$ 60,123.35	\$ 63,065.75	\$ 66,593.10	\$ 69,829.83	\$ 73,356.23	\$ 76,886.37	\$ 80,709.91	\$ 84,707.63	\$ 89,103.49	\$ 91,318.33	
MM1	6	hourly \$ 36,589.614	\$ 38,368.040	\$ 40,305.623	\$ 42,245.257	\$ 44,346.104	\$ 45,961.271	\$ 48,383.512	\$ 50,784.765	\$ 53,326.716	\$ 54,652.879
	bi-wkly \$ 2,561.27	\$ 2,685.76	\$ 2,821.39	\$ 2,957.17	\$ 3,104.23	\$ 3,217.29	\$ 3,386.85	\$ 3,554.93	\$ 3,732.87	\$ 3,825.70	\$ 3,825.70
	annual \$ 66,593.10	\$ 69,829.83	\$ 73,356.23	\$ 76,886.37	\$ 80,709.91	\$ 83,649.51	\$ 88,057.99	\$ 92,428.27	\$ 97,054.62	\$ 99,468.24	
MM1	7	hourly \$ 40,305.623	\$ 42,245.257	\$ 44,346.104	\$ 45,961.271	\$ 48,383.512	\$ 50,809.841	\$ 53,232.082	\$ 55,873.876	\$ 58,568.465	\$ 60,025.670
	bi-wkly \$ 2,821.39	\$ 2,957.17	\$ 3,104.23	\$ 3,217.29	\$ 3,386.85	\$ 3,556.69	\$ 3,726.25	\$ 3,911.17	\$ 4,099.79	\$ 4,201.80	\$ 4,201.80
	annual \$ 73,356.23	\$ 76,886.37	\$ 80,709.91	\$ 83,649.51	\$ 88,057.99	\$ 92,473.91	\$ 96,882.39	\$ 101,690.45	\$ 106,594.61	\$ 109,246.72	
MM1	8	hourly \$ 44,346.104	\$ 45,961.271	\$ 48,383.512	\$ 50,809.841	\$ 53,232.082	\$ 55,655.349	\$ 58,241.863	\$ 61,133.918	\$ 63,986.322	\$ 65,578.974
	bi-wkly \$ 3,104.23	\$ 3,217.29	\$ 3,386.85	\$ 3,556.69	\$ 3,726.25	\$ 3,895.87	\$ 4,076.93	\$ 4,279.37	\$ 4,479.04	\$ 4,590.53	\$ 4,590.53
	annual \$ 80,709.91	\$ 83,649.51	\$ 88,057.99	\$ 92,473.91	\$ 96,882.39	\$ 101,292.74	\$ 106,000.19	\$ 111,263.73	\$ 116,455.11	\$ 119,353.73	
MM1	9	hourly \$ 48,383.512	\$ 50,809.841	\$ 53,232.082	\$ 55,655.349	\$ 58,241.863	\$ 60,018.243	\$ 62,603.230	\$ 65,713.807	\$ 68,703.992	\$ 70,414.586
	bi-wkly \$ 3,386.85	\$ 3,556.69	\$ 3,726.25	\$ 3,895.87	\$ 4,076.93	\$ 4,201.28	\$ 4,382.23	\$ 4,599.97	\$ 4,809.28	\$ 4,929.02	\$ 4,929.02
	annual \$ 88,057.99	\$ 92,473.91	\$ 96,882.39	\$ 101,292.74	\$ 106,000.19	\$ 109,233.20	\$ 113,937.88	\$ 119,599.13	\$ 125,041.27	\$ 128,154.55	

Sal Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 53,232.082	\$ 55.655349	\$ 58,241.863	\$ 60,018.243	\$ 62,603.230	\$ 65,027.001	\$ 67,775.243	\$ 71,144.781	\$ 74,297.475	\$ 76,147.907
	bi-wkly	\$ 3,726.25	\$ 3,895.87	\$ 4,076.93	\$ 4,201.28	\$ 4,382.23	\$ 4,551.89	\$ 4,744.27	\$ 4,980.13	\$ 5,200.82	\$ 5,330.35
	annual	\$ 96,882.39	\$ 101,292.74	\$ 106,000.19	\$ 109,233.20	\$ 113,937.88	\$ 118,349.14	\$ 123,350.94	\$ 129,483.50	\$ 135,221.41	\$ 138,589.19
MM1	11	hourly \$ 58,241.863	\$ 60,018.243	\$ 62,603.230	\$ 65,027.001	\$ 67,775.243	\$ 69,552.133	\$ 71,974.884	\$ 75,553.227	\$ 78,838.579	\$ 80,802.537
	bi-wkly	\$ 4,076.93	\$ 4,201.28	\$ 4,382.23	\$ 4,551.89	\$ 4,744.27	\$ 4,868.65	\$ 5,038.24	\$ 5,288.73	\$ 5,518.70	\$ 5,656.18
	annual	\$ 106,000.19	\$ 109,233.20	\$ 113,937.88	\$ 118,349.14	\$ 123,350.94	\$ 126,584.88	\$ 130,994.29	\$ 137,506.87	\$ 143,486.21	\$ 147,060.62
MM1	12	hourly \$ 62,603.230	\$ 65,027.001	\$ 67,775.243	\$ 69,552.133	\$ 71,974.884	\$ 74,399.170	\$ 74,721.589	\$ 78,437.089	\$ 81,808.850	\$ 83,847.064
	bi-wkly	\$ 4,382.23	\$ 4,551.89	\$ 4,744.27	\$ 4,868.65	\$ 5,038.24	\$ 5,207.94	\$ 5,230.51	\$ 5,490.60	\$ 5,726.62	\$ 5,869.29
	annual	\$ 113,937.88	\$ 118,349.14	\$ 123,350.94	\$ 126,584.88	\$ 130,994.29	\$ 135,406.49	\$ 135,993.29	\$ 142,755.50	\$ 148,892.11	\$ 152,601.66
MM1	13	hourly \$ 67,775.243	\$ 69,552.133	\$ 71,974.884	\$ 74,399.170	\$ 74,721.589	\$ 75,204.195	\$ 77,792.256	\$ 81,661.285	\$ 85,130.369	\$ 87,251.625
	bi-wkly	\$ 4,744.27	\$ 4,868.65	\$ 5,038.24	\$ 5,207.94	\$ 5,230.51	\$ 5,264.29	\$ 5,445.46	\$ 5,716.29	\$ 5,959.13	\$ 6,107.61
	annual	\$ 123,350.94	\$ 126,584.88	\$ 130,994.29	\$ 135,406.49	\$ 135,993.29	\$ 136,871.64	\$ 141,581.91	\$ 148,623.54	\$ 154,937.27	\$ 158,797.96
MM1	14	hourly \$ 71,974.884	\$ 74,399.170	\$ 74,721.589	\$ 75,204.195	\$ 77,792.256	\$ 80,539.467	\$ 82,461.192	\$ 86,565.127	\$ 90,181.043	\$ 92,428.561
	bi-wkly	\$ 5,038.24	\$ 5,207.94	\$ 5,230.51	\$ 5,264.29	\$ 5,445.46	\$ 5,637.76	\$ 5,772.28	\$ 6,059.56	\$ 6,312.67	\$ 6,470.00
	annual	\$ 130,994.29	\$ 135,406.49	\$ 135,993.29	\$ 136,871.64	\$ 141,581.91	\$ 146,581.83	\$ 150,079.37	\$ 157,548.53	\$ 164,129.50	\$ 168,219.98

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-4-2025
\$250.00 (\$.137362 hrly) Wage Increase

Sal Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 27,355.830	\$ 28,648.069	\$ 30,103.046	\$ 31,395.799	\$ 33,172.172	\$ 34,788.874	\$ 36,726.976	\$ 38,536.621	\$ 40,707.208	\$ 41,714.449
	bi-wkly \$ 1,914.91	\$ 2,005.36	\$ 2,107.21	\$ 2,197.71	\$ 2,322.05	\$ 2,435.22	\$ 2,570.89	\$ 2,697.56	\$ 2,849.50	\$ 2,920.01	\$ 2,920.01
	annual \$ 49,787.61	\$ 52,139.49	\$ 54,787.54	\$ 57,140.35	\$ 60,373.35	\$ 63,315.75	\$ 66,843.10	\$ 70,136.65	\$ 74,087.12	\$ 75,920.30	
MM1	4	hourly \$ 30,103.046	\$ 31,395.799	\$ 33,172.172	\$ 34,788.874	\$ 36,726.976	\$ 38,505.402	\$ 40,442.985	\$ 42,438.407	\$ 44,726.106	\$ 45,833.817
	bi-wkly \$ 2,107.21	\$ 2,197.71	\$ 2,322.05	\$ 2,435.22	\$ 2,570.89	\$ 2,695.38	\$ 2,831.01	\$ 2,970.69	\$ 3,130.83	\$ 3,208.37	\$ 3,208.37
	annual \$ 54,787.54	\$ 57,140.35	\$ 60,373.35	\$ 63,315.75	\$ 66,843.10	\$ 70,079.83	\$ 73,606.23	\$ 77,237.90	\$ 81,401.51	\$ 83,417.55	
MM1	5	hourly \$ 33,172.172	\$ 34,788.874	\$ 36,726.976	\$ 38,505.402	\$ 40,442.985	\$ 42,382.619	\$ 44,483.466	\$ 46,680.013	\$ 49,095.325	\$ 50,312.268
	bi-wkly \$ 2,322.05	\$ 2,435.22	\$ 2,570.89	\$ 2,695.38	\$ 2,831.01	\$ 2,966.78	\$ 3,113.84	\$ 3,267.60	\$ 3,436.67	\$ 3,521.86	\$ 3,521.86
	annual \$ 60,373.35	\$ 63,315.75	\$ 66,843.10	\$ 70,079.83	\$ 73,606.23	\$ 77,136.37	\$ 80,959.91	\$ 84,957.62	\$ 89,353.49	\$ 91,568.33	
MM1	6	hourly \$ 36,726.976	\$ 38,505.402	\$ 40,442.985	\$ 42,382.619	\$ 44,483.466	\$ 46,098.633	\$ 48,520.874	\$ 50,922.127	\$ 53,464.078	\$ 54,790.241
	bi-wkly \$ 2,570.89	\$ 2,695.38	\$ 2,831.01	\$ 2,966.78	\$ 3,113.84	\$ 3,226.90	\$ 3,396.46	\$ 3,564.55	\$ 3,742.49	\$ 3,835.32	\$ 3,835.32
	annual \$ 66,843.10	\$ 70,079.83	\$ 73,606.23	\$ 77,136.37	\$ 80,959.91	\$ 83,899.51	\$ 88,307.99	\$ 92,678.27	\$ 97,304.62	\$ 99,718.24	
MM1	7	hourly \$ 40,442.985	\$ 42,382.619	\$ 44,483.466	\$ 46,098.633	\$ 48,520.874	\$ 50,947.203	\$ 53,369.444	\$ 56,011.238	\$ 58,705.827	\$ 60,163.032
	bi-wkly \$ 2,831.01	\$ 2,966.78	\$ 3,113.84	\$ 3,226.90	\$ 3,396.46	\$ 3,566.30	\$ 3,735.86	\$ 3,920.79	\$ 4,109.41	\$ 4,211.41	\$ 4,211.41
	annual \$ 73,606.23	\$ 77,136.37	\$ 80,959.91	\$ 83,899.51	\$ 88,307.99	\$ 92,723.91	\$ 97,132.39	\$ 101,940.45	\$ 106,844.61	\$ 109,496.72	
MM1	8	hourly \$ 44,483.466	\$ 46,098.633	\$ 48,520.874	\$ 50,947.203	\$ 53,369.444	\$ 55,792.711	\$ 58,379.225	\$ 61,271.280	\$ 64,123.684	\$ 65,716.336
	bi-wkly \$ 3,113.84	\$ 3,226.90	\$ 3,396.46	\$ 3,566.30	\$ 3,735.86	\$ 3,905.49	\$ 4,086.55	\$ 4,288.99	\$ 4,488.66	\$ 4,600.14	\$ 4,600.14
	annual \$ 80,959.91	\$ 83,899.51	\$ 88,307.99	\$ 92,723.91	\$ 97,132.39	\$ 101,542.73	\$ 106,250.19	\$ 111,513.73	\$ 116,705.11	\$ 119,603.73	
MM1	9	hourly \$ 48,520.874	\$ 50,947.203	\$ 53,369.444	\$ 55,792.711	\$ 58,379.225	\$ 60,155.605	\$ 62,740.592	\$ 65,851.169	\$ 68,841.354	\$ 70,551.948
	bi-wkly \$ 3,396.46	\$ 3,566.30	\$ 3,735.86	\$ 3,905.49	\$ 4,086.55	\$ 4,210.89	\$ 4,391.84	\$ 4,609.58	\$ 4,818.89	\$ 4,938.64	\$ 4,938.64
	annual \$ 88,307.99	\$ 92,723.91	\$ 97,132.39	\$ 101,542.73	\$ 106,250.19	\$ 109,483.20	\$ 114,187.88	\$ 119,849.13	\$ 125,291.26	\$ 128,404.55	

Sail Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 53,369,444	\$ 55,792,711	\$ 58,379,225	\$ 60,155,605	\$ 62,740,592	\$ 65,164,363	\$ 67,912,605	\$ 71,282,143	\$ 74,434,837	\$ 76,285,269
	bi-wkly \$ 3,735.86	\$ 3,905.49	\$ 4,086.55	\$ 4,210.89	\$ 4,391.84	\$ 4,561.51	\$ 4,753.88	\$ 4,989.75	\$ 5,210.44	\$ 5,439.97	\$ 5,665.79
	annual \$ 97,132.39	\$ 101,542.73	\$ 106,250.19	\$ 109,483.20	\$ 114,187.88	\$ 118,599.14	\$ 123,600.94	\$ 129,733.50	\$ 135,471.40	\$ 138,839.19	\$ 147,310.62
MM1	11	hourly \$ 58,379,225	\$ 60,155,605	\$ 62,740,592	\$ 65,164,363	\$ 67,912,605	\$ 69,689,495	\$ 72,112,246	\$ 75,690,589	\$ 78,975,941	\$ 80,939,899
	bi-wkly \$ 4,086.55	\$ 4,210.89	\$ 4,391.84	\$ 4,561.51	\$ 4,753.88	\$ 4,989.75	\$ 5,210.89	\$ 5,439.97	\$ 5,665.79	\$ 5,896.91	\$ 6,127.03
	annual \$ 106,250.19	\$ 109,483.20	\$ 114,187.88	\$ 118,599.14	\$ 123,600.94	\$ 126,834.88	\$ 131,244.29	\$ 137,756.87	\$ 143,736.21	\$ 149,142.11	\$ 152,851.66
MM1	12	hourly \$ 62,740,592	\$ 65,164,363	\$ 67,912,605	\$ 69,689,495	\$ 72,112,246	\$ 74,536,532	\$ 77,929,618	\$ 81,798,647	\$ 85,267,731	\$ 87,388,987
	bi-wkly \$ 4,391.84	\$ 4,561.51	\$ 4,753.88	\$ 4,989.75	\$ 5,210.89	\$ 5,439.97	\$ 5,665.79	\$ 5,896.91	\$ 6,127.03	\$ 6,357.15	\$ 6,587.27
	annual \$ 114,187.88	\$ 118,599.14	\$ 123,600.94	\$ 126,834.88	\$ 131,244.29	\$ 135,656.49	\$ 141,831.91	\$ 148,873.54	\$ 155,187.27	\$ 161,499.00	\$ 168,469.98
MM1	13	hourly \$ 67,912,605	\$ 69,689,495	\$ 72,112,246	\$ 74,536,532	\$ 77,929,618	\$ 81,798,647	\$ 85,267,731	\$ 89,147,815	\$ 92,565,923	\$ 96,436,031
	bi-wkly \$ 4,753.88	\$ 4,989.75	\$ 5,210.89	\$ 5,439.97	\$ 5,665.79	\$ 5,896.91	\$ 6,127.03	\$ 6,357.15	\$ 6,587.27	\$ 6,817.39	\$ 7,047.51
	annual \$ 123,600.94	\$ 126,834.88	\$ 131,244.29	\$ 135,656.49	\$ 141,831.91	\$ 148,873.54	\$ 155,187.27	\$ 161,499.00	\$ 168,469.98	\$ 175,440.96	\$ 182,411.94
MM1	14	hourly \$ 72,112,246	\$ 74,536,532	\$ 77,929,618	\$ 81,798,647	\$ 85,267,731	\$ 89,147,815	\$ 92,565,923	\$ 96,436,031	\$ 100,306,140	\$ 104,176,248
	bi-wkly \$ 5,047.86	\$ 5,217.56	\$ 5,439.97	\$ 5,665.79	\$ 5,896.91	\$ 6,127.03	\$ 6,357.15	\$ 6,587.27	\$ 6,817.39	\$ 7,047.51	\$ 7,277.63
	annual \$ 131,244.29	\$ 135,656.49	\$ 141,831.91	\$ 148,873.54	\$ 155,187.27	\$ 161,499.00	\$ 168,469.98	\$ 175,440.96	\$ 182,411.94	\$ 189,382.92	\$ 196,353.90

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-4-2025
2% Wage Increase

Sal Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 27,902.946	\$ 29,221.030	\$ 30,705.106	\$ 32,023.714	\$ 33,835.615	\$ 35,484.651	\$ 37,461.515	\$ 39,307.353	\$ 41,521.352	\$ 42,548.737
	bi-wkly \$ 1,953.21	\$ 2,045.47	\$ 2,149.36	\$ 2,241.66	\$ 2,368.49	\$ 2,483.93	\$ 2,622.31	\$ 2,887.63	\$ 3,030.10	\$ 3,193.44	\$ 3,272.53
	annual \$ 50,783.36	\$ 53,182.28	\$ 55,883.29	\$ 58,283.16	\$ 61,580.82	\$ 64,582.07	\$ 68,179.96	\$ 71,539.38	\$ 75,568.86	\$ 77,438.70	
MM1	4	hourly \$ 30,705.106	\$ 32,023.714	\$ 33,835.615	\$ 35,484.651	\$ 37,461.515	\$ 39,275.510	\$ 41,251.844	\$ 43,287.175	\$ 45,620.628	\$ 46,750.493
	bi-wkly \$ 2,149.36	\$ 2,241.66	\$ 2,368.49	\$ 2,483.93	\$ 2,622.31	\$ 2,749.29	\$ 2,887.63	\$ 3,030.10	\$ 3,193.44	\$ 3,272.53	
	annual \$ 55,883.29	\$ 58,283.16	\$ 61,580.82	\$ 64,582.07	\$ 68,179.96	\$ 71,481.43	\$ 75,078.36	\$ 78,782.66	\$ 83,029.54	\$ 85,085.90	
MM1	5	hourly \$ 33,835.615	\$ 35,484.651	\$ 37,461.515	\$ 39,275.510	\$ 41,251.844	\$ 43,230.271	\$ 45,373.135	\$ 47,613.613	\$ 50,077.231	\$ 51,318.513
	bi-wkly \$ 2,368.49	\$ 2,483.93	\$ 2,622.31	\$ 2,749.29	\$ 2,887.63	\$ 3,026.12	\$ 3,176.12	\$ 3,332.95	\$ 3,505.41	\$ 3,592.30	
	annual \$ 61,580.82	\$ 64,582.07	\$ 68,179.96	\$ 71,481.43	\$ 75,078.36	\$ 78,679.09	\$ 82,579.11	\$ 86,656.78	\$ 91,140.56	\$ 93,399.69	
MM1	6	hourly \$ 37,461.515	\$ 39,275.510	\$ 41,251.844	\$ 43,230.271	\$ 45,373.135	\$ 47,020.605	\$ 49,491.291	\$ 51,940.569	\$ 54,533.359	\$ 55,886.045
	bi-wkly \$ 2,622.31	\$ 2,749.29	\$ 2,887.63	\$ 3,026.12	\$ 3,176.12	\$ 3,291.44	\$ 3,464.39	\$ 3,635.84	\$ 3,817.34	\$ 3,912.02	
	annual \$ 68,179.96	\$ 71,481.43	\$ 75,078.36	\$ 78,679.09	\$ 82,579.11	\$ 85,577.50	\$ 90,074.15	\$ 94,531.84	\$ 99,250.71	\$ 101,712.60	
MM1	7	hourly \$ 41,251.844	\$ 43,230.271	\$ 45,373.135	\$ 47,020.605	\$ 49,491.291	\$ 51,966.147	\$ 54,436.832	\$ 57,131.462	\$ 59,879.943	\$ 61,366.292
	bi-wkly \$ 2,887.63	\$ 3,026.12	\$ 3,176.12	\$ 3,291.44	\$ 3,464.39	\$ 3,637.63	\$ 3,810.58	\$ 3,999.20	\$ 4,191.60	\$ 4,295.64	
	annual \$ 75,078.36	\$ 78,679.09	\$ 82,579.11	\$ 85,577.50	\$ 90,074.15	\$ 94,578.39	\$ 99,075.03	\$ 103,979.26	\$ 108,981.50	\$ 111,686.65	
MM1	8	hourly \$ 45,373.135	\$ 47,020.605	\$ 49,491.291	\$ 51,966.147	\$ 54,436.832	\$ 56,908.565	\$ 59,546.809	\$ 62,496.705	\$ 65,406.157	\$ 67,030.662
	bi-wkly \$ 3,176.12	\$ 3,291.44	\$ 3,464.39	\$ 3,637.63	\$ 3,810.58	\$ 3,983.60	\$ 4,168.28	\$ 4,374.77	\$ 4,578.43	\$ 4,692.15	
	annual \$ 82,579.11	\$ 85,577.50	\$ 90,074.15	\$ 94,578.39	\$ 99,075.03	\$ 103,573.59	\$ 108,375.19	\$ 113,744.00	\$ 119,039.21	\$ 121,995.81	
MM1	9	hourly \$ 49,491.291	\$ 51,966.147	\$ 54,436.832	\$ 56,908.565	\$ 59,546.809	\$ 61,358.717	\$ 63,995.403	\$ 67,168.192	\$ 70,218.181	\$ 71,962.986
	bi-wkly \$ 3,464.39	\$ 3,637.63	\$ 3,810.58	\$ 3,983.60	\$ 4,168.28	\$ 4,295.11	\$ 4,479.68	\$ 4,701.77	\$ 4,915.27	\$ 5,037.41	
	annual \$ 90,074.15	\$ 94,578.39	\$ 99,075.03	\$ 103,573.59	\$ 108,375.19	\$ 111,672.87	\$ 116,471.63	\$ 122,246.11	\$ 127,797.09	\$ 130,972.64	

Sail Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10										
	hourly	\$ 54,436.832	\$ 56,908.565	\$ 59,546.809	\$ 61,358.717	\$ 63,995.403	\$ 66,467.650	\$ 69,270.857	\$ 72,707.785	\$ 75,923.533	\$ 77,810.974
	bi-wkly	\$ 3,810.58	\$ 3,983.60	\$ 4,168.28	\$ 4,295.11	\$ 4,479.68	\$ 4,652.74	\$ 4,848.96	\$ 5,089.54	\$ 5,314.65	\$ 5,446.77
	annual	\$ 99,075.03	\$ 103,573.59	\$ 108,375.19	\$ 111,672.87	\$ 116,471.63	\$ 120,971.12	\$ 126,072.96	\$ 132,328.17	\$ 138,180.83	\$ 141,615.97
MM1	11										
	hourly	\$ 59,546.809	\$ 61,358.717	\$ 63,995.403	\$ 66,467.650	\$ 69,270.857	\$ 71,083.284	\$ 73,554.490	\$ 77,204.400	\$ 80,555.459	\$ 82,558.696
	bi-wkly	\$ 4,168.28	\$ 4,295.11	\$ 4,479.68	\$ 4,652.74	\$ 4,848.96	\$ 4,975.83	\$ 5,148.81	\$ 5,404.31	\$ 5,638.88	\$ 5,779.11
	annual	\$ 108,375.19	\$ 111,672.87	\$ 116,471.63	\$ 120,971.12	\$ 126,072.96	\$ 129,371.58	\$ 133,869.17	\$ 140,512.01	\$ 146,610.94	\$ 150,256.83
MM1	12										
	hourly	\$ 63,995.403	\$ 66,467.650	\$ 69,270.857	\$ 71,083.284	\$ 73,554.490	\$ 76,027.262	\$ 78,488.210	\$ 80,145.940	\$ 83,585.136	\$ 85,664.114
	bi-wkly	\$ 4,479.68	\$ 4,652.74	\$ 4,848.96	\$ 4,975.83	\$ 5,148.81	\$ 5,321.91	\$ 5,344.93	\$ 5,610.22	\$ 5,850.96	\$ 5,996.49
	annual	\$ 116,471.63	\$ 120,971.12	\$ 126,072.96	\$ 129,371.58	\$ 133,869.17	\$ 138,369.62	\$ 138,968.16	\$ 145,865.61	\$ 152,124.95	\$ 155,908.69
MM1	13										
	hourly	\$ 69,270.857	\$ 71,083.284	\$ 73,554.490	\$ 76,027.262	\$ 78,488.210	\$ 80,145.940	\$ 83,585.136	\$ 86,973.085	\$ 89,136.766	
	bi-wkly	\$ 4,848.96	\$ 4,975.83	\$ 5,148.81	\$ 5,321.91	\$ 5,344.93	\$ 5,379.39	\$ 5,564.17	\$ 5,840.42	\$ 6,088.12	\$ 6,239.57
	annual	\$ 126,072.96	\$ 129,371.58	\$ 133,869.17	\$ 138,369.62	\$ 138,968.16	\$ 139,864.07	\$ 144,668.54	\$ 151,851.01	\$ 158,291.02	\$ 162,228.91
MM1	14										
	hourly	\$ 73,554.490	\$ 76,027.262	\$ 78,488.210	\$ 80,145.940	\$ 83,585.136	\$ 86,973.085	\$ 89,136.766	\$ 92,124.773	\$ 94,417.241	
	bi-wkly	\$ 5,148.81	\$ 5,321.91	\$ 5,344.93	\$ 5,379.39	\$ 5,564.17	\$ 5,760.33	\$ 5,897.54	\$ 6,190.56	\$ 6,448.73	\$ 6,609.21
	annual	\$ 133,869.17	\$ 138,369.62	\$ 138,968.16	\$ 139,864.07	\$ 144,668.54	\$ 149,768.46	\$ 153,335.96	\$ 160,954.50	\$ 167,667.09	\$ 171,839.38

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-3-2026
\$900.00 (\$.494505 hrly) Wage Increase

Sal Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 28,397.451	\$ 29,715.535	\$ 31,199.611	\$ 32,518.219	\$ 34,330.120	\$ 35,979.156	\$ 37,956.020	\$ 39,801.858	\$ 42,015.857	\$ 43,043.242
	bi-wkly \$ 1,987.82	\$ 2,080.09	\$ 2,183.97	\$ 2,276.28	\$ 2,403.11	\$ 2,518.54	\$ 2,656.92	\$ 2,845.19	\$ 2,786.13	\$ 2,941.11	\$ 3,013.03
	annual \$ 51,683.36	\$ 54,082.27	\$ 56,783.29	\$ 59,183.16	\$ 62,480.82	\$ 65,482.06	\$ 69,079.96	\$ 72,439.38	\$ 76,468.86	\$ 78,338.70	
MM1	4	hourly \$ 31,199.611	\$ 32,518.219	\$ 34,330.120	\$ 35,979.156	\$ 37,956.020	\$ 39,770.015	\$ 41,746.349	\$ 43,781.680	\$ 46,115.133	\$ 47,244.998
	bi-wkly \$ 2,183.97	\$ 2,276.28	\$ 2,403.11	\$ 2,518.54	\$ 2,656.92	\$ 2,783.90	\$ 2,922.24	\$ 3,060.73	\$ 3,064.72	\$ 3,228.06	\$ 3,307.15
	annual \$ 56,783.29	\$ 59,183.16	\$ 62,480.82	\$ 65,482.06	\$ 69,079.96	\$ 72,381.43	\$ 75,978.36	\$ 79,579.09	\$ 83,479.11	\$ 87,556.78	\$ 92,040.56
MM1	5	hourly \$ 34,330.120	\$ 35,979.156	\$ 37,956.020	\$ 39,770.015	\$ 41,746.349	\$ 43,724.776	\$ 45,867.640	\$ 48,108.118	\$ 50,571.736	\$ 51,813.018
	bi-wkly \$ 2,403.11	\$ 2,518.54	\$ 2,656.92	\$ 2,783.90	\$ 2,922.24	\$ 3,060.73	\$ 3,210.73	\$ 3,367.57	\$ 3,540.02	\$ 3,626.91	\$ 3,726.91
	annual \$ 62,480.82	\$ 65,482.06	\$ 69,079.96	\$ 72,381.43	\$ 75,978.36	\$ 79,579.09	\$ 83,479.11	\$ 87,556.78	\$ 92,040.56	\$ 94,299.69	
MM1	6	hourly \$ 37,956.020	\$ 39,770.015	\$ 41,746.349	\$ 43,724.776	\$ 45,867.640	\$ 47,515.110	\$ 49,985.796	\$ 52,435.074	\$ 55,027.864	\$ 56,380.550
	bi-wkly \$ 2,656.92	\$ 2,783.90	\$ 2,922.24	\$ 3,060.73	\$ 3,210.73	\$ 3,326.06	\$ 3,499.01	\$ 3,672.25	\$ 3,670.46	\$ 3,851.95	\$ 3,946.64
	annual \$ 69,079.96	\$ 72,381.43	\$ 75,978.36	\$ 79,579.09	\$ 83,479.11	\$ 86,477.50	\$ 90,974.15	\$ 95,478.39	\$ 99,975.03	\$ 104,879.26	\$ 109,881.50
MM1	7	hourly \$ 41,746.349	\$ 43,724.776	\$ 45,867.640	\$ 47,515.110	\$ 49,985.796	\$ 52,460.652	\$ 54,931.337	\$ 57,625.967	\$ 60,374.448	\$ 61,860.797
	bi-wkly \$ 2,922.24	\$ 3,060.73	\$ 3,210.73	\$ 3,326.06	\$ 3,499.01	\$ 3,672.25	\$ 3,845.19	\$ 4,033.82	\$ 4,226.21	\$ 4,426.21	\$ 4,613.05
	annual \$ 75,978.36	\$ 79,579.09	\$ 83,479.11	\$ 86,477.50	\$ 90,974.15	\$ 95,478.39	\$ 99,975.03	\$ 104,879.26	\$ 109,881.50	\$ 112,586.65	
MM1	8	hourly \$ 45,867.640	\$ 47,515.110	\$ 49,985.796	\$ 52,460.652	\$ 54,931.337	\$ 57,403.070	\$ 60,041.314	\$ 62,991.210	\$ 65,900.662	\$ 67,525.167
	bi-wkly \$ 3,210.73	\$ 3,326.06	\$ 3,499.01	\$ 3,672.25	\$ 3,845.19	\$ 4,018.21	\$ 4,202.89	\$ 4,409.38	\$ 4,613.05	\$ 4,826.76	\$ 5,042.02
	annual \$ 83,479.11	\$ 86,477.50	\$ 90,974.15	\$ 95,478.39	\$ 99,975.03	\$ 104,473.59	\$ 109,275.19	\$ 114,644.00	\$ 119,939.21	\$ 122,895.80	
MM1	9	hourly \$ 49,985.796	\$ 52,460.652	\$ 54,931.337	\$ 57,403.070	\$ 60,041.314	\$ 61,853.222	\$ 64,489.908	\$ 67,662.697	\$ 70,712.686	\$ 72,457.491
	bi-wkly \$ 3,499.01	\$ 3,672.25	\$ 3,845.19	\$ 4,018.21	\$ 4,202.89	\$ 4,329.73	\$ 4,514.29	\$ 4,736.39	\$ 4,949.89	\$ 5,072.02	\$ 5,294.02
	annual \$ 90,974.15	\$ 95,478.39	\$ 99,975.03	\$ 104,473.59	\$ 109,275.19	\$ 112,572.86	\$ 117,371.63	\$ 123,146.11	\$ 128,697.09	\$ 131,872.63	

Sail Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 54,931.337	\$ 57,403.070	\$ 60,041.314	\$ 61,853.222	\$ 64,489.008	\$ 66,962.155	\$ 69,765.362	\$ 73,202.290	\$ 76,418.038	\$ 78,305.479
	bi-wkly \$ 3,845.19	\$ 4,018.21	\$ 4,202.89	\$ 4,329.73	\$ 4,514.29	\$ 4,687.35	\$ 4,883.58	\$ 5,124.16	\$ 5,349.26	\$ 5,581.38	\$ 5,813.72
	annual \$ 99,975.03	\$ 104,473.59	\$ 109,275.19	\$ 112,572.86	\$ 117,371.63	\$ 121,871.12	\$ 126,972.96	\$ 133,228.17	\$ 139,080.83	\$ 142,515.97	\$ 146,949.03
MM1	11	hourly \$ 60,041.314	\$ 61,853.222	\$ 64,489.008	\$ 66,962.155	\$ 69,765.362	\$ 71,577.789	\$ 74,048.995	\$ 77,698.905	\$ 81,049.964	\$ 83,053.201
	bi-wkly \$ 4,202.89	\$ 4,329.73	\$ 4,514.29	\$ 4,687.35	\$ 4,883.58	\$ 5,010.45	\$ 5,183.43	\$ 5,379.54	\$ 5,581.38	\$ 5,794.94	\$ 6,018.42
	annual \$ 109,275.19	\$ 112,572.86	\$ 117,371.63	\$ 121,871.12	\$ 126,972.96	\$ 130,271.58	\$ 134,769.17	\$ 141,412.01	\$ 147,510.93	\$ 151,156.83	\$ 154,803.69
MM1	12	hourly \$ 64,489.008	\$ 66,962.155	\$ 69,765.362	\$ 71,577.789	\$ 74,048.995	\$ 76,521.767	\$ 79,982.715	\$ 83,929.124	\$ 87,467.590	\$ 89,631.271
	bi-wkly \$ 4,514.29	\$ 4,687.35	\$ 4,883.58	\$ 5,010.45	\$ 5,183.43	\$ 5,356.52	\$ 5,539.59	\$ 5,724.66	\$ 5,911.73	\$ 6,100.80	\$ 6,291.87
	annual \$ 117,371.63	\$ 121,871.12	\$ 126,972.96	\$ 130,271.58	\$ 134,769.17	\$ 139,269.62	\$ 143,989.11	\$ 148,828.60	\$ 153,788.09	\$ 158,867.58	\$ 163,977.07
MM1	13	hourly \$ 69,765.362	\$ 71,577.789	\$ 74,048.995	\$ 76,521.767	\$ 79,982.715	\$ 83,929.124	\$ 87,467.590	\$ 91,911.746	\$ 94,911.746	\$ 97,911.746
	bi-wkly \$ 4,883.58	\$ 5,010.45	\$ 5,183.43	\$ 5,356.52	\$ 5,539.59	\$ 5,724.66	\$ 5,911.73	\$ 6,100.80	\$ 6,291.87	\$ 6,483.94	\$ 6,677.01
	annual \$ 126,972.96	\$ 130,271.58	\$ 134,769.17	\$ 139,269.62	\$ 143,989.11	\$ 148,828.60	\$ 153,788.09	\$ 158,867.58	\$ 163,977.07	\$ 169,106.56	\$ 174,246.05
MM1	14	hourly \$ 74,048.995	\$ 76,521.767	\$ 79,982.715	\$ 83,929.124	\$ 87,467.590	\$ 91,911.746	\$ 94,911.746	\$ 97,911.746	\$ 100,911.746	\$ 103,911.746
	bi-wkly \$ 5,183.43	\$ 5,356.52	\$ 5,539.59	\$ 5,724.66	\$ 5,911.73	\$ 6,100.80	\$ 6,291.87	\$ 6,483.94	\$ 6,677.01	\$ 6,872.08	\$ 7,067.15
	annual \$ 134,769.17	\$ 139,269.62	\$ 143,989.11	\$ 148,828.60	\$ 153,788.09	\$ 158,867.58	\$ 163,977.07	\$ 169,106.56	\$ 174,246.05	\$ 179,395.54	\$ 184,545.03

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-6-2026
2% Wage Increase

Sat Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 28,965.400	\$ 30,309.845	\$ 31,823.603	\$ 33,168.583	\$ 35,016.722	\$ 36,698.739	\$ 38,715.140	\$ 40,597.895	\$ 42,856.174	\$ 43,904.106
	bi-wkly \$ 2,027.58	\$ 2,121.69	\$ 2,227.65	\$ 2,321.80	\$ 2,451.17	\$ 2,568.91	\$ 2,710.06	\$ 2,839.58	\$ 2,841.85	\$ 2,999.93	\$ 3,073.29
	annual \$ 52,717.03	\$ 55,163.92	\$ 57,918.96	\$ 60,366.82	\$ 63,730.43	\$ 66,791.71	\$ 70,461.56	\$ 73,829.06	\$ 73,888.17	\$ 77,998.24	\$ 79,905.47
MM1	4	hourly \$ 31,823.603	\$ 33,168.583	\$ 35,016.722	\$ 36,698.739	\$ 38,715.140	\$ 40,565.415	\$ 42,581.275	\$ 44,657.313	\$ 47,037.435	\$ 48,189.897
	bi-wkly \$ 2,227.65	\$ 2,321.80	\$ 2,451.17	\$ 2,568.91	\$ 2,710.06	\$ 2,839.58	\$ 2,980.69	\$ 3,126.01	\$ 3,126.01	\$ 3,292.62	\$ 3,373.29
	annual \$ 57,918.96	\$ 60,366.82	\$ 63,730.43	\$ 66,791.71	\$ 70,461.56	\$ 73,829.06	\$ 77,497.92	\$ 81,276.31	\$ 81,276.31	\$ 85,608.13	\$ 87,705.61
MM1	5	hourly \$ 35,016.722	\$ 36,698.739	\$ 38,715.140	\$ 40,565.415	\$ 42,581.275	\$ 44,599.271	\$ 46,784.992	\$ 49,070.280	\$ 51,583.170	\$ 52,849.278
	bi-wkly \$ 2,451.17	\$ 2,568.91	\$ 2,710.06	\$ 2,839.58	\$ 2,980.69	\$ 3,121.95	\$ 3,274.95	\$ 3,434.92	\$ 3,434.92	\$ 3,610.82	\$ 3,699.45
	annual \$ 63,730.43	\$ 66,791.71	\$ 70,461.56	\$ 73,829.06	\$ 77,497.92	\$ 81,170.67	\$ 85,148.69	\$ 89,307.91	\$ 93,881.37	\$ 98,185.69	\$ 100,664.85
MM1	6	hourly \$ 38,715.140	\$ 40,565.415	\$ 42,581.275	\$ 44,599.271	\$ 46,784.992	\$ 48,465.412	\$ 50,985.511	\$ 53,483.775	\$ 56,128.421	\$ 57,508.161
	bi-wkly \$ 2,710.06	\$ 2,839.58	\$ 2,980.69	\$ 3,121.95	\$ 3,274.95	\$ 3,392.58	\$ 3,568.99	\$ 3,743.86	\$ 3,743.86	\$ 3,928.99	\$ 4,025.57
	annual \$ 70,461.56	\$ 73,829.06	\$ 77,497.92	\$ 81,170.67	\$ 85,148.69	\$ 88,207.05	\$ 92,793.63	\$ 97,340.47	\$ 102,153.73	\$ 104,664.85	\$ 104,664.85
MM1	7	hourly \$ 42,581.275	\$ 44,599.271	\$ 46,784.992	\$ 48,465.412	\$ 50,985.511	\$ 53,509.865	\$ 56,029.963	\$ 58,778.486	\$ 61,581.936	\$ 63,098.012
	bi-wkly \$ 2,980.69	\$ 3,121.95	\$ 3,274.95	\$ 3,392.58	\$ 3,568.99	\$ 3,745.69	\$ 3,922.10	\$ 4,114.49	\$ 4,114.49	\$ 4,310.74	\$ 4,416.86
	annual \$ 77,497.92	\$ 81,170.67	\$ 85,148.69	\$ 88,207.05	\$ 92,793.63	\$ 97,387.95	\$ 101,974.53	\$ 106,976.85	\$ 112,079.12	\$ 114,838.38	\$ 114,838.38
MM1	8	hourly \$ 46,784.992	\$ 48,465.412	\$ 50,985.511	\$ 53,509.865	\$ 56,029.963	\$ 58,551.131	\$ 61,242.140	\$ 64,251.034	\$ 67,218.675	\$ 68,875.670
	bi-wkly \$ 3,274.95	\$ 3,392.58	\$ 3,568.99	\$ 3,745.69	\$ 3,922.10	\$ 4,098.58	\$ 4,286.95	\$ 4,497.57	\$ 4,497.57	\$ 4,705.31	\$ 4,821.30
	annual \$ 85,148.69	\$ 88,207.05	\$ 92,793.63	\$ 97,387.95	\$ 101,974.53	\$ 106,563.06	\$ 111,460.70	\$ 116,936.88	\$ 122,337.99	\$ 125,353.72	\$ 125,353.72
MM1	9	hourly \$ 50,985.511	\$ 53,509.865	\$ 56,029.963	\$ 58,551.131	\$ 61,242.140	\$ 63,090.286	\$ 65,779.706	\$ 69,015.950	\$ 72,126.939	\$ 73,906.640
	bi-wkly \$ 3,568.99	\$ 3,745.69	\$ 3,922.10	\$ 4,098.58	\$ 4,286.95	\$ 4,416.32	\$ 4,604.58	\$ 4,831.12	\$ 4,831.12	\$ 5,048.89	\$ 5,173.46
	annual \$ 92,793.63	\$ 97,387.95	\$ 101,974.53	\$ 106,563.06	\$ 111,460.70	\$ 114,824.32	\$ 119,719.07	\$ 125,609.03	\$ 131,271.03	\$ 134,510.09	\$ 134,510.09

Sal Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 56,029,963	\$ 58,551,131	\$ 61,242,140	\$ 63,090,286	\$ 65,779,706	\$ 68,301,398	\$ 71,160,669	\$ 74,666,335	\$ 77,946,398	\$ 79,871,588
	bi-wkly \$ 3,922.10	\$ 4,098.58	\$ 4,286.95	\$ 4,416.32	\$ 4,604.58	\$ 4,781.10	\$ 4,981.25	\$ 5,226.64	\$ 5,456.25	\$ 5,591.01	\$ 5,591.01
	annual \$ 101,974.53	\$ 106,563.06	\$ 111,460.70	\$ 114,824.32	\$ 119,719.07	\$ 124,308.54	\$ 129,512.42	\$ 135,892.73	\$ 141,862.44	\$ 145,366.29	\$ 145,366.29
MM1	11	hourly \$ 61,242,140	\$ 63,090,286	\$ 65,779,706	\$ 68,301,398	\$ 71,160,669	\$ 73,009,344	\$ 75,529,974	\$ 79,252,883	\$ 82,670,963	\$ 84,714,265
	bi-wkly \$ 4,286.95	\$ 4,416.32	\$ 4,604.58	\$ 4,781.10	\$ 4,981.25	\$ 5,110.65	\$ 5,287.10	\$ 5,547.70	\$ 5,786.97	\$ 5,930.00	\$ 5,930.00
	annual \$ 111,460.70	\$ 114,824.32	\$ 119,719.07	\$ 124,308.54	\$ 129,512.42	\$ 132,877.01	\$ 137,464.55	\$ 144,240.25	\$ 150,461.15	\$ 154,179.96	\$ 154,179.96
MM1	12	hourly \$ 65,779,706	\$ 68,301,398	\$ 71,160,669	\$ 73,009,344	\$ 75,529,974	\$ 78,052,202	\$ 82,253,253	\$ 85,761,233	\$ 87,881,791	\$ 87,881,791
	bi-wkly \$ 4,604.58	\$ 4,781.10	\$ 4,981.25	\$ 5,110.65	\$ 5,287.10	\$ 5,463.65	\$ 5,757.73	\$ 6,003.29	\$ 6,151.73	\$ 6,151.73	\$ 6,151.73
	annual \$ 119,719.07	\$ 124,308.54	\$ 129,512.42	\$ 132,877.01	\$ 137,464.55	\$ 142,055.01	\$ 142,055.01	\$ 149,700.92	\$ 156,085.44	\$ 159,944.86	\$ 159,944.86
MM1	13	hourly \$ 71,160,669	\$ 73,009,344	\$ 75,529,974	\$ 78,052,202	\$ 81,582,369	\$ 84,440,567	\$ 88,253,253	\$ 91,423,896	\$ 94,216,941	\$ 96,809,980
	bi-wkly \$ 4,981.25	\$ 5,110.65	\$ 5,287.10	\$ 5,463.65	\$ 5,687.14	\$ 5,922.28	\$ 6,163.02	\$ 6,413.02	\$ 6,673.02	\$ 6,943.02	\$ 7,213.02
	annual \$ 129,512.42	\$ 132,877.01	\$ 137,464.55	\$ 142,055.01	\$ 142,665.52	\$ 143,579.35	\$ 148,479.91	\$ 155,806.03	\$ 162,374.83	\$ 166,391.49	\$ 166,391.49
MM1	14	hourly \$ 75,529,974	\$ 78,052,202	\$ 81,582,369	\$ 84,440,567	\$ 88,253,253	\$ 91,423,896	\$ 94,216,941	\$ 96,809,980	\$ 99,403,025	\$ 102,000,070
	bi-wkly \$ 5,287.10	\$ 5,463.65	\$ 5,687.14	\$ 5,922.28	\$ 6,163.02	\$ 6,413.02	\$ 6,673.02	\$ 6,943.02	\$ 7,213.02	\$ 7,483.02	\$ 7,753.02
	annual \$ 137,464.55	\$ 142,055.01	\$ 142,665.52	\$ 143,579.35	\$ 148,479.91	\$ 153,681.83	\$ 157,320.67	\$ 165,091.59	\$ 171,938.43	\$ 176,194.16	\$ 176,194.16

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-2-2027
\$750.00 (\$.412087 hrly) Wage Increase

Sal Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 29,377.487	\$ 30,721.932	\$ 32,235.690	\$ 33,580.670	\$ 35,428.809	\$ 37,110.826	\$ 39,127.227	\$ 41,009.982	\$ 43,268.261	\$ 44,316.193
	bi-wkly \$ 2,056.42	\$ 2,150.54	\$ 2,256.50	\$ 2,350.65	\$ 2,480.02	\$ 2,597.76	\$ 2,738.91	\$ 2,868.43	\$ 2,870.70	\$ 3,028.78	\$ 3,102.13
	annual \$ 53,467.03	\$ 55,913.92	\$ 58,668.96	\$ 61,116.82	\$ 64,480.43	\$ 67,541.70	\$ 71,211.55	\$ 74,579.05	\$ 74,638.17	\$ 78,748.24	\$ 80,655.47
MM1	4	hourly \$ 32,235.690	\$ 33,580.670	\$ 35,428.809	\$ 37,110.826	\$ 39,127.227	\$ 40,977.502	\$ 42,993.362	\$ 45,069.400	\$ 47,449.522	\$ 48,601.984
	bi-wkly \$ 2,256.50	\$ 2,350.65	\$ 2,480.02	\$ 2,597.76	\$ 2,738.91	\$ 2,868.43	\$ 3,009.54	\$ 3,154.86	\$ 3,321.47	\$ 3,402.14	\$ 3,402.14
	annual \$ 58,668.96	\$ 61,116.82	\$ 64,480.43	\$ 67,541.70	\$ 71,211.55	\$ 74,579.05	\$ 78,247.92	\$ 82,026.31	\$ 86,358.13	\$ 88,455.61	\$ 88,455.61
MM1	5	hourly \$ 35,428.809	\$ 37,110.826	\$ 39,127.227	\$ 40,977.502	\$ 42,993.362	\$ 45,011.358	\$ 47,197.079	\$ 49,482.367	\$ 51,995.257	\$ 53,261.365
	bi-wkly \$ 2,480.02	\$ 2,597.76	\$ 2,738.91	\$ 2,868.43	\$ 3,009.54	\$ 3,150.80	\$ 3,303.80	\$ 3,463.77	\$ 3,639.67	\$ 3,828.30	\$ 3,728.30
	annual \$ 64,480.43	\$ 67,541.70	\$ 71,211.55	\$ 74,579.05	\$ 78,247.92	\$ 81,920.67	\$ 85,898.68	\$ 90,057.91	\$ 94,631.37	\$ 96,935.68	\$ 96,935.68
MM1	6	hourly \$ 39,127.227	\$ 40,977.502	\$ 42,993.362	\$ 45,011.358	\$ 47,197.079	\$ 48,877.499	\$ 51,397.598	\$ 53,895.862	\$ 56,540.508	\$ 57,920.248
	bi-wkly \$ 2,738.91	\$ 2,868.43	\$ 3,009.54	\$ 3,150.80	\$ 3,303.80	\$ 3,421.42	\$ 3,597.83	\$ 3,772.71	\$ 3,957.84	\$ 4,143.34	\$ 4,054.42
	annual \$ 71,211.55	\$ 74,579.05	\$ 78,247.92	\$ 81,920.67	\$ 85,898.68	\$ 88,957.05	\$ 93,543.63	\$ 98,090.47	\$ 102,903.73	\$ 105,414.85	\$ 105,414.85
MM1	7	hourly \$ 42,993.362	\$ 45,011.358	\$ 47,197.079	\$ 48,877.499	\$ 51,397.598	\$ 53,921.952	\$ 56,442.050	\$ 59,190.573	\$ 61,994.023	\$ 63,510.099
	bi-wkly \$ 3,009.54	\$ 3,150.80	\$ 3,303.80	\$ 3,421.42	\$ 3,597.83	\$ 3,774.54	\$ 3,950.94	\$ 4,143.34	\$ 4,339.58	\$ 4,539.58	\$ 4,445.71
	annual \$ 78,247.92	\$ 81,920.67	\$ 85,898.68	\$ 88,957.05	\$ 93,543.63	\$ 98,137.95	\$ 102,724.53	\$ 107,726.84	\$ 112,829.12	\$ 115,588.38	\$ 115,588.38
MM1	8	hourly \$ 47,197.079	\$ 48,877.499	\$ 51,397.598	\$ 53,921.952	\$ 56,442.050	\$ 58,963.218	\$ 61,654.227	\$ 64,663.121	\$ 67,630.762	\$ 69,287.757
	bi-wkly \$ 3,303.80	\$ 3,421.42	\$ 3,597.83	\$ 3,774.54	\$ 3,950.94	\$ 4,127.43	\$ 4,315.80	\$ 4,526.42	\$ 4,734.15	\$ 4,949.15	\$ 4,850.14
	annual \$ 85,898.68	\$ 88,957.05	\$ 93,543.63	\$ 98,137.95	\$ 102,724.53	\$ 107,313.06	\$ 112,210.69	\$ 117,686.88	\$ 123,087.99	\$ 126,103.72	\$ 126,103.72
MM1	9	hourly \$ 51,397.598	\$ 53,921.952	\$ 56,442.050	\$ 58,963.218	\$ 61,654.227	\$ 63,502.373	\$ 66,191.793	\$ 69,428.037	\$ 72,539.026	\$ 74,318.727
	bi-wkly \$ 3,597.83	\$ 3,774.54	\$ 3,950.94	\$ 4,127.43	\$ 4,315.80	\$ 4,445.17	\$ 4,633.43	\$ 4,859.96	\$ 5,077.73	\$ 5,202.31	\$ 5,202.31
	annual \$ 93,543.63	\$ 98,137.95	\$ 102,724.53	\$ 107,313.06	\$ 112,210.69	\$ 115,574.32	\$ 120,469.06	\$ 126,359.03	\$ 132,021.03	\$ 135,260.08	\$ 135,260.08

Sai Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 56,442,050	\$ 58,963,218	\$ 61,654,227	\$ 63,502,373	\$ 66,191,793	\$ 68,713,485	\$ 71,572,756	\$ 75,078,422	\$ 78,358,485	\$ 80,283,675
	bi-wkly	\$ 3,950.94	\$ 4,127.43	\$ 4,315.80	\$ 4,445.17	\$ 4,633.43	\$ 4,809.94	\$ 5,010.09	\$ 5,255.49	\$ 5,485.09	\$ 5,619.86
	annual	\$ 102,724.53	\$ 107,313.06	\$ 112,210.69	\$ 115,574.32	\$ 120,469.06	\$ 125,058.54	\$ 130,262.42	\$ 136,642.73	\$ 142,612.44	\$ 146,116.29
MM1	11	hourly \$ 61,654,227	\$ 63,502,373	\$ 66,191,793	\$ 68,713,485	\$ 71,572,756	\$ 73,421,431	\$ 75,942,061	\$ 79,664,970	\$ 83,083,050	\$ 85,126,352
	bi-wkly	\$ 4,315.80	\$ 4,445.17	\$ 4,633.43	\$ 4,809.94	\$ 5,010.09	\$ 5,139.50	\$ 5,315.94	\$ 5,576.55	\$ 5,815.81	\$ 5,958.84
	annual	\$ 112,210.69	\$ 115,574.32	\$ 120,469.06	\$ 125,058.54	\$ 130,262.42	\$ 133,627.00	\$ 138,214.55	\$ 144,990.25	\$ 151,211.15	\$ 154,929.96
MM1	12	hourly \$ 66,191,793	\$ 68,713,485	\$ 71,572,756	\$ 73,421,431	\$ 75,942,061	\$ 78,464,289	\$ 81,994,456	\$ 86,653,400	\$ 89,629,028	\$ 91,835,983
	bi-wkly	\$ 4,633.43	\$ 4,809.94	\$ 5,010.09	\$ 5,139.50	\$ 5,315.94	\$ 5,492.50	\$ 5,739.61	\$ 6,021.39	\$ 6,274.03	\$ 6,428.52
	annual	\$ 120,469.06	\$ 125,058.54	\$ 130,262.42	\$ 133,627.00	\$ 138,214.55	\$ 142,805.01	\$ 149,229.91	\$ 156,556.02	\$ 163,124.83	\$ 167,141.49
MM1	13	hourly \$ 71,572,756	\$ 73,421,431	\$ 75,942,061	\$ 78,464,289	\$ 81,994,456	\$ 84,852,654	\$ 88,852,017	\$ 93,019,793	\$ 97,222,067	\$ 101,474,343
	bi-wkly	\$ 5,010.09	\$ 5,139.50	\$ 5,315.94	\$ 5,492.50	\$ 5,739.61	\$ 5,939.69	\$ 6,180.57	\$ 6,474.03	\$ 6,770.89	\$ 7,070.26
	annual	\$ 130,262.42	\$ 133,627.00	\$ 138,214.55	\$ 142,805.01	\$ 149,229.91	\$ 154,431.83	\$ 158,070.67	\$ 165,841.59	\$ 172,688.43	\$ 176,944.16
MM1	14	hourly \$ 75,942,061	\$ 78,464,289	\$ 81,994,456	\$ 84,852,654	\$ 88,852,017	\$ 93,019,793	\$ 97,222,067	\$ 101,474,343	\$ 105,766,619	\$ 110,108,895
	bi-wkly	\$ 5,315.94	\$ 5,492.50	\$ 5,739.61	\$ 5,939.69	\$ 6,180.57	\$ 6,474.03	\$ 6,770.89	\$ 7,070.26	\$ 7,373.12	\$ 7,679.49
	annual	\$ 138,214.55	\$ 142,805.01	\$ 149,229.91	\$ 154,431.83	\$ 158,070.67	\$ 165,841.59	\$ 172,688.43	\$ 176,944.16	\$ 181,200.90	\$ 185,456.64

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-7-2023
2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	5	hourly \$ 28,098.30	\$ 29,485.18	\$ 31,147.65	\$ 32,673.37	\$ 34,335.16	\$ 35,999.42	\$ 37,801.61	\$ 39,685.90	\$ 41,757.87	\$ 42,801.73
	bi-wkly \$	2,247.86	\$ 2,358.81	\$ 2,491.82	\$ 2,613.87	\$ 2,746.84	\$ 2,879.95	\$ 3,024.13	\$ 3,174.87	\$ 3,340.62	\$ 3,424.14
	annual \$	58,444.47	\$ 61,329.17	\$ 64,787.35	\$ 67,960.61	\$ 71,417.87	\$ 74,878.80	\$ 78,627.36	\$ 82,546.68	\$ 86,856.20	\$ 89,027.60
MM4	6	hourly \$ 31,147.65	\$ 32,673.37	\$ 34,335.18	\$ 35,999.42	\$ 37,801.61	\$ 39,187.17	\$ 41,265.08	\$ 43,324.97	\$ 45,505.73	\$ 46,643.21
	bi-wkly \$	2,491.82	\$ 2,613.87	\$ 2,746.84	\$ 2,879.95	\$ 3,024.13	\$ 3,134.97	\$ 3,301.21	\$ 3,466.00	\$ 3,640.45	\$ 3,731.46
	annual \$	64,787.35	\$ 67,960.62	\$ 71,417.88	\$ 74,878.80	\$ 78,627.36	\$ 81,509.32	\$ 85,831.37	\$ 90,115.96	\$ 94,651.59	\$ 97,017.88
MM4	7	hourly \$ 34,335.16	\$ 35,999.42	\$ 37,801.61	\$ 39,187.17	\$ 41,265.07	\$ 43,346.49	\$ 45,424.39	\$ 47,690.63	\$ 50,002.09	\$ 51,252.14
	bi-wkly \$	2,746.84	\$ 2,879.95	\$ 3,024.13	\$ 3,134.97	\$ 3,301.21	\$ 3,467.72	\$ 3,633.95	\$ 3,815.25	\$ 4,000.17	\$ 4,100.17
	annual \$	71,417.87	\$ 74,878.80	\$ 78,627.36	\$ 81,509.32	\$ 85,831.36	\$ 90,160.70	\$ 94,482.73	\$ 99,196.52	\$ 104,004.36	\$ 106,604.46
MM4	8	hourly \$ 37,801.61	\$ 39,187.17	\$ 41,265.07	\$ 43,346.49	\$ 45,424.39	\$ 47,503.17	\$ 49,722.00	\$ 52,202.92	\$ 54,649.76	\$ 56,016.06
	bi-wkly \$	3,024.13	\$ 3,134.97	\$ 3,301.21	\$ 3,467.72	\$ 3,633.95	\$ 3,800.25	\$ 3,977.76	\$ 4,176.23	\$ 4,371.98	\$ 4,481.28
	annual \$	78,627.36	\$ 81,509.32	\$ 85,831.36	\$ 90,160.70	\$ 94,482.73	\$ 98,806.59	\$ 103,421.76	\$ 108,582.08	\$ 113,671.50	\$ 116,513.29
MM4	9	hourly \$ 41,265.08	\$ 43,346.49	\$ 45,424.38	\$ 47,503.17	\$ 49,721.99	\$ 51,245.85	\$ 53,463.37	\$ 56,131.74	\$ 58,696.85	\$ 60,164.28
	bi-wkly \$	3,301.21	\$ 3,467.72	\$ 3,633.95	\$ 3,800.25	\$ 3,977.76	\$ 4,099.67	\$ 4,277.07	\$ 4,490.54	\$ 4,695.75	\$ 4,813.14
	annual \$	85,831.38	\$ 90,160.70	\$ 94,482.73	\$ 98,806.61	\$ 103,421.76	\$ 106,591.39	\$ 111,203.81	\$ 116,754.04	\$ 122,089.47	\$ 125,141.70
MM4	10	hourly \$ 45,424.39	\$ 47,503.17	\$ 49,722.00	\$ 51,245.85	\$ 53,463.36	\$ 55,542.58	\$ 57,900.14	\$ 60,790.83	\$ 63,495.19	\$ 65,082.57
	bi-wkly \$	3,633.95	\$ 3,800.25	\$ 3,977.76	\$ 4,099.67	\$ 4,277.07	\$ 4,443.41	\$ 4,632.01	\$ 4,863.25	\$ 5,079.62	\$ 5,206.61
	annual \$	94,482.73	\$ 98,806.59	\$ 103,421.76	\$ 106,591.37	\$ 111,203.80	\$ 115,528.57	\$ 120,432.29	\$ 126,444.62	\$ 132,070.01	\$ 135,371.76
MM4	11	hourly \$ 49,721.99	\$ 51,245.87	\$ 53,463.22	\$ 55,542.49	\$ 57,900.13	\$ 59,424.39	\$ 61,502.64	\$ 64,572.40	\$ 67,390.71	\$ 69,075.48
	bi-wkly \$	3,977.76	\$ 4,099.66	\$ 4,277.06	\$ 4,443.40	\$ 4,632.01	\$ 4,753.95	\$ 4,920.21	\$ 5,165.79	\$ 5,391.26	\$ 5,526.04
	annual \$	103,421.75	\$ 106,591.24	\$ 111,203.51	\$ 115,528.38	\$ 120,432.29	\$ 123,602.73	\$ 127,925.49	\$ 134,310.59	\$ 140,172.69	\$ 143,677.00
MM4	12	hourly \$ 53,463.36	\$ 55,542.58	\$ 57,900.14	\$ 59,424.35	\$ 61,502.75	\$ 63,582.37	\$ 63,859.07	\$ 67,046.32	\$ 69,938.69	\$ 71,687.16
	bi-wkly \$	4,277.07	\$ 4,443.41	\$ 4,632.01	\$ 4,753.95	\$ 4,920.22	\$ 5,086.59	\$ 5,108.72	\$ 5,363.71	\$ 5,595.10	\$ 5,734.97
	annual \$	111,203.80	\$ 115,528.57	\$ 120,432.29	\$ 123,602.83	\$ 127,925.77	\$ 132,251.47	\$ 132,826.76	\$ 139,456.37	\$ 145,472.48	\$ 149,109.29

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-6-2024
\$500.00 (\$.240384 hrly) Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	5	hourly \$ 28,338.66	\$ 29,725.56	\$ 31,388.14	\$ 32,913.75	\$ 34,575.90	\$ 36,239.80	\$ 38,041.99	\$ 39,926.90	\$ 41,998.71	\$ 43,042.14
	bi-wkly \$	2,267.09	\$ 2,378.05	\$ 2,511.05	\$ 2,633.10	\$ 2,766.07	\$ 2,899.18	\$ 3,043.36	\$ 3,194.10	\$ 3,359.85	\$ 3,443.37
	annual \$	58,944.47	\$ 61,829.17	\$ 65,287.35	\$ 68,460.61	\$ 71,917.87	\$ 75,378.79	\$ 79,127.36	\$ 83,046.68	\$ 87,356.20	\$ 89,527.60
MM4	6	hourly \$ 31,388.14	\$ 32,913.75	\$ 34,575.90	\$ 36,239.80	\$ 38,042.00	\$ 39,427.56	\$ 41,505.46	\$ 43,565.36	\$ 45,745.97	\$ 46,883.59
	bi-wkly \$	2,511.05	\$ 2,633.10	\$ 2,766.07	\$ 2,899.18	\$ 3,043.36	\$ 3,154.20	\$ 3,320.44	\$ 3,485.23	\$ 3,659.68	\$ 3,750.69
	annual \$	65,287.35	\$ 68,460.62	\$ 71,917.88	\$ 75,378.79	\$ 79,127.36	\$ 82,009.32	\$ 86,331.37	\$ 90,615.96	\$ 95,151.59	\$ 97,517.88
MM4	7	hourly \$ 34,575.90	\$ 36,239.80	\$ 38,041.99	\$ 39,427.55	\$ 41,505.45	\$ 43,586.87	\$ 45,664.77	\$ 47,931.07	\$ 50,242.47	\$ 51,492.53
	bi-wkly \$	2,766.07	\$ 2,899.18	\$ 3,043.36	\$ 3,154.20	\$ 3,320.44	\$ 3,486.95	\$ 3,653.18	\$ 3,834.48	\$ 4,019.40	\$ 4,119.40
	annual \$	71,917.87	\$ 75,378.80	\$ 79,127.36	\$ 82,009.32	\$ 86,331.36	\$ 90,660.70	\$ 94,982.73	\$ 99,696.52	\$ 104,504.36	\$ 107,104.46
MM4	8	hourly \$ 38,041.99	\$ 39,427.55	\$ 41,505.45	\$ 43,586.87	\$ 45,664.77	\$ 47,743.54	\$ 49,962.38	\$ 52,443.30	\$ 54,890.14	\$ 56,256.39
	bi-wkly \$	3,043.36	\$ 3,154.20	\$ 3,320.44	\$ 3,486.95	\$ 3,653.18	\$ 3,819.48	\$ 3,996.99	\$ 4,195.46	\$ 4,391.21	\$ 4,500.51
	annual \$	79,127.36	\$ 82,009.32	\$ 86,331.36	\$ 90,660.70	\$ 94,982.73	\$ 99,306.59	\$ 103,921.76	\$ 109,082.08	\$ 114,171.50	\$ 117,013.29
MM4	9	hourly \$ 41,505.46	\$ 43,586.87	\$ 45,664.77	\$ 47,743.56	\$ 49,962.38	\$ 51,486.24	\$ 53,703.75	\$ 56,372.13	\$ 58,937.24	\$ 60,404.64
	bi-wkly \$	3,320.44	\$ 3,486.95	\$ 3,653.18	\$ 3,819.48	\$ 3,996.99	\$ 4,118.90	\$ 4,296.30	\$ 4,509.77	\$ 4,714.98	\$ 4,832.37
	annual \$	86,331.37	\$ 90,660.70	\$ 94,982.73	\$ 99,306.61	\$ 103,921.76	\$ 107,091.39	\$ 111,703.81	\$ 117,254.04	\$ 122,589.46	\$ 125,641.70
MM4	10	hourly \$ 45,664.77	\$ 47,743.55	\$ 49,962.38	\$ 51,486.23	\$ 53,703.74	\$ 56,372.12	\$ 58,937.22	\$ 61,031.06	\$ 63,735.81	\$ 65,322.95
	bi-wkly \$	3,653.18	\$ 3,819.48	\$ 3,996.99	\$ 4,118.90	\$ 4,296.30	\$ 4,462.64	\$ 4,651.24	\$ 4,882.49	\$ 5,098.85	\$ 5,225.84
	annual \$	94,982.73	\$ 99,306.59	\$ 103,921.76	\$ 107,091.37	\$ 111,703.80	\$ 116,028.57	\$ 120,932.29	\$ 126,944.62	\$ 132,570.01	\$ 135,871.76
MM4	11	hourly \$ 49,962.37	\$ 51,486.17	\$ 53,703.60	\$ 55,782.87	\$ 58,140.52	\$ 59,664.77	\$ 61,743.02	\$ 64,812.78	\$ 67,631.09	\$ 69,315.86
	bi-wkly \$	3,996.99	\$ 4,118.89	\$ 4,296.29	\$ 4,462.63	\$ 4,651.24	\$ 4,773.18	\$ 4,939.44	\$ 5,185.02	\$ 5,410.49	\$ 5,545.27
	annual \$	103,921.75	\$ 107,091.24	\$ 111,703.51	\$ 116,028.38	\$ 120,932.28	\$ 124,102.73	\$ 128,425.49	\$ 134,810.59	\$ 140,672.69	\$ 144,177.00
MM4	12	hourly \$ 53,703.74	\$ 55,782.96	\$ 58,140.52	\$ 59,664.81	\$ 61,743.15	\$ 63,822.82	\$ 64,099.40	\$ 67,286.71	\$ 70,179.07	\$ 71,927.54
	bi-wkly \$	4,296.30	\$ 4,462.64	\$ 4,651.24	\$ 4,773.19	\$ 4,939.45	\$ 5,105.83	\$ 5,127.95	\$ 5,382.94	\$ 5,614.33	\$ 5,754.20
	annual \$	111,703.80	\$ 116,028.57	\$ 120,932.29	\$ 124,102.82	\$ 128,425.77	\$ 132,751.47	\$ 133,326.75	\$ 139,966.37	\$ 145,972.48	\$ 149,609.29

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-5-2024
2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	5	hourly \$ 28,905.459	\$ 30,320.075	\$ 32,015.911	\$ 33,572.030	\$ 35,267.418	\$ 36,964.601	\$ 38,802.838	\$ 40,724.815	\$ 42,838.134	\$ 43,902.956
	bi-wkly	\$ 2,312.44	\$ 2,425.61	\$ 2,561.27	\$ 2,685.76	\$ 2,821.39	\$ 2,957.17	\$ 3,104.23	\$ 3,257.99	\$ 3,427.05	\$ 3,512.24
	annual	\$ 60,123.36	\$ 63,065.76	\$ 66,593.10	\$ 69,829.82	\$ 73,356.23	\$ 76,886.37	\$ 80,709.90	\$ 84,707.62	\$ 89,103.32	\$ 91,318.15
MM4	6	hourly \$ 32,015.911	\$ 33,572.033	\$ 35,267.420	\$ 36,964.601	\$ 38,802.840	\$ 40,216.109	\$ 42,335.573	\$ 44,436.670	\$ 46,660.876	\$ 47,821.267
	bi-wkly	\$ 2,561.27	\$ 2,685.76	\$ 2,821.39	\$ 2,957.17	\$ 3,104.23	\$ 3,217.29	\$ 3,386.85	\$ 3,554.93	\$ 3,732.87	\$ 3,825.70
	annual	\$ 66,593.10	\$ 69,829.83	\$ 73,356.23	\$ 76,886.37	\$ 80,709.91	\$ 83,649.51	\$ 88,057.99	\$ 92,428.27	\$ 97,054.62	\$ 99,468.24
MM4	7	hourly \$ 35,267.418	\$ 36,964.602	\$ 38,802.838	\$ 40,216.109	\$ 42,335.568	\$ 44,458.613	\$ 46,578.070	\$ 48,889.637	\$ 51,247.328	\$ 52,522.380
	bi-wkly	\$ 2,821.39	\$ 2,957.17	\$ 3,104.23	\$ 3,217.29	\$ 3,386.85	\$ 3,556.69	\$ 3,726.25	\$ 3,911.17	\$ 4,099.79	\$ 4,201.79
	annual	\$ 73,356.23	\$ 76,886.37	\$ 80,709.90	\$ 83,649.51	\$ 88,057.98	\$ 92,473.92	\$ 96,882.39	\$ 101,690.45	\$ 106,594.44	\$ 109,246.55
MM4	8	hourly \$ 38,802.838	\$ 40,216.109	\$ 42,335.568	\$ 44,458.613	\$ 46,578.070	\$ 48,698.425	\$ 50,961.631	\$ 53,492.175	\$ 55,987.947	\$ 57,381.517
	bi-wkly	\$ 3,104.23	\$ 3,217.29	\$ 3,386.85	\$ 3,556.69	\$ 3,726.25	\$ 3,895.87	\$ 4,076.93	\$ 4,279.37	\$ 4,479.04	\$ 4,590.52
	annual	\$ 80,709.90	\$ 83,649.51	\$ 88,057.98	\$ 92,473.92	\$ 96,882.39	\$ 101,292.72	\$ 106,000.19	\$ 111,263.72	\$ 116,454.93	\$ 119,353.56
MM4	9	hourly \$ 42,335.577	\$ 44,458.613	\$ 46,578.068	\$ 48,698.432	\$ 50,961.630	\$ 52,515.967	\$ 54,777.829	\$ 57,499.574	\$ 60,115.986	\$ 61,612.757
	bi-wkly	\$ 3,386.85	\$ 3,556.69	\$ 3,726.25	\$ 3,895.87	\$ 4,076.93	\$ 4,201.28	\$ 4,382.23	\$ 4,599.97	\$ 4,809.28	\$ 4,929.02
	annual	\$ 88,058.00	\$ 92,473.92	\$ 96,882.38	\$ 101,292.74	\$ 106,000.19	\$ 109,233.21	\$ 113,937.88	\$ 119,599.11	\$ 125,041.25	\$ 128,154.54
MM4	10	hourly \$ 46,578.070	\$ 48,698.425	\$ 50,961.631	\$ 52,515.960	\$ 54,777.823	\$ 56,898.624	\$ 59,303.335	\$ 62,251.688	\$ 65,010.292	\$ 66,629.418
	bi-wkly	\$ 3,726.25	\$ 3,895.87	\$ 4,076.93	\$ 4,201.28	\$ 4,382.23	\$ 4,551.89	\$ 4,744.27	\$ 4,980.14	\$ 5,200.82	\$ 5,330.35
	annual	\$ 96,882.39	\$ 101,292.72	\$ 106,000.19	\$ 109,233.20	\$ 113,937.87	\$ 118,349.14	\$ 123,350.94	\$ 129,483.51	\$ 135,221.41	\$ 138,589.19
MM4	11	hourly \$ 50,961.626	\$ 52,515.894	\$ 54,777.680	\$ 56,898.533	\$ 59,303.331	\$ 60,858.069	\$ 62,977.885	\$ 66,109.040	\$ 68,983.720	\$ 70,702.183
	bi-wkly	\$ 4,076.93	\$ 4,201.27	\$ 4,382.21	\$ 4,551.88	\$ 4,744.27	\$ 4,868.65	\$ 5,038.23	\$ 5,288.72	\$ 5,518.70	\$ 5,656.17
	annual	\$ 106,000.18	\$ 109,233.06	\$ 113,937.57	\$ 118,348.95	\$ 123,350.93	\$ 126,584.78	\$ 130,994.00	\$ 137,506.80	\$ 143,486.14	\$ 147,060.54
MM4	12	hourly \$ 54,777.823	\$ 56,898.624	\$ 59,303.335	\$ 60,858.115	\$ 62,978.022	\$ 65,099.277	\$ 65,381.389	\$ 68,632.450	\$ 71,582.656	\$ 73,366.094
	bi-wkly	\$ 4,382.23	\$ 4,551.89	\$ 4,744.27	\$ 4,868.65	\$ 5,038.24	\$ 5,207.94	\$ 5,230.51	\$ 5,490.60	\$ 5,726.61	\$ 5,869.29
	annual	\$ 113,937.87	\$ 118,349.14	\$ 123,350.94	\$ 126,584.88	\$ 130,994.29	\$ 135,406.50	\$ 135,993.29	\$ 142,755.50	\$ 148,891.92	\$ 152,601.48

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-4-2025
\$250.00 (\$.120192 hrly) Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	5	hourly \$ 29,025.651	\$ 30,440.267	\$ 32,136.103	\$ 33,692.222	\$ 35,387.610	\$ 37,084.793	\$ 38,923.030	\$ 40,845.007	\$ 42,958.326	\$ 44,023.148
	bi-wkly \$ 2,322.05	\$ 2,435.22	\$ 2,570.89	\$ 2,695.38	\$ 2,831.01	\$ 2,966.78	\$ 3,113.84	\$ 3,267.60	\$ 3,436.67	\$ 3,521.85	\$ 3,521.85
	annual \$ 60,373.35	\$ 63,315.76	\$ 66,843.09	\$ 70,079.82	\$ 73,606.23	\$ 77,136.37	\$ 80,959.90	\$ 84,957.62	\$ 89,353.32	\$ 91,568.15	\$ 91,568.15
MM4	6	hourly \$ 32,136.103	\$ 33,692.225	\$ 35,387.612	\$ 37,084.793	\$ 38,923.032	\$ 40,336.301	\$ 42,455.765	\$ 44,556.862	\$ 46,781.068	\$ 47,941.459
	bi-wkly \$ 2,570.89	\$ 2,695.38	\$ 2,831.01	\$ 2,966.78	\$ 3,113.84	\$ 3,226.90	\$ 3,396.46	\$ 3,564.55	\$ 3,742.49	\$ 3,930.32	\$ 3,835.32
	annual \$ 66,843.09	\$ 70,079.83	\$ 73,606.23	\$ 77,136.37	\$ 80,959.91	\$ 83,899.51	\$ 88,307.99	\$ 92,678.27	\$ 97,304.62	\$ 99,718.24	\$ 99,718.24
MM4	7	hourly \$ 35,387.610	\$ 37,084.794	\$ 38,923.030	\$ 40,336.301	\$ 42,455.760	\$ 44,578.805	\$ 46,698.262	\$ 49,009.829	\$ 51,367.520	\$ 52,642.572
	bi-wkly \$ 2,831.01	\$ 2,966.78	\$ 3,113.84	\$ 3,226.90	\$ 3,396.46	\$ 3,566.30	\$ 3,735.86	\$ 3,920.79	\$ 4,109.40	\$ 4,211.41	\$ 4,211.41
	annual \$ 73,606.23	\$ 77,136.37	\$ 80,959.90	\$ 83,899.51	\$ 88,307.98	\$ 92,723.91	\$ 97,132.39	\$ 101,940.44	\$ 106,844.44	\$ 109,496.55	\$ 109,496.55
MM4	8	hourly \$ 38,923.030	\$ 40,336.301	\$ 42,455.760	\$ 44,578.805	\$ 46,698.262	\$ 48,818.617	\$ 51,081.823	\$ 53,612.367	\$ 56,108.139	\$ 57,501.709
	bi-wkly \$ 3,113.84	\$ 3,226.90	\$ 3,396.46	\$ 3,566.30	\$ 3,735.86	\$ 3,905.49	\$ 4,086.55	\$ 4,288.99	\$ 4,488.65	\$ 4,600.14	\$ 4,600.14
	annual \$ 80,959.90	\$ 83,899.51	\$ 88,307.98	\$ 92,723.91	\$ 97,132.39	\$ 101,542.72	\$ 106,250.19	\$ 111,513.72	\$ 116,704.93	\$ 119,603.56	\$ 119,603.56
MM4	9	hourly \$ 42,455.769	\$ 44,578.805	\$ 46,698.260	\$ 48,818.624	\$ 51,081.822	\$ 52,636.159	\$ 54,898.021	\$ 57,619.766	\$ 60,236.178	\$ 61,732.949
	bi-wkly \$ 3,396.46	\$ 3,566.30	\$ 3,735.86	\$ 3,905.49	\$ 4,086.55	\$ 4,210.89	\$ 4,391.84	\$ 4,609.58	\$ 4,818.89	\$ 4,938.64	\$ 4,938.64
	annual \$ 88,308.00	\$ 92,723.91	\$ 97,132.38	\$ 101,542.74	\$ 106,250.19	\$ 109,483.21	\$ 114,187.88	\$ 119,849.11	\$ 125,291.25	\$ 128,404.53	\$ 128,404.53
MM4	10	hourly \$ 46,698.262	\$ 48,818.617	\$ 51,081.823	\$ 52,636.152	\$ 54,898.015	\$ 57,018.816	\$ 59,423.527	\$ 62,371.880	\$ 65,130.484	\$ 66,749.610
	bi-wkly \$ 3,735.86	\$ 3,905.49	\$ 4,086.55	\$ 4,210.89	\$ 4,391.84	\$ 4,561.51	\$ 4,753.88	\$ 4,989.75	\$ 5,210.44	\$ 5,339.97	\$ 5,339.97
	annual \$ 97,132.39	\$ 101,542.72	\$ 106,250.19	\$ 109,483.20	\$ 114,187.87	\$ 118,599.14	\$ 123,600.94	\$ 129,733.51	\$ 135,471.41	\$ 138,839.19	\$ 138,839.19
MM4	11	hourly \$ 51,081.818	\$ 52,636.086	\$ 54,897.872	\$ 57,018.725	\$ 59,423.523	\$ 60,978.261	\$ 63,098.077	\$ 66,229.232	\$ 69,103.912	\$ 70,822.375
	bi-wkly \$ 4,086.55	\$ 4,210.89	\$ 4,391.83	\$ 4,561.50	\$ 4,753.88	\$ 4,878.26	\$ 5,047.85	\$ 5,298.34	\$ 5,528.31	\$ 5,665.79	\$ 5,665.79
	annual \$ 106,250.18	\$ 109,483.06	\$ 114,187.57	\$ 118,598.95	\$ 123,600.93	\$ 126,834.78	\$ 131,244.00	\$ 137,756.80	\$ 143,736.14	\$ 147,310.54	\$ 147,310.54
MM4	12	hourly \$ 54,898.015	\$ 57,018.816	\$ 59,423.527	\$ 60,978.307	\$ 63,098.214	\$ 65,219.469	\$ 65,501.581	\$ 68,752.642	\$ 71,702.848	\$ 73,486.286
	bi-wkly \$ 4,391.84	\$ 4,561.51	\$ 4,753.88	\$ 4,878.26	\$ 5,047.86	\$ 5,217.56	\$ 5,240.13	\$ 5,500.21	\$ 5,736.23	\$ 5,878.90	\$ 5,878.90
	annual \$ 114,187.87	\$ 118,599.14	\$ 123,600.94	\$ 126,834.88	\$ 131,244.29	\$ 135,656.50	\$ 136,243.29	\$ 143,005.50	\$ 149,141.92	\$ 152,851.48	\$ 152,851.48

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-4-2025
2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	5	hourly \$ 29,606.164	\$ 31,049.072	\$ 32,778.825	\$ 34,366.066	\$ 36,095.362	\$ 37,826.488	\$ 39,701.490	\$ 41,661.907	\$ 43,817.492	\$ 44,903.610
	bi-wkly	\$ 2,368.49	\$ 2,483.93	\$ 2,622.31	\$ 2,749.29	\$ 2,887.63	\$ 3,026.12	\$ 3,176.12	\$ 3,332.95	\$ 3,505.40	\$ 3,592.29
	annual	\$ 61,580.82	\$ 64,582.07	\$ 68,179.96	\$ 71,481.42	\$ 75,078.35	\$ 78,679.10	\$ 82,579.10	\$ 86,656.77	\$ 91,140.38	\$ 93,399.51
MM4	6	hourly \$ 32,778.825	\$ 34,366.069	\$ 36,095.364	\$ 37,826.488	\$ 39,701.492	\$ 41,143.027	\$ 43,304.880	\$ 45,447.999	\$ 47,716.689	\$ 48,900.288
	bi-wkly	\$ 2,622.31	\$ 2,749.29	\$ 2,887.63	\$ 3,026.12	\$ 3,176.12	\$ 3,291.44	\$ 3,464.39	\$ 3,635.84	\$ 3,817.34	\$ 3,912.02
	annual	\$ 68,179.96	\$ 71,481.42	\$ 75,078.36	\$ 78,679.10	\$ 82,579.10	\$ 85,577.50	\$ 90,074.15	\$ 94,531.84	\$ 99,250.71	\$ 101,712.60
MM4	7	hourly \$ 36,095.362	\$ 37,826.489	\$ 39,701.490	\$ 41,143.027	\$ 43,304.875	\$ 45,470.381	\$ 47,632.227	\$ 49,990.025	\$ 52,394.870	\$ 53,695.423
	bi-wkly	\$ 2,887.63	\$ 3,026.12	\$ 3,176.12	\$ 3,291.44	\$ 3,464.39	\$ 3,637.63	\$ 3,810.58	\$ 3,999.20	\$ 4,191.59	\$ 4,295.63
	annual	\$ 75,078.35	\$ 78,679.10	\$ 82,579.10	\$ 85,577.50	\$ 90,074.14	\$ 94,578.39	\$ 99,075.03	\$ 103,979.25	\$ 108,981.33	\$ 111,686.48
MM4	8	hourly \$ 39,701.490	\$ 41,143.027	\$ 43,304.875	\$ 45,470.381	\$ 47,632.227	\$ 49,794.989	\$ 52,103.459	\$ 54,684.614	\$ 57,230.301	\$ 58,651.743
	bi-wkly	\$ 3,176.12	\$ 3,291.44	\$ 3,464.39	\$ 3,637.63	\$ 3,810.58	\$ 3,983.60	\$ 4,168.28	\$ 4,374.77	\$ 4,578.42	\$ 4,692.14
	annual	\$ 82,579.10	\$ 85,577.50	\$ 90,074.14	\$ 94,578.39	\$ 99,075.03	\$ 103,573.58	\$ 108,375.20	\$ 113,744.00	\$ 119,039.03	\$ 121,995.63
MM4	9	hourly \$ 43,304.884	\$ 45,470.381	\$ 47,632.225	\$ 49,794.996	\$ 52,103.458	\$ 53,688.882	\$ 55,995.981	\$ 58,772.161	\$ 61,440.901	\$ 62,967.607
	bi-wkly	\$ 3,464.39	\$ 3,637.63	\$ 3,810.58	\$ 3,983.60	\$ 4,168.28	\$ 4,295.11	\$ 4,479.68	\$ 4,701.77	\$ 4,915.27	\$ 5,037.41
	annual	\$ 90,074.16	\$ 94,578.39	\$ 99,075.03	\$ 103,573.59	\$ 108,375.19	\$ 111,672.88	\$ 116,471.64	\$ 122,246.10	\$ 127,797.07	\$ 130,972.62
MM4	10	hourly \$ 47,632.227	\$ 49,794.989	\$ 52,103.459	\$ 53,688.875	\$ 55,995.975	\$ 58,159.192	\$ 60,611.997	\$ 63,619.317	\$ 66,433.093	\$ 68,084.602
	bi-wkly	\$ 3,810.58	\$ 3,983.60	\$ 4,168.28	\$ 4,295.11	\$ 4,479.68	\$ 4,652.74	\$ 4,848.96	\$ 5,089.55	\$ 5,314.65	\$ 5,446.77
	annual	\$ 99,075.03	\$ 103,573.58	\$ 108,375.20	\$ 111,672.86	\$ 116,471.63	\$ 120,971.12	\$ 126,072.95	\$ 132,328.18	\$ 138,180.83	\$ 141,615.97
MM4	11	hourly \$ 52,103.454	\$ 53,688.807	\$ 55,995.829	\$ 58,159.099	\$ 60,611.993	\$ 62,197.826	\$ 64,360.038	\$ 67,553.816	\$ 70,485.990	\$ 72,238.822
	bi-wkly	\$ 4,168.28	\$ 4,295.10	\$ 4,479.67	\$ 4,652.73	\$ 4,848.96	\$ 4,975.83	\$ 5,148.80	\$ 5,404.31	\$ 5,638.88	\$ 5,779.11
	annual	\$ 108,375.18	\$ 111,672.72	\$ 116,471.32	\$ 120,970.93	\$ 126,072.95	\$ 129,371.48	\$ 133,868.88	\$ 140,511.94	\$ 146,610.86	\$ 150,256.75
MM4	12	hourly \$ 55,995.975	\$ 58,159.192	\$ 60,611.997	\$ 62,197.873	\$ 64,360.178	\$ 66,523.858	\$ 68,811.612	\$ 70,127.694	\$ 73,136.904	\$ 74,956.011
	bi-wkly	\$ 4,479.68	\$ 4,652.74	\$ 4,848.96	\$ 4,975.83	\$ 5,148.81	\$ 5,321.91	\$ 5,344.93	\$ 5,610.22	\$ 5,850.95	\$ 5,996.48
	annual	\$ 116,471.63	\$ 120,971.12	\$ 126,072.95	\$ 129,371.58	\$ 133,869.17	\$ 138,369.63	\$ 138,968.15	\$ 145,865.60	\$ 152,124.76	\$ 155,908.50

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-3-2026
\$900.00 (\$.432692 hrly) Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	5	hourly \$ 30,038.56	31,481.76	33,211.57	34,798.75	36,528.05	38,259.18	40,134.18	42,094.59	44,250.18	45,336.30
	bi-wkly	\$ 2,403.11	2,518.54	2,656.92	2,783.90	2,922.24	3,060.73	3,210.73	3,367.57	3,540.01	3,626.90
	annual	\$ 62,480.82	65,482.07	69,079.96	72,381.42	75,978.35	79,579.09	83,479.10	87,556.77	92,040.38	94,299.51
MM4	6	hourly \$ 33,211.57	34,798.76	36,528.05	38,259.18	40,134.18	41,575.71	43,737.52	45,880.69	48,149.38	49,332.98
	bi-wkly	\$ 2,656.92	2,783.90	2,922.24	3,060.73	3,210.73	3,326.06	3,499.01	3,670.46	3,851.95	3,946.64
	annual	\$ 69,079.96	72,381.42	75,978.36	79,579.09	83,479.10	86,477.50	90,974.15	95,431.84	100,150.71	102,612.60
MM4	7	hourly \$ 36,528.05	38,259.18	40,134.18	41,575.71	43,737.56	45,903.07	48,064.91	50,422.77	52,827.56	54,128.15
	bi-wkly	\$ 2,922.24	3,060.73	3,210.73	3,326.06	3,499.01	3,672.25	3,845.19	4,033.82	4,226.20	4,330.25
	annual	\$ 75,978.35	79,579.10	83,479.10	86,477.50	90,974.14	95,478.39	99,975.03	104,879.25	109,881.33	112,586.48
MM4	8	hourly \$ 40,134.18	41,575.71	43,737.56	45,903.07	48,064.91	50,227.68	52,536.15	55,117.30	57,662.99	59,084.35
	bi-wkly	\$ 3,210.73	3,326.06	3,499.01	3,672.25	3,845.19	4,018.21	4,202.89	4,409.38	4,613.04	4,726.75
	annual	\$ 83,479.10	86,477.50	90,974.14	95,478.39	99,975.03	104,473.58	109,275.19	114,644.00	119,939.03	122,895.63
MM4	9	hourly \$ 43,737.56	45,903.07	48,064.91	50,227.68	52,536.15	54,121.57	56,428.67	59,204.85	61,873.59	63,400.29
	bi-wkly	\$ 3,499.01	3,672.25	3,845.19	4,018.22	4,202.89	4,329.73	4,514.29	4,736.39	4,949.89	5,072.02
	annual	\$ 90,974.16	95,478.39	99,975.03	104,473.59	109,275.19	112,572.87	117,371.64	123,146.09	128,697.07	131,872.62
MM4	10	hourly \$ 48,064.91	50,227.68	52,536.15	54,121.56	56,428.66	58,591.88	61,044.89	64,052.09	66,865.78	68,517.29
	bi-wkly	\$ 3,845.19	4,018.21	4,202.89	4,329.73	4,514.29	4,687.35	4,883.58	5,124.16	5,349.26	5,481.38
	annual	\$ 99,975.03	104,473.58	109,275.19	112,572.86	117,371.63	121,871.12	126,972.95	133,228.18	139,080.83	142,515.97
MM4	11	hourly \$ 52,536.14	54,121.49	56,428.52	58,591.79	61,044.85	62,630.51	64,792.70	67,986.50	70,918.62	72,671.51
	bi-wkly	\$ 4,202.89	4,329.72	4,514.28	4,687.34	4,883.57	5,010.44	5,183.42	5,438.92	5,673.49	5,813.72
	annual	\$ 109,275.18	112,572.72	117,371.32	121,870.93	126,972.95	130,271.48	134,768.88	141,411.94	147,510.86	151,156.75
MM4	12	hourly \$ 56,428.66	58,591.88	61,044.89	62,630.56	64,792.87	66,956.50	67,244.30	70,560.38	73,569.96	75,388.70
	bi-wkly	\$ 4,514.29	4,687.35	4,883.58	5,010.45	5,183.43	5,356.52	5,379.54	5,644.83	5,885.57	6,031.10
	annual	\$ 117,371.63	121,871.12	126,972.95	130,271.58	134,769.17	139,269.62	139,868.15	146,765.60	153,024.76	156,808.50

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-3-2026
2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	5	hourly \$ 30,639.63	\$ 32,111.39	\$ 33,875.74	\$ 35,494.73	\$ 37,258.65	\$ 39,024.36	\$ 40,936.86	\$ 42,936.49	\$ 45,135.18	\$ 46,243.02
	bi-wkly	\$ 2,451.17	\$ 2,568.91	\$ 2,710.06	\$ 2,839.58	\$ 2,980.69	\$ 3,121.95	\$ 3,274.95	\$ 3,434.92	\$ 3,610.81	\$ 3,699.44
	annual	\$ 63,730.44	\$ 66,791.71	\$ 70,461.55	\$ 73,829.05	\$ 77,497.92	\$ 81,170.68	\$ 85,148.68	\$ 89,307.90	\$ 93,881.19	\$ 96,185.50
MM4	6	hourly \$ 33,875.74	\$ 35,494.73	\$ 37,258.67	\$ 39,024.36	\$ 40,936.87	\$ 42,407.23	\$ 44,612.32	\$ 46,798.30	\$ 49,112.36	\$ 50,319.63
	bi-wkly	\$ 2,710.06	\$ 2,839.58	\$ 2,980.69	\$ 3,121.95	\$ 3,274.95	\$ 3,392.58	\$ 3,568.99	\$ 3,743.86	\$ 3,928.99	\$ 4,025.57
	annual	\$ 70,461.55	\$ 73,829.05	\$ 77,497.92	\$ 81,170.68	\$ 85,148.68	\$ 88,207.05	\$ 92,793.63	\$ 97,340.47	\$ 102,153.73	\$ 104,664.85
MM4	7	hourly \$ 37,258.65	\$ 39,024.36	\$ 40,936.86	\$ 42,407.23	\$ 44,612.31	\$ 46,821.13	\$ 49,026.21	\$ 51,431.17	\$ 53,884.13	\$ 55,210.67
	bi-wkly	\$ 2,980.69	\$ 3,121.95	\$ 3,274.95	\$ 3,392.58	\$ 3,568.99	\$ 3,745.69	\$ 3,922.10	\$ 4,114.49	\$ 4,310.73	\$ 4,416.85
	annual	\$ 77,497.92	\$ 81,170.68	\$ 85,148.68	\$ 88,207.05	\$ 92,793.62	\$ 97,387.96	\$ 101,974.53	\$ 106,976.84	\$ 112,078.96	\$ 114,838.21
MM4	8	hourly \$ 40,936.86	\$ 42,407.23	\$ 44,612.31	\$ 46,821.13	\$ 49,026.21	\$ 51,232.23	\$ 53,586.87	\$ 56,219.65	\$ 58,816.25	\$ 60,266.12
	bi-wkly	\$ 3,274.95	\$ 3,392.58	\$ 3,568.99	\$ 3,745.69	\$ 3,922.10	\$ 4,098.58	\$ 4,286.95	\$ 4,497.57	\$ 4,705.30	\$ 4,821.29
	annual	\$ 85,148.68	\$ 88,207.05	\$ 92,793.62	\$ 97,387.96	\$ 101,974.53	\$ 106,563.05	\$ 111,460.70	\$ 116,936.88	\$ 122,337.80	\$ 125,353.54
MM4	9	hourly \$ 44,612.32	\$ 46,821.13	\$ 49,026.21	\$ 51,232.24	\$ 53,586.87	\$ 55,204.00	\$ 57,557.24	\$ 60,388.95	\$ 63,111.06	\$ 64,668.30
	bi-wkly	\$ 3,568.99	\$ 3,745.69	\$ 3,922.10	\$ 4,098.58	\$ 4,286.95	\$ 4,416.32	\$ 4,604.58	\$ 4,831.12	\$ 5,048.89	\$ 5,173.46
	annual	\$ 92,793.64	\$ 97,387.96	\$ 101,974.53	\$ 106,563.06	\$ 111,460.70	\$ 114,824.33	\$ 119,719.07	\$ 125,609.02	\$ 131,271.01	\$ 134,510.07
MM4	10	hourly \$ 49,026.21	\$ 51,232.23	\$ 53,586.87	\$ 55,203.99	\$ 57,557.24	\$ 59,763.72	\$ 62,265.82	\$ 65,333.04	\$ 68,203.10	\$ 69,887.63
	bi-wkly	\$ 3,922.10	\$ 4,098.58	\$ 4,286.95	\$ 4,416.32	\$ 4,604.58	\$ 4,781.10	\$ 4,981.25	\$ 5,226.64	\$ 5,456.25	\$ 5,591.01
	annual	\$ 101,974.53	\$ 106,563.05	\$ 111,460.70	\$ 114,824.32	\$ 119,719.06	\$ 124,308.54	\$ 129,512.41	\$ 135,892.74	\$ 141,862.45	\$ 145,366.29
MM4	11	hourly \$ 53,586.86	\$ 55,203.92	\$ 57,557.09	\$ 59,763.62	\$ 62,265.57	\$ 63,883.12	\$ 66,088.54	\$ 69,346.23	\$ 72,337.05	\$ 74,124.94
	bi-wkly	\$ 4,286.95	\$ 4,416.31	\$ 4,604.57	\$ 4,781.09	\$ 4,981.25	\$ 5,110.65	\$ 5,287.09	\$ 5,547.70	\$ 5,786.96	\$ 5,930.00
	annual	\$ 114,460.69	\$ 119,718.75	\$ 124,308.34	\$ 129,512.40	\$ 132,876.91	\$ 137,464.26	\$ 144,240.18	\$ 150,461.07	\$ 154,179.88	
MM4	12	hourly \$ 57,557.24	\$ 59,763.72	\$ 62,265.58	\$ 63,883.17	\$ 66,088.72	\$ 68,295.68	\$ 68,589.19	\$ 71,971.59	\$ 75,040.98	\$ 76,896.47
	bi-wkly	\$ 4,604.58	\$ 4,781.10	\$ 4,981.25	\$ 5,110.65	\$ 5,287.10	\$ 5,463.65	\$ 5,487.14	\$ 5,757.73	\$ 6,003.28	\$ 6,151.72
	annual	\$ 119,719.06	\$ 124,308.54	\$ 129,512.41	\$ 132,877.01	\$ 137,464.55	\$ 142,055.02	\$ 142,665.52	\$ 149,700.91	\$ 156,085.25	\$ 159,944.67

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-2-2027
\$750.00 (\$.360576 hrly) Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	5	hourly \$ 31,000.209	\$ 32,471.975	\$ 34,236.323	\$ 35,855.309	\$ 37,619.191	\$ 39,384.939	\$ 41,297.441	\$ 43,297.066	\$ 45,495.763	\$ 46,603.604
	bi-wkly	\$ 2,480.02	\$ 2,597.76	\$ 2,738.91	\$ 2,868.42	\$ 3,009.54	\$ 3,150.80	\$ 3,303.80	\$ 3,463.77	\$ 3,639.66	\$ 3,728.29
	annual	\$ 64,480.44	\$ 67,541.71	\$ 71,211.55	\$ 74,579.04	\$ 78,247.92	\$ 81,920.67	\$ 85,898.68	\$ 90,057.90	\$ 94,631.19	\$ 96,935.50
MM4	6	hourly \$ 34,236.323	\$ 35,855.312	\$ 37,619.193	\$ 39,384.939	\$ 41,297.443	\$ 42,767.809	\$ 44,972.899	\$ 47,158.880	\$ 49,472.944	\$ 50,680.215
	bi-wkly	\$ 2,738.91	\$ 2,868.42	\$ 3,009.54	\$ 3,150.80	\$ 3,303.80	\$ 3,421.42	\$ 3,597.83	\$ 3,772.71	\$ 3,957.84	\$ 4,054.42
	annual	\$ 71,211.55	\$ 74,579.05	\$ 78,247.92	\$ 81,920.67	\$ 85,898.68	\$ 88,957.04	\$ 93,543.63	\$ 98,090.47	\$ 102,903.72	\$ 105,414.85
MM4	7	hourly \$ 37,619.191	\$ 39,384.940	\$ 41,297.441	\$ 42,767.809	\$ 44,972.894	\$ 47,181.710	\$ 49,386.793	\$ 51,791.747	\$ 54,244.689	\$ 55,571.253
	bi-wkly	\$ 3,009.54	\$ 3,150.80	\$ 3,303.80	\$ 3,421.42	\$ 3,597.83	\$ 3,774.54	\$ 3,950.94	\$ 4,143.34	\$ 4,339.58	\$ 4,445.70
	annual	\$ 78,247.92	\$ 81,920.68	\$ 85,898.68	\$ 88,957.04	\$ 93,543.62	\$ 98,137.96	\$ 102,724.53	\$ 107,726.83	\$ 112,828.95	\$ 115,588.21
MM4	8	hourly \$ 41,297.441	\$ 42,767.809	\$ 44,972.894	\$ 47,181.710	\$ 49,386.793	\$ 51,592.810	\$ 53,947.450	\$ 56,580.228	\$ 59,176.828	\$ 60,626.699
	bi-wkly	\$ 3,303.80	\$ 3,421.42	\$ 3,597.83	\$ 3,774.54	\$ 3,950.94	\$ 4,127.42	\$ 4,315.80	\$ 4,526.42	\$ 4,734.15	\$ 4,850.14
	annual	\$ 85,898.68	\$ 88,957.04	\$ 93,543.62	\$ 98,137.96	\$ 102,724.53	\$ 107,313.05	\$ 112,210.70	\$ 117,686.87	\$ 123,087.80	\$ 126,103.53
MM4	9	hourly \$ 44,972.903	\$ 47,181.710	\$ 49,386.791	\$ 51,592.817	\$ 53,947.449	\$ 55,564.581	\$ 57,917.822	\$ 60,749.526	\$ 63,471.640	\$ 65,028.880
	bi-wkly	\$ 3,597.83	\$ 3,774.54	\$ 3,950.94	\$ 4,127.43	\$ 4,315.80	\$ 4,445.17	\$ 4,633.43	\$ 4,859.96	\$ 5,077.73	\$ 5,202.31
	annual	\$ 93,543.64	\$ 98,137.96	\$ 102,724.53	\$ 107,313.06	\$ 112,210.69	\$ 115,574.33	\$ 120,469.07	\$ 126,359.01	\$ 132,021.01	\$ 135,260.07
MM4	10	hourly \$ 49,386.793	\$ 51,592.810	\$ 53,947.450	\$ 55,564.574	\$ 57,917.816	\$ 60,124.297	\$ 62,626.158	\$ 65,693.625	\$ 68,563.676	\$ 70,248.215
	bi-wkly	\$ 3,950.94	\$ 4,127.42	\$ 4,315.80	\$ 4,445.17	\$ 4,633.43	\$ 4,809.94	\$ 5,010.09	\$ 5,255.49	\$ 5,485.09	\$ 5,619.86
	annual	\$ 102,724.53	\$ 107,313.05	\$ 112,210.70	\$ 115,574.31	\$ 120,469.06	\$ 125,058.54	\$ 130,262.41	\$ 136,642.74	\$ 142,612.45	\$ 146,116.29
MM4	11	hourly \$ 53,947.444	\$ 55,564.504	\$ 57,917.667	\$ 60,124.202	\$ 62,626.154	\$ 64,243.704	\$ 66,449.160	\$ 69,706.814	\$ 72,697.631	\$ 74,485.520
	bi-wkly	\$ 4,315.80	\$ 4,445.16	\$ 4,633.41	\$ 4,809.94	\$ 5,010.09	\$ 5,139.50	\$ 5,315.93	\$ 5,576.55	\$ 5,815.81	\$ 5,958.84
	annual	\$ 112,210.68	\$ 115,574.17	\$ 120,468.75	\$ 125,058.34	\$ 130,262.40	\$ 133,626.90	\$ 138,214.25	\$ 144,990.17	\$ 151,211.07	\$ 154,929.88
MM4	12	hourly \$ 57,917.816	\$ 60,124.297	\$ 62,626.158	\$ 64,243.752	\$ 66,449.303	\$ 68,656.257	\$ 68,949.766	\$ 72,332.169	\$ 75,401.563	\$ 77,257.053
	bi-wkly	\$ 4,633.43	\$ 4,809.94	\$ 5,010.09	\$ 5,139.50	\$ 5,315.94	\$ 5,492.50	\$ 5,515.98	\$ 5,786.57	\$ 6,032.13	\$ 6,180.56
	annual	\$ 120,469.06	\$ 125,058.54	\$ 130,262.41	\$ 133,627.00	\$ 138,214.55	\$ 142,805.02	\$ 143,415.51	\$ 150,450.91	\$ 156,835.25	\$ 160,694.67

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-7-2023
2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM5	3	hourly \$ 26,410.048	\$ 27,676.949	\$ 29,103.397	\$ 30,370.802	\$ 32,112.344	\$ 33,697.346	\$ 35,597.446	\$ 37,371.608	\$ 39,499.634	\$ 40,487.125
	bi-wkly	\$ 1,848.70	\$ 1,937.39	\$ 2,037.24	\$ 2,125.96	\$ 2,247.86	\$ 2,358.81	\$ 2,491.82	\$ 2,616.01	\$ 2,764.97	\$ 2,834.10
	annual	\$ 48,066.29	\$ 50,372.05	\$ 52,968.18	\$ 55,274.86	\$ 58,444.47	\$ 61,329.17	\$ 64,787.35	\$ 68,016.33	\$ 71,889.33	\$ 73,686.57
MM5	4	hourly \$ 29,103.397	\$ 30,370.802	\$ 32,112.344	\$ 33,697.346	\$ 35,597.446	\$ 37,341.001	\$ 39,240.592	\$ 41,196.888	\$ 43,439.730	\$ 44,525.722
	bi-wkly	\$ 2,037.24	\$ 2,125.96	\$ 2,247.86	\$ 2,358.81	\$ 2,491.82	\$ 2,613.87	\$ 2,746.84	\$ 2,883.78	\$ 3,040.78	\$ 3,116.80
	annual	\$ 52,968.18	\$ 55,274.86	\$ 58,444.47	\$ 61,329.17	\$ 64,787.35	\$ 67,960.62	\$ 71,417.88	\$ 74,978.34	\$ 79,060.31	\$ 81,036.81
MM5	5	hourly \$ 32,112.344	\$ 33,697.346	\$ 35,597.446	\$ 37,341.001	\$ 39,240.592	\$ 41,142.194	\$ 43,201.848	\$ 45,355.325	\$ 47,723.278	\$ 48,916.360
	bi-wkly	\$ 2,247.86	\$ 2,358.81	\$ 2,491.82	\$ 2,613.87	\$ 2,746.84	\$ 2,879.95	\$ 3,024.13	\$ 3,174.87	\$ 3,340.63	\$ 3,424.15
	annual	\$ 58,444.47	\$ 61,329.17	\$ 64,787.35	\$ 67,960.62	\$ 71,417.88	\$ 74,878.79	\$ 78,627.36	\$ 82,546.69	\$ 86,856.37	\$ 89,027.78
MM5	6	hourly \$ 35,597.446	\$ 37,341.001	\$ 39,240.592	\$ 41,142.194	\$ 43,201.848	\$ 44,785.345	\$ 47,160.091	\$ 49,514.261	\$ 52,006.370	\$ 53,306.529
	bi-wkly	\$ 2,491.82	\$ 2,613.87	\$ 2,746.84	\$ 2,879.95	\$ 3,024.13	\$ 3,134.97	\$ 3,301.21	\$ 3,466.00	\$ 3,640.45	\$ 3,731.46
	annual	\$ 64,787.35	\$ 67,960.62	\$ 71,417.88	\$ 74,878.79	\$ 78,627.36	\$ 81,509.33	\$ 85,831.37	\$ 90,115.96	\$ 94,651.59	\$ 97,017.88
MM5	7	hourly \$ 39,240.592	\$ 41,142.194	\$ 43,201.848	\$ 44,785.345	\$ 47,160.091	\$ 49,538.845	\$ 51,913.591	\$ 54,503.585	\$ 57,145.339	\$ 58,573.972
	bi-wkly	\$ 2,746.84	\$ 2,879.95	\$ 3,024.13	\$ 3,134.97	\$ 3,301.21	\$ 3,467.72	\$ 3,633.95	\$ 3,815.25	\$ 4,000.17	\$ 4,100.18
	annual	\$ 71,417.88	\$ 74,878.79	\$ 78,627.36	\$ 81,509.33	\$ 85,831.37	\$ 90,160.70	\$ 94,482.74	\$ 99,196.53	\$ 104,004.52	\$ 106,604.63
MM5	8	hourly \$ 43,201.848	\$ 44,785.345	\$ 47,160.091	\$ 49,538.845	\$ 51,913.591	\$ 54,289.343	\$ 56,825.141	\$ 59,660.489	\$ 62,456.964	\$ 64,018.387
	bi-wkly	\$ 3,024.13	\$ 3,134.97	\$ 3,301.21	\$ 3,467.72	\$ 3,633.95	\$ 3,800.25	\$ 3,977.76	\$ 4,176.23	\$ 4,371.99	\$ 4,481.29
	annual	\$ 78,627.36	\$ 81,509.33	\$ 85,831.37	\$ 90,160.70	\$ 94,482.74	\$ 98,806.60	\$ 103,421.76	\$ 108,582.09	\$ 113,671.67	\$ 116,513.46
MM5	9	hourly \$ 47,160.091	\$ 49,538.845	\$ 51,913.591	\$ 54,289.343	\$ 56,825.141	\$ 58,566.690	\$ 61,100.991	\$ 64,150.576	\$ 67,082.130	\$ 68,759.183
	bi-wkly	\$ 3,301.21	\$ 3,467.72	\$ 3,633.95	\$ 3,800.25	\$ 3,977.76	\$ 4,099.67	\$ 4,277.07	\$ 4,490.54	\$ 4,695.75	\$ 4,813.14
	annual	\$ 85,831.37	\$ 90,160.70	\$ 94,482.74	\$ 98,806.60	\$ 103,421.76	\$ 106,591.38	\$ 111,203.80	\$ 116,754.05	\$ 122,089.48	\$ 125,141.71

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-6-2024
\$500.00 (\$.274725 hrly) Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM5	3	hourly \$ 26,684.773	\$ 27,951.674	\$ 29,378.122	\$ 30,645.527	\$ 32,387.069	\$ 33,972.071	\$ 35,872.171	\$ 37,646.333	\$ 39,774.359	\$ 40,761.850
	bi-wkly	\$ 1,867.93	\$ 1,956.62	\$ 2,056.47	\$ 2,145.19	\$ 2,267.09	\$ 2,378.04	\$ 2,511.05	\$ 2,635.24	\$ 2,784.21	\$ 2,853.33
	annual	\$ 48,566.29	\$ 50,872.05	\$ 53,468.18	\$ 55,774.86	\$ 58,944.47	\$ 61,829.17	\$ 65,287.35	\$ 68,516.33	\$ 72,389.33	\$ 74,186.57
MM5	4	hourly \$ 29,378.122	\$ 30,645.527	\$ 32,387.069	\$ 33,972.071	\$ 35,872.171	\$ 37,615.726	\$ 39,515.317	\$ 41,471.613	\$ 43,714.455	\$ 44,800.447
	bi-wkly	\$ 2,056.47	\$ 2,145.19	\$ 2,267.09	\$ 2,378.04	\$ 2,511.05	\$ 2,633.10	\$ 2,766.07	\$ 2,903.01	\$ 3,060.01	\$ 3,136.03
	annual	\$ 53,468.18	\$ 55,774.86	\$ 58,944.47	\$ 61,829.17	\$ 65,287.35	\$ 68,460.62	\$ 71,917.88	\$ 75,478.34	\$ 79,560.31	\$ 81,536.81
MM5	5	hourly \$ 32,387.069	\$ 33,972.071	\$ 35,872.171	\$ 37,615.726	\$ 39,515.317	\$ 41,416.919	\$ 43,476.573	\$ 45,630.050	\$ 47,998.003	\$ 49,191.085
	bi-wkly	\$ 2,267.09	\$ 2,378.04	\$ 2,511.05	\$ 2,633.10	\$ 2,766.07	\$ 2,899.18	\$ 3,043.36	\$ 3,194.10	\$ 3,359.86	\$ 3,443.38
	annual	\$ 58,944.47	\$ 61,829.17	\$ 65,287.35	\$ 68,460.62	\$ 71,917.88	\$ 75,378.79	\$ 79,127.36	\$ 83,046.69	\$ 87,356.37	\$ 89,527.78
MM5	6	hourly \$ 35,872.171	\$ 37,615.726	\$ 39,515.317	\$ 41,416.919	\$ 43,476.573	\$ 45,060.070	\$ 47,434.816	\$ 49,788.986	\$ 52,281.095	\$ 53,581.254
	bi-wkly	\$ 2,511.05	\$ 2,633.10	\$ 2,766.07	\$ 2,899.18	\$ 3,043.36	\$ 3,154.20	\$ 3,320.44	\$ 3,485.23	\$ 3,659.68	\$ 3,750.69
	annual	\$ 65,287.35	\$ 68,460.62	\$ 71,917.88	\$ 75,378.79	\$ 79,127.36	\$ 82,009.33	\$ 86,331.37	\$ 90,615.96	\$ 95,151.59	\$ 97,517.88
MM5	7	hourly \$ 39,515.317	\$ 41,416.919	\$ 43,476.573	\$ 45,060.070	\$ 47,434.816	\$ 49,813.570	\$ 52,188.316	\$ 54,778.310	\$ 57,420.064	\$ 58,848.697
	bi-wkly	\$ 2,766.07	\$ 2,899.18	\$ 3,043.36	\$ 3,154.20	\$ 3,320.44	\$ 3,486.95	\$ 3,653.18	\$ 3,834.48	\$ 4,019.40	\$ 4,119.41
	annual	\$ 71,917.88	\$ 75,378.79	\$ 79,127.36	\$ 82,009.33	\$ 86,331.37	\$ 90,660.70	\$ 94,982.74	\$ 99,696.52	\$ 104,504.52	\$ 107,104.63
MM5	8	hourly \$ 43,476.573	\$ 45,060.070	\$ 47,434.816	\$ 49,813.570	\$ 52,188.316	\$ 54,564.068	\$ 57,099.866	\$ 59,935.214	\$ 62,731.689	\$ 64,293.112
	bi-wkly	\$ 3,043.36	\$ 3,154.20	\$ 3,320.44	\$ 3,486.95	\$ 3,653.18	\$ 3,819.48	\$ 3,996.99	\$ 4,195.46	\$ 4,391.22	\$ 4,500.52
	annual	\$ 79,127.36	\$ 82,009.33	\$ 86,331.37	\$ 90,660.70	\$ 94,982.74	\$ 99,306.60	\$ 103,921.76	\$ 109,082.09	\$ 114,171.67	\$ 117,013.46
MM5	9	hourly \$ 47,434.816	\$ 49,813.570	\$ 52,188.316	\$ 54,564.068	\$ 57,099.866	\$ 58,841.415	\$ 61,375.716	\$ 64,425.301	\$ 67,356.855	\$ 69,033.908
	bi-wkly	\$ 3,320.44	\$ 3,486.95	\$ 3,653.18	\$ 3,819.48	\$ 3,996.99	\$ 4,118.90	\$ 4,296.30	\$ 4,509.77	\$ 4,714.98	\$ 4,832.37
	annual	\$ 86,331.37	\$ 90,660.70	\$ 94,982.74	\$ 99,306.60	\$ 103,921.76	\$ 107,091.38	\$ 111,703.80	\$ 117,254.05	\$ 122,589.48	\$ 125,641.71

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-5-2024
2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM5	3	hourly \$ 27,218.46	\$ 28,510.70	\$ 29,965.68	\$ 31,258.43	\$ 33,034.81	\$ 34,651.51	\$ 36,589.61	\$ 38,399.25	\$ 40,569.84	\$ 41,577.08
	bi-wkly	\$ 1,905.29	\$ 1,995.75	\$ 2,097.60	\$ 2,188.09	\$ 2,312.44	\$ 2,425.61	\$ 2,561.27	\$ 2,687.95	\$ 2,839.89	\$ 2,910.40
	annual	\$ 49,537.61	\$ 51,889.49	\$ 54,537.55	\$ 56,890.36	\$ 60,123.35	\$ 63,065.75	\$ 66,593.10	\$ 69,886.65	\$ 73,837.12	\$ 75,670.30
MM5	4	hourly \$ 29,965.68	\$ 31,258.43	\$ 33,034.81	\$ 34,651.51	\$ 36,589.61	\$ 38,368.04	\$ 40,305.62	\$ 42,301.04	\$ 44,588.74	\$ 45,696.45
	bi-wkly	\$ 2,097.60	\$ 2,188.09	\$ 2,312.44	\$ 2,425.61	\$ 2,561.27	\$ 2,685.76	\$ 2,821.39	\$ 2,961.07	\$ 3,121.21	\$ 3,198.75
	annual	\$ 54,537.55	\$ 56,890.36	\$ 60,123.35	\$ 63,065.75	\$ 66,593.10	\$ 69,829.83	\$ 73,356.23	\$ 76,987.90	\$ 81,151.51	\$ 83,167.55
MM5	5	hourly \$ 33,034.81	\$ 34,651.51	\$ 36,589.61	\$ 38,368.04	\$ 40,305.62	\$ 42,245.25	\$ 44,346.10	\$ 46,542.65	\$ 48,957.96	\$ 50,174.90
	bi-wkly	\$ 2,312.44	\$ 2,425.61	\$ 2,561.27	\$ 2,685.76	\$ 2,821.39	\$ 2,957.17	\$ 3,104.23	\$ 3,257.99	\$ 3,427.06	\$ 3,512.24
	annual	\$ 60,123.35	\$ 63,065.75	\$ 66,593.10	\$ 69,829.83	\$ 73,356.23	\$ 76,886.37	\$ 80,709.91	\$ 84,707.63	\$ 89,103.49	\$ 91,318.33
MM5	6	hourly \$ 36,589.61	\$ 38,368.04	\$ 40,305.62	\$ 42,245.25	\$ 44,346.10	\$ 45,961.27	\$ 48,383.51	\$ 50,784.76	\$ 53,326.71	\$ 54,652.87
	bi-wkly	\$ 2,561.27	\$ 2,685.76	\$ 2,821.39	\$ 2,957.17	\$ 3,104.23	\$ 3,217.29	\$ 3,386.85	\$ 3,554.93	\$ 3,732.87	\$ 3,825.70
	annual	\$ 66,593.10	\$ 69,829.83	\$ 73,356.23	\$ 76,886.37	\$ 80,709.91	\$ 83,649.51	\$ 88,057.99	\$ 92,428.27	\$ 97,054.62	\$ 99,468.24
MM5	7	hourly \$ 40,305.62	\$ 42,245.25	\$ 44,346.10	\$ 45,961.27	\$ 48,383.51	\$ 50,809.84	\$ 53,232.08	\$ 55,873.87	\$ 58,568.46	\$ 60,025.67
	bi-wkly	\$ 2,821.39	\$ 2,957.17	\$ 3,104.23	\$ 3,217.29	\$ 3,386.85	\$ 3,556.69	\$ 3,726.25	\$ 3,911.17	\$ 4,099.79	\$ 4,201.80
	annual	\$ 73,356.23	\$ 76,886.37	\$ 80,709.91	\$ 83,649.51	\$ 88,057.99	\$ 92,473.91	\$ 96,882.39	\$ 101,690.45	\$ 106,594.61	\$ 109,246.72
MM5	8	hourly \$ 44,346.10	\$ 45,961.27	\$ 48,383.51	\$ 50,809.84	\$ 53,232.08	\$ 55,655.34	\$ 58,241.86	\$ 61,133.91	\$ 63,986.32	\$ 65,578.97
	bi-wkly	\$ 3,104.23	\$ 3,217.29	\$ 3,386.85	\$ 3,556.69	\$ 3,726.25	\$ 3,895.87	\$ 4,076.93	\$ 4,279.37	\$ 4,479.04	\$ 4,590.53
	annual	\$ 80,709.91	\$ 83,649.51	\$ 88,057.99	\$ 92,473.91	\$ 96,882.39	\$ 101,292.74	\$ 106,000.19	\$ 111,263.73	\$ 116,455.11	\$ 119,353.73
MM5	9	hourly \$ 48,383.51	\$ 50,809.84	\$ 53,232.08	\$ 55,655.34	\$ 58,241.86	\$ 60,018.24	\$ 62,603.23	\$ 65,713.80	\$ 68,703.99	\$ 70,414.58
	bi-wkly	\$ 3,386.85	\$ 3,556.69	\$ 3,726.25	\$ 3,895.87	\$ 4,076.93	\$ 4,201.28	\$ 4,382.23	\$ 4,599.97	\$ 4,809.28	\$ 4,929.02
	annual	\$ 88,057.99	\$ 92,473.91	\$ 96,882.39	\$ 101,292.74	\$ 106,000.19	\$ 109,233.20	\$ 113,937.88	\$ 119,599.13	\$ 125,041.27	\$ 128,154.55

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-4-2025
\$250.00 (\$.137362 hrly) Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM5	3	hourly \$ 27,355.830	\$ 28,648.069	\$ 30,103.046	\$ 31,395.799	\$ 33,172.172	\$ 34,788.874	\$ 36,726.976	\$ 38,536.621	\$ 40,707.208	\$ 41,714.449
	bi-wkly	\$ 1,914.91	\$ 2,005.36	\$ 2,107.21	\$ 2,197.71	\$ 2,322.05	\$ 2,435.22	\$ 2,570.89	\$ 2,697.56	\$ 2,849.50	\$ 2,920.01
	annual	\$ 49,787.61	\$ 52,139.49	\$ 54,787.54	\$ 57,140.35	\$ 60,373.35	\$ 63,315.75	\$ 66,843.10	\$ 70,136.65	\$ 74,087.12	\$ 75,920.30
MM5	4	hourly \$ 30,103.046	\$ 31,395.799	\$ 33,172.172	\$ 34,788.874	\$ 36,726.976	\$ 38,505.402	\$ 40,442.985	\$ 42,438.407	\$ 44,726.106	\$ 45,833.817
	bi-wkly	\$ 2,107.21	\$ 2,197.71	\$ 2,322.05	\$ 2,435.22	\$ 2,570.89	\$ 2,695.38	\$ 2,831.01	\$ 2,970.69	\$ 3,130.83	\$ 3,208.37
	annual	\$ 54,787.54	\$ 57,140.35	\$ 60,373.35	\$ 63,315.75	\$ 66,843.10	\$ 70,079.83	\$ 73,606.23	\$ 77,237.90	\$ 81,401.51	\$ 83,417.55
MM5	5	hourly \$ 33,172.172	\$ 34,788.874	\$ 36,726.976	\$ 38,505.402	\$ 40,442.985	\$ 42,382.619	\$ 44,483.466	\$ 46,680.013	\$ 49,095.325	\$ 50,312.268
	bi-wkly	\$ 2,322.05	\$ 2,435.22	\$ 2,570.89	\$ 2,695.38	\$ 2,831.01	\$ 2,966.78	\$ 3,113.84	\$ 3,267.60	\$ 3,436.67	\$ 3,521.86
	annual	\$ 60,373.35	\$ 63,315.75	\$ 66,843.10	\$ 70,079.83	\$ 73,606.23	\$ 77,136.37	\$ 80,959.91	\$ 84,957.62	\$ 89,353.49	\$ 91,568.33
MM5	6	hourly \$ 36,726.976	\$ 38,505.402	\$ 40,442.985	\$ 42,382.619	\$ 44,483.466	\$ 46,098.633	\$ 48,520.874	\$ 50,922.127	\$ 53,464.078	\$ 54,790.241
	bi-wkly	\$ 2,570.89	\$ 2,695.38	\$ 2,831.01	\$ 2,966.78	\$ 3,113.84	\$ 3,226.90	\$ 3,396.46	\$ 3,564.55	\$ 3,742.49	\$ 3,835.32
	annual	\$ 66,843.10	\$ 70,079.83	\$ 73,606.23	\$ 77,136.37	\$ 80,959.91	\$ 83,899.51	\$ 88,307.99	\$ 92,678.27	\$ 97,304.62	\$ 99,718.24
MM5	7	hourly \$ 40,442.985	\$ 42,382.619	\$ 44,483.466	\$ 46,098.633	\$ 48,520.874	\$ 50,947.203	\$ 53,369.444	\$ 56,011.238	\$ 58,705.827	\$ 60,163.032
	bi-wkly	\$ 2,831.01	\$ 2,966.78	\$ 3,113.84	\$ 3,226.90	\$ 3,396.46	\$ 3,566.30	\$ 3,735.86	\$ 3,920.79	\$ 4,109.41	\$ 4,211.41
	annual	\$ 73,606.23	\$ 77,136.37	\$ 80,959.91	\$ 83,899.51	\$ 88,307.99	\$ 92,723.91	\$ 97,132.39	\$ 101,940.45	\$ 106,844.61	\$ 109,496.72
MM5	8	hourly \$ 44,483.466	\$ 46,098.633	\$ 48,520.874	\$ 50,947.203	\$ 53,369.444	\$ 55,792.711	\$ 58,379.225	\$ 61,271.280	\$ 64,123.684	\$ 65,716.336
	bi-wkly	\$ 3,113.84	\$ 3,226.90	\$ 3,396.46	\$ 3,566.30	\$ 3,735.86	\$ 3,905.49	\$ 4,086.55	\$ 4,288.99	\$ 4,488.66	\$ 4,600.14
	annual	\$ 80,959.91	\$ 83,899.51	\$ 88,307.99	\$ 92,723.91	\$ 97,132.39	\$ 101,542.73	\$ 106,250.19	\$ 111,513.73	\$ 116,705.11	\$ 119,603.73
MM5	9	hourly \$ 48,520.874	\$ 50,947.203	\$ 53,369.444	\$ 55,792.711	\$ 58,379.225	\$ 60,155.605	\$ 62,740.592	\$ 65,851.169	\$ 68,841.354	\$ 70,551.948
	bi-wkly	\$ 3,396.46	\$ 3,566.30	\$ 3,735.86	\$ 3,905.49	\$ 4,086.55	\$ 4,210.89	\$ 4,391.84	\$ 4,609.58	\$ 4,818.89	\$ 4,938.64
	annual	\$ 88,307.99	\$ 92,723.91	\$ 97,132.39	\$ 101,542.73	\$ 106,250.19	\$ 109,483.20	\$ 114,187.88	\$ 119,849.13	\$ 125,291.26	\$ 128,404.55

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-4-2025
2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM5	3	hourly \$ 27,902.94	\$ 29,221.03	\$ 30,705.10	\$ 32,023.71	\$ 33,835.61	\$ 35,484.65	\$ 37,461.51	\$ 39,307.35	\$ 41,521.35	\$ 42,548.37
	bi-wkly	\$ 1,953.21	\$ 2,045.47	\$ 2,149.36	\$ 2,241.66	\$ 2,368.49	\$ 2,483.93	\$ 2,622.31	\$ 2,751.51	\$ 2,906.49	\$ 2,978.41
	annual	\$ 50,783.36	\$ 53,182.28	\$ 55,883.29	\$ 58,283.16	\$ 61,580.82	\$ 64,582.07	\$ 68,179.96	\$ 71,539.38	\$ 75,568.86	\$ 77,438.70
MM5	4	hourly \$ 30,705.10	\$ 32,023.71	\$ 33,835.61	\$ 35,484.65	\$ 37,461.51	\$ 39,275.51	\$ 41,251.84	\$ 43,287.17	\$ 45,620.62	\$ 46,750.93
	bi-wkly	\$ 2,149.36	\$ 2,241.66	\$ 2,368.49	\$ 2,483.93	\$ 2,622.31	\$ 2,749.29	\$ 2,887.63	\$ 3,030.10	\$ 3,193.44	\$ 3,272.53
	annual	\$ 55,883.29	\$ 58,283.16	\$ 61,580.82	\$ 64,582.07	\$ 68,179.96	\$ 71,481.43	\$ 75,078.36	\$ 78,782.66	\$ 83,029.54	\$ 85,085.90
MM5	5	hourly \$ 33,835.61	\$ 35,484.65	\$ 37,461.51	\$ 39,275.51	\$ 41,251.84	\$ 43,230.27	\$ 45,373.13	\$ 47,613.61	\$ 50,077.23	\$ 51,318.51
	bi-wkly	\$ 2,368.49	\$ 2,483.93	\$ 2,622.31	\$ 2,749.29	\$ 2,887.63	\$ 3,026.12	\$ 3,176.12	\$ 3,332.95	\$ 3,505.41	\$ 3,592.30
	annual	\$ 61,580.82	\$ 64,582.07	\$ 68,179.96	\$ 71,481.43	\$ 75,078.36	\$ 78,679.09	\$ 82,579.11	\$ 86,656.78	\$ 91,140.56	\$ 93,399.69
MM5	6	hourly \$ 37,461.51	\$ 39,275.51	\$ 41,251.84	\$ 43,230.27	\$ 45,373.13	\$ 47,020.60	\$ 49,491.29	\$ 51,940.56	\$ 54,533.35	\$ 55,886.04
	bi-wkly	\$ 2,622.31	\$ 2,749.29	\$ 2,887.63	\$ 3,026.12	\$ 3,176.12	\$ 3,291.44	\$ 3,464.39	\$ 3,635.84	\$ 3,817.34	\$ 3,912.02
	annual	\$ 68,179.96	\$ 71,481.43	\$ 75,078.36	\$ 78,679.09	\$ 82,579.11	\$ 85,577.50	\$ 90,074.15	\$ 94,531.84	\$ 99,250.71	\$ 101,712.60
MM5	7	hourly \$ 41,251.84	\$ 43,230.27	\$ 45,373.13	\$ 47,020.60	\$ 49,491.29	\$ 51,966.14	\$ 54,436.83	\$ 57,131.46	\$ 59,879.43	\$ 61,366.29
	bi-wkly	\$ 2,887.63	\$ 3,026.12	\$ 3,176.12	\$ 3,291.44	\$ 3,464.39	\$ 3,637.63	\$ 3,810.58	\$ 3,999.20	\$ 4,191.60	\$ 4,295.64
	annual	\$ 75,078.36	\$ 78,679.09	\$ 82,579.11	\$ 85,577.50	\$ 90,074.15	\$ 94,578.39	\$ 99,075.03	\$ 103,979.26	\$ 108,981.50	\$ 111,686.65
MM5	8	hourly \$ 45,373.13	\$ 47,020.60	\$ 49,491.29	\$ 51,966.14	\$ 54,436.83	\$ 56,908.56	\$ 59,546.80	\$ 62,496.70	\$ 65,406.15	\$ 67,030.62
	bi-wkly	\$ 3,176.12	\$ 3,291.44	\$ 3,464.39	\$ 3,637.63	\$ 3,810.58	\$ 3,983.60	\$ 4,168.28	\$ 4,374.77	\$ 4,578.43	\$ 4,692.15
	annual	\$ 82,579.11	\$ 85,577.50	\$ 90,074.15	\$ 94,578.39	\$ 99,075.03	\$ 103,573.59	\$ 108,375.19	\$ 113,744.00	\$ 119,039.21	\$ 121,995.81
MM5	9	hourly \$ 49,491.29	\$ 51,966.14	\$ 54,436.83	\$ 56,908.56	\$ 59,546.80	\$ 61,358.71	\$ 63,995.40	\$ 67,168.19	\$ 70,218.18	\$ 71,962.96
	bi-wkly	\$ 3,464.39	\$ 3,637.63	\$ 3,810.58	\$ 3,983.60	\$ 4,168.28	\$ 4,295.11	\$ 4,479.68	\$ 4,701.77	\$ 4,915.27	\$ 5,037.41
	annual	\$ 90,074.15	\$ 94,578.39	\$ 99,075.03	\$ 103,573.59	\$ 108,375.19	\$ 111,672.87	\$ 116,471.63	\$ 122,246.11	\$ 127,797.09	\$ 130,972.64

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-3-2026
\$900.00 (\$.494505 hrly) Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM5	3	hourly \$ 28,397.451	\$ 29,715.535	\$ 31,199.611	\$ 32,518.219	\$ 34,330.120	\$ 35,979.156	\$ 37,956.020	\$ 39,801.858	\$ 42,015.857	\$ 43,043.242
	bi-wkly	\$ 1,987.82	\$ 2,080.09	\$ 2,183.97	\$ 2,276.28	\$ 2,403.11	\$ 2,518.54	\$ 2,656.92	\$ 2,786.13	\$ 2,941.11	\$ 3,013.03
	annual	\$ 51,683.36	\$ 54,082.27	\$ 56,783.29	\$ 59,183.16	\$ 62,480.82	\$ 65,482.06	\$ 69,079.96	\$ 72,439.38	\$ 76,468.86	\$ 78,338.70
MM5	4	hourly \$ 31,199.611	\$ 32,518.219	\$ 34,330.120	\$ 35,979.156	\$ 37,956.020	\$ 39,770.015	\$ 41,746.349	\$ 43,781.680	\$ 46,115.133	\$ 47,244.998
	bi-wkly	\$ 2,183.97	\$ 2,276.28	\$ 2,403.11	\$ 2,518.54	\$ 2,656.92	\$ 2,783.90	\$ 2,922.24	\$ 3,064.72	\$ 3,228.06	\$ 3,307.15
	annual	\$ 56,783.29	\$ 59,183.16	\$ 62,480.82	\$ 65,482.06	\$ 69,079.96	\$ 72,381.43	\$ 75,978.36	\$ 79,682.66	\$ 83,929.54	\$ 85,985.90
MM5	5	hourly \$ 34,330.120	\$ 35,979.156	\$ 37,956.020	\$ 39,770.015	\$ 41,746.349	\$ 43,724.776	\$ 45,867.640	\$ 48,108.118	\$ 50,571.736	\$ 51,813.018
	bi-wkly	\$ 2,403.11	\$ 2,518.54	\$ 2,656.92	\$ 2,783.90	\$ 2,922.24	\$ 3,060.73	\$ 3,210.73	\$ 3,367.57	\$ 3,540.02	\$ 3,626.91
	annual	\$ 62,480.82	\$ 65,482.06	\$ 69,079.96	\$ 72,381.43	\$ 75,978.36	\$ 79,579.09	\$ 83,479.11	\$ 87,556.78	\$ 92,040.56	\$ 94,299.69
MM5	6	hourly \$ 37,956.020	\$ 39,770.015	\$ 41,746.349	\$ 43,724.776	\$ 45,867.640	\$ 47,515.110	\$ 49,985.796	\$ 52,435.074	\$ 55,027.864	\$ 56,380.550
	bi-wkly	\$ 2,656.92	\$ 2,783.90	\$ 2,922.24	\$ 3,060.73	\$ 3,210.73	\$ 3,326.06	\$ 3,499.01	\$ 3,670.46	\$ 3,851.95	\$ 3,946.64
	annual	\$ 69,079.96	\$ 72,381.43	\$ 75,978.36	\$ 79,579.09	\$ 83,479.11	\$ 86,477.50	\$ 90,974.15	\$ 95,431.84	\$ 100,150.71	\$ 102,612.60
MM5	7	hourly \$ 41,746.349	\$ 43,724.776	\$ 45,867.640	\$ 47,515.110	\$ 49,985.796	\$ 52,460.652	\$ 54,931.337	\$ 57,625.967	\$ 60,374.448	\$ 61,860.797
	bi-wkly	\$ 2,922.24	\$ 3,060.73	\$ 3,210.73	\$ 3,326.06	\$ 3,499.01	\$ 3,672.25	\$ 3,845.19	\$ 4,033.82	\$ 4,226.21	\$ 4,330.26
	annual	\$ 75,978.36	\$ 79,579.09	\$ 83,479.11	\$ 86,477.50	\$ 90,974.15	\$ 95,478.39	\$ 99,975.03	\$ 104,879.26	\$ 109,881.50	\$ 112,586.65
MM5	8	hourly \$ 45,867.640	\$ 47,515.110	\$ 49,985.796	\$ 52,460.652	\$ 54,931.337	\$ 57,403.070	\$ 60,041.314	\$ 62,991.210	\$ 65,900.662	\$ 67,525.167
	bi-wkly	\$ 3,210.73	\$ 3,326.06	\$ 3,499.01	\$ 3,672.25	\$ 3,845.19	\$ 4,018.21	\$ 4,202.89	\$ 4,409.38	\$ 4,613.05	\$ 4,726.76
	annual	\$ 83,479.11	\$ 86,477.50	\$ 90,974.15	\$ 95,478.39	\$ 99,975.03	\$ 104,473.59	\$ 109,275.19	\$ 114,644.00	\$ 119,939.21	\$ 122,895.80
MM5	9	hourly \$ 49,985.796	\$ 52,460.652	\$ 54,931.337	\$ 57,403.070	\$ 60,041.314	\$ 61,853.222	\$ 64,489.908	\$ 67,662.697	\$ 70,712.686	\$ 72,457.491
	bi-wkly	\$ 3,499.01	\$ 3,672.25	\$ 3,845.19	\$ 4,018.21	\$ 4,202.89	\$ 4,329.73	\$ 4,514.29	\$ 4,736.39	\$ 4,949.89	\$ 5,072.02
	annual	\$ 90,974.15	\$ 95,478.39	\$ 99,975.03	\$ 104,473.59	\$ 109,275.19	\$ 112,572.86	\$ 117,371.63	\$ 123,146.11	\$ 128,697.09	\$ 131,872.63

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 10-3-2026
2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMS	3	hourly \$ 28,965.400	\$ 30,309.845	\$ 31,823.603	\$ 33,168.583	\$ 35,016.722	\$ 36,698.739	\$ 38,715.140	\$ 40,597.895	\$ 42,856.174	\$ 43,904.106
	bi-wkly	\$ 2,027.58	\$ 2,121.69	\$ 2,227.65	\$ 2,321.80	\$ 2,451.17	\$ 2,568.91	\$ 2,710.06	\$ 2,844.85	\$ 2,999.93	\$ 3,073.29
	annual	\$ 52,717.03	\$ 55,163.92	\$ 57,918.96	\$ 60,366.82	\$ 63,730.43	\$ 66,791.71	\$ 70,461.56	\$ 73,888.17	\$ 77,998.24	\$ 79,905.47
MMS	4	hourly \$ 31,823.603	\$ 33,168.583	\$ 35,016.722	\$ 36,698.739	\$ 38,715.140	\$ 40,565.415	\$ 42,581.275	\$ 44,657.313	\$ 47,037.435	\$ 48,189.897
	bi-wkly	\$ 2,227.65	\$ 2,321.80	\$ 2,451.17	\$ 2,568.91	\$ 2,710.06	\$ 2,839.58	\$ 2,980.69	\$ 3,126.01	\$ 3,292.62	\$ 3,373.29
	annual	\$ 57,918.96	\$ 60,366.82	\$ 63,730.43	\$ 66,791.71	\$ 70,461.56	\$ 73,829.06	\$ 77,497.92	\$ 81,276.31	\$ 85,608.13	\$ 87,705.61
MMS	5	hourly \$ 35,016.722	\$ 36,698.739	\$ 38,715.140	\$ 40,565.415	\$ 42,581.275	\$ 44,599.271	\$ 46,784.992	\$ 49,070.280	\$ 51,583.170	\$ 52,849.278
	bi-wkly	\$ 2,451.17	\$ 2,568.91	\$ 2,710.06	\$ 2,839.58	\$ 2,980.69	\$ 3,121.95	\$ 3,274.95	\$ 3,434.92	\$ 3,610.82	\$ 3,699.45
	annual	\$ 63,730.43	\$ 66,791.71	\$ 70,461.56	\$ 73,829.06	\$ 77,497.92	\$ 81,170.67	\$ 85,148.69	\$ 89,307.91	\$ 93,881.37	\$ 96,185.69
MMS	6	hourly \$ 38,715.140	\$ 40,565.415	\$ 42,581.275	\$ 44,599.271	\$ 46,784.992	\$ 48,465.412	\$ 50,985.511	\$ 53,483.775	\$ 56,128.421	\$ 57,508.161
	bi-wkly	\$ 2,710.06	\$ 2,839.58	\$ 2,980.69	\$ 3,121.95	\$ 3,274.95	\$ 3,392.58	\$ 3,568.99	\$ 3,743.86	\$ 3,928.99	\$ 4,025.57
	annual	\$ 70,461.56	\$ 73,829.06	\$ 77,497.92	\$ 81,170.67	\$ 85,148.69	\$ 88,207.05	\$ 92,793.63	\$ 97,340.47	\$ 102,153.73	\$ 104,664.85
MMS	7	hourly \$ 42,581.275	\$ 44,599.271	\$ 46,784.992	\$ 48,465.412	\$ 50,985.511	\$ 53,509.865	\$ 56,029.963	\$ 58,778.486	\$ 61,581.936	\$ 63,098.012
	bi-wkly	\$ 2,980.69	\$ 3,121.95	\$ 3,274.95	\$ 3,392.58	\$ 3,568.99	\$ 3,745.69	\$ 3,922.10	\$ 4,114.49	\$ 4,310.74	\$ 4,416.86
	annual	\$ 77,497.92	\$ 81,170.67	\$ 85,148.69	\$ 88,207.05	\$ 92,793.63	\$ 97,387.95	\$ 101,974.53	\$ 106,976.85	\$ 112,079.12	\$ 114,838.38
MMS	8	hourly \$ 46,784.992	\$ 48,465.412	\$ 50,985.511	\$ 53,509.865	\$ 56,029.963	\$ 58,551.131	\$ 61,242.140	\$ 64,251.034	\$ 67,218.675	\$ 68,875.670
	bi-wkly	\$ 3,274.95	\$ 3,392.58	\$ 3,568.99	\$ 3,745.69	\$ 3,922.10	\$ 4,098.58	\$ 4,286.95	\$ 4,497.57	\$ 4,705.31	\$ 4,821.30
	annual	\$ 85,148.69	\$ 88,207.05	\$ 92,793.63	\$ 97,387.95	\$ 101,974.53	\$ 106,563.06	\$ 111,460.70	\$ 116,936.88	\$ 122,337.99	\$ 125,353.72
MMS	9	hourly \$ 50,985.511	\$ 53,509.865	\$ 56,029.963	\$ 58,551.131	\$ 61,242.140	\$ 63,090.286	\$ 65,779.706	\$ 69,015.950	\$ 72,126.939	\$ 73,906.640
	bi-wkly	\$ 3,568.99	\$ 3,745.69	\$ 3,922.10	\$ 4,098.58	\$ 4,286.95	\$ 4,416.32	\$ 4,604.58	\$ 4,831.12	\$ 5,048.89	\$ 5,173.46
	annual	\$ 92,793.63	\$ 97,387.95	\$ 101,974.53	\$ 106,563.06	\$ 111,460.70	\$ 114,824.32	\$ 119,719.07	\$ 125,609.03	\$ 131,271.03	\$ 134,510.09

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
Effective 1-2-2027
\$750.00 (\$.412087 hrly) Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM5	3	hourly \$ 29,377.487	\$ 30,721.932	\$ 32,235.690	\$ 33,580.670	\$ 35,428.809	\$ 37,110.826	\$ 39,127.227	\$ 41,009.982	\$ 43,268.261	\$ 44,316.193
	bi-wkly	\$ 2,056.42	\$ 2,150.54	\$ 2,256.50	\$ 2,350.65	\$ 2,480.02	\$ 2,597.76	\$ 2,738.91	\$ 2,870.70	\$ 3,028.78	\$ 3,102.13
	annual	\$ 53,467.03	\$ 55,913.92	\$ 58,668.96	\$ 61,116.82	\$ 64,480.43	\$ 67,541.70	\$ 71,211.55	\$ 74,638.17	\$ 78,748.24	\$ 80,655.47
MM5	4	hourly \$ 32,235.690	\$ 33,580.670	\$ 35,428.809	\$ 37,110.826	\$ 39,127.227	\$ 40,977.502	\$ 42,993.362	\$ 45,069.400	\$ 47,449.522	\$ 48,601.984
	bi-wkly	\$ 2,256.50	\$ 2,350.65	\$ 2,480.02	\$ 2,597.76	\$ 2,738.91	\$ 2,868.43	\$ 3,009.54	\$ 3,154.86	\$ 3,321.47	\$ 3,402.14
	annual	\$ 58,668.96	\$ 61,116.82	\$ 64,480.43	\$ 67,541.70	\$ 71,211.55	\$ 74,579.05	\$ 78,247.92	\$ 82,026.31	\$ 86,358.13	\$ 88,455.61
MM5	5	hourly \$ 35,428.809	\$ 37,110.826	\$ 39,127.227	\$ 40,977.502	\$ 42,993.362	\$ 45,011.358	\$ 47,197.079	\$ 49,482.367	\$ 51,995.257	\$ 53,261.365
	bi-wkly	\$ 2,480.02	\$ 2,597.76	\$ 2,738.91	\$ 2,868.43	\$ 3,009.54	\$ 3,150.80	\$ 3,303.80	\$ 3,463.77	\$ 3,639.67	\$ 3,728.30
	annual	\$ 64,480.43	\$ 67,541.70	\$ 71,211.55	\$ 74,579.05	\$ 78,247.92	\$ 81,920.67	\$ 85,898.68	\$ 90,057.91	\$ 94,631.37	\$ 96,935.68
MM5	6	hourly \$ 39,127.227	\$ 40,977.502	\$ 42,993.362	\$ 45,011.358	\$ 47,197.079	\$ 48,877.499	\$ 51,397.598	\$ 53,895.862	\$ 56,540.508	\$ 57,920.248
	bi-wkly	\$ 2,738.91	\$ 2,868.43	\$ 3,009.54	\$ 3,150.80	\$ 3,303.80	\$ 3,421.42	\$ 3,597.83	\$ 3,772.71	\$ 3,957.84	\$ 4,054.42
	annual	\$ 71,211.55	\$ 74,579.05	\$ 78,247.92	\$ 81,920.67	\$ 85,898.68	\$ 88,957.05	\$ 93,543.63	\$ 98,090.47	\$ 102,903.73	\$ 105,414.85
MM5	7	hourly \$ 42,993.362	\$ 45,011.358	\$ 47,197.079	\$ 48,877.499	\$ 51,397.598	\$ 53,921.952	\$ 56,442.050	\$ 59,190.573	\$ 61,994.023	\$ 63,510.099
	bi-wkly	\$ 3,009.54	\$ 3,150.80	\$ 3,303.80	\$ 3,421.42	\$ 3,597.83	\$ 3,774.54	\$ 3,950.94	\$ 4,143.34	\$ 4,339.58	\$ 4,445.71
	annual	\$ 78,247.92	\$ 81,920.67	\$ 85,898.68	\$ 88,957.05	\$ 93,543.63	\$ 98,137.95	\$ 102,724.53	\$ 107,726.84	\$ 112,829.12	\$ 115,588.38
MM5	8	hourly \$ 47,197.079	\$ 48,877.499	\$ 51,397.598	\$ 53,921.952	\$ 56,442.050	\$ 58,963.218	\$ 61,654.227	\$ 64,663.121	\$ 67,630.762	\$ 69,287.757
	bi-wkly	\$ 3,303.80	\$ 3,421.42	\$ 3,597.83	\$ 3,774.54	\$ 3,950.94	\$ 4,127.43	\$ 4,315.80	\$ 4,526.42	\$ 4,734.15	\$ 4,850.14
	annual	\$ 85,898.68	\$ 88,957.05	\$ 93,543.63	\$ 98,137.95	\$ 102,724.53	\$ 107,313.06	\$ 112,210.69	\$ 117,686.88	\$ 123,087.99	\$ 126,103.72
MM5	9	hourly \$ 51,397.598	\$ 53,921.952	\$ 56,442.050	\$ 58,963.218	\$ 61,654.227	\$ 63,502.373	\$ 66,191.793	\$ 69,428.037	\$ 72,539.026	\$ 74,318.727
	bi-wkly	\$ 3,597.83	\$ 3,774.54	\$ 3,950.94	\$ 4,127.43	\$ 4,315.80	\$ 4,445.17	\$ 4,633.43	\$ 4,859.96	\$ 5,077.73	\$ 5,202.31
	annual	\$ 93,543.63	\$ 98,137.95	\$ 102,724.53	\$ 107,313.06	\$ 112,210.69	\$ 115,574.32	\$ 120,469.06	\$ 126,359.03	\$ 132,021.03	\$ 135,260.08