

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

MM1	Middle Managers - SENA				Hourly Range		Annual Range	
	GRADE	3	HOURLY	ANNUAL	28.97	43.90	52,717.03	79,905.47
	STEP	10	43.90	79,905.47				
	STEP	9	42.86	77,998.24				
	STEP	8	40.60	73,888.17				
	STEP	7	38.72	70,461.56				
	STEP	6	36.70	66,791.70				
	STEP	5	35.02	63,730.43				
	STEP	4	33.17	60,366.82				
	STEP	3	31.82	57,918.96				
	STEP	2	30.31	55,163.92				
	STEP	1	28.97	52,717.03				
	GRADE	4	HOURLY	ANNUAL	31.82	48.19	57,918.96	87,705.61
	STEP	10	48.19	87,705.61				
	STEP	9	47.04	85,608.13				
	STEP	8	44.66	81,276.31				
	STEP	7	42.58	77,497.92				
	STEP	6	40.57	73,829.06				
	STEP	5	38.72	70,461.56				
	STEP	4	36.70	66,791.70				
	STEP	3	35.02	63,730.43				
	STEP	2	33.17	60,366.82				
	STEP	1	31.82	57,918.96				
	GRADE	5	HOURLY	ANNUAL	35.02	52.85	63,730.43	96,185.69
	STEP	10	52.85	96,185.69				
	STEP	9	51.58	93,881.37				
	STEP	8	49.07	89,307.91				
	STEP	7	46.78	85,148.68				
	STEP	6	44.60	81,170.67				
	STEP	5	42.58	77,497.92				
	STEP	4	40.57	73,829.06				
	STEP	3	38.72	70,461.56				
	STEP	2	36.70	66,791.70				
STEP	1	35.02	63,730.43					
GRADE	6	HOURLY	ANNUAL	38.72	57.51	70,461.56	104,664.85	
STEP	10	57.51	104,664.85					
STEP	9	56.13	102,153.73					
STEP	8	53.48	97,340.47					
STEP	7	50.99	92,793.63					
STEP	6	48.47	88,207.05					

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	STEP	5	46.78	85,148.68				
	STEP	4	44.60	81,170.67				
	STEP	3	42.58	77,497.92				
	STEP	2	40.57	73,829.06				
	STEP	1	38.72	70,461.56				
	GRADE 7		HOURLY	ANNUAL	42.58	63.10	77,497.92	114,838.38
	STEP	10	63.10	114,838.38				
	STEP	9	61.58	112,079.12				
	STEP	8	58.78	106,976.84				
	STEP	7	56.03	101,974.53				
	STEP	6	53.51	97,387.95				
	STEP	5	50.99	92,793.63				
	STEP	4	48.47	88,207.05				
	STEP	3	46.78	85,148.68				
	STEP	2	44.60	81,170.67				
	STEP	1	42.58	77,497.92				
	GRADE 8		HOURLY	ANNUAL	46.78	68.88	85,148.69	125,353.72
	STEP	10	68.88	125,353.72				
	STEP	9	67.22	122,337.99				
	STEP	8	64.25	116,936.88				
	STEP	7	61.24	111,460.70				
	STEP	6	58.55	106,563.06				
	STEP	5	56.03	101,974.53				
	STEP	4	53.51	97,387.95				
	STEP	3	50.99	92,793.63				
	STEP	2	48.47	88,207.05				
	STEP	1	46.78	85,148.68				
	GRADE 9		HOURLY	ANNUAL	50.99	73.91	92,793.63	134,510.09
	STEP	10	73.91	134,510.08				
	STEP	9	72.13	131,271.03				
	STEP	8	69.02	125,609.03				
	STEP	7	65.78	119,719.06				
	STEP	6	63.09	114,824.32				
	STEP	5	61.24	111,460.70				
	STEP	4	58.55	106,563.06				
	STEP	3	56.03	101,974.53				
	STEP	2	53.51	97,387.95				
	STEP	1	50.99	92,793.63				
	GRADE 10		HOURLY	ANNUAL	56.03	79.87	101,974.53	145,366.29

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	STEP	10	79.87	145,366.29			
	STEP	9	77.95	141,862.44			
	STEP	8	74.67	135,892.73			
	STEP	7	71.16	129,512.42			
	STEP	6	68.30	124,308.54			
	STEP	5	65.78	119,719.06			
	STEP	4	63.09	114,824.32			
	STEP	3	61.24	111,460.70			
	STEP	2	58.55	106,563.06			
	STEP	1	56.03	101,974.53			
	GRADE 11		HOURLY	ANNUAL	61.24	84.71	111,460.70 154,179.96
	STEP	10	84.71	154,179.96			
	STEP	9	82.67	150,461.15			
	STEP	8	79.25	144,240.25			
	STEP	7	75.53	137,464.55			
	STEP	6	73.01	132,877.01			
	STEP	5	71.16	129,512.42			
	STEP	4	68.30	124,308.54			
	STEP	3	65.78	119,719.06			
	STEP	2	63.09	114,824.32			
	STEP	1	61.24	111,460.70			
	GRADE 12		HOURLY	ANNUAL	65.78	87.88	119,719.07 159,944.86
	STEP	10	87.88	159,944.86			
	STEP	9	85.76	156,085.44			
	STEP	8	82.25	149,700.92			
	STEP	7	78.39	142,665.52			
	STEP	6	78.05	142,055.01			
	STEP	5	75.53	137,464.55			
	STEP	4	73.01	132,877.01			
	STEP	3	71.16	129,512.42			
	STEP	2	68.30	124,308.54			
	STEP	1	65.78	119,719.06			
	GRADE 13		HOURLY	ANNUAL	71.16	91.42	129,512.42 166,391.49
	STEP	10	91.42	166,391.49			
	STEP	9	89.22	162,374.83			
	STEP	8	85.61	155,806.02			
	STEP	7	81.58	148,479.91			
	STEP	6	78.89	143,579.34			
	STEP	5	78.39	142,665.52			

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MM1	<i>Middle Managers - SENA</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	4	78.05	142,055.01				
	STEP	3	75.53	137,464.55				
	STEP	2	73.01	132,877.01				
	STEP	1	71.16	129,512.42				
	GRADE	14	HOURLY	ANNUAL	75.53	96.81	137,464.55	176,194.16
	STEP	10	96.81	176,194.16				
	STEP	9	94.47	171,938.43				
	STEP	8	90.71	165,091.59				
	STEP	7	86.44	157,320.67				
	STEP	6	84.44	153,681.83				
	STEP	5	81.58	148,479.91				
	STEP	4	78.89	143,579.34				
	STEP	3	78.39	142,665.52				
	STEP	2	78.05	142,055.01				
	STEP	1	75.53	137,464.55				