

**SAN BERNARDINO COUNTY  
FIRE PROTECTION DISTRICT**

**SAN BERNARDINO COUNTY  
SPECIAL DISTRICTS DEPARTMENT**



**Non-Represented Employee  
Compensation Plan**

**Salary Tables**

**Contents**

Effective 02/22/2025 .....	1
Effective 02/21/2026 .....	10

Eff. 02/22/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
<b>3M</b>	Hourly	17.43	17.53	17.97	18.41	18.87	19.34	19.83	20.32	20.83	21.35	21.88					
	Approx Bi-Wk	1,394.40	1,402.40	1,437.60	1,472.80	1,509.60	1,547.20	1,586.40	1,625.60	1,666.40	1,708.00	1,750.40					
	Approx. Mon	3,021.20	3,038.53	3,114.80	3,191.07	3,270.80	3,352.27	3,437.20	3,522.13	3,610.53	3,700.67	3,792.53					
	Annual	36,254.40	36,462.40	37,377.60	38,292.80	39,249.60	40,227.20	41,246.40	42,265.60	43,326.40	44,408.00	45,510.40					
<b>4M</b>	Hourly	17.53	17.75	18.18	18.65	19.13	19.60	20.10	20.60	21.12	21.64	22.18	22.75	23.30	23.89		
	Approx Bi-Wk	1,402.40	1,420.00	1,454.40	1,492.00	1,530.40	1,568.00	1,608.00	1,648.00	1,689.60	1,731.20	1,774.40	1,820.00	1,864.00	1,911.20		
	Approx. Mon	3,038.53	3,076.67	3,151.20	3,232.67	3,315.87	3,397.33	3,484.00	3,570.67	3,660.80	3,750.93	3,844.53	3,943.33	4,038.67	4,140.93		
	Annual	36,462.40	36,920.00	37,814.40	38,792.00	39,790.40	40,768.00	41,808.00	42,848.00	43,929.60	45,011.20	46,134.40	47,320.00	48,464.00	49,691.20		
<b>12</b>	Hourly	17.76	18.24	18.66	19.13	19.62	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95	24.55	25.16	25.79
	Approx Bi-Wk	1,420.80	1,459.20	1,492.80	1,530.40	1,569.60	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00	1,964.00	2,012.80	2,063.20
	Approx. Mon	3,078.40	3,161.60	3,234.40	3,315.87	3,400.80	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33	4,255.33	4,361.07	4,470.27
	Annual	36,940.80	37,939.20	38,812.80	39,790.40	40,809.60	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00	51,064.00	52,332.80	53,643.20
<b>12T</b>	Hourly	17.76	18.24	18.66	19.13	19.62	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95			
	Approx Bi-Wk	1,420.80	1,459.20	1,492.80	1,530.40	1,569.60	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00			
	Approx. Mon	3,078.40	3,161.60	3,234.40	3,315.87	3,400.80	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33			
	Annual	36,940.80	37,939.20	38,812.80	39,790.40	40,809.60	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00			
<b>13</b>	Hourly	18.24	18.66	19.13	19.62	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95	24.55	25.16	25.78	26.42
	Approx Bi-Wk	1,459.20	1,492.80	1,530.40	1,569.60	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40	2,113.60
	Approx. Mon	3,161.60	3,234.40	3,315.87	3,400.80	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53	4,579.47
	Annual	37,939.20	38,812.80	39,790.40	40,809.60	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00	51,064.00	52,312.00	53,622.40	54,953.60
<b>13T</b>	Hourly	18.24	18.66	19.13	19.62	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95				
	Approx Bi-Wk	1,459.20	1,492.80	1,530.40	1,569.60	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00				
	Approx. Mon	3,161.60	3,234.40	3,315.87	3,400.80	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33				
	Annual	37,939.20	38,812.80	39,790.40	40,809.60	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00				
<b>14</b>	Hourly	18.66	19.13	19.62	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95	24.55	25.16	25.78	26.42	27.09
	Approx Bi-Wk	1,492.80	1,530.40	1,569.60	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40	2,113.60	2,167.20
	Approx. Mon	3,234.40	3,315.87	3,400.80	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53	4,579.47	4,695.60
	Annual	38,812.80	39,790.40	40,809.60	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00	51,064.00	52,312.00	53,622.40	54,953.60	56,347.20
<b>14T</b>	Hourly	18.66	19.13	19.62	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95	24.55				
	Approx Bi-Wk	1,492.80	1,530.40	1,569.60	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00	1,964.00				
	Approx. Mon	3,234.40	3,315.87	3,400.80	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33	4,255.33				
	Annual	38,812.80	39,790.40	40,809.60	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00	51,064.00				
<b>15</b>	Hourly	19.13	19.62	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95	24.55	25.16	25.78	26.43	27.10	27.78
	Approx Bi-Wk	1,530.40	1,569.60	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40	2,114.40	2,168.00	2,222.40
	Approx. Mon	3,315.87	3,400.80	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53	4,581.20	4,693.33	4,812.00
	Annual	39,790.40	40,809.60	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00	51,064.00	52,312.00	53,622.40	54,974.40	56,368.00	57,782.40
<b>15T</b>	Hourly	19.13	19.62	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95	24.55	25.16				
	Approx Bi-Wk	1,530.40	1,569.60	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00	1,964.00	2,012.00				
	Approx. Mon	3,315.87	3,400.80	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33	4,255.33	4,359.33				
	Annual	39,790.40	40,809.60	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00	51,064.00	52,312.00				
<b>16</b>	Hourly	19.62	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95	24.55	25.16	25.78	26.43	27.08	27.74	28.44
	Approx Bi-Wk	1,569.60	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40	2,114.40	2,166.40	2,219.20	2,275.20
	Approx. Mon	3,400.80	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53	4,581.20	4,693.87	4,808.27	4,929.60
	Annual	40,809.60	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00	51,064.00	52,312.00	53,622.40	54,974.40	56,326.40	57,699.20	59,155.20
<b>16T</b>	Hourly	19.62	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95	24.55	25.16	25.78				
	Approx Bi-Wk	1,569.60	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40				
	Approx. Mon	3,400.80	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53				
	Annual	40,809.60	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00	51,064.00	52,312.00	53,622.40				
<b>17</b>	Hourly	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95	24.55	25.16	25.78	26.43	27.08	27.79	28.47	29.18
	Approx Bi-Wk	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.00	2,334.40
	Approx. Mon	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,937.60	5,057.87
	Annual	41,828.80	42,868.80	43,950.40	45,094.40	46,196.80	47,382.40	48,588.80	49,816.00	51,064.00	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,217.60	60,694.40
<b>17T</b>	Hourly	20.11	20.61	21.13	21.68	22.21	22.78	23.36	23.95	24.55	25.16	25.78					
	Approx Bi-Wk	1,608.80	1,648.80	1,690.40	1,734.40	1,776.80	1,822.40	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40					
	Approx. Mon	3,485.73	3,572.40	3,662.53	3,757.87	3,849.73	3,948.53	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53					
	Annual	41,8															

Eff. 02/22/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
22	Hourly	22.78	23.36	23.95	24.55	25.15	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.22	33.02
	Approx Bi-Wk	1,822.40	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,577.60	2,641.60
	Approx. Mon	3,948.53	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,584.80	5,723.47
	Annual	47,382.40	48,588.80	49,816.00	51,064.00	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	67,017.60	68,681.60
22T	Hourly	22.78	23.36	23.95	24.55	25.15	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66			
	Approx Bi-Wk	1,822.40	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80			
	Approx. Mon	3,948.53	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40			
	Annual	47,382.40	48,588.80	49,816.00	51,064.00	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80			
23	Hourly	23.36	23.95	24.55	25.15	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20	33.00	33.84
	Approx Bi-Wk	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00	2,640.00	2,707.20
	Approx. Mon	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,581.33	5,720.00	5,865.60
	Annual	48,588.80	49,816.00	51,064.00	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	66,976.00	68,640.00	70,387.20
23T	Hourly	23.36	23.95	24.55	25.15	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43			
	Approx Bi-Wk	1,868.80	1,916.00	1,964.00	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40			
	Approx. Mon	4,049.07	4,151.33	4,255.33	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87			
	Annual	48,588.80	49,816.00	51,064.00	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40			
24	Hourly	23.95	24.55	25.15	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20	33.01	33.85	34.68
	Approx Bi-Wk	1,916.00	1,964.00	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00	2,640.00	2,708.00	2,774.40
	Approx. Mon	4,151.33	4,255.33	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,581.33	5,721.73	5,867.33	6,011.20
	Annual	49,816.00	51,064.00	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	66,976.00	68,660.00	70,408.00	72,134.40
24T	Hourly	23.95	24.55	25.15	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20			
	Approx Bi-Wk	1,916.00	1,964.00	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00			
	Approx. Mon	4,151.33	4,255.33	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,581.33			
	Annual	49,816.00	51,064.00	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	66,976.00			
25	Hourly	24.55	25.15	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20	33.01	33.86	34.69	35.57
	Approx Bi-Wk	1,964.00	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00	2,640.00	2,708.00	2,775.20	2,845.60
	Approx. Mon	4,255.33	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,581.33	5,721.73	5,869.07	6,012.93	6,165.47
	Annual	51,064.00	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	66,976.00	68,660.00	70,428.00	72,155.20	73,985.60
25T	Hourly	24.55	25.15	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20	33.01			
	Approx Bi-Wk	1,964.00	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00	2,640.00			
	Approx. Mon	4,255.33	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,581.33	5,721.73			
	Annual	51,064.00	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	66,976.00	68,660.00			
26	Hourly	25.15	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20	33.01	33.86	34.68	35.57	36.45
	Approx Bi-Wk	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00	2,640.00	2,708.00	2,774.40	2,845.60	2,916.00
	Approx. Mon	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,318.00
	Annual	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	66,976.00	68,660.00	70,428.00	72,134.40	73,985.60	75,816.00
26T	Hourly	25.15	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20	33.01	33.86			
	Approx Bi-Wk	2,012.00	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00	2,640.00	2,708.00			
	Approx. Mon	4,359.33	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,581.33	5,721.73	5,869.07			
	Annual	52,312.00	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	66,976.00	68,660.00	70,428.00			
27	Hourly	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20	33.01	33.86	34.68	35.57	36.45	37.37
	Approx Bi-Wk	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00	2,640.00	2,708.00	2,774.40	2,845.60	2,916.00	2,989.60
	Approx. Mon	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,318.00	6,477.47
	Annual	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	66,976.00	68,660.00	70,428.00	72,134.40	73,985.60	75,816.00	77,729.60
27T	Hourly	25.78	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20	33.01	33.86	34.68			
	Approx Bi-Wk	2,062.40	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00	2,640.00	2,708.00	2,774.40			
	Approx. Mon	4,468.53	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,581.33	5,721.73	5,869.07	6,011.20			
	Annual	53,622.40	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	66,976.00	68,660.00	70,428.00	72,134.40			
28	Hourly	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20	33.01	33.86	34.68	35.57	36.44	37.37	38.29
	Approx Bi-Wk	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00	2,640.00	2,708.00	2,774.40	2,845.60	2,915.20	2,989.60	3,063.20
	Approx. Mon	4,581.20	4,693.87	4,816.93	4,927.87	5,057.87	5,186.13	5,314.40	5,447.87	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,477.47	6,636.93
	Annual	54,974.40	56,326.40	57,803.20	59,134.40	60,694.40	62,233.60	63,772.80	65,374.40	66,976.00	68,660.00	70,428.00	72,134.40	73,985.60	75,795.20	77,729.60	79,643.20
28T	Hourly	26.43	27.08	27.79	28.43	29.18	29.92	30.66	31.43	32.20	33.01	33.86	34.68	35.57			
	Approx Bi-Wk	2,114.40	2,166.40	2,223.20	2,274.40	2,334.40	2,393.60	2,452.80	2,514.40	2,576.00	2,640.00	2,708.00	2,774.40	2,845.60			
	Approx. Mon	4,581															

Eff. 02/22/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
<b>33</b>	Hourly	29.92	30.66	31.43	32.20	33.01	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.26	43.32
	Approx Bi-Wk	2,393.60	2,452.80	2,514.40	2,576.00	2,640.80	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,380.80	3,465.60
	Approx. Mon	5,186.13	5,314.40	5,447.87	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53	7,325.07	7,508.80
	Annual	62,233.60	63,772.80	65,374.40	66,976.00	68,660.80	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,900.80	90,105.60
<b>33T</b>	Hourly	29.92	30.66	31.43	32.20	33.01	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22			
	Approx Bi-Wk	2,393.60	2,452.80	2,514.40	2,576.00	2,640.80	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60			
	Approx. Mon	5,186.13	5,314.40	5,447.87	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47			
	Annual	62,233.60	63,772.80	65,374.40	66,976.00	68,660.80	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60			
<b>34</b>	Hourly	30.66	31.43	32.20	33.01	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27	43.33	44.41
	Approx Bi-Wk	2,452.80	2,514.40	2,576.00	2,640.80	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60	3,466.40	3,552.80
	Approx. Mon	5,314.40	5,447.87	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53	7,326.80	7,510.53	7,697.73
	Annual	63,772.80	65,374.40	66,976.00	68,660.80	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,921.60	90,126.40	92,372.80
<b>34T</b>	Hourly	30.66	31.43	32.20	33.01	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23			
	Approx Bi-Wk	2,452.80	2,514.40	2,576.00	2,640.80	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40			
	Approx. Mon	5,314.40	5,447.87	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53			
	Annual	63,772.80	65,374.40	66,976.00	68,660.80	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40			
<b>35</b>	Hourly	31.43	32.20	33.01	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27	43.31	44.39	45.50
	Approx Bi-Wk	2,514.40	2,576.00	2,640.80	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60	3,464.80	3,551.20	3,640.00
	Approx. Mon	5,447.87	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53	7,326.80	7,507.07	7,694.27	7,886.67
	Annual	65,374.40	66,976.00	68,660.80	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,921.60	90,084.80	92,331.20	94,640.00
<b>35T</b>	Hourly	31.43	32.20	33.01	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27			
	Approx Bi-Wk	2,514.40	2,576.00	2,640.80	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60			
	Approx. Mon	5,447.87	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53	7,326.80			
	Annual	65,374.40	66,976.00	68,660.80	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,921.60			
<b>36</b>	Hourly	32.20	33.01	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27	43.31	44.41	45.52	46.67
	Approx Bi-Wk	2,576.00	2,640.80	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60	3,464.80	3,552.80	3,641.60	3,733.60
	Approx. Mon	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53	7,326.80	7,507.07	7,697.73	7,890.13	8,089.47
	Annual	66,976.00	68,660.80	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,921.60	90,084.80	92,372.80	94,681.60	97,073.60
<b>36T</b>	Hourly	32.20	33.01	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27	43.31			
	Approx Bi-Wk	2,576.00	2,640.80	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60	3,464.80			
	Approx. Mon	5,581.33	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53	7,326.80	7,507.07			
	Annual	66,976.00	68,660.80	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,921.60	90,084.80			
<b>37</b>	Hourly	33.01	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27	43.31	44.41	45.50	46.65	47.81
	Approx Bi-Wk	2,640.80	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60	3,464.80	3,552.80	3,640.00	3,732.00	3,824.80
	Approx. Mon	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53	7,326.80	7,507.07	7,697.73	7,886.67	8,086.00	8,287.07
	Annual	68,660.80	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,921.60	90,084.80	92,372.80	94,640.00	97,032.00	99,444.80
<b>37T</b>	Hourly	33.01	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27	43.31	44.41			
	Approx Bi-Wk	2,640.80	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60	3,464.80	3,552.80			
	Approx. Mon	5,721.73	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53	7,326.80	7,507.07	7,697.73			
	Annual	68,660.80	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,921.60	90,084.80	92,372.80			
<b>38</b>	Hourly	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27	43.31	44.41	45.50	46.65	47.81	49.01
	Approx Bi-Wk	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60	3,464.80	3,552.80	3,640.00	3,732.00	3,824.80	3,920.80
	Approx. Mon	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53	7,326.80	7,507.07	7,697.73	7,886.67	8,086.00	8,287.07	8,495.07
	Annual	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,921.60	90,084.80	92,372.80	94,640.00	97,032.00	99,444.80	101,940.80
<b>Eff. 02/22/2025</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	
	Hourly	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27	43.31	44.41	45.50			
	Approx Bi-Wk	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60	3,464.80	3,552.80	3,640.00			
	Annual	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,921.60	90,084.80	92,372.80	94,640.00			
<b>38T</b>	Hourly	33.86	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27	43.31	44.41	45.50			
	Approx Bi-Wk	2,708.80	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60	3,464.80	3,552.80	3,640.00			
	Approx. Mon	5,869.07	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47	6,800.33	6,971.47	7,146.53	7,326.80	7,507.07	7,697.73	7,886.67			
	Annual	70,428.80	72,134.40	73,985.60	75,795.20	77,667.20	79,601.60	81,640.00	83,657.60	85,758.40	87,921.60	90,084.80	92,372.80	94,640.00			
<b>39</b>	Hourly	34.68	35.57	36.44	37.34	38.27	39.25	40.22	41.23	42.27	43.31	44.41	45.50	46.65	47.82	49.01	50.24
	Approx Bi-Wk	2,774.40	2,845.60	2,915.20	2,987.20	3,061.60	3,140.00	3,217.60	3,298.40	3,381.60	3,464.80	3,552.80	3,640.00	3,732.00	3,825.60	3,920.80	4,018.20
	Approx. Mon	6,011.20	6,165.47	6,316.27	6,472.27	6,633.47											







Eff. 02/22/2025		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
66	Hourly	67.56	69.24	70.98	72.76	74.57	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.47	97.86
	Approx Bi-Wk	5,404.80	5,539.20	5,678.40	5,820.80	5,965.60	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,637.60	7,828.80
	Approx. Mon	11,710.40	12,001.60	12,303.20	12,611.73	12,925.47	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,548.13	16,962.80
	Annual	140,524.80	144,019.20	147,638.40	151,340.80	155,105.60	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,577.60	203,548.80
66T	Hourly	67.56	69.24	70.98	72.76	74.57	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86			
	Approx Bi-Wk	5,404.80	5,539.20	5,678.40	5,820.80	5,965.60	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80			
	Approx. Mon	11,710.40	12,001.60	12,303.20	12,611.73	12,925.47	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07			
	Annual	140,524.80	144,019.20	147,638.40	151,340.80	155,105.60	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80			
67	Hourly	69.24	70.98	72.76	74.57	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.45	97.84	100.28
	Approx Bi-Wk	5,539.20	5,678.40	5,820.80	5,965.60	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,636.00	7,827.20	8,022.40
	Approx. Mon	12,001.60	12,303.20	12,611.73	12,925.47	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,544.67	16,957.20	17,381.87
	Annual	144,019.20	147,638.40	151,340.80	155,105.60	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,536.00	203,507.20	208,582.40
67T	Hourly	69.24	70.98	72.76	74.57	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14			
	Approx Bi-Wk	5,539.20	5,678.40	5,820.80	5,965.60	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20			
	Approx. Mon	12,001.60	12,303.20	12,611.73	12,925.47	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27			
	Annual	144,019.20	147,638.40	151,340.80	155,105.60	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20			
68	Hourly	70.98	72.76	74.57	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.45	97.83	100.28	102.79
	Approx Bi-Wk	5,678.40	5,820.80	5,965.60	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,636.00	7,826.40	8,022.40	8,223.20
	Approx. Mon	12,303.20	12,611.73	12,925.47	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,544.67	16,957.20	17,381.87	17,816.93
	Annual	147,638.40	151,340.80	155,105.60	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,536.00	203,486.40	208,582.40	213,803.20
68T	Hourly	70.98	72.76	74.57	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.45			
	Approx Bi-Wk	5,678.40	5,820.80	5,965.60	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,636.00			
	Approx. Mon	12,303.20	12,611.73	12,925.47	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,544.67			
	Annual	147,638.40	151,340.80	155,105.60	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,536.00			
69	Hourly	72.76	74.57	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.45	97.83	100.28	102.78	105.35
	Approx Bi-Wk	5,820.80	5,965.60	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,636.00	7,826.40	8,022.40	8,228.00	8,428.00
	Approx. Mon	12,611.73	12,925.47	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,544.67	16,957.20	17,381.87	17,816.20	18,260.67
	Annual	151,340.80	155,105.60	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,536.00	203,486.40	208,582.40	213,782.40	219,128.00
69T	Hourly	72.76	74.57	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.45	97.83			
	Approx Bi-Wk	5,820.80	5,965.60	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,636.00	7,826.40			
	Approx. Mon	12,611.73	12,925.47	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,544.67	16,957.20			
	Annual	151,340.80	155,105.60	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,536.00	203,486.40			
70	Hourly	74.57	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.45	97.83	100.28	102.78	105.35	107.98
	Approx Bi-Wk	5,965.60	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,636.00	7,826.40	8,022.40	8,222.40	8,428.00	8,638.40
	Approx. Mon	12,925.47	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,544.67	16,957.20	17,381.87	17,815.20	18,260.67	18,716.53
	Annual	155,105.60	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,536.00	203,486.40	208,582.40	213,782.40	219,128.00	224,598.40
70T	Hourly	74.57	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.45	97.83	100.28			
	Approx Bi-Wk	5,965.60	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,636.00	7,826.40	8,022.40			
	Approx. Mon	12,925.47	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,544.67	16,957.20	17,381.87			
	Annual	155,105.60	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,536.00	203,486.40	208,582.40			
71	Hourly	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.45	97.83	100.28	102.78	105.36	108.00	110.71
	Approx Bi-Wk	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,636.00	7,826.40	8,022.40	8,222.40	8,428.00	8,640.00	8,856.00
	Approx. Mon	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,544.67	16,957.20	17,381.87	17,815.20	18,262.40	18,720.00	19,189.73
	Annual	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,536.00	203,486.40	208,582.40	213,782.40	219,148.80	224,640.00	230,276.80
71T	Hourly	76.42	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.45	97.83	100.28	102.78			
	Approx Bi-Wk	6,113.60	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,636.00	7,826.40	8,022.40	8,222.40			
	Approx. Mon	13,246.13	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,544.67	16,957.20	17,381.87	17,815.20			
	Annual	158,953.60	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,536.00	203,486.40	208,582.40	213,782.40			
72	Hourly	78.33	80.30	82.30	84.36	86.47	88.63	90.86	93.14	95.45	97.83	100.28	102.78	105.36	108.00	110.71	113.47
	Approx Bi-Wk	6,266.40	6,424.00	6,584.00	6,748.80	6,917.60	7,090.40	7,268.80	7,451.20	7,636.00	7,826.40	8,022.40	8,222.40	8,428.00	8,640.00	8,856.00	9,077.60
	Approx. Mon	13,577.20	13,918.67	14,265.33	14,622.40	14,988.13	15,362.53	15,749.07	16,144.27	16,544.67	16,957.20	17,381.87	17,815.20	18,262.40	18,720.00	19,189.73	19,668.13
	Annual	162,926.40	167,024.00	171,184.00	175,468.80	179,857.60	184,350.40	188,988.80	193,731.20	198,536.00	203,486.40	208,582.40	213,782.40	219,148.80	224,640.00	230,276.80	236,017.60
7																	









Eff. 02/22/2025		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
<b>99</b>	Hourly	152.58	156.39	160.30	164.32	168.43	172.62	176.94	181.38	185.91	190.57	195.31	200.18	205.20	210.35	215.60	220.99
	Approx Bi-Wk	12,206.40	12,511.20	12,824.00	13,145.60	13,474.40	13,809.60	14,155.20	14,510.40	14,872.80	15,245.60	15,624.80	16,014.40	16,416.00	16,828.00	17,248.00	17,679.20
	Approx. Mon	26,447.20	27,107.60	27,785.33	28,482.13	29,194.53	29,920.80	30,669.60	31,439.20	32,224.40	33,032.13	33,853.73	34,697.87	35,568.00	36,460.67	37,370.67	38,304.93
	Annual	317,366.40	325,291.20	333,424.00	341,785.60	350,334.40	359,049.60	368,035.20	377,270.40	386,692.80	396,385.60	406,244.80	416,374.40	426,816.00	437,528.00	448,448.00	459,659.20
<b>99T</b>	Hourly	152.58	156.39	160.30	164.32	168.43	172.62	176.94	181.38	185.91	190.57	195.31	200.18	205.20			
	Approx Bi-Wk	12,206.40	12,511.20	12,824.00	13,145.60	13,474.40	13,809.60	14,155.20	14,510.40	14,872.80	15,245.60	15,624.80	16,014.40	16,416.00			
	Approx. Mon	26,447.20	27,107.60	27,785.33	28,482.13	29,194.53	29,920.80	30,669.60	31,439.20	32,224.40	33,032.13	33,853.73	34,697.87	35,568.00			
	Annual	317,366.40	325,291.20	333,424.00	341,785.60	350,334.40	359,049.60	368,035.20	377,270.40	386,692.80	396,385.60	406,244.80	416,374.40	426,816.00			

Eff. 02/21/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
<b>3M</b> Hourly	17.95	18.06	18.51	18.96	19.44	19.92	20.42	20.93	21.45	21.99	22.54					
Approx Bi-Wk	1,436.00	1,444.80	1,480.80	1,516.80	1,555.20	1,593.60	1,633.60	1,674.40	1,716.00	1,759.20	1,803.20					
Approx. Mon	3,111.33	3,130.40	3,208.40	3,286.40	3,369.60	3,452.80	3,539.47	3,627.87	3,718.00	3,811.60	3,906.93					
Annual	37,336.00	37,564.80	38,500.80	39,436.80	40,435.20	41,433.60	42,473.60	43,534.40	44,616.00	45,739.20	46,883.20					
<b>4M</b> Hourly	18.06	18.28	18.73	19.21	19.70	20.19	20.70	21.22	21.75	22.29	22.85	23.43	24.00	24.61		
Approx Bi-Wk	1,444.80	1,462.40	1,498.40	1,536.80	1,576.00	1,615.20	1,656.00	1,697.60	1,740.00	1,783.20	1,828.00	1,874.40	1,920.00	1,968.80		
Approx. Mon	3,130.40	3,168.53	3,246.53	3,329.73	3,414.67	3,499.60	3,588.00	3,678.13	3,770.00	3,863.60	3,960.67	4,061.20	4,160.00	4,265.73		
Annual	37,564.80	38,022.40	38,958.40	39,956.80	40,976.00	41,995.20	43,056.00	44,137.60	45,240.00	46,363.20	47,528.00	48,734.40	49,920.00	51,188.80		
<b>12</b> Hourly	18.29	18.79	19.22	19.70	20.21	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29	25.91	26.56
Approx Bi-Wk	1,463.20	1,503.20	1,537.60	1,576.00	1,616.80	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20	2,072.80	2,124.80
Approx. Mon	3,170.27	3,256.93	3,331.47	3,414.67	3,503.07	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13	4,383.60	4,491.07	4,603.73
Annual	38,043.20	39,083.20	39,977.60	40,976.00	42,036.80	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60	52,603.20	53,892.80	55,244.80
<b>12T</b> Hourly	18.29	18.79	19.22	19.70	20.21	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67			
Approx Bi-Wk	1,463.20	1,503.20	1,537.60	1,576.00	1,616.80	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60			
Approx. Mon	3,170.27	3,256.93	3,331.47	3,414.67	3,503.07	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13			
Annual	38,043.20	39,083.20	39,977.60	40,976.00	42,036.80	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60			
<b>13</b> Hourly	18.79	19.22	19.70	20.21	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29	25.90	26.55	27.21
Approx Bi-Wk	1,503.20	1,537.60	1,576.00	1,616.80	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20	2,072.00	2,124.00	2,176.80
Approx. Mon	3,256.93	3,331.47	3,414.67	3,503.07	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13	4,383.60	4,489.33	4,602.00	4,716.40
Annual	39,083.20	39,977.60	40,976.00	42,036.80	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60	52,603.20	53,872.00	55,224.00	56,596.80
<b>13T</b> Hourly	18.79	19.22	19.70	20.21	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29			
Approx Bi-Wk	1,503.20	1,537.60	1,576.00	1,616.80	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20			
Approx. Mon	3,256.93	3,331.47	3,414.67	3,503.07	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13	4,383.60			
Annual	39,083.20	39,977.60	40,976.00	42,036.80	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60	52,603.20			
<b>14</b> Hourly	19.22	19.70	20.21	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29	25.90	26.55	27.21	27.90
Approx Bi-Wk	1,537.60	1,576.00	1,616.80	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20	2,072.00	2,124.00	2,176.80	2,232.00
Approx. Mon	3,331.47	3,414.67	3,503.07	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13	4,383.60	4,489.33	4,602.00	4,716.40	4,836.00
Annual	39,977.60	40,976.00	42,036.80	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60	52,603.20	53,872.00	55,224.00	56,596.80	58,032.00
<b>14T</b> Hourly	19.22	19.70	20.21	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29	25.90			
Approx Bi-Wk	1,537.60	1,576.00	1,616.80	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20	2,072.00			
Approx. Mon	3,331.47	3,414.67	3,503.07	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13	4,383.60	4,489.33			
Annual	39,977.60	40,976.00	42,036.80	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60	52,603.20	53,872.00			
<b>15</b> Hourly	19.70	20.21	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29	25.90	26.55	27.22	27.91	28.61
Approx Bi-Wk	1,576.00	1,616.80	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20	2,072.00	2,124.00	2,177.60	2,232.00	2,288.80
Approx. Mon	3,414.67	3,503.07	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13	4,383.60	4,489.33	4,602.00	4,718.13	4,837.73	4,959.07
Annual	40,976.00	42,036.80	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60	52,603.20	53,872.00	55,224.00	56,617.60	58,052.80	59,508.80
<b>15T</b> Hourly	19.70	20.21	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29	25.90	26.55			
Approx Bi-Wk	1,576.00	1,616.80	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20	2,072.00	2,124.00			
Approx. Mon	3,414.67	3,503.07	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13	4,383.60	4,489.33	4,602.00			
Annual	40,976.00	42,036.80	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60	52,603.20	53,872.00	55,224.00			
<b>16</b> Hourly	20.21	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29	25.90	26.55	27.22	27.89	28.57	29.29
Approx Bi-Wk	1,616.80	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20	2,072.00	2,124.00	2,177.60	2,232.00	2,286.00	2,343.20
Approx. Mon	3,503.07	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13	4,383.60	4,489.33	4,602.00	4,718.13	4,834.27	4,952.13	5,076.93
Annual	42,036.80	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60	52,603.20	53,872.00	55,224.00	56,617.60	58,011.20	59,425.60	60,923.20
<b>Eff. 02/21/2026</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>
<b>16T</b> Hourly	20.21	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29	25.90	26.55	27.22			
Approx Bi-Wk	1,616.80	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20	2,072.00	2,124.00	2,177.60			
Approx. Mon	3,503.07	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13	4,383.60	4,489.33	4,602.00	4,718.13			
Annual	42,036.80	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60	52,603.20	53,872.00	55,224.00	56,617.60			
<b>17</b> Hourly	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29	25.90	26.55	27.22	27.89	28.62	29.32	30.06
Approx Bi-Wk	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20	2,072.00	2,124.00	2,177.60	2,231.20	2,289.60	2,346.00	2,404.80
Approx. Mon	3,589.73	3,679.87	3,771.73	3,870.53	3,965.87	4,066.40	4,170.40	4,276.13	4,383.60	4,489.33	4,602.00	4,718.13	4,834.27	4,960.80	5,082.13	5,210.40
Annual	43,076.80	44,158.40	45,260.80	46,446.40	47,590.40	48,796.80	50,044.80	51,313.60	52,603.20	53,872.00	55,224.00	56,617.60	58,011.20	59,529.60	60,985.60	62,524.80
<b>17T</b> Hourly	20.71	21.23	21.76	22.33	22.88	23.46	24.06	24.67	25.29	25.90	26.55	27.22	27.89			
Approx Bi-Wk	1,656.80	1,698.40	1,740.80	1,786.40	1,830.40	1,876.80	1,924.80	1,973.60	2,023.20	2,072.00	2,124.00	2,177.60	2,231.20			
Approx. Mon	3,															





















<b>Eff. 02/21/2026</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>
<b>99</b> Hourly	157.16	161.08	165.11	169.25	173.48	177.80	182.25	186.82	191.49	196.29	201.17	206.19	211.36	216.66	222.07	227.62
Approx Bi-Wk	12,572.80	12,886.40	13,208.80	13,540.00	13,878.40	14,224.00	14,580.00	14,945.60	15,319.20	15,703.20	16,093.60	16,495.20	16,908.80	17,332.80	17,765.60	18,209.60
Approx. Mon	27,241.07	27,920.53	28,619.07	29,336.67	30,069.87	30,818.67	31,590.00	32,382.13	33,191.60	34,023.60	34,869.47	35,739.60	36,635.73	37,554.40	38,492.13	39,454.13
Annual	326,892.80	335,046.40	343,428.80	352,040.00	360,838.40	369,824.00	379,080.00	388,585.60	398,299.20	408,283.20	418,433.60	428,875.20	439,628.80	450,652.80	461,905.60	473,449.60
<b>99T</b> Hourly	157.16	161.08	165.11	169.25	173.48	177.80	182.25	186.82	191.49	196.29	201.17	206.19	211.36			
Approx Bi-Wk	12,572.80	12,886.40	13,208.80	13,540.00	13,878.40	14,224.00	14,580.00	14,945.60	15,319.20	15,703.20	16,093.60	16,495.20	16,908.80			
Approx. Mon	27,241.07	27,920.53	28,619.07	29,336.67	30,069.87	30,818.67	31,590.00	32,382.13	33,191.60	34,023.60	34,869.47	35,739.60	36,635.73			
Annual	326,892.80	335,046.40	343,428.80	352,040.00	360,838.40	369,824.00	379,080.00	388,585.60	398,299.20	408,283.20	418,433.60	428,875.20	439,628.80			