

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

MM4	<i>Middle Managers Sena</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE		HOURLY	ANNUAL			
	5				30.64	46.24	63,730.44 96,185.50
	STEP	10	46.24	96,185.50			
	STEP	9	45.14	93,881.19			
	STEP	8	42.94	89,307.90			
	STEP	7	40.94	85,148.68			
	STEP	6	39.02	81,170.68			
	STEP	5	37.26	77,497.92			
	STEP	4	35.49	73,829.04			
	STEP	3	33.88	70,461.55			
	STEP	2	32.11	66,791.71			
	STEP	1	30.64	63,730.44			
	6				33.88	50.32	70,461.55 104,664.85
	STEP	10	50.32	104,664.85			
	STEP	9	49.11	102,153.72			
	STEP	8	46.80	97,340.47			
	STEP	7	44.61	92,793.63			
	STEP	6	42.41	88,207.04			
	STEP	5	40.94	85,148.68			
	STEP	4	39.02	81,170.68			
	STEP	3	37.26	77,497.92			
	STEP	2	35.49	73,829.05			
	STEP	1	33.88	70,461.55			
	7				37.26	55.21	77,497.92 114,838.21
	STEP	10	55.21	114,838.21			
	STEP	9	53.88	112,078.96			
	STEP	8	51.43	106,976.84			
	STEP	7	49.03	101,974.53			
	STEP	6	46.82	97,387.96			
	STEP	5	44.61	92,793.62			
	STEP	4	42.41	88,207.04			
	STEP	3	40.94	85,148.68			
	STEP	2	39.02	81,170.68			
	STEP	1	37.26	77,497.92			
	8				40.94	60.27	85,148.68 125,353.54
	STEP	10	60.27	125,353.54			
	STEP	9	58.82	122,337.80			
	STEP	8	56.22	116,936.88			
	STEP	7	53.59	111,460.70			
	STEP	6	51.23	106,563.05			

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	STEP	5	49.03	101,974.53				
	STEP	4	46.82	97,387.96				
	STEP	3	44.61	92,793.62				
	STEP	2	42.41	88,207.04				
	STEP	1	40.94	85,148.68				
	GRADE 9		HOURLY	ANNUAL	44.61	64.67	92,793.64	134,510.07
	STEP	10	64.67	134,510.07				
	STEP	9	63.11	131,271.01				
	STEP	8	60.39	125,609.02				
	STEP	7	57.56	119,719.07				
	STEP	6	55.20	114,824.33				
	STEP	5	53.59	111,460.70				
	STEP	4	51.23	106,563.06				
	STEP	3	49.03	101,974.53				
	STEP	2	46.82	97,387.96				
	STEP	1	44.61	92,793.64				
	GRADE 10		HOURLY	ANNUAL	49.03	69.89	101,974.53	145,366.29
	STEP	10	69.89	145,366.29				
	STEP	9	68.20	141,862.45				
	STEP	8	65.33	135,892.74				
	STEP	7	62.27	129,512.41				
	STEP	6	59.76	124,308.54				
	STEP	5	57.56	119,719.06				
	STEP	4	55.20	114,824.32				
	STEP	3	53.59	111,460.70				
	STEP	2	51.23	106,563.05				
	STEP	1	49.03	101,974.53				
	GRADE 11		HOURLY	ANNUAL	53.59	74.12	111,460.69	154,179.88
	STEP	10	74.12	154,179.88				
	STEP	9	72.34	150,461.07				
	STEP	8	69.35	144,240.18				
	STEP	7	66.09	137,464.26				
	STEP	6	63.88	132,876.91				
	STEP	5	62.27	129,512.40				
	STEP	4	59.76	124,308.34				
	STEP	3	57.56	119,718.75				
	STEP	2	55.20	114,824.17				
	STEP	1	53.59	111,460.68				
	GRADE 12		HOURLY	ANNUAL	57.56	76.90	119,719.06	159,944.67

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	STEP	10	76.90	159,944.67	
	STEP	9	75.04	156,085.25	
	STEP	8	71.97	149,700.91	
	STEP	7	68.59	142,665.52	
	STEP	6	68.30	142,055.02	
	STEP	5	66.09	137,464.55	
	STEP	4	63.88	132,877.01	
	STEP	3	62.27	129,512.41	
	STEP	2	59.76	124,308.54	
	STEP	1	57.56	119,719.06	