

**SAN BERNARDINO COUNTY
FIRE PROTECTION DISTRICT**

**SAN BERNARDINO COUNTY
SPECIAL DISTRICTS DEPARTMENT**



**Exempt Employee
Compensation Plan
Salary Tables**

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E20D	Hourly	23.51	24.07	24.60	25.19	25.76	26.39	27.01	27.64	28.29	29.00	29.62	30.37	31.07	31.82	32.60	33.42		
	Approx Bi-Wk	1,880.80	1,925.60	1,968.00	2,015.20	2,060.80	2,111.20	2,160.80	2,211.20	2,263.20	2,320.00	2,369.60	2,429.60	2,485.60	2,545.60	2,608.00	2,673.60		
	Approx. Mon	4,075.07	4,172.13	4,264.00	4,366.27	4,465.07	4,574.27	4,681.73	4,790.93	4,903.60	5,026.67	5,134.13	5,264.13	5,385.47	5,515.47	5,650.67	5,792.80		
	Annual	48,900.80	50,065.60	51,168.00	52,395.20	53,580.80	54,891.20	56,180.80	57,491.20	58,843.20	60,320.00	61,609.60	63,169.60	64,625.60	66,185.60	67,808.00	69,513.60		
E20C	Hourly	24.49	25.02	25.59	26.14	26.72	27.38	27.96	28.62	29.24	29.95	30.60	31.32	32.02	32.78	33.59	34.43		
	Approx Bi-Wk	1,959.20	2,001.60	2,047.20	2,091.20	2,137.60	2,190.40	2,236.80	2,289.60	2,339.20	2,396.00	2,448.00	2,505.60	2,561.60	2,622.40	2,687.20	2,754.40		
	Approx. Mon	4,244.93	4,336.80	4,435.60	4,530.93	4,631.47	4,745.87	4,846.40	4,960.80	5,068.27	5,191.33	5,304.00	5,428.80	5,550.13	5,681.87	5,822.27	5,967.87		
	Annual	50,939.20	52,041.60	53,227.20	54,371.20	55,577.60	56,950.40	58,156.80	59,529.60	60,819.20	62,296.00	63,648.00	65,145.60	66,601.60	68,182.40	69,867.20	71,614.40		
E20B	Hourly	27.49	28.03	28.59	29.16	29.74	30.37	30.98	31.62	32.26	32.94	33.64	34.33	35.03	35.78	36.69	37.59		
	Approx Bi-Wk	2,199.20	2,242.40	2,287.20	2,332.80	2,379.20	2,429.60	2,478.40	2,529.60	2,580.80	2,635.20	2,691.20	2,746.40	2,802.40	2,862.40	2,935.20	3,007.20		
	Approx. Mon	4,764.93	4,858.53	4,955.60	5,054.40	5,154.93	5,264.13	5,369.87	5,480.80	5,591.73	5,709.60	5,830.93	5,950.53	6,071.87	6,201.87	6,359.60	6,515.60		
	Annual	57,179.20	58,302.40	59,467.20	60,652.80	61,859.20	63,169.60	64,438.40	65,769.60	67,100.80	68,515.20	69,971.20	71,406.40	72,862.40	74,422.40	76,315.20	78,187.20		
E21D	Hourly	24.07	24.60	25.19	25.76	26.39	27.01	27.64	28.29	29.00	29.62	30.37	31.07	31.82	32.55	33.36	34.21		
	Approx Bi-Wk	1,925.60	1,968.00	2,015.20	2,060.80	2,111.20	2,160.80	2,211.20	2,263.20	2,320.00	2,369.60	2,429.60	2,485.60	2,545.60	2,604.00	2,668.80	2,736.80		
	Approx. Mon	4,172.13	4,264.00	4,366.27	4,465.07	4,574.27	4,681.73	4,790.93	4,903.60	5,026.67	5,134.13	5,264.13	5,385.47	5,515.47	5,642.00	5,782.40	5,929.73		
	Annual	50,065.60	51,168.00	52,395.20	53,580.80	54,891.20	56,180.80	57,491.20	58,843.20	60,320.00	61,609.60	63,169.60	64,625.60	66,185.60	67,704.00	69,388.80	71,156.80		
E21C	Hourly	25.02	25.59	26.14	26.72	27.38	27.96	28.62	29.24	29.95	30.60	31.32	32.02	32.78	33.52	34.35	35.23		
	Approx Bi-Wk	2,001.60	2,047.20	2,091.20	2,137.60	2,190.40	2,236.80	2,289.60	2,339.20	2,396.00	2,448.00	2,505.60	2,561.60	2,622.40	2,681.60	2,748.00	2,818.40		
	Approx. Mon	4,336.80	4,435.60	4,530.93	4,631.47	4,745.87	4,846.40	4,960.80	5,068.27	5,191.33	5,304.00	5,428.80	5,550.13	5,681.87	5,810.13	5,954.00	6,106.53		
	Annual	52,041.60	53,227.20	54,371.20	55,577.60	56,950.40	58,156.80	59,529.60	60,819.20	62,296.00	63,648.00	65,145.60	66,601.60	68,182.40	69,721.60	71,448.00	73,278.40		
E21B	Hourly	28.03	28.59	29.16	29.74	30.37	30.98	31.62	32.26	32.94	33.64	34.33	35.03	35.78	36.50	37.44	38.37		
	Approx Bi-Wk	2,242.40	2,287.20	2,332.80	2,379.20	2,429.60	2,478.40	2,529.60	2,580.80	2,635.20	2,691.20	2,746.40	2,802.40	2,862.40	2,920.00	2,995.20	3,069.60		
	Approx. Mon	4,858.53	4,955.60	5,054.40	5,154.93	5,264.13	5,369.87	5,480.80	5,591.73	5,709.60	5,830.93	5,950.53	6,071.87	6,201.87	6,326.67	6,489.60	6,650.80		
	Annual	58,302.40	59,467.20	60,652.80	61,859.20	63,169.60	64,438.40	65,769.60	67,100.80	68,515.20	69,971.20	71,406.40	72,862.40	74,422.40	75,920.00	77,875.20	79,809.60		
E22D	Hourly	24.60	25.19	25.76	26.39	27.01	27.64	28.29	29.00	29.62	30.37	31.07	31.82	32.55	33.33	34.18	35.02		
	Approx Bi-Wk	1,968.00	2,015.20	2,060.80	2,111.20	2,160.80	2,211.20	2,263.20	2,320.00	2,369.60	2,429.60	2,485.60	2,545.60	2,604.00	2,666.40	2,734.40	2,801.60		
	Approx. Mon	4,264.00	4,366.27	4,465.07	4,574.27	4,681.73	4,790.93	4,903.60	5,026.67	5,134.13	5,264.13	5,385.47	5,515.47	5,642.00	5,777.20	5,924.53	6,070.13		
	Annual	51,168.00	52,395.20	53,580.80	54,891.20	56,180.80	57,491.20	58,843.20	60,320.00	61,609.60	63,169.60	64,625.60	66,185.60	67,704.00	69,326.40	71,094.40	72,841.60		
E22C	Hourly	25.59	26.14	26.72	27.38	27.96	28.62	29.24	29.95	30.60	31.32	32.02	32.78	33.52	34.31	35.17	36.05		
	Approx Bi-Wk	2,047.20	2,091.20	2,137.60	2,190.40	2,236.80	2,289.60	2,339.20	2,396.00	2,448.00	2,505.60	2,561.60	2,622.40	2,681.60	2,744.80	2,813.60	2,884.00		
	Approx. Mon	4,435.60	4,530.93	4,631.47	4,745.87	4,846.40	4,960.80	5,068.27	5,191.33	5,304.00	5,428.80	5,550.13	5,681.87	5,810.13	5,947.07	6,096.13	6,248.67		
	Annual	53,227.20	54,371.20	55,577.60	56,950.40	58,156.80	59,529.60	60,819.20	62,296.00	63,648.00	65,145.60	66,601.60	68,182.40	69,721.60	71,364.80	73,153.60	74,984.00		
E22B	Hourly	28.59	29.16	29.74	30.37	30.98	31.62	32.26	32.94	33.64	34.33	35.03	35.78	36.50	37.29	38.23	39.19		
	Approx Bi-Wk	2,287.20	2,332.80	2,379.20	2,429.60	2,478.40	2,529.60	2,580.80	2,635.20	2,691.20	2,746.40	2,802.40	2,862.40	2,920.00	2,983.20	3,058.40	3,135.20		
	Approx. Mon	4,955.60	5,054.40	5,154.93	5,264.13	5,369.87	5,480.80	5,591.73	5,709.60	5,830.93	5,950.53	6,071.87	6,201.87	6,326.67	6,463.60	6,626.53	6,792.93		
	Annual	59,467.20	60,652.80	61,859.20	63,169.60	64,438.40	65,769.60	67,100.80	68,515.20	69,971.20	71,406.40	72,862.40	74,422.40	75,920.00	77,563.20	79,518.40	81,515.20		
E23D	Hourly	25.20	25.77	26.39	27.01	27.64	28.29	29.00	29.62	30.37	31.07	31.82	32.55	33.33	34.11	34.96	35.81		
	Approx Bi-Wk	2,016.00	2,061.60	2,111.20	2,160.80	2,211.20	2,263.20	2,320.00	2,369.60	2,429.60	2,485.60	2,545.60	2,604.00	2,666.40	2,728.80	2,796.80	2,864.80		
	Approx. Mon	4,368.00	4,466.80	4,574.27	4,681.73	4,790.93	4,903.60	5,026.67	5,134.13	5,264.13	5,385.47	5,515.47	5,642.00	5,777.20	5,912.40	6,059.73	6,207.07		
	Annual	52,416.00	53,601.60	54,891.20	56,180.80	57,491.20	58,843.20	60,320.00	61,609.60	63,169.60	64,625.60	66,185.60	67,704.00	69,326.40	70,948.80	72,716.80	74,484.80		
E23C	Hourly	26.16	26.74	27.38	27.96	28.62	29.24	29.95	30.60	31.32	32.02	32.78	33.52	34.31	35.09	35.98	36.87		
	Approx Bi-Wk	2,092.80	2,139.20	2,190.40	2,236.80	2,289.60	2,339.20	2,396.00	2,448.00	2,505.60	2,561.60	2,622.40	2,681.60	2,744.80	2,807.20	2,878.40	2,949.60		
	Approx. Mon	4,534.40	4,634.93	4,745.87	4,846.40	4,960.80	5,068.27	5,191.33	5,304.00	5,428.80	5,550.13	5,681.87	5,810.13	5,947.07	6,082.27	6,236.53	6,390.80		
	Annual	54,412.80	55,619.20	56,950.40	58,156.80	59,529.60	60,819.20	62,296.00	63,648.00	65,145.60	66,601.60	68,182.40	69,721.60	71,364.80	72,987.20	74,838.40	76,689.60		
Ranges 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	Step 17	Step 18
E23B	Hourly	29.18	29.76	30.37	30.98	31.62	32.26	32.94	33.64	34.33	35.03	35.78	36.50	37.29	38.12	39.06	40.04		
	Approx Bi-Wk	2,334.40	2,380.80	2,429.60															

Ranges 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	Step 17	Step 18
E27B	Hourly	31.62	32.26	32.94	33.64	34.33	35.03	35.78	36.50	37.29	38.12	38.92	39.75	40.60	41.48	42.51	43.57		
	Approx Bi-Wk	2,529.60	2,580.80	2,635.20	2,691.20	2,746.40	2,802.40	2,862.40	2,920.00	2,983.20	3,049.60	3,113.60	3,180.00	3,248.00	3,318.40	3,400.80	3,485.60		
	Approx. Mon	5,480.80	5,591.73	5,709.60	5,830.93	5,950.53	6,071.87	6,201.87	6,326.67	6,463.60	6,607.47	6,746.13	6,890.00	7,037.33	7,189.87	7,368.40	7,552.13		
	Annual	65,769.60	67,100.80	68,515.20	69,971.20	71,406.40	72,862.40	74,422.40	75,920.00	77,563.20	79,289.60	80,953.60	82,680.00	84,448.00	86,278.40	88,420.80	90,625.60		
E28D	Hourly	28.29	29.00	29.62	30.37	31.07	31.82	32.55	33.33	34.11	34.94	35.76	36.64	37.52	38.41	39.38	40.36		
	Approx Bi-Wk	2,263.20	2,320.00	2,369.60	2,429.60	2,485.60	2,545.60	2,604.00	2,666.40	2,728.80	2,795.20	2,860.80	2,931.20	3,001.60	3,072.80	3,150.40	3,228.80		
	Approx. Mon	4,903.60	5,026.67	5,134.13	5,264.13	5,385.47	5,515.47	5,642.00	5,777.20	5,912.40	6,056.27	6,198.40	6,350.93	6,503.47	6,657.73	6,825.87	6,995.73		
	Annual	58,843.20	60,320.00	61,609.60	63,169.60	64,625.60	66,185.60	67,704.00	69,326.40	70,948.80	72,675.20	74,380.80	76,211.20	78,041.60	79,892.80	81,910.40	83,948.80		
E28C	Hourly	29.24	29.95	30.60	31.32	32.02	32.78	33.52	34.31	35.09	35.93	36.74	37.58	38.49	39.38	40.36	41.37		
	Approx Bi-Wk	2,339.20	2,396.00	2,448.00	2,505.60	2,561.60	2,622.40	2,681.60	2,744.80	2,807.20	2,874.40	2,939.20	3,006.40	3,079.20	3,150.40	3,228.80	3,309.60		
	Approx. Mon	5,068.27	5,191.33	5,304.00	5,428.80	5,550.13	5,681.87	5,810.13	5,947.07	6,082.27	6,227.87	6,368.27	6,513.87	6,671.60	6,825.87	6,995.73	7,170.80		
	Annual	60,819.20	62,296.00	63,648.00	65,145.60	66,601.60	68,182.40	69,721.60	71,364.80	72,987.20	74,734.40	76,419.20	78,166.40	80,059.20	81,910.40	83,948.80	86,049.60		
E28B	Hourly	32.26	32.94	33.64	34.33	35.03	35.78	36.50	37.29	38.12	38.92	39.75	40.60	41.48	42.37	43.42	44.50		
	Approx Bi-Wk	2,580.80	2,635.20	2,691.20	2,746.40	2,802.40	2,862.40	2,920.00	2,983.20	3,049.60	3,113.60	3,180.00	3,248.00	3,318.40	3,389.60	3,473.60	3,560.00		
	Approx. Mon	5,591.73	5,709.60	5,830.93	5,950.53	6,071.87	6,201.87	6,326.67	6,463.60	6,607.47	6,746.13	6,890.00	7,037.33	7,189.87	7,344.13	7,526.13	7,713.33		
	Annual	67,100.80	68,515.20	69,971.20	71,406.40	72,862.40	74,422.40	75,920.00	77,563.20	79,289.60	80,953.60	82,680.00	84,448.00	86,278.40	88,129.60	90,313.60	92,560.00		
E29D	Hourly	29.00	29.62	30.37	31.07	31.82	32.55	33.33	34.11	34.94	35.76	36.64	37.52	38.41	39.32	40.30	41.31		
	Approx Bi-Wk	2,320.00	2,369.60	2,429.60	2,485.60	2,545.60	2,604.00	2,666.40	2,728.80	2,795.20	2,860.80	2,931.20	3,001.60	3,072.80	3,145.60	3,224.00	3,304.80		
	Approx. Mon	5,026.67	5,134.13	5,264.13	5,385.47	5,515.47	5,642.00	5,777.20	5,912.40	6,056.27	6,198.40	6,350.93	6,503.47	6,657.73	6,815.47	6,985.33	7,160.40		
	Annual	60,320.00	61,609.60	63,169.60	64,625.60	66,185.60	67,704.00	69,326.40	70,948.80	72,675.20	74,380.80	76,211.20	78,041.60	79,892.80	81,785.60	83,824.00	85,924.80		
E29C	Hourly	29.95	30.60	31.32	32.02	32.78	33.52	34.31	35.09	35.93	36.74	37.58	38.49	39.38	40.28	41.29	42.33		
	Approx Bi-Wk	2,396.00	2,448.00	2,505.60	2,561.60	2,622.40	2,681.60	2,744.80	2,807.20	2,874.40	2,939.20	3,006.40	3,079.20	3,150.40	3,222.40	3,303.20	3,386.40		
	Approx. Mon	5,191.33	5,304.00	5,428.80	5,550.13	5,681.87	5,810.13	5,947.07	6,082.27	6,227.87	6,368.27	6,513.87	6,671.60	6,825.87	6,981.87	7,156.93	7,337.20		
	Annual	62,296.00	63,648.00	65,145.60	66,601.60	68,182.40	69,721.60	71,364.80	72,987.20	74,734.40	76,419.20	78,166.40	80,059.20	81,910.40	83,782.40	85,883.20	88,046.40		
E29B	Hourly	32.94	33.64	34.33	35.03	35.78	36.50	37.29	38.12	38.92	39.75	40.60	41.48	42.37	43.31	44.38	45.49		
	Approx Bi-Wk	2,635.20	2,691.20	2,746.40	2,802.40	2,862.40	2,920.00	2,983.20	3,049.60	3,113.60	3,180.00	3,248.00	3,318.40	3,389.60	3,464.80	3,550.40	3,639.20		
	Approx. Mon	5,709.60	5,830.93	5,950.53	6,071.87	6,201.87	6,326.67	6,463.60	6,607.47	6,746.13	6,890.00	7,037.33	7,189.87	7,344.13	7,507.07	7,692.53	7,884.93		
	Annual	68,515.20	69,971.20	71,406.40	72,862.40	74,422.40	75,920.00	77,563.20	79,289.60	80,953.60	82,680.00	84,448.00	86,278.40	88,129.60	90,084.00	92,310.40	94,619.20		
E30D	Hourly	29.62	30.37	31.07	31.82	32.55	33.33	34.11	34.94	35.76	36.64	37.52	38.41	39.32	40.26	41.27	42.31		
	Approx Bi-Wk	2,369.60	2,429.60	2,485.60	2,545.60	2,604.00	2,666.40	2,728.80	2,795.20	2,860.80	2,931.20	3,001.60	3,072.80	3,145.60	3,220.80	3,301.60	3,384.80		
	Approx. Mon	5,134.13	5,264.13	5,385.47	5,515.47	5,642.00	5,777.20	5,912.40	6,056.27	6,198.40	6,350.93	6,503.47	6,657.73	6,815.47	6,978.40	7,153.47	7,333.73		
	Annual	61,609.60	63,169.60	64,625.60	66,185.60	67,704.00	69,326.40	70,948.80	72,675.20	74,380.80	76,211.20	78,041.60	79,892.80	81,785.60	83,740.80	85,841.60	88,004.80		
E30C	Hourly	30.60	31.32	32.02	32.78	33.52	34.31	35.09	35.93	36.74	37.58	38.49	39.38	40.28	41.24	42.27	43.33		
	Approx Bi-Wk	2,448.00	2,505.60	2,561.60	2,622.40	2,681.60	2,744.80	2,807.20	2,874.40	2,939.20	3,006.40	3,079.20	3,150.40	3,222.40	3,299.20	3,381.60	3,466.40		
	Approx. Mon	5,304.00	5,428.80	5,550.13	5,681.87	5,810.13	5,947.07	6,082.27	6,227.87	6,368.27	6,513.87	6,671.60	6,825.87	6,981.87	7,148.27	7,326.80	7,510.53		
	Annual	63,648.00	65,145.60	66,601.60	68,182.40	69,721.60	71,364.80	72,987.20	74,734.40	76,419.20	78,166.40	80,059.20	81,910.40	83,782.40	85,779.20	87,921.60	90,126.40		
E30B	Hourly	33.64	34.33	35.03	35.78	36.50	37.29	38.12	38.92	39.75	40.60	41.48	42.37	43.31	44.25	45.34	46.47		
	Approx Bi-Wk	2,691.20	2,746.40	2,802.40	2,862.40	2,920.00	2,983.20	3,049.60	3,113.60	3,180.00	3,248.00	3,318.40	3,389.60	3,464.80	3,540.00	3,627.20	3,717.60		
	Approx. Mon	5,830.93	5,950.53	6,071.87	6,201.87	6,326.67	6,463.60	6,607.47	6,746.13	6,890.00	7,037.33	7,189.87	7,344.13	7,507.07	7,670.00	7,858.93	8,054.80		
	Annual	69,971.20	71,406.40	72,862.40	74,422.40	75,920.00	77,563.20	79,289.60	80,953.60	82,680.00	84,448.00	86,278.40	88,129.60	90,084.00	92,040.00	94,307.20	96,657.60		
E31D	Hourly	30.37	31.07	31.82	32.55	33.33	34.11	34.94	35.76	36.64	37.52	38.41	39.32	40.26	41.24	42.27	43.33		
	Approx Bi-Wk	2,429.60	2,485.60	2,545.60	2,604.00	2,666.40	2,728.80	2,795.20	2,860.80	2,931.20	3,001.60	3,072.80	3,145.60	3,220.80	3,299.20	3,381.60	3,466.40		
	Approx. Mon	5,264.13	5,385.47	5,515.47	5,642.00	5,777.20	5,912.40	6,056.27	6,198.40	6,350.93	6,503.47	6,657.73	6,815.47	6,978.40	7,148.27	7,326.80	7,510.53		
	Annual	63,169.60	64,625.60	66,185.60	67,704.00	69,326.40	70,948.80	72,675.20	74,380.80	76,211.20	78,041.60	79,892.80	81,785.60	83,740.80	85,779.20	87,921.60	90,126.40		
Ranges 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	Step 17	Step 18
E31C	Hourly	31.32	32.02	32.78	33.52	34.31	35.09	35.93	36.74	37.58	38.49	39.38	40.28	41.24	42.20	43.25	44.33		
	Approx Bi-Wk	2,505.60	2,561.60</																

Ranges 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	Step 17	Step 18
E39D	Hourly	36.64	37.52	38.41	39.32	40.26	41.24	42.21	43.24	44.29	45.36	46.44	47.54	48.70	49.87	51.16	52.42		
	Approx Bi-Wk	2,931.20	3,001.60	3,072.80	3,145.60	3,220.80	3,299.20	3,376.80	3,459.20	3,543.20	3,628.80	3,715.20	3,803.20	3,896.00	3,989.60	4,092.80	4,193.60		
	Approx. Mon	6,350.93	6,503.47	6,657.73	6,815.47	6,978.40	7,148.27	7,316.40	7,494.93	7,676.93	7,862.40	8,049.60	8,240.27	8,441.33	8,644.13	8,867.73	9,086.13		
	Annual	76,211.20	78,041.60	79,892.80	81,785.60	83,740.80	85,779.20	87,796.80	89,939.20	92,123.20	94,348.80	96,595.20	98,883.20	101,296.00	103,729.60	106,412.80	109,033.60		
E39C	Hourly	37.58	38.49	39.38	40.28	41.24	42.20	43.18	44.24	45.24	46.33	47.41	48.53	49.68	50.85	52.12	53.43		
	Approx Bi-Wk	3,006.40	3,079.20	3,150.40	3,222.40	3,299.20	3,376.00	3,454.40	3,539.20	3,619.20	3,706.40	3,792.80	3,882.40	3,974.40	4,068.00	4,169.60	4,274.40		
	Approx. Mon	6,513.87	6,671.60	6,825.87	6,981.87	7,148.27	7,314.67	7,484.53	7,668.27	7,841.60	8,030.53	8,217.73	8,411.87	8,611.20	8,814.00	9,034.13	9,261.20		
	Annual	78,166.40	80,059.20	81,910.40	83,782.40	85,779.20	87,776.00	89,814.40	92,019.20	94,099.20	96,366.40	98,612.80	100,942.40	103,334.40	105,768.00	108,409.60	111,134.40		
E39B	Hourly	40.60	41.48	42.37	43.31	44.25	45.19	46.20	47.22	48.26	49.34	50.41	51.54	52.71	53.85	55.21	56.58		
	Approx Bi-Wk	3,248.00	3,318.40	3,389.60	3,464.80	3,540.00	3,615.20	3,696.00	3,777.60	3,860.80	3,947.20	4,032.80	4,123.20	4,216.80	4,308.00	4,416.80	4,526.40		
	Approx. Mon	7,037.33	7,189.87	7,344.13	7,507.07	7,670.00	7,832.93	8,008.00	8,184.80	8,365.07	8,552.27	8,737.73	8,933.60	9,136.40	9,344.00	9,569.73	9,807.20		
	Annual	84,448.00	86,278.40	88,129.60	90,084.00	92,040.00	93,995.20	96,006.00	98,217.60	100,380.80	102,627.20	104,852.80	107,203.20	109,638.80	112,008.00	114,836.00	117,686.40		
E40D	Hourly	37.52	38.41	39.32	40.26	41.24	42.21	43.24	44.29	45.36	46.44	47.55	48.70	49.89	51.11	52.37	53.67		
	Approx Bi-Wk	3,001.60	3,072.80	3,145.60	3,220.80	3,299.20	3,376.80	3,459.20	3,543.20	3,628.80	3,715.20	3,804.00	3,896.00	3,991.20	4,088.80	4,189.60	4,293.60		
	Approx. Mon	6,503.47	6,657.73	6,815.47	6,978.40	7,148.27	7,316.40	7,494.93	7,676.93	7,862.40	8,049.60	8,242.00	8,441.33	8,647.60	8,859.07	9,077.47	9,302.80		
	Annual	78,041.60	79,892.80	81,785.60	83,740.80	85,779.20	87,796.80	89,939.20	92,123.20	94,348.80	96,595.20	98,904.00	101,296.00	103,771.20	106,308.00	108,929.60	111,633.60		
E40C	Hourly	38.49	39.38	40.28	41.24	42.20	43.18	44.24	45.24	46.33	47.41	48.54	49.68	50.88	52.06	53.36	54.69		
	Approx Bi-Wk	3,079.20	3,150.40	3,222.40	3,299.20	3,376.00	3,454.40	3,539.20	3,619.20	3,706.40	3,792.80	3,883.20	3,974.40	4,070.40	4,164.80	4,268.80	4,375.20		
	Approx. Mon	6,671.60	6,825.87	6,981.87	7,148.27	7,314.67	7,484.53	7,668.27	7,841.60	8,030.53	8,217.73	8,413.60	8,611.20	8,819.20	9,023.73	9,249.07	9,479.60		
	Annual	80,059.20	81,910.40	83,782.40	85,779.20	87,776.00	89,814.40	92,019.20	94,099.20	96,366.40	98,612.80	100,963.20	103,334.40	105,830.40	108,284.80	110,988.80	113,755.20		
E40B	Hourly	41.48	42.37	43.31	44.25	45.19	46.20	47.22	48.26	49.34	50.41	51.56	52.71	53.88	55.06	56.43	57.84		
	Approx Bi-Wk	3,318.40	3,389.60	3,464.80	3,540.00	3,615.20	3,696.00	3,777.60	3,860.80	3,947.20	4,032.80	4,124.80	4,216.80	4,310.40	4,404.80	4,514.40	4,627.20		
	Approx. Mon	7,189.87	7,344.13	7,507.07	7,670.00	7,832.93	8,008.00	8,184.80	8,365.07	8,552.27	8,737.73	8,937.07	9,136.40	9,339.20	9,543.73	9,781.20	10,025.60		
	Annual	86,278.40	88,129.60	90,084.00	92,040.00	93,995.20	96,006.00	98,217.60	100,380.80	102,627.20	104,852.80	107,244.80	109,638.80	112,070.40	114,524.80	117,374.40	120,307.20		
E41D	Hourly	38.41	39.32	40.26	41.24	42.21	43.24	44.29	45.36	46.44	47.55	48.70	49.89	51.11	52.35	53.65	54.98		
	Approx Bi-Wk	3,072.80	3,145.60	3,220.80	3,299.20	3,376.80	3,459.20	3,543.20	3,628.80	3,715.20	3,804.00	3,896.00	3,991.20	4,088.80	4,188.00	4,292.00	4,398.40		
	Approx. Mon	6,657.73	6,815.47	6,978.40	7,148.27	7,316.40	7,494.93	7,676.93	7,862.40	8,049.60	8,242.00	8,441.33	8,647.60	8,859.07	9,074.00	9,299.33	9,529.87		
	Annual	79,892.80	81,785.60	83,740.80	85,779.20	87,796.80	89,939.20	92,123.20	94,348.80	96,595.20	98,904.00	101,296.00	103,771.20	106,308.80	108,888.00	111,592.00	114,358.40		
E41C	Hourly	39.38	40.28	41.24	42.20	43.18	44.24	45.24	46.33	47.41	48.54	49.68	50.88	52.06	53.32	54.66	56.02		
	Approx Bi-Wk	3,150.40	3,222.40	3,299.20	3,376.00	3,454.40	3,539.20	3,619.20	3,706.40	3,792.80	3,883.20	3,974.40	4,070.40	4,164.80	4,265.60	4,372.80	4,481.60		
	Approx. Mon	6,825.87	6,981.87	7,148.27	7,314.67	7,484.53	7,668.27	7,841.60	8,030.53	8,217.73	8,413.60	8,611.20	8,819.20	9,023.73	9,242.13	9,474.40	9,710.13		
	Annual	81,910.40	83,782.40	85,779.20	87,776.00	89,814.40	92,019.20	94,099.20	96,366.40	98,612.80	100,963.20	103,334.40	105,830.40	108,284.80	110,965.60	113,692.80	116,521.60		
E41B	Hourly	42.37	43.31	44.25	45.19	46.20	47.22	48.26	49.34	50.41	51.56	52.71	53.88	55.06	56.32	57.72	59.17		
	Approx Bi-Wk	3,389.60	3,464.80	3,540.00	3,615.20	3,696.00	3,777.60	3,860.80	3,947.20	4,032.80	4,124.80	4,216.80	4,310.40	4,404.80	4,505.60	4,617.60	4,733.60		
	Approx. Mon	7,344.13	7,507.07	7,670.00	7,832.93	8,008.00	8,184.80	8,365.07	8,552.27	8,737.73	8,937.07	9,136.40	9,339.20	9,543.73	9,762.13	10,004.80	10,256.13		
	Annual	88,129.60	90,084.00	92,040.00	93,995.20	96,006.00	98,217.60	100,380.80	102,627.20	104,852.80	107,244.80	109,638.80	112,070.40	114,524.80	117,145.60	120,057.60	123,073.60		
E42D	Hourly	39.32	40.26	41.24	42.21	43.24	44.29	45.36	46.44	47.55	48.70	49.89	51.11	52.34	53.62	54.95	56.34		
	Approx Bi-Wk	3,145.60	3,220.80	3,299.20	3,376.80	3,459.20	3,543.20	3,628.80	3,715.20	3,804.00	3,896.00	3,991.20	4,088.80	4,187.20	4,289.60	4,396.00	4,507.20		
	Approx. Mon	6,815.47	6,978.40	7,148.27	7,316.40	7,494.93	7,676.93	7,862.40	8,049.60	8,242.00	8,441.33	8,647.60	8,859.07	9,072.27	9,294.13	9,524.67	9,765.60		
	Annual	81,785.60	83,740.80	85,779.20	87,796.80	89,939.20	92,123.20	94,348.80	96,595.20	98,904.00	101,296.00	103,771.20	106,308.80	108,867.20	111,529.60	114,296.00	117,187.20		
E42C	Hourly	40.28	41.24	42.20	43.18	44.24	45.24	46.33	47.41	48.54	49.68	50.88	52.06	53.31	54.57	55.93	57.33		
	Approx Bi-Wk	3,222.40	3,299.20	3,376.00	3,454.40	3,539.20	3,619.20	3,706.40	3,792.80	3,883.20	3,974.40	4,070.40	4,164.80	4,264.80	4,365.60	4,474.40	4,586.40		
	Approx. Mon	6,981.87	7,148.27	7,314.67	7,484.53	7,668.27	7,841.60	8,030.53	8,217.73	8,413.60	8,611.20	8,819.20	9,023.73	9,240.40	9,458.80	9,694.53	9,937.20		
	Annual	83,782.40	85,779.20	87,776.00	89,814.40	92,019.20	94,099.20	96,366.40	98,612.80	100,963.20	103,334.40	105,830.40	108,284.80	110,884.80	113,505.60	116,334.40	119,246.40		
E42B	Hourly	43.31	44.25	45.19	46.20	47.22	48.26	49.34	50.41	51.56	52.71	53.88	55.06	56.31	57.58	59.01	60.49		
	Approx Bi-Wk	3,464.80	3,540.00	3,615.20	3,696.00	3,777.60	3,860.80	3,947.20	4,032.80	4,124.80	4,216.80								

Ranges 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	Step 17	Step 18
E43D	Hourly	40.26	41.24	42.21	43.24	44.29	45.36	46.44	47.55	48.70	49.89	51.11	52.34	53.62	54.90	56.30	57.69		
	Approx Bi-Wk	3,220.80	3,299.20	3,376.80	3,459.20	3,543.20	3,628.80	3,715.20	3,804.00	3,896.00	3,991.20	4,088.80	4,187.20	4,289.60	4,392.00	4,504.00	4,615.20		
	Approx. Mon	6,978.40	7,148.27	7,316.40	7,494.93	7,676.93	7,862.40	8,049.60	8,242.00	8,441.33	8,647.60	8,859.07	9,072.27	9,294.13	9,516.00	9,758.67	9,999.60		
	Annual	83,740.80	85,779.20	87,796.80	89,939.20	92,123.20	94,348.80	96,595.20	98,904.00	101,296.00	103,771.20	106,308.80	108,867.20	111,529.60	114,192.00	117,104.00	119,995.20		
E43C	Hourly	41.24	42.20	43.18	44.24	45.24	46.33	47.41	48.54	49.68	50.88	52.06	53.31	54.57	55.86	57.28	58.70		
	Approx Bi-Wk	3,299.20	3,376.00	3,454.40	3,539.20	3,619.20	3,706.40	3,792.80	3,883.20	3,974.40	4,070.40	4,164.80	4,264.80	4,365.60	4,468.80	4,582.40	4,696.00		
	Approx. Mon	7,148.27	7,314.67	7,484.53	7,668.27	7,841.60	8,030.53	8,217.73	8,413.60	8,611.20	8,819.20	9,023.73	9,240.40	9,458.80	9,682.40	9,928.53	10,174.67		
	Annual	85,779.20	87,776.00	89,814.40	92,019.20	94,099.20	96,366.40	98,612.80	100,963.20	103,334.40	105,830.40	108,284.80	110,884.80	113,505.60	116,188.80	119,142.40	122,096.00		
E43B	Hourly	44.25	45.19	46.20	47.22	48.26	49.34	50.41	51.56	52.71	53.88	55.06	56.31	57.58	58.88	60.35	61.87		
	Approx Bi-Wk	3,540.00	3,615.20	3,696.00	3,777.60	3,860.80	3,947.20	4,032.80	4,124.80	4,216.80	4,310.40	4,404.80	4,504.80	4,606.40	4,710.40	4,820.00	4,949.60		
	Approx. Mon	7,670.00	7,832.93	8,008.00	8,184.80	8,365.07	8,552.27	8,737.73	8,937.07	9,136.40	9,339.20	9,543.73	9,760.40	9,980.53	10,205.87	10,460.67	10,724.13		
	Annual	92,040.00	93,995.20	96,096.00	98,217.60	100,380.80	102,627.20	104,852.80	107,244.80	109,636.80	112,070.40	114,524.80	117,124.80	119,766.40	122,470.40	125,528.00	128,689.60		
E44D	Hourly	41.24	42.21	43.24	44.29	45.36	46.44	47.55	48.70	49.89	51.11	52.34	53.62	54.90	56.23	57.63	59.06		
	Approx Bi-Wk	3,299.20	3,376.80	3,459.20	3,543.20	3,628.80	3,715.20	3,804.00	3,896.00	3,991.20	4,088.80	4,187.20	4,289.60	4,392.00	4,498.40	4,610.40	4,724.80		
	Approx. Mon	7,148.27	7,316.40	7,494.93	7,676.93	7,862.40	8,049.60	8,242.00	8,441.33	8,647.60	8,859.07	9,072.27	9,294.13	9,516.00	9,746.53	9,989.20	10,237.07		
	Annual	85,779.20	87,796.80	89,939.20	92,123.20	94,348.80	96,595.20	98,904.00	101,296.00	103,771.20	106,308.80	108,867.20	111,529.60	114,192.00	116,958.40	119,870.40	122,844.80		
E44C	Hourly	42.20	43.18	44.24	45.24	46.33	47.41	48.54	49.68	50.88	52.06	53.31	54.57	55.86	57.21	58.65	60.12		
	Approx Bi-Wk	3,376.00	3,454.40	3,539.20	3,619.20	3,706.40	3,792.80	3,883.20	3,974.40	4,070.40	4,164.80	4,264.80	4,365.60	4,468.80	4,576.80	4,692.00	4,809.60		
	Approx. Mon	7,314.67	7,484.53	7,668.27	7,841.60	8,030.53	8,217.73	8,413.60	8,611.20	8,819.20	9,023.73	9,240.40	9,458.80	9,682.40	9,916.40	10,166.00	10,420.80		
	Annual	87,776.00	89,814.40	92,019.20	94,099.20	96,366.40	98,612.80	100,963.20	103,334.40	105,830.40	108,284.80	110,884.80	113,505.60	116,188.80	118,996.80	121,992.00	125,049.60		
E44B	Hourly	45.19	46.20	47.22	48.26	49.34	50.41	51.56	52.71	53.88	55.06	56.31	57.58	58.88	60.22	61.72	63.25		
	Approx Bi-Wk	3,615.20	3,696.00	3,777.60	3,860.80	3,947.20	4,032.80	4,124.80	4,216.80	4,310.40	4,404.80	4,504.80	4,606.40	4,710.40	4,817.60	4,937.60	5,060.00		
	Approx. Mon	7,832.93	8,008.00	8,184.80	8,365.07	8,552.27	8,737.73	8,937.07	9,136.40	9,339.20	9,543.73	9,760.40	9,980.53	10,205.87	10,438.13	10,698.13	10,963.33		
	Annual	93,995.20	96,096.00	98,217.60	100,380.80	102,627.20	104,852.80	107,244.80	109,636.80	112,070.40	114,524.80	117,124.80	119,766.40	122,470.40	125,257.60	128,377.60	131,560.00		
E45D	Hourly	42.21	43.24	44.29	45.36	46.44	47.55	48.70	49.89	51.11	52.34	53.62	54.90	56.24	57.62	59.04	60.53		
	Approx Bi-Wk	3,376.80	3,459.20	3,543.20	3,628.80	3,715.20	3,804.00	3,896.00	3,991.20	4,088.80	4,187.20	4,289.60	4,392.00	4,499.20	4,609.60	4,723.20	4,842.40		
	Approx. Mon	7,316.40	7,494.93	7,676.93	7,862.40	8,049.60	8,242.00	8,441.33	8,647.60	8,859.07	9,072.27	9,294.13	9,516.00	9,748.27	9,987.47	10,233.60	10,491.87		
	Annual	87,796.80	89,939.20	92,123.20	94,348.80	96,595.20	98,904.00	101,296.00	103,771.20	106,308.80	108,867.20	111,529.60	114,192.00	116,979.20	119,849.60	122,803.20	125,902.40		
E45C	Hourly	43.18	44.24	45.24	46.33	47.41	48.54	49.68	50.88	52.06	53.31	54.57	55.86	57.24	58.59	60.06	61.58		
	Approx Bi-Wk	3,454.40	3,539.20	3,619.20	3,706.40	3,792.80	3,883.20	3,974.40	4,070.40	4,164.80	4,264.80	4,365.60	4,468.80	4,579.20	4,687.20	4,804.80	4,926.40		
	Approx. Mon	7,484.53	7,668.27	7,841.60	8,030.53	8,217.73	8,413.60	8,611.20	8,819.20	9,023.73	9,240.40	9,458.80	9,682.40	9,921.60	10,155.60	10,410.40	10,673.87		
	Annual	89,814.40	92,019.20	94,099.20	96,366.40	98,612.80	100,963.20	103,334.40	105,830.40	108,284.80	110,884.80	113,505.60	116,188.80	119,059.20	121,867.20	124,924.80	128,086.40		
E45B	Hourly	46.20	47.22	48.26	49.34	50.41	51.56	52.71	53.88	55.06	56.31	57.58	58.88	60.23	61.60	63.13	64.71		
	Approx Bi-Wk	3,696.00	3,777.60	3,860.80	3,947.20	4,032.80	4,124.80	4,216.80	4,310.40	4,404.80	4,504.80	4,606.40	4,710.40	4,818.40	4,928.00	5,050.40	5,176.80		
	Approx. Mon	8,008.00	8,184.80	8,365.07	8,552.27	8,737.73	8,937.07	9,136.40	9,339.20	9,543.73	9,760.40	9,980.53	10,205.87	10,439.87	10,677.33	10,942.53	11,216.40		
	Annual	96,096.00	98,217.60	100,380.80	102,627.20	104,852.80	107,244.80	109,636.80	112,070.40	114,524.80	117,124.80	119,766.40	122,470.40	125,278.40	128,128.00	131,310.40	134,596.80		
E46D	Hourly	43.26	44.30	45.36	46.44	47.55	48.70	49.89	51.11	52.34	53.62	54.90	56.24	57.59	59.01	60.50	62.01		
	Approx Bi-Wk	3,460.80	3,544.00	3,628.80	3,715.20	3,804.00	3,896.00	3,991.20	4,088.80	4,187.20	4,289.60	4,392.00	4,499.20	4,607.20	4,720.80	4,840.00	4,960.80		
	Approx. Mon	7,498.40	7,678.67	7,862.40	8,049.60	8,242.00	8,441.33	8,647.60	8,859.07	9,072.27	9,294.13	9,516.00	9,748.27	9,982.27	10,228.40	10,486.67	10,748.40		
	Annual	89,980.80	92,144.00	94,348.80	96,595.20	98,904.00	101,296.00	103,771.20	106,308.80	108,867.20	111,529.60	114,192.00	116,979.20	119,787.20	122,740.80	125,840.00	128,980.80		
E46C	Hourly	44.25	45.26	46.33	47.41	48.54	49.68	50.88	52.06	53.31	54.57	55.86	57.24	58.58	59.96	61.47	63.02		
	Approx Bi-Wk	3,540.00	3,620.80	3,706.40	3,792.80	3,883.20	3,974.40	4,070.40	4,164.80	4,264.80	4,365.60	4,468.80	4,579.20	4,686.40	4,796.80	4,917.60	5,041.60		
	Approx. Mon	7,670.00	7,845.07	8,030.53	8,217.73	8,413.60	8,611.20	8,819.20	9,023.73	9,240.40	9,458.80	9,682.40	9,921.60	10,153.87	10,393.07	10,654.80	10,923.47		
	Annual	92,040.00	94,140.80	96,366.40	98,612.80	100,963.20	103,334.40	105,830.40	108,284.80	110,884.80	113,505.60	116,188.80	119,059.20	121,846.40	124,716.80	127,857.60	131,081.60		
Ranges 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	Step 17	Step 18
E46B	Hourly	47.23	48.27	49.34.															

Ranges 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	Step 17	Step 18
E50B	Hourly	51.57	52.72	53.88	55.06	56.31	57.58	58.88	60.23	61.59	62.99	64.42	65.90	67.39	68.94	70.66	72.43		
	Approx Bi-Wk	4,125.60	4,217.60	4,310.40	4,404.80	4,504.80	4,606.40	4,710.40	4,818.40	4,927.20	5,039.20	5,153.60	5,272.00	5,391.20	5,515.20	5,652.80	5,794.40		
	Approx. Mon	8,938.80	9,138.13	9,339.20	9,543.73	9,760.40	9,980.53	10,205.87	10,439.87	10,675.60	10,918.27	11,166.13	11,422.67	11,680.93	11,949.60	12,247.73	12,554.53		
	Annual	107,265.60	109,657.60	112,070.40	114,524.80	117,124.80	119,766.40	122,470.40	125,278.40	128,107.20	131,019.20	133,993.60	137,072.00	140,171.20	143,395.20	146,972.80	150,654.40		
E51D	Hourly	48.71	49.89	51.11	52.34	53.62	54.90	56.24	57.59	59.01	60.45	61.92	63.43	64.96	66.56	68.23	69.93		
	Approx Bi-Wk	3,896.80	3,991.20	4,088.80	4,187.20	4,289.60	4,392.00	4,499.20	4,607.20	4,720.80	4,836.00	4,953.60	5,074.40	5,196.80	5,324.80	5,458.40	5,594.40		
	Approx. Mon	8,443.07	8,647.60	8,859.07	9,072.27	9,294.13	9,516.00	9,748.27	9,982.27	10,228.40	10,478.00	10,732.80	10,994.53	11,259.73	11,537.07	11,826.53	12,121.20		
	Annual	101,316.80	103,771.20	106,308.80	108,867.20	111,529.60	114,192.00	116,979.20	119,787.20	122,740.80	125,736.00	128,793.60	131,934.40	135,116.80	138,444.80	141,918.40	145,454.40		
E51C	Hourly	49.69	50.88	52.06	53.31	54.57	55.86	57.24	58.58	59.96	61.40	62.87	64.38	65.93	67.52	69.22	70.95		
	Approx Bi-Wk	3,975.20	4,070.40	4,164.80	4,264.80	4,365.60	4,468.80	4,579.20	4,686.40	4,796.80	4,912.00	5,029.60	5,150.40	5,274.40	5,401.60	5,537.60	5,676.00		
	Approx. Mon	8,612.93	8,819.20	9,023.73	9,240.40	9,458.80	9,682.40	9,921.60	10,153.87	10,393.07	10,642.67	10,897.47	11,159.20	11,427.87	11,703.47	11,988.13	12,298.00		
	Annual	103,355.20	105,830.40	108,284.80	110,884.80	113,505.60	116,188.80	118,959.20	121,846.40	124,716.80	127,712.00	130,769.60	133,910.40	137,134.40	140,441.60	143,977.60	147,576.00		
E51B	Hourly	52.72	53.88	55.06	56.31	57.58	58.88	60.23	61.59	62.99	64.42	65.90	67.39	68.94	70.53	72.31	74.10		
	Approx Bi-Wk	4,217.60	4,310.40	4,404.80	4,504.80	4,606.40	4,710.40	4,818.40	4,927.20	5,039.20	5,153.60	5,272.00	5,391.20	5,515.20	5,642.40	5,784.80	5,928.00		
	Approx. Mon	9,138.13	9,339.20	9,543.73	9,760.40	9,980.53	10,205.87	10,439.87	10,675.60	10,918.27	11,166.13	11,422.67	11,680.93	11,949.60	12,225.20	12,533.73	12,844.00		
	Annual	109,657.60	112,070.40	114,524.80	117,124.80	119,766.40	122,470.40	125,278.40	128,107.20	131,019.20	133,993.60	137,072.00	140,171.20	143,395.20	146,702.40	150,404.80	154,128.00		
E52D	Hourly	49.87	51.08	52.34	53.62	54.90	56.24	57.59	59.01	60.45	61.92	63.43	64.96	66.56	68.16	69.88	71.63		
	Approx Bi-Wk	3,989.60	4,086.40	4,187.20	4,289.60	4,392.00	4,499.20	4,607.20	4,720.80	4,836.00	4,953.60	5,074.40	5,196.80	5,324.80	5,452.80	5,590.40	5,730.40		
	Approx. Mon	8,644.13	8,853.87	9,072.27	9,294.13	9,516.00	9,748.27	9,982.27	10,228.40	10,478.00	10,732.80	10,994.53	11,259.73	11,537.07	11,814.40	12,112.53	12,415.87		
	Annual	103,729.60	106,246.40	108,867.20	111,529.60	114,192.00	116,979.20	119,787.20	122,740.80	125,736.00	128,793.60	131,934.40	135,116.80	138,444.80	141,772.80	145,350.40	148,990.40		
E52C	Hourly	50.85	52.05	53.31	54.57	55.86	57.24	58.58	59.96	61.40	62.87	64.38	65.93	67.52	69.15	70.88	72.66		
	Approx Bi-Wk	4,068.00	4,164.00	4,264.80	4,365.60	4,468.80	4,579.20	4,686.40	4,796.80	4,912.00	5,029.60	5,150.40	5,274.40	5,401.60	5,532.00	5,670.40	5,812.80		
	Approx. Mon	8,814.00	9,022.00	9,240.40	9,458.80	9,682.40	9,921.60	10,153.87	10,393.07	10,642.67	10,897.47	11,159.20	11,427.87	11,703.47	11,986.00	12,285.87	12,594.40		
	Annual	105,768.00	108,264.40	110,884.80	113,505.60	116,188.80	118,959.20	121,846.40	124,716.80	127,712.00	130,769.60	133,910.40	137,134.40	140,441.60	143,832.00	147,430.40	151,132.80		
E52B	Hourly	53.85	55.05	56.31	57.58	58.88	60.23	61.59	62.99	64.42	65.90	67.39	68.94	70.53	72.16	73.95	75.81		
	Approx Bi-Wk	4,308.00	4,404.00	4,504.80	4,606.40	4,710.40	4,818.40	4,927.20	5,039.20	5,153.60	5,272.00	5,391.20	5,515.20	5,642.40	5,772.80	5,916.00	6,064.80		
	Approx. Mon	9,334.00	9,542.00	9,760.40	9,980.53	10,205.87	10,439.87	10,675.60	10,918.27	11,166.13	11,422.67	11,680.93	11,949.60	12,225.20	12,507.73	12,818.00	13,140.40		
	Annual	112,008.00	114,504.00	117,124.80	119,766.40	122,470.40	125,278.40	128,107.20	131,019.20	133,993.60	137,072.00	140,171.20	143,395.20	146,702.40	150,092.80	153,816.00	157,684.80		
E53D	Hourly	51.08	52.34	53.62	54.90	56.24	57.59	59.01	60.45	61.92	63.43	64.96	66.56	68.16	69.83	71.58	73.38		
	Approx Bi-Wk	4,086.40	4,187.20	4,289.60	4,392.00	4,499.20	4,607.20	4,720.80	4,836.00	4,953.60	5,074.40	5,196.80	5,324.80	5,452.80	5,586.40	5,726.40	5,870.40		
	Approx. Mon	8,853.87	9,072.27	9,294.13	9,516.00	9,748.27	9,982.27	10,228.40	10,478.00	10,732.80	10,994.53	11,259.73	11,537.07	11,814.40	12,103.87	12,407.20	12,719.20		
	Annual	106,246.40	108,867.20	111,529.60	114,192.00	116,979.20	119,787.20	122,740.80	125,736.00	128,793.60	131,934.40	135,116.80	138,444.80	141,772.80	145,246.40	148,886.40	152,630.40		
E53C	Hourly	52.05	53.31	54.57	55.86	57.24	58.58	59.96	61.40	62.87	64.38	65.93	67.52	69.15	70.81	72.58	74.41		
	Approx Bi-Wk	4,164.00	4,264.80	4,365.60	4,468.80	4,579.20	4,686.40	4,796.80	4,912.00	5,029.60	5,150.40	5,274.40	5,401.60	5,532.00	5,664.80	5,806.40	5,952.80		
	Approx. Mon	9,022.00	9,240.40	9,458.80	9,682.40	9,921.60	10,153.87	10,393.07	10,642.67	10,897.47	11,159.20	11,427.87	11,703.47	11,986.00	12,273.73	12,580.53	12,897.73		
	Annual	108,264.00	110,884.80	113,505.60	116,188.80	118,959.20	121,846.40	124,716.80	127,712.00	130,769.60	133,910.40	137,134.40	140,441.60	143,832.00	147,284.80	150,966.40	154,772.80		
E53B	Hourly	55.05	56.31	57.58	58.88	60.23	61.59	62.99	64.42	65.90	67.39	68.94	70.53	72.16	73.82	75.67	77.57		
	Approx Bi-Wk	4,404.00	4,504.80	4,606.40	4,710.40	4,818.40	4,927.20	5,039.20	5,153.60	5,272.00	5,391.20	5,515.20	5,642.40	5,772.80	5,905.60	6,053.60	6,205.60		
	Approx. Mon	9,542.00	9,760.40	9,980.53	10,205.87	10,439.87	10,675.60	10,918.27	11,166.13	11,422.67	11,680.93	11,949.60	12,225.20	12,507.73	12,795.47	13,116.13	13,445.47		
	Annual	114,504.00	117,124.80	119,766.40	122,470.40	125,278.40	128,107.20	131,019.20	133,993.60	137,072.00	140,171.20	143,395.20	146,702.40	150,092.80	153,545.60	157,393.60	161,345.60		
E54D	Hourly	52.34	53.62	54.90	56.24	57.59	59.01	60.45	61.92	63.43	64.96	66.56	68.16	69.83	71.56	73.36	75.19		
	Approx Bi-Wk	4,187.20	4,289.60	4,392.00	4,499.20	4,607.20	4,720.80	4,836.00	4,953.60	5,074.40	5,196.80	5,324.80	5,452.80	5,586.40	5,724.80	5,868.80	6,015.20		
	Approx. Mon	9,072.27	9,294.13	9,516.00	9,748.27	9,982.27	10,228.40	10,478.00	10,732.80	10,994.53	11,259.73	11,537.07	11,814.40	12,103.87	12,403.73	12,715.73	13,032.93		
	Annual	108,867.20	111,529.60	114,192.00	116,979.20	119,787.20	122,740.80	125,736.00	128,793.60	131,934.40	135,116.80	138,444.80	141,772.80	145,246.40	148,844.80	152,588.80	156,395.20		
E54C	Hourly	53.31	54.57	55.86	57.24	58.58	59.96	61.40	62.87	64.38	65.								

Ranges 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	Step 17	Step 18
E58C	Hourly	58.58	59.96	61.40	62.87	64.38	65.93	67.52	69.15	70.81	72.53	74.28	76.06	77.90	79.78	81.79	83.83		
	Approx Bi-Wk	4,686.40	4,796.80	4,912.00	5,029.60	5,150.40	5,274.40	5,401.60	5,532.00	5,664.80	5,802.40	5,942.40	6,084.80	6,232.00	6,382.40	6,543.20	6,706.40		
	Approx. Mon	10,153.87	10,393.07	10,642.67	10,897.47	11,159.20	11,427.87	11,703.47	11,986.00	12,273.73	12,571.87	12,875.20	13,183.73	13,502.67	13,828.53	14,176.93	14,530.53		
	Annual	121,846.40	124,716.80	127,712.00	130,769.60	133,910.40	137,134.40	140,441.60	143,832.00	147,284.80	150,862.40	154,502.40	158,204.80	162,032.00	165,942.40	170,123.20	174,366.40		
E58B	Hourly	61.59	62.99	64.42	65.90	67.39	68.94	70.53	72.16	73.82	75.52	77.28	79.06	80.89	82.80	84.86	86.98		
	Approx Bi-Wk	4,927.20	5,039.20	5,153.60	5,272.00	5,391.20	5,515.20	5,642.40	5,772.80	5,905.60	6,041.60	6,182.40	6,324.80	6,471.20	6,624.00	6,788.80	6,958.40		
	Approx. Mon	10,675.60	10,918.27	11,166.13	11,422.67	11,680.93	11,949.60	12,225.20	12,507.73	12,795.47	13,090.13	13,395.20	13,703.73	14,020.93	14,352.00	14,709.07	15,076.53		
	Annual	128,107.20	131,019.20	133,993.60	137,072.00	140,171.20	143,395.20	146,702.40	150,092.80	153,545.60	157,081.60	160,742.40	164,444.80	168,251.20	172,224.00	176,508.80	180,918.40		
E59D	Hourly	59.01	60.45	61.92	63.43	64.96	66.56	68.16	69.83	71.56	73.32	75.09	76.93	78.81	80.76	82.78	84.85		
	Approx Bi-Wk	4,720.80	4,836.00	4,953.60	5,074.40	5,196.80	5,324.80	5,452.80	5,586.40	5,724.80	5,865.60	6,007.20	6,154.40	6,304.80	6,460.80	6,622.40	6,788.00		
	Approx. Mon	10,228.40	10,478.00	10,732.80	10,994.53	11,259.73	11,537.07	11,814.40	12,103.87	12,403.73	12,708.80	13,015.60	13,334.53	13,660.40	13,998.40	14,348.53	14,707.33		
	Annual	122,740.80	125,736.00	128,793.60	131,934.40	135,116.80	138,444.80	141,772.80	145,246.40	148,844.80	152,505.60	156,187.20	160,014.40	163,924.80	167,980.80	172,182.40	176,488.00		
E59C	Hourly	59.96	61.40	62.87	64.38	65.93	67.52	69.15	70.81	72.53	74.28	76.06	77.90	79.78	81.74	83.77	85.87		
	Approx Bi-Wk	4,796.80	4,912.00	5,029.60	5,150.40	5,274.40	5,401.60	5,532.00	5,664.80	5,802.40	5,942.40	6,084.80	6,232.00	6,382.40	6,539.20	6,701.60	6,869.60		
	Approx. Mon	10,393.07	10,642.67	10,897.47	11,159.20	11,427.87	11,703.47	11,986.00	12,273.73	12,571.87	12,875.20	13,183.73	13,502.67	13,828.53	14,168.27	14,520.13	14,884.13		
	Annual	124,716.00	127,712.00	130,769.60	133,910.40	137,134.40	140,441.60	143,832.00	147,284.80	150,862.40	154,502.40	158,204.80	162,032.00	165,942.40	170,019.20	174,241.60	178,609.60		
E59B	Hourly	62.99	64.42	65.90	67.39	68.94	70.53	72.16	73.82	75.52	77.28	79.06	80.89	82.80	84.74	86.88	89.05		
	Approx Bi-Wk	5,039.20	5,153.60	5,272.00	5,391.20	5,515.20	5,642.40	5,772.80	5,905.60	6,041.60	6,182.40	6,324.80	6,471.20	6,624.00	6,779.20	6,950.40	7,124.00		
	Approx. Mon	10,918.27	11,166.13	11,422.67	11,680.93	11,949.60	12,225.20	12,507.73	12,795.47	13,090.13	13,395.20	13,703.73	14,020.93	14,352.00	14,688.27	15,059.20	15,435.33		
	Annual	131,019.20	133,993.60	137,072.00	140,171.20	143,395.20	146,702.40	150,092.80	153,545.60	157,081.60	160,742.40	164,444.80	168,251.20	172,224.00	176,259.20	180,710.40	185,224.00		
E60D	Hourly	60.45	61.92	63.43	64.96	66.56	68.16	69.83	71.56	73.32	75.09	76.93	78.81	80.76	82.74	84.81	86.93		
	Approx Bi-Wk	4,836.00	4,953.60	5,074.40	5,196.80	5,324.80	5,452.80	5,586.40	5,724.80	5,865.60	6,007.20	6,154.40	6,304.80	6,460.80	6,619.20	6,784.80	6,954.40		
	Approx. Mon	10,478.00	10,732.80	10,994.53	11,259.73	11,537.07	11,814.40	12,103.87	12,403.73	12,708.80	13,015.60	13,334.53	13,660.40	13,998.40	14,341.60	14,700.40	15,067.87		
	Annual	125,736.00	128,793.60	131,934.40	135,116.80	138,444.80	141,772.80	145,246.40	148,844.80	152,505.60	156,187.20	160,014.40	163,924.80	167,980.80	172,099.20	176,404.80	180,814.40		
E60C	Hourly	61.40	62.87	64.38	65.93	67.52	69.15	70.81	72.53	74.28	76.06	77.90	79.78	81.74	83.69	85.78	87.93		
	Approx Bi-Wk	4,912.00	5,029.60	5,150.40	5,274.40	5,401.60	5,532.00	5,664.80	5,802.40	5,942.40	6,084.80	6,232.00	6,382.40	6,539.20	6,695.20	6,862.40	7,034.40		
	Approx. Mon	10,642.67	10,897.47	11,159.20	11,427.87	11,703.47	11,986.00	12,273.73	12,571.87	12,875.20	13,183.73	13,502.67	13,828.53	14,168.27	14,506.27	14,868.53	15,241.20		
	Annual	127,712.00	130,769.60	133,910.40	137,134.40	140,441.60	143,832.00	147,284.80	150,862.40	154,502.40	158,204.80	162,032.00	165,942.40	170,019.20	174,075.20	178,422.40	182,894.40		
E60B	Hourly	64.42	65.90	67.39	68.94	70.53	72.16	73.82	75.52	77.28	79.06	80.89	82.80	84.74	86.71	88.87	91.10		
	Approx Bi-Wk	5,153.60	5,272.00	5,391.20	5,515.20	5,642.40	5,772.80	5,905.60	6,041.60	6,182.40	6,324.80	6,471.20	6,624.00	6,779.20	6,936.80	7,109.60	7,288.00		
	Approx. Mon	11,166.13	11,422.67	11,680.93	11,949.60	12,225.20	12,507.73	12,795.47	13,090.13	13,395.20	13,703.73	14,020.93	14,352.00	14,688.27	15,029.73	15,404.13	15,790.67		
	Annual	133,993.60	137,072.00	140,171.20	143,395.20	146,702.40	150,092.80	153,545.60	157,081.60	160,742.40	164,444.80	168,251.20	172,224.00	176,259.20	180,356.80	184,489.60	188,688.00		
E61D	Hourly	61.92	63.43	64.96	66.56	68.16	69.83	71.56	73.32	75.09	76.93	78.81	80.76	82.73	84.74	86.88	89.05		
	Approx Bi-Wk	4,953.60	5,074.40	5,196.80	5,324.80	5,452.80	5,586.40	5,724.80	5,865.60	6,007.20	6,154.40	6,304.80	6,460.80	6,618.40	6,779.20	6,950.40	7,124.00		
	Approx. Mon	10,732.80	10,994.53	11,259.73	11,537.07	11,814.40	12,103.87	12,403.73	12,708.80	13,015.60	13,334.53	13,660.40	13,998.40	14,339.87	14,688.27	15,059.20	15,435.33		
	Annual	128,793.60	131,934.40	135,116.80	138,444.80	141,772.80	145,246.40	148,844.80	152,505.60	156,187.20	160,014.40	163,924.80	167,980.80	172,078.40	176,259.20	180,710.40	185,224.00		
E61C	Hourly	62.87	64.38	65.93	67.52	69.15	70.81	72.53	74.28	76.06	77.90	79.78	81.74	83.68	85.71	87.85	90.05		
	Approx Bi-Wk	5,029.60	5,150.40	5,274.40	5,401.60	5,532.00	5,664.80	5,802.40	5,942.40	6,084.80	6,232.00	6,382.40	6,539.20	6,694.40	6,856.80	7,028.00	7,204.00		
	Approx. Mon	10,897.47	11,159.20	11,427.87	11,703.47	11,986.00	12,273.73	12,571.87	12,875.20	13,183.73	13,502.67	13,828.53	14,168.27	14,504.53	14,856.40	15,227.33	15,608.67		
	Annual	130,769.60	133,910.40	137,134.40	140,441.60	143,832.00	147,284.80	150,862.40	154,502.40	158,204.80	162,032.00	165,942.40	170,019.20	174,054.40	178,276.80	182,728.00	187,304.00		
E61B	Hourly	65.90	67.39	68.94	70.53	72.16	73.82	75.52	77.28	79.06	80.89	82.80	84.74	86.69	88.70	90.92	93.19		
	Approx Bi-Wk	5,272.00	5,391.20	5,515.20	5,642.40	5,772.80	5,905.60	6,041.60	6,182.40	6,324.80	6,471.20	6,624.00	6,779.20	6,935.20	7,096.00	7,273.60	7,455.20		
	Approx. Mon	11,422.67	11,680.93	11,949.60	12,225.20	12,507.73	12,795.47	13,090.13	13,395.20	13,703.73	14,020.93	14,352.00	14,688.27	15,026.27	15,374.67	15,759.47	16,152.93		
	Annual	137,072.00	140,171.20	143,395.20	146,702.40	150,092.80	153,545.60	157,081.60	160,742.40	164,444.80	168,251.20	172,224.00	176,259.20	180,315.20	184,496.00	189,113.60	193,835.20		
Ranges Eff. 02/21/2026		Step 1	Step 2	Step 3	Step 4	Step 5													

Ranges 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	Step 17	Step 18
E66D Hourly	69.83	71.56	73.32	75.09	76.93	78.81	80.76	82.73	84.74	86.85	88.96	91.15	93.38	95.69	98.07	100.54		
Approx Bi-Wk	5,586.40	5,724.80	5,865.60	6,007.20	6,154.40	6,304.80	6,460.80	6,618.40	6,779.20	6,948.00	7,116.80	7,292.00	7,470.40	7,655.20	7,845.60	8,043.20		
Approx. Mon	12,103.87	12,403.73	12,708.80	13,015.60	13,334.53	13,660.40	13,998.40	14,339.87	14,688.27	15,054.00	15,419.73	15,799.33	16,185.87	16,586.27	16,998.80	17,426.93		
Annual	145,246.40	148,844.80	152,505.60	156,187.20	160,014.40	163,924.80	167,980.80	172,078.40	176,259.20	180,648.00	185,036.80	189,592.00	194,230.40	199,035.20	203,985.60	209,123.20		
E66C Hourly	70.81	72.53	74.28	76.06	77.90	79.78	81.74	83.68	85.71	87.79	89.91	92.14	94.36	96.66	99.07	101.54		
Approx Bi-Wk	5,664.80	5,802.40	5,942.40	6,084.80	6,232.00	6,382.40	6,539.20	6,694.40	6,856.80	7,023.20	7,192.80	7,371.20	7,548.80	7,732.80	7,925.60	8,123.20		
Approx. Mon	12,273.73	12,571.87	12,875.20	13,183.73	13,502.67	13,828.53	14,168.27	14,504.53	14,856.40	15,216.93	15,584.40	15,970.93	16,355.73	16,754.40	17,172.13	17,600.27		
Annual	147,284.80	150,862.40	154,502.40	158,204.80	162,032.00	165,942.40	170,019.20	174,054.40	178,276.80	182,603.20	187,012.80	191,651.20	196,268.80	201,052.80	206,065.60	211,203.20		
E66B Hourly	-	-	77.28	79.06	80.89	82.80	84.74	86.69	88.70	90.79	92.92	95.14	97.37	99.64	102.14	104.70	107.30	110.00
Approx Bi-Wk	-	-	6,182.40	6,324.80	6,471.20	6,624.00	6,779.20	6,935.20	7,096.00	7,263.20	7,433.60	7,611.20	7,789.60	7,971.20	8,171.20	8,376.00	8,584.00	8,800.00
Approx. Mon	-	-	13,395.20	13,703.73	14,020.93	14,352.00	14,688.27	15,026.27	15,374.67	15,736.93	16,106.13	16,490.93	16,877.47	17,270.93	17,704.27	18,148.00	18,598.67	19,066.67
Annual	-	-	160,742.40	164,444.80	168,251.20	172,224.00	176,259.20	180,315.20	184,496.00	188,843.20	193,273.60	197,891.20	202,529.60	207,251.20	212,451.20	217,776.00	223,184.00	228,800.00
E67D Hourly	71.56	73.32	75.09	76.93	78.81	80.76	82.73	84.74	86.85	88.96	91.15	93.38	95.69	98.03	100.48	102.98		
Approx Bi-Wk	5,724.80	5,865.60	6,007.20	6,154.40	6,304.80	6,460.80	6,618.40	6,779.20	6,948.00	7,116.80	7,292.00	7,470.40	7,655.20	7,842.40	8,038.40	8,238.40		
Approx. Mon	12,403.73	12,708.80	13,015.60	13,334.53	13,660.40	13,998.40	14,339.87	14,688.27	15,054.00	15,419.73	15,799.33	16,185.87	16,586.27	16,991.87	17,416.53	17,849.87		
Annual	148,844.80	152,505.60	156,187.20	160,014.40	163,924.80	167,980.80	172,078.40	176,259.20	180,648.00	185,036.80	189,592.00	194,230.40	199,035.20	203,902.40	208,998.40	214,198.40		
E67C Hourly	72.53	74.28	76.06	77.90	79.78	81.74	83.68	85.71	87.79	89.91	92.14	94.36	96.66	99.01	101.49	104.03		
Approx Bi-Wk	5,802.40	5,942.40	6,084.80	6,232.00	6,382.40	6,539.20	6,694.40	6,856.80	7,023.20	7,192.80	7,371.20	7,548.80	7,732.80	7,920.80	8,119.20	8,322.40		
Approx. Mon	12,571.87	12,875.20	13,183.73	13,502.67	13,828.53	14,168.27	14,504.53	14,856.40	15,216.93	15,584.40	15,970.93	16,355.73	16,754.40	17,161.73	17,591.60	18,031.87		
Annual	150,862.40	154,502.40	158,204.80	162,032.00	165,942.40	170,019.20	174,054.40	178,276.80	182,603.20	187,012.80	191,651.20	196,268.80	201,052.80	205,940.80	211,099.20	216,382.40		
E67B Hourly	75.52	77.28	79.06	80.89	82.80	84.74	86.69	88.70	90.79	92.92	95.14	97.37	99.64	102.03	104.58	107.18		
Approx Bi-Wk	6,041.60	6,182.40	6,324.80	6,471.20	6,624.00	6,779.20	6,935.20	7,096.00	7,263.20	7,433.60	7,611.20	7,789.60	7,971.20	8,162.40	8,366.40	8,574.40		
Approx. Mon	13,090.13	13,395.20	13,703.73	14,020.93	14,352.00	14,688.27	15,026.27	15,374.67	15,736.93	16,106.13	16,490.93	16,877.47	17,270.93	17,685.20	18,127.20	18,577.87		
Annual	157,081.60	160,742.40	164,444.80	168,251.20	172,224.00	176,259.20	180,315.20	184,496.00	188,843.20	193,273.60	197,891.20	202,529.60	207,251.20	212,222.40	217,526.40	222,934.40		
E67C_E Hourly	-	-	79.19	81.04	82.91	84.86	86.87	88.85	90.92	93.06	95.24	97.51	99.81	102.13	104.70	107.30	110.00	112.75
Approx Bi-Wk	-	-	6,335.20	6,483.20	6,632.80	6,788.80	6,949.60	7,108.00	7,273.60	7,444.80	7,619.20	7,800.80	7,984.80	8,170.40	8,376.00	8,584.00	8,800.00	9,020.00
Approx. Mon	-	-	13,726.27	14,046.93	14,371.07	14,709.07	15,057.47	15,400.67	15,759.47	16,130.40	16,508.27	16,901.73	17,300.40	17,702.53	18,148.00	18,598.67	19,066.67	19,543.33
Annual	-	-	164,715.20	168,563.20	172,452.80	176,508.80	180,689.60	184,808.00	189,113.60	193,564.80	198,099.20	202,820.80	207,604.80	212,430.40	217,776.00	223,184.00	228,800.00	234,520.00
E68D Hourly	73.33	75.10	76.93	78.81	80.76	82.73	84.74	86.85	88.96	91.15	93.38	95.69	98.03	100.42	102.94	105.51		
Approx Bi-Wk	5,865.40	6,008.00	6,154.40	6,304.80	6,460.80	6,618.40	6,779.20	6,948.00	7,116.80	7,292.00	7,470.40	7,655.20	7,842.40	8,033.60	8,235.20	8,440.80		
Approx. Mon	12,710.53	13,017.33	13,334.53	13,660.40	13,998.40	14,339.87	14,688.27	15,054.00	15,419.73	15,799.33	16,185.87	16,586.27	16,991.87	17,406.13	17,842.93	18,288.40		
Annual	152,526.40	156,208.00	160,014.40	163,924.80	167,980.80	172,078.40	176,259.20	180,648.00	185,036.80	189,592.00	194,230.40	199,035.20	203,902.40	208,873.60	214,115.20	219,460.80		
E68C Hourly	74.29	76.07	77.90	79.78	81.74	83.68	85.71	87.79	89.91	92.14	94.36	96.66	99.01	101.39	103.94	106.52		
Approx Bi-Wk	5,943.20	6,085.60	6,232.00	6,382.40	6,539.20	6,694.40	6,856.80	7,023.20	7,192.80	7,371.20	7,548.80	7,732.80	7,920.80	8,111.20	8,315.20	8,521.60		
Approx. Mon	12,876.93	13,185.47	13,502.67	13,828.53	14,168.27	14,504.53	14,856.40	15,216.93	15,584.40	15,970.93	16,355.73	16,754.40	17,161.73	17,574.27	18,016.27	18,463.47		
Annual	154,523.20	158,225.60	162,032.00	165,942.40	170,019.20	174,054.40	178,276.80	182,603.20	187,012.80	191,651.20	196,268.80	201,052.80	205,940.80	210,891.20	216,195.20	221,561.60		
E68B Hourly	-	-	80.89	82.80	84.74	86.69	88.70	90.79	92.92	95.14	97.37	99.64	102.03	104.40	107.03	109.69	112.44	115.24
Approx Bi-Wk	-	-	6,471.20	6,624.00	6,779.20	6,935.20	7,096.00	7,263.20	7,433.60	7,611.20	7,789.60	7,971.20	8,162.40	8,352.00	8,562.40	8,775.20	8,995.20	9,219.20
Approx. Mon	-	-	14,020.93	14,352.00	14,688.27	15,026.27	15,374.67	15,736.93	16,106.13	16,490.93	16,877.47	17,270.93	17,685.20	18,096.00	18,551.87	19,012.93	19,489.60	19,974.93
Annual	-	-	168,251.20	172,224.00	176,259.20	180,315.20	184,496.00	188,843.20	193,273.60	197,891.20	202,529.60	207,251.20	212,222.40	217,152.00	222,622.40	228,155.20	233,875.20	239,699.20
E69D Hourly	75.10	76.93	78.81	80.76	82.73	84.74	86.85	88.96	91.15	93.38	95.69	98.03	100.42	102.92	105.48	108.14		
Approx Bi-Wk	6,008.00	6,154.40	6,304.80	6,460.80	6,618.40	6,779.20	6,948.00	7,116.80	7,292.00	7,470.40	7,655.20	7,842.40	8,033.60	8,233.60	8,438.40	8,651.20		
Approx. Mon	13,017.33	13,334.53	13,660.40	13,998.40	14,339.87	14,688.27	15,054.00	15,419.73	15,799.33	16,185.87	16,586.27	16,991.87	17,406.13	17,839.47	18,283.20	18,744.27		
Annual	156,208.00	160,014.40	163,924.80	167,980.80	172,078.40	176,259.20	180,648.00	185,036.80	189,592.00	194,230.40	199,035.20	203,902.40	208,873.60	214,073.60	219,398.40	224,931.20		
Ranges 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	Step 17	Step 18
E69C Hourly	76.07	77.90	79.78	81.74	83.68	85.71	87.79	89.91	92.14	94.36	96.66	99.01	101.39	103.88	106.46	109.14		
Approx Bi-Wk	6,085.60	6,232.00	6,382.40	6,539.20	6,694.40	6,856.80	7,023.20	7,192.80	7,371.20	7,548.80	7,732.80	7,920.80	8,111.20	8,310.40	8,516.80	8,731.20		
Approx. Mon	13,185.47	13,502.67	13,828.53	14,168.27	14,504.53	14,856.40	15,216.93	15,584.40	15,970.93	16,355.73	16,754.40	17,161.73	17,574.27	18,005.87	18,453.07	18,917.60		
Annual	158,225.60	162,032.00	165,942.40	170,019.20	174,054.40	178,276.80	182,603.20	187,012.80	191,651.20	196,268.80	201,052.80	205,940.80	210,891.20	216,070.40	221,436.80	227,011.20		
E69B Hourly	79.07	80.89	82.80	84.74	86.69	88.70	90.79	92.92	95.14	97.37	99.64	102.03	104.40	106.88	109.55	112.29		
Approx Bi-Wk	6,325.60	6,471.20	6,624.00	6,779.20	6,935.20	7,096.00	7,263.20	7,433.60	7,611.20	7,789.60	7,971.20	8,162.40	8,352.00	8,550.40	8,764.00	8,983.20		
Approx. Mon	13,705.47	14,020.93	14,352.00	14,688.27	15,026.27	15,374.67	15,736.93	16,106.13	16,490.93	16,877.47	17,270.93	17,685.20	18,096.00	18,525.87	18,988.67	19,463.60		
Annual	164,465.60	168,251.20	172,224.00	176,259.20	180,315.20	184,496.00	188,843.20	193,273.60	197,891.20	202,529.60	207,251.20	212,222.40	217,152.00	222,622.40	227,864.00	233,563.20</		

Ranges 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	Step 17	Step 18
E73D	Hourly	82.73	84.74	86.85	88.96	91.15	93.38	95.69	98.03	100.42	102.92	105.42	108.04	110.70	113.42	116.27	119.18		
	Approx Bi-Wk	6,618.40	6,779.20	6,948.00	7,116.80	7,292.00	7,470.40	7,655.20	7,842.40	8,033.60	8,233.60	8,433.60	8,643.20	8,856.00	9,073.60	9,301.60	9,534.40		
	Approx. Mon	14,339.87	14,688.27	15,054.00	15,419.73	15,799.33	16,185.87	16,586.27	16,991.87	17,406.13	17,839.47	18,272.80	18,726.93	19,188.00	19,659.47	20,153.47	20,657.87		
	Annual	172,078.40	176,259.20	180,648.00	185,036.80	189,592.00	194,230.40	199,035.20	203,902.40	208,873.60	214,073.60	219,273.60	224,723.20	230,256.00	235,913.60	241,841.60	247,894.40		
E73C	Hourly	83.68	85.71	87.79	89.91	92.14	94.36	96.66	99.01	101.39	103.88	106.42	109.00	111.67	114.39	117.25	120.17		
	Approx Bi-Wk	6,694.40	6,856.80	7,023.20	7,192.80	7,371.20	7,548.80	7,732.80	7,920.80	8,111.20	8,310.40	8,513.60	8,720.00	8,933.60	9,151.20	9,380.00	9,613.60		
	Approx. Mon	14,504.53	14,856.40	15,216.93	15,584.40	15,970.93	16,355.73	16,754.40	17,161.73	17,574.27	18,005.87	18,446.13	18,893.33	19,356.13	19,827.60	20,323.33	20,829.47		
	Annual	174,054.40	178,276.80	182,603.20	187,012.80	191,651.20	196,268.80	201,052.80	205,940.80	210,891.20	216,070.40	221,353.60	226,720.00	232,273.60	237,931.20	243,880.00	249,953.60		
E73B	Hourly	86.69	88.70	90.79	92.92	95.14	97.37	99.64	102.03	104.40	106.88	109.43	112.02	114.69	117.40	120.34	123.34		
	Approx Bi-Wk	6,935.20	7,096.00	7,263.20	7,433.60	7,611.20	7,789.60	7,971.20	8,162.40	8,352.00	8,550.40	8,754.40	8,961.60	9,175.20	9,392.00	9,627.20	9,867.20		
	Approx. Mon	15,026.27	15,374.67	15,736.93	16,106.13	16,490.93	16,877.47	17,270.93	17,685.20	18,096.00	18,525.87	18,967.87	19,416.80	19,879.60	20,349.33	20,858.93	21,378.93		
	Annual	180,315.20	184,496.00	188,843.20	193,273.60	197,891.20	202,529.60	207,251.20	212,222.40	217,152.00	222,310.40	227,614.40	233,001.60	238,555.20	244,192.00	250,307.20	256,547.20		
E74D	Hourly	84.74	86.85	88.96	91.15	93.38	95.69	98.03	100.42	102.92	105.42	108.04	110.70	113.42	116.21	119.10	122.08		
	Approx Bi-Wk	6,779.20	6,948.00	7,116.80	7,292.00	7,470.40	7,655.20	7,842.40	8,033.60	8,233.60	8,433.60	8,643.20	8,856.00	9,073.60	9,296.80	9,528.00	9,766.40		
	Approx. Mon	14,688.27	15,054.00	15,419.73	15,799.33	16,185.87	16,586.27	16,991.87	17,406.13	17,839.47	18,272.80	18,726.93	19,188.00	19,659.47	20,143.07	20,644.00	21,160.53		
	Annual	176,259.20	180,648.00	185,036.80	189,592.00	194,230.40	199,035.20	203,902.40	208,873.60	214,073.60	219,273.60	224,723.20	230,256.00	235,913.60	241,716.80	247,728.00	253,926.40		
E74C	Hourly	85.71	87.79	89.91	92.14	94.36	96.66	99.01	101.39	103.88	106.42	109.00	111.67	114.39	117.20	120.12	123.12		
	Approx Bi-Wk	6,856.80	7,023.20	7,192.80	7,371.20	7,548.80	7,732.80	7,920.80	8,111.20	8,310.40	8,513.60	8,720.00	8,933.60	9,151.20	9,376.00	9,609.60	9,849.60		
	Approx. Mon	14,856.40	15,216.93	15,584.40	15,970.93	16,355.73	16,754.40	17,161.73	17,574.27	18,005.87	18,446.13	18,893.33	19,356.13	19,827.60	20,314.67	20,820.80	21,340.80		
	Annual	178,276.80	182,603.20	187,012.80	191,651.20	196,268.80	201,052.80	205,940.80	210,891.20	216,070.40	221,353.60	226,720.00	232,273.60	237,931.20	243,776.00	249,849.60	256,089.60		
E74B	Hourly	88.70	90.79	92.92	95.14	97.37	99.64	102.03	104.40	106.88	109.43	112.02	114.69	117.40	120.21	123.22	126.29		
	Approx Bi-Wk	7,096.00	7,263.20	7,433.60	7,611.20	7,789.60	7,971.20	8,162.40	8,352.00	8,550.40	8,754.40	8,961.60	9,175.20	9,392.00	9,618.00	9,857.60	10,103.20		
	Approx. Mon	15,374.67	15,736.93	16,106.13	16,490.93	16,877.47	17,270.93	17,685.20	18,096.00	18,525.87	18,967.87	19,416.80	19,879.60	20,349.33	20,836.40	21,358.13	21,890.27		
	Annual	184,496.00	188,843.20	193,273.60	197,891.20	202,529.60	207,251.20	212,222.40	217,152.00	222,310.40	227,614.40	233,001.60	238,555.20	244,192.00	250,036.80	256,297.60	262,683.20		
E75D	Hourly	86.87	88.97	91.15	93.38	95.69	98.03	100.42	102.92	105.42	108.04	110.70	113.42	116.21	119.07	122.06	125.12		
	Approx Bi-Wk	6,949.60	7,117.60	7,292.00	7,470.40	7,655.20	7,842.40	8,033.60	8,233.60	8,433.60	8,643.20	8,856.00	9,073.60	9,296.80	9,525.60	9,764.80	10,009.60		
	Approx. Mon	15,057.47	15,421.47	15,799.33	16,185.87	16,586.27	16,991.87	17,406.13	17,839.47	18,272.80	18,726.93	19,188.00	19,659.47	20,143.07	20,638.80	21,157.07	21,687.47		
	Annual	180,689.60	185,057.20	189,592.00	194,230.40	199,035.20	203,902.40	208,873.60	214,073.60	219,273.60	224,723.20	230,256.00	235,913.60	241,716.80	247,665.60	253,884.80	260,249.60		
E75C	Hourly	87.80	89.92	92.14	94.36	96.66	99.01	101.39	103.88	106.42	109.00	111.67	114.39	117.20	120.05	123.05	126.13		
	Approx Bi-Wk	7,024.00	7,193.60	7,371.20	7,548.80	7,732.80	7,920.80	8,111.20	8,310.40	8,513.60	8,720.00	8,933.60	9,151.20	9,376.00	9,604.00	9,844.00	10,090.40		
	Approx. Mon	15,218.67	15,586.13	15,970.93	16,355.73	16,754.40	17,161.73	17,574.27	18,005.87	18,446.13	18,893.33	19,356.13	19,827.60	20,314.67	20,808.67	21,328.67	21,862.53		
	Annual	182,624.00	187,033.60	191,651.20	196,268.80	201,052.80	205,940.80	210,891.20	216,070.40	221,353.60	226,720.00	232,273.60	237,931.20	243,776.00	249,704.00	255,944.00	262,350.40		
E75B	Hourly	90.81	92.93	95.14	97.37	99.64	102.03	104.40	106.88	109.43	112.02	114.69	117.40	120.21	123.05	126.13	129.28		
	Approx Bi-Wk	7,264.80	7,434.40	7,611.20	7,789.60	7,971.20	8,162.40	8,352.00	8,550.40	8,754.40	8,961.60	9,175.20	9,392.00	9,618.00	9,844.00	10,090.40	10,342.40		
	Approx. Mon	15,740.40	16,107.87	16,490.93	16,877.47	17,270.93	17,685.20	18,096.00	18,525.87	18,967.87	19,416.80	19,879.60	20,349.33	20,836.40	21,328.67	21,862.53	22,408.53		
	Annual	188,884.80	193,294.40	197,891.20	202,529.60	207,251.20	212,222.40	217,152.00	222,310.40	227,614.40	233,001.60	238,555.20	244,192.00	250,036.80	255,944.00	262,350.40	268,902.40		
E76D	Hourly	88.97	91.15	93.38	95.69	98.03	100.42	102.92	105.42	108.04	110.70	113.42	116.21	119.07	122.03	125.10	128.22		
	Approx Bi-Wk	7,117.60	7,292.00	7,470.40	7,655.20	7,842.40	8,033.60	8,233.60	8,433.60	8,643.20	8,856.00	9,073.60	9,296.80	9,525.60	9,764.80	10,008.00	10,257.60		
	Approx. Mon	15,421.47	15,799.33	16,185.87	16,586.27	16,991.87	17,406.13	17,839.47	18,272.80	18,726.93	19,188.00	19,659.47	20,143.07	20,638.80	21,151.87	21,684.00	22,224.80		
	Annual	185,057.60	189,592.00	194,230.40	199,035.20	203,902.40	208,873.60	214,073.60	219,273.60	224,723.20	230,256.00	235,913.60	241,716.80	247,665.60	253,822.40	260,208.00	266,697.60		
E76C	Hourly	89.92	92.14	94.36	96.66	99.01	101.39	103.88	106.42	109.00	111.67	114.39	117.20	120.05	123.00	126.07	129.23		
	Approx Bi-Wk	7,193.60	7,371.20	7,548.80	7,732.80	7,920.80	8,111.20	8,310.40	8,513.60	8,720.00	8,933.60	9,151.20	9,376.00	9,604.00	9,840.00	10,085.60	10,338.40		
	Approx. Mon	15,586.13	15,970.93	16,355.73	16,754.40	17,161.73	17,574.27	18,005.87	18,446.13	18,893.33	19,356.13	19,827.60	20,314.67	20,808.67	21,320.00	21,852.13	22,399.87		
	Annual	187,033.60	191,651.20	196,268.80	201,052.80	205,940.80	210,891.20	216,070.40	221,353.60	226,720.00	232,273.60	237,931.20	243,7						

Ranges 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	Step 17	Step 18
E80B	Hourly	102.03	104.40	106.88	109.43	112.02	114.69	117.40	120.21	123.05	125.99	129.02	132.08	135.26	138.52	141.99	145.54		
	Approx Bi-Wk	8,162.40	8,352.00	8,550.40	8,754.40	8,961.60	9,175.20	9,392.00	9,616.80	9,844.00	10,079.20	10,321.60	10,566.40	10,820.80	11,081.60	11,359.20	11,643.20		
	Approx. Mon	17,685.20	18,096.00	18,525.87	18,967.87	19,416.80	19,879.60	20,349.33	20,836.40	21,328.67	21,838.27	22,363.47	22,893.87	23,445.07	24,010.13	24,611.60	25,226.93		
	Annual	212,222.40	217,152.00	222,310.40	227,614.40	233,001.60	238,555.20	244,192.00	250,036.80	255,944.00	262,059.20	268,361.60	274,726.40	281,340.80	288,121.60	295,339.20	302,723.20		
E81D	Hourly	100.42	102.92	105.42	108.04	110.70	113.42	116.21	119.07	122.03	125.05	128.12	131.30	134.54	137.85	141.29	144.83		
	Approx Bi-Wk	8,033.60	8,233.60	8,433.60	8,643.20	8,856.00	9,073.60	9,296.80	9,525.60	9,762.40	10,004.00	10,249.60	10,504.00	10,763.20	11,028.00	11,303.20	11,586.40		
	Approx. Mon	17,406.13	17,839.47	18,272.80	18,726.93	19,188.00	19,659.47	20,143.07	20,638.80	21,151.87	21,675.33	22,207.47	22,758.67	23,320.27	23,894.00	24,490.27	25,103.87		
	Annual	208,873.60	214,073.60	219,273.60	224,723.20	230,256.00	235,913.60	241,716.80	247,665.60	253,822.40	260,104.00	266,489.60	273,104.00	279,843.20	286,728.00	293,883.20	301,246.40		
E81C	Hourly	101.39	103.88	106.42	109.00	111.67	114.39	117.20	120.05	123.00	125.99	129.08	132.27	135.52	138.83	142.29	145.86		
	Approx Bi-Wk	8,111.20	8,310.40	8,513.60	8,720.00	8,933.60	9,151.20	9,376.00	9,604.00	9,840.00	10,079.20	10,326.40	10,581.60	10,841.60	11,106.40	11,383.20	11,668.80		
	Approx. Mon	17,574.27	18,005.87	18,446.13	18,893.33	19,356.13	19,827.60	20,314.67	20,808.67	21,320.00	21,838.27	22,373.87	22,926.80	23,490.13	24,063.87	24,663.60	25,282.40		
	Annual	210,891.20	216,070.40	221,353.60	226,720.00	232,273.60	237,931.20	243,776.00	249,704.00	255,840.00	262,059.20	268,486.40	275,121.60	281,881.60	288,766.40	295,963.20	303,388.80		
E81B	Hourly	104.40	106.88	109.43	112.02	114.69	117.40	120.21	123.05	125.99	129.02	132.08	135.26	138.52	141.83	145.37	149.02		
	Approx Bi-Wk	8,352.00	8,550.40	8,754.40	8,961.60	9,175.20	9,392.00	9,616.80	9,844.00	10,079.20	10,321.60	10,566.40	10,820.80	11,081.60	11,346.40	11,629.60	11,921.60		
	Approx. Mon	18,096.00	18,525.87	18,967.87	19,416.80	19,879.60	20,349.33	20,836.40	21,328.67	21,838.27	22,363.47	22,893.87	23,445.07	24,010.13	24,583.87	25,197.47	25,830.13		
	Annual	217,152.00	222,310.40	227,614.40	233,001.60	238,555.20	244,192.00	250,036.80	255,944.00	262,059.20	268,361.60	274,726.40	281,340.80	288,121.60	295,006.40	302,369.60	309,961.60		
E82D	Hourly	102.92	105.42	108.04	110.70	113.42	116.21	119.07	122.03	125.05	128.12	131.30	134.54	137.84	141.27	144.81	148.42		
	Approx Bi-Wk	8,233.60	8,433.60	8,643.20	8,856.00	9,073.60	9,296.80	9,525.60	9,762.40	10,004.00	10,249.60	10,504.00	10,763.20	11,027.20	11,301.60	11,584.80	11,873.60		
	Approx. Mon	17,839.47	18,272.80	18,726.93	19,188.00	19,659.47	20,143.07	20,638.80	21,151.87	21,675.33	22,207.47	22,758.67	23,320.27	23,892.27	24,486.80	25,100.40	25,726.13		
	Annual	214,073.60	219,273.60	224,723.20	230,256.00	235,913.60	241,716.80	247,665.60	253,822.40	260,104.00	266,489.60	273,104.00	279,843.20	286,707.20	293,841.60	301,204.80	308,713.60		
E82C	Hourly	103.88	106.42	109.00	111.67	114.39	117.20	120.05	123.00	125.99	129.08	132.27	135.52	138.82	142.25	145.80	149.45		
	Approx Bi-Wk	8,310.40	8,513.60	8,720.00	8,933.60	9,151.20	9,376.00	9,604.00	9,840.00	10,079.20	10,326.40	10,581.60	10,841.60	11,105.60	11,380.00	11,664.00	11,956.00		
	Approx. Mon	18,005.87	18,446.13	18,893.33	19,356.13	19,827.60	20,314.67	20,808.67	21,320.00	21,838.27	22,373.87	22,926.80	23,490.13	24,062.13	24,656.67	25,272.00	25,904.67		
	Annual	216,070.40	221,353.60	226,720.00	232,273.60	237,931.20	243,776.00	249,704.00	255,840.00	262,059.20	268,486.40	275,121.60	281,881.60	288,745.60	295,880.00	303,264.00	310,856.00		
E82B	Hourly	106.88	109.43	112.02	114.69	117.40	120.21	123.05	125.99	129.02	132.08	135.26	138.52	141.82	145.26	148.88	152.60		
	Approx Bi-Wk	8,550.40	8,754.40	8,961.60	9,175.20	9,392.00	9,616.80	9,844.00	10,079.20	10,321.60	10,566.40	10,820.80	11,081.60	11,345.60	11,620.80	11,910.40	12,208.00		
	Approx. Mon	18,525.87	18,967.87	19,416.80	19,879.60	20,349.33	20,836.40	21,328.67	21,838.27	22,363.47	22,893.87	23,445.07	24,010.13	24,582.13	25,178.40	25,805.87	26,450.67		
	Annual	222,310.40	227,614.40	233,001.60	238,555.20	244,192.00	250,036.80	255,944.00	262,059.20	268,361.60	274,726.40	281,340.80	288,121.60	294,985.60	302,140.80	309,670.40	317,408.00		
E83D	Hourly	105.42	108.04	110.70	113.42	116.21	119.07	122.03	125.05	128.12	131.30	134.54	137.84	141.27	144.75	148.37	152.10		
	Approx Bi-Wk	8,433.60	8,643.20	8,856.00	9,073.60	9,296.80	9,525.60	9,762.40	10,004.00	10,249.60	10,504.00	10,763.20	11,027.20	11,301.60	11,580.00	11,869.60	12,168.00		
	Approx. Mon	18,272.80	18,726.93	19,188.00	19,659.47	20,143.07	20,638.80	21,151.87	21,675.33	22,207.47	22,758.67	23,320.27	23,892.27	24,486.80	25,090.00	25,717.47	26,364.00		
	Annual	219,273.60	224,723.20	230,256.00	235,913.60	241,716.80	247,665.60	253,822.40	260,104.00	266,489.60	273,104.00	279,843.20	286,707.20	293,841.60	301,080.00	308,609.60	316,368.00		
E83C	Hourly	106.42	109.00	111.67	114.39	117.20	120.05	123.00	125.99	129.08	132.27	135.52	138.82	142.25	145.71	149.35	153.08		
	Approx Bi-Wk	8,513.60	8,720.00	8,933.60	9,151.20	9,376.00	9,604.00	9,840.00	10,079.20	10,326.40	10,581.60	10,841.60	11,105.60	11,380.00	11,656.80	11,948.00	12,246.40		
	Approx. Mon	18,446.13	18,893.33	19,356.13	19,827.60	20,314.67	20,808.67	21,320.00	21,838.27	22,373.87	22,926.80	23,490.13	24,062.13	24,656.67	25,256.40	25,887.33	26,533.87		
	Annual	221,353.60	226,720.00	232,273.60	237,931.20	243,776.00	249,704.00	255,840.00	262,059.20	268,486.40	275,121.60	281,881.60	288,745.60	295,880.00	303,076.80	310,648.00	318,406.40		
E83B	Hourly	109.43	112.02	114.69	117.40	120.21	123.05	125.99	129.02	132.08	135.26	138.52	141.82	145.26	148.72	152.44	156.26		
	Approx Bi-Wk	8,754.40	8,961.60	9,175.20	9,392.00	9,616.80	9,844.00	10,079.20	10,321.60	10,566.40	10,820.80	11,081.60	11,345.60	11,620.80	11,897.60	12,195.20	12,500.80		
	Approx. Mon	18,967.87	19,416.80	19,879.60	20,349.33	20,836.40	21,328.67	21,838.27	22,363.47	22,893.87	23,445.07	24,010.13	24,582.13	25,178.40	25,778.13	26,422.93	27,085.07		
	Annual	227,614.40	233,001.60	238,555.20	244,192.00	250,036.80	255,944.00	262,059.20	268,361.60	274,726.40	281,340.80	288,121.60	294,985.60	302,140.80	309,337.60	317,075.20	325,020.80		
E84D	Hourly	108.04	110.70	113.42	116.21	119.07	122.03	125.05	128.12	131.30	134.54	137.84	141.27	144.75	148.34	152.04	155.83		
	Approx Bi-Wk	8,643.20	8,856.00	9,073.60	9,296.80	9,525.60	9,762.40	10,004.00	10,249.60	10,504.00	10,763.20	11,027.20	11,301.60	11,580.00	11,867.20	12,163.20	12,466.40		
	Approx. Mon	18,726.93	19,188.00	19,659.47	20,143.07	20,638.80	21,151.87	21,675.33	22,207.47	22,758.67	23,320.27	23,892.27	24,486.80	25,090.00	25,712.27	26,353.60	27,010.53		
	Annual	224,723.20	230,256.00	235,913.60															

Ranges 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	Step 17	Step 18
E88C	Hourly	120.06	123.01	125.99	129.08	132.27	135.52	138.82	142.25	145.71	149.31	152.97	156.72	160.60	164.55	168.66	172.87	
	Approx Bi-Wk	9,604.80	9,840.80	10,079.20	10,326.40	10,581.60	10,841.60	11,105.60	11,380.00	11,656.80	11,944.80	12,237.60	12,537.60	12,848.00	13,164.00	13,492.80	13,829.60	
	Approx. Mon	20,810.40	21,321.73	21,838.27	22,373.87	22,926.80	23,490.13	24,062.13	24,656.67	25,256.40	25,880.40	26,514.80	27,164.80	27,837.33	28,522.00	29,234.40	29,964.13	
	Annual	249,724.80	255,860.00	262,059.20	268,486.40	275,121.60	281,881.60	288,745.60	295,880.00	303,076.80	310,564.80	318,177.60	325,977.60	334,048.00	342,264.00	350,812.80	359,569.60	
E88B	Hourly	123.06	126.00	129.02	132.08	135.26	138.52	141.82	145.26	148.72	152.32	155.98	159.74	163.62	167.57	171.75	176.06	
	Approx Bi-Wk	9,844.80	10,080.00	10,321.60	10,566.40	10,820.80	11,081.60	11,345.60	11,620.80	11,897.60	12,185.60	12,478.40	12,779.20	13,089.60	13,405.60	13,740.00	14,084.80	
	Approx. Mon	21,330.40	21,840.00	22,363.47	22,893.87	23,445.07	24,010.13	24,582.13	25,178.40	25,778.13	26,402.13	27,036.53	27,688.27	28,360.80	29,045.47	29,770.00	30,517.07	
	Annual	255,964.80	262,080.00	268,361.60	274,726.40	281,340.80	288,121.60	294,985.60	302,140.80	309,337.60	316,825.60	324,438.40	332,259.20	340,329.60	348,545.60	357,240.00	366,204.80	
E89D	Hourly	122.03	125.03	128.12	131.30	134.54	137.84	141.27	144.75	148.34	152.01	155.76	159.63	163.56	167.63	171.81	176.11	
	Approx Bi-Wk	9,762.40	10,002.40	10,249.60	10,504.00	10,763.20	11,027.20	11,301.60	11,580.00	11,867.20	12,160.80	12,460.80	12,770.40	13,084.80	13,410.40	13,744.80	14,088.80	
	Approx. Mon	21,151.87	21,671.87	22,207.47	22,758.67	23,320.27	23,892.27	24,486.80	25,090.00	25,712.27	26,348.40	26,998.40	27,669.20	28,350.40	29,055.87	29,780.40	30,525.73	
	Annual	253,822.40	260,062.40	266,489.60	273,104.00	279,843.20	286,707.20	293,841.60	301,080.00	308,547.20	316,180.80	323,980.80	332,030.40	340,204.80	348,670.40	357,364.80	366,308.80	
E89C	Hourly	123.00	125.98	129.08	132.27	135.52	138.82	142.25	145.71	149.31	152.97	156.72	160.60	164.53	168.59	172.80	177.14	
	Approx Bi-Wk	9,840.00	10,078.40	10,326.40	10,581.60	10,841.60	11,105.60	11,380.00	11,656.80	11,944.80	12,237.60	12,537.60	12,848.00	13,162.40	13,487.20	13,824.00	14,171.20	
	Approx. Mon	21,320.00	21,836.53	22,373.87	22,926.80	23,490.13	24,062.13	24,656.67	25,256.40	25,880.40	26,514.80	27,164.80	27,837.33	28,518.53	29,222.27	29,952.00	30,704.27	
	Annual	255,840.00	262,038.40	268,486.40	275,121.60	281,881.60	288,745.60	295,880.00	303,076.80	310,564.80	318,177.60	325,977.60	334,048.00	342,222.40	350,667.20	359,424.00	368,451.20	
E89B	Hourly	125.99	129.00	132.08	135.26	138.52	141.82	145.26	148.72	152.32	155.98	159.74	163.62	167.54	171.61	175.90	180.32	
	Approx Bi-Wk	10,079.20	10,320.00	10,566.40	10,820.80	11,081.60	11,345.60	11,620.80	11,897.60	12,185.60	12,478.40	12,779.20	13,089.60	13,403.20	13,728.80	14,072.00	14,425.60	
	Approx. Mon	21,838.27	22,360.00	22,893.87	23,445.07	24,010.13	24,582.13	25,178.40	25,778.13	26,402.13	27,036.53	27,688.27	28,360.80	29,040.27	29,745.73	30,489.33	31,255.47	
	Annual	262,059.20	268,320.00	274,726.40	281,340.80	288,121.60	294,985.60	302,140.80	309,337.60	316,825.60	324,438.40	332,259.20	340,329.60	348,483.20	356,948.80	365,872.00	375,065.60	
E90D	Hourly	125.05	128.15	131.30	134.54	137.84	141.27	144.75	148.34	152.01	155.76	159.63	163.56	167.63	171.76	176.07	180.47	
	Approx Bi-Wk	10,004.00	10,252.00	10,504.00	10,763.20	11,027.20	11,301.60	11,580.00	11,867.20	12,160.80	12,460.80	12,770.40	13,084.80	13,410.40	13,740.80	14,085.60	14,437.60	
	Approx. Mon	21,675.33	22,212.67	22,758.67	23,320.27	23,892.27	24,486.80	25,090.00	25,712.27	26,348.40	26,998.40	27,669.20	28,350.40	29,055.87	29,771.73	30,518.80	31,281.47	
	Annual	260,104.00	266,552.00	273,104.00	279,843.20	286,707.20	293,841.60	301,080.00	308,547.20	316,180.80	323,980.80	332,030.40	340,204.80	348,670.40	357,260.80	366,225.60	375,377.60	
E90C	Hourly	125.99	129.11	132.27	135.52	138.82	142.25	145.71	149.31	152.97	156.72	160.60	164.53	168.59	172.74	177.08	181.49	
	Approx Bi-Wk	10,079.20	10,320.80	10,581.60	10,841.60	11,105.60	11,380.00	11,656.80	11,944.80	12,237.60	12,537.60	12,848.00	13,162.40	13,487.20	13,819.20	14,166.40	14,519.20	
	Approx. Mon	21,838.27	22,379.07	22,926.80	23,490.13	24,062.13	24,656.67	25,256.40	25,880.40	26,514.80	27,164.80	27,837.33	28,518.53	29,222.27	29,941.60	30,693.87	31,458.27	
	Annual	262,059.20	268,548.00	275,121.60	281,881.60	288,745.60	295,880.00	303,076.80	310,564.80	318,177.60	325,977.60	334,048.00	342,222.40	350,667.20	359,299.20	368,326.40	377,499.20	
E90B	Hourly	129.02	132.12	135.26	138.52	141.82	145.26	148.72	152.32	155.98	159.74	163.62	167.54	171.61	175.75	180.15	184.67	
	Approx Bi-Wk	10,321.60	10,569.60	10,820.80	11,081.60	11,345.60	11,620.80	11,897.60	12,185.60	12,478.40	12,779.20	13,089.60	13,403.20	13,728.80	14,060.00	14,412.00	14,773.60	
	Approx. Mon	22,363.47	22,900.80	23,445.07	24,010.13	24,582.13	25,178.40	25,778.13	26,402.13	27,036.53	27,688.27	28,360.80	29,040.27	29,745.73	30,463.33	31,226.00	32,009.47	
	Annual	268,361.60	274,809.60	281,340.80	288,121.60	294,985.60	302,140.80	309,337.60	316,825.60	324,438.40	332,259.20	340,329.60	348,483.20	356,948.80	365,560.00	374,712.00	384,113.60	
E91D	Hourly	128.15	131.30	134.54	137.84	141.27	144.75	148.34	152.01	155.76	159.63	163.56	167.63	171.75	176.04	180.43	184.94	
	Approx Bi-Wk	10,252.00	10,504.00	10,763.20	11,027.20	11,301.60	11,580.00	11,867.20	12,160.80	12,460.80	12,770.40	13,084.80	13,410.40	13,740.00	14,083.20	14,434.40	14,795.20	
	Approx. Mon	22,212.67	22,758.67	23,320.27	23,892.27	24,486.80	25,090.00	25,712.27	26,348.40	26,998.40	27,669.20	28,350.40	29,055.87	29,770.00	30,513.60	31,274.53	32,056.27	
	Annual	266,552.00	273,104.00	279,843.20	286,707.20	293,841.60	301,080.00	308,547.20	316,180.80	323,980.80	332,030.40	340,204.80	348,670.40	357,240.00	366,163.20	375,294.40	384,675.20	
E91C	Hourly	129.11	132.27	135.52	138.82	142.25	145.71	149.31	152.97	156.72	160.60	164.53	168.59	172.73	176.98	181.42	185.94	
	Approx Bi-Wk	10,328.80	10,581.60	10,841.60	11,105.60	11,380.00	11,656.80	11,944.80	12,237.60	12,537.60	12,848.00	13,162.40	13,487.20	13,818.40	14,158.40	14,513.60	14,875.20	
	Approx. Mon	22,379.07	22,926.80	23,490.13	24,062.13	24,656.67	25,256.40	25,880.40	26,514.80	27,164.80	27,837.33	28,518.53	29,222.27	29,939.87	30,676.53	31,446.13	32,229.60	
	Annual	268,548.80	275,121.60	281,881.60	288,745.60	295,880.00	303,076.80	310,564.80	318,177.60	325,977.60	334,048.00	342,222.40	350,667.20	359,278.40	368,118.40	377,353.60	386,755.20	
E91B	Hourly	132.12	135.26	138.52	141.82	145.26	148.72	152.32	155.98	159.74	163.62	167.54	171.61	175.74	179.98	184.50	189.10	
	Approx Bi-Wk	10,569.60	10,820.80	11,081.60	11,345.60	11,620.80	11,897.60	12,185.60	12,478.40	12,779.20	13,089.60	13,403.20	13,728.80	14,059.20	14,398.40	14,760.00	15,128.00	
	Approx. Mon	22,900.80	23,445.07	24,010.13	24,582.13	25,178.40	25,778.13	26,402.13	27,036.53	27,688.27	28,360.80	29,040.27	29,745.73	30,461.60	31,196.53	31,980.00	32,777.33	
	Annual	274,809.60	281,340.80	288,121.60	294,985.60	302,140.80	309,337.60	316,825.60	324,4									

Ranges 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	Step 17	Step 18
E96D	Hourly	144.75	148.34	152.01	155.76	159.63	163.56	167.63	171.75	176.05	180.39	184.84	189.45	194.13	198.93	203.91	209.01	
	Approx Bi-Wk	11,580.00	11,867.20	12,160.80	12,460.80	12,770.40	13,084.80	13,410.40	13,740.00	14,084.00	14,431.20	14,787.20	15,156.00	15,530.40	15,914.40	16,312.80	16,720.80	
	Approx. Mon	25,090.00	25,712.27	26,348.40	26,998.40	27,669.20	28,350.40	29,055.87	29,770.00	30,515.33	31,267.60	32,038.93	32,838.00	33,649.20	34,481.20	35,344.40	36,228.40	
	Annual	301,080.00	308,547.20	316,180.80	323,980.80	332,030.40	340,204.80	348,670.40	357,240.00	366,184.00	375,211.20	384,467.20	394,056.00	403,790.40	413,774.40	424,132.80	434,740.80	
E96C	Hourly	145.71	149.31	152.97	156.72	160.60	164.53	168.59	172.73	177.00	181.38	185.80	190.41	195.13	199.92	204.91	210.04	
	Approx Bi-Wk	11,656.80	11,944.80	12,237.60	12,537.60	12,848.00	13,162.40	13,487.20	13,818.40	14,160.00	14,510.40	14,864.00	15,232.80	15,610.40	15,993.60	16,392.80	16,803.20	
	Approx. Mon	25,256.40	25,880.40	26,514.80	27,164.80	27,837.33	28,518.53	29,222.27	29,939.87	30,680.00	31,439.20	32,205.33	33,004.40	33,822.53	34,652.80	35,517.73	36,406.93	
	Annual	303,076.80	310,564.80	318,177.60	325,977.60	334,048.00	342,222.40	350,667.20	359,278.40	368,160.00	377,270.40	386,464.00	396,052.80	405,870.40	415,833.60	426,212.80	436,883.20	
E96B	Hourly	148.72	152.32	155.98	159.74	163.62	167.54	171.61	175.74	179.99	184.38	188.83	193.42	198.12	202.93	208.02	213.22	
	Approx Bi-Wk	11,897.60	12,185.60	12,478.40	12,779.20	13,089.60	13,403.20	13,728.80	14,059.20	14,399.20	14,750.40	15,106.40	15,473.60	15,849.60	16,234.40	16,641.60	17,057.60	
	Approx. Mon	25,778.13	26,402.13	27,036.53	27,688.27	28,360.80	29,040.27	29,745.73	30,461.60	31,198.27	31,959.20	32,730.53	33,526.13	34,340.80	35,174.53	36,056.80	36,958.13	
	Annual	309,337.60	316,825.60	324,438.40	332,259.20	340,329.60	348,483.20	356,948.80	365,539.20	374,379.20	383,510.40	392,766.40	402,313.60	412,089.60	422,094.40	432,681.60	443,497.60	
E97D	Hourly	148.34	152.01	155.76	159.63	163.56	167.63	171.75	176.05	180.39	184.84	189.45	194.13	198.93	203.89	208.98	214.22	
	Approx Bi-Wk	11,867.20	12,160.80	12,460.80	12,770.40	13,084.80	13,410.40	13,740.00	14,084.00	14,431.20	14,787.20	15,156.00	15,530.40	15,914.40	16,311.20	16,718.40	17,137.60	
	Approx. Mon	25,712.27	26,348.40	26,998.40	27,669.20	28,350.40	29,055.87	29,770.00	30,515.33	31,267.60	32,038.93	32,838.00	33,649.20	34,481.20	35,340.93	36,223.20	37,131.47	
	Annual	308,547.20	316,180.80	323,980.80	332,030.40	340,204.80	348,670.40	357,240.00	366,184.00	375,211.20	384,467.20	394,056.00	403,790.40	413,774.40	424,091.20	434,678.40	445,577.60	
E97C	Hourly	149.31	152.97	156.72	160.60	164.53	168.59	172.73	177.00	181.38	185.80	190.41	195.13	199.92	204.85	209.98	215.23	
	Approx Bi-Wk	11,944.80	12,237.60	12,537.60	12,848.00	13,162.40	13,487.20	13,818.40	14,160.00	14,510.40	14,864.00	15,232.80	15,610.40	15,993.60	16,388.00	16,798.40	17,218.40	
	Approx. Mon	25,880.40	26,514.80	27,164.80	27,837.33	28,518.53	29,222.27	29,939.87	30,680.00	31,439.20	32,205.33	33,004.40	33,822.53	34,652.80	35,507.33	36,396.53	37,306.53	
	Annual	310,564.80	318,177.60	325,977.60	334,048.00	342,222.40	350,667.20	359,278.40	368,160.00	377,270.40	386,464.00	396,052.80	405,870.40	415,833.60	426,088.00	436,758.40	447,678.40	
E97B	Hourly	152.32	155.98	159.74	163.62	167.54	171.61	175.74	179.99	184.38	188.83	193.42	198.12	202.93	207.84	213.05	218.38	
	Approx Bi-Wk	12,185.60	12,478.40	12,779.20	13,089.60	13,403.20	13,728.80	14,059.20	14,399.20	14,750.40	15,106.40	15,473.60	15,849.60	16,234.40	16,627.20	17,044.00	17,470.40	
	Approx. Mon	26,402.13	27,036.53	27,688.27	28,360.80	29,040.27	29,745.73	30,461.60	31,198.27	31,959.20	32,730.53	33,526.13	34,340.80	35,174.53	36,025.60	36,928.67	37,852.53	
	Annual	316,825.60	324,438.40	332,259.20	340,329.60	348,483.20	356,948.80	365,539.20	374,379.20	383,510.40	392,766.40	402,313.60	412,089.60	422,094.40	432,307.20	443,144.00	454,230.40	
E98D	Hourly	152.01	155.76	159.63	163.56	167.63	171.75	176.05	180.39	184.84	189.45	194.13	198.93	203.89	208.95	214.18	219.53	
	Approx Bi-Wk	12,160.80	12,460.80	12,770.40	13,084.80	13,410.40	13,740.00	14,084.00	14,431.20	14,787.20	15,156.00	15,530.40	15,914.40	16,311.20	16,716.00	17,134.40	17,562.40	
	Approx. Mon	26,348.40	26,998.40	27,669.20	28,350.40	29,055.87	29,770.00	30,515.33	31,267.60	32,038.93	32,838.00	33,649.20	34,481.20	35,340.93	36,218.00	37,124.53	38,051.87	
	Annual	316,180.80	323,980.80	332,030.40	340,204.80	348,670.40	357,240.00	366,184.00	375,211.20	384,467.20	394,056.00	403,790.40	413,774.40	424,091.20	434,616.00	445,494.40	456,622.40	
E98C	Hourly	152.97	156.72	160.60	164.53	168.59	172.73	177.00	181.38	185.80	190.41	195.13	199.92	204.85	209.93	215.16	220.55	
	Approx Bi-Wk	12,237.60	12,537.60	12,848.00	13,162.40	13,487.20	13,818.40	14,160.00	14,510.40	14,864.00	15,232.80	15,610.40	15,993.60	16,388.00	16,794.40	17,212.80	17,644.00	
	Approx. Mon	26,514.80	27,164.80	27,837.33	28,518.53	29,222.27	29,939.87	30,680.00	31,439.20	32,205.33	33,004.40	33,822.53	34,652.80	35,507.33	36,387.87	37,294.40	38,228.67	
	Annual	318,177.60	325,977.60	334,048.00	342,222.40	350,667.20	359,278.40	368,160.00	377,270.40	386,464.00	396,052.80	405,870.40	415,833.60	426,088.00	436,654.40	447,532.80	458,744.00	
E98B	Hourly	155.98	159.74	163.62	167.54	171.61	175.74	179.99	184.38	188.83	193.42	198.12	202.93	207.84	212.92	218.24	223.69	
	Approx Bi-Wk	12,478.40	12,779.20	13,089.60	13,403.20	13,728.80	14,059.20	14,399.20	14,750.40	15,106.40	15,473.60	15,849.60	16,234.40	16,627.20	17,033.60	17,459.20	17,895.20	
	Approx. Mon	27,036.53	27,688.27	28,360.80	29,040.27	29,745.73	30,461.60	31,198.27	31,959.20	32,730.53	33,526.13	34,340.80	35,174.53	36,025.60	36,906.13	37,828.27	38,772.93	
	Annual	324,438.40	332,259.20	340,329.60	348,483.20	356,948.80	365,539.20	374,379.20	383,510.40	392,766.40	402,313.60	412,089.60	422,094.40	432,307.20	442,873.60	453,939.20	465,275.20	
E99D	Hourly	155.75	159.61	163.56	167.63	171.75	176.05	180.39	184.84	189.45	194.13	198.93	203.89	208.95	214.14	219.47	224.96	
	Approx Bi-Wk	12,460.00	12,768.80	13,084.80	13,410.40	13,740.00	14,084.00	14,431.20	14,787.20	15,156.00	15,530.40	15,914.40	16,311.20	16,716.00	17,131.20	17,557.60	17,996.80	
	Approx. Mon	26,996.67	27,665.73	28,350.40	29,055.87	29,770.00	30,515.33	31,267.60	32,038.93	32,838.00	33,649.20	34,481.20	35,340.93	36,218.00	37,117.60	38,041.47	38,993.07	
	Annual	323,960.00	331,988.80	340,204.80	348,670.40	357,240.00	366,184.00	375,211.20	384,467.20	394,056.00	403,790.40	413,774.40	424,091.20	434,616.00	445,411.20	456,497.60	467,916.80	
E99C	Hourly	156.70	160.58	164.53	168.59	172.73	177.00	181.38	185.80	190.41	195.13	199.92	204.85	209.93	215.11	220.48	226.00	
	Approx Bi-Wk	12,536.00	12,846.40	13,162.40	13,487.20	13,818.40	14,160.00	14,510.40	14,864.00	15,232.80	15,610.40	15,993.60	16,388.00	16,794.40	17,208.80	17,638.40	18,080.00	
	Approx. Mon	27,161.33	27,833.87	28,518.53	29,222.27	29,939.87	30,680.00	31,439.20	32,205.33	33,004.40	33,822.53	34,652.80	35,507.33	36,387.87	37,285.73	38,216.53	39,173.33	
	Annual	325,936.00	334,006.40	342,222.40	350,667.20	359,278.40	368,160.00	377,270.40	386,464.00	396,052.80	405,870.40	415,833.60	426,088.00	436,654.40	447,428.80	458,598.40	470,080.00	
E99B	Hourly	159.73	163.59	167.54	171.61	175.74	179.99	184.38	188.83	193.42	198.12	202.93	207.84	212.92	218.13	223.58	229.16	
	Approx Bi-Wk	12,778.40	13,087.20	13,403.20	13,728.80	14,059.20	14,399.20	14,750.40	15,106.40	15,473.60	15,849.60	16,234.40	16,627.20	17,033.60	17,450.40	17,886.40	18,332.80	
	Approx. Mon	27,686.53	28,355.60	29,040.27	29,745.73	30,461.60	31,198.27	31,959.20	32,730.53	33,526.13	34,340.80	35,174.53	36,025.60	36,906.13	37,809.20	38,753.87	39,721.07	
	Annual	332,238.40	340,267.20	348,483.20	356,948.80	365,539.20	374,379.20	383,510.40	392,766.40	402,313.60	412,089.60	422,094.40	432,307.20	442,873.60	453,710.40	465,046.40	476,652.80	
Ranges 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	Step 17	Step 18