CONSOLIDATED

MEMORANDUM OF UNDERSTANDING

2026 – 2027

ADMINISTRATIVE SERVICES UNIT
CLERICAL UNIT
CRAFT, LABOR & TRADES UNIT
MANAGEMENT UNIT
SUPERVISORY UNIT
NURSES SUPERVISORY & MANAGEMENT UNIT
TECHNICAL & INSPECTION UNIT

Salary Tables

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
M	Hourly	18.09													
	Appx. Bi-wkly	1,447.20													
	Appx. Monthly	3,135.60													
	Appx. Annual	37,627.20													
1M	Hourly	18.09	18.23	18.70	19.16										
	Appx. Bi-wkly	1,447.20	1,458.40	1,496.00	1,532.80										
	Appx. Monthly	3,135.60	3,159.87	3,241.33	3,321.07										
	Appx. Annual	37,627.20	37,918.40	38,896.00	39,852.80										
2M	Hourly	18.23	18.70	19.16	19.64	20.15									
	Appx. Bi-wkly	1,458.40	1,496.00	1,532.80	1,571.20	1,612.00									
	Appx. Monthly	3,159.87	3,241.33	3,321.07	3,404.27	3,492.67									
	Appx. Annual	37,918.40	38,896.00	39,852.80	40,851.20	41,912.00									
3M	Hourly	18.23	18.33	18.79	19.25	19.75	20.23	20.74	21.23	21.78					
	Appx. Bi-wkly	1,458.40	1,466.40	1,503.20	1,540.00	1,580.00	1,618.40	1,659.20	1,698.40	1,742.40					
	Appx. Monthly	3,159.87	3,177.20	3,256.93	3,336.67	3,423.33	3,506.53	3,594.93	3,679.87	3,775.20					
	Appx. Annual	37,918.40	38,126.40	39,083.20	40,040.00	41,080.00	42,078.40	43,139.20	44,158.40	45,302.40					
3M-T	Hourly	18.23	18.33	18.79	19.25	19.75	20.23	20.74	21.23						
	Appx. Bi-wkly	1,458.40	1,466.40	1,503.20	1,540.00	1,580.00	1,618.40	1,659.20	1,698.40						
	Appx. Monthly	3,159.87	3,177.20	3,256.93	3,336.67	3,423.33	3,506.53	3,594.93	3,679.87						
	Appx. Annual	37,918.40	38,126.40	39,083.20	40,040.00	41,080.00	42,078.40	43,139.20	44,158.40						
4M	Hourly	18.33	18.56	19.02	19.51	20.00	20.51	21.02	21.55	22.10	22.64	23.20	23.79		
	Appx. Bi-wkly	1,466.40	1,484.80	1,521.60	1,560.80	1,600.00	1,640.80	1,681.60	1,724.00	1,768.00	1,811.20	1,856.00	1,903.20		
	Appx. Monthly	3,177.20	3,217.07	3,296.80	3,381.73	3,466.67	3,555.07	3,643.47	3,735.33	3,830.67	3,924.27	4,021.33	4,123.60		
	Appx. Annual	38,126.40	38,604.80	39,561.60	40,580.80	41,600.00	42,660.80	43,721.60	44,824.00	45,968.00	47,091.20	48,256.00	49,483.20		
4M-T	Hourly	18.33	18.56	19.02	19.51	20.00	20.51	21.02	21.55	22.10	22.64	23.20			
	Appx. Bi-wkly	1,466.40	1,484.80	1,521.60	1,560.80	1,600.00	1,640.80	1,681.60	1,724.00	1,768.00	1,811.20	1,856.00			
	Appx. Monthly	3,177.20	3,217.07	3,296.80	3,381.73	3,466.67	3,555.07	3,643.47	3,735.33	3,830.67	3,924.27	4,021.33			
	Appx. Annual	38,126.40	38,604.80	39,561.60	40,580.80	41,600.00	42,660.80	43,721.60	44,824.00	45,968.00	47,091.20	48,256.00			
5M	Hourly	18.56	18.80	19.20	19.70	20.24	20.73	21.20	21.72	22.27	22.88	23.38	23.97	24.58	
	Appx. Bi-wkly	1,484.80	1,504.00	1,536.00	1,576.00	1,619.20	1,658.40	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	
	Appx. Monthly	3,217.07	3,258.67	3,328.00	3,414.67	3,508.27	3,593.20	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	
	Appx. Annual	38,604.80	39,104.00	39,936.00	40,976.00	42,099.20	43,118.40	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	
5M-T	Hourly	18.56	18.80	19.20	19.70	20.24	20.73	21.20	21.72	22.27	22.88	23.38	23.97		
	Appx. Bi-wkly	1,484.80	1,504.00	1,536.00	1,576.00	1,619.20	1,658.40	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60		
	Appx. Monthly	3,217.07	3,258.67	3,328.00	3,414.67	3,508.27	3,593.20	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80		
	Appx. Annual	38,604.80	39,104.00	39,936.00	40,976.00	42,099.20	43,118.40	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60		
Effective 2/21/2026		**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**
6M	Hourly	18.80	19.20	19.70	20.24	20.73	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.22	
	Appx. Bi-wkly	1,504.00	1,536.00	1,576.00	1,619.20	1,658.40	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,017.60	
	Appx. Monthly	3,258.67	3,328.00	3,414.67	3,508.27	3,593.20	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,371.47	
	Appx. Annual	39,104.00	39,936.00	40,976.00	42,099.20	43,118.40	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,457.60	
7M	Hourly	19.14	19.56	20.06	20.58	21.06	21.61	22.11	22.67	23.25	23.81	24.41	25.00	25.63	
	Appx. Bi-wkly	1,531.20	1,564.80	1,604.80	1,646.40	1,684.80	1,728.80	1,768.80	1,813.60	1,860.00	1,904.80	1,952.80	2,000.00	2,050.40	
	Appx. Monthly	3,317.60	3,390.40	3,477.07	3,567.20	3,650.40	3,745.73	3,832.40	3,929.47	4,030.00	4,127.07	4,231.07	4,333.33	4,442.53	
	Appx. Annual	39,811.20	40,684.80	41,724.80	42,806.40	43,804.80	44,948.80	45,988.80	47,153.60	48,360.00	49,524.80	50,772.80	52,000.00	53,310.40	
7M-T	Hourly	19.14	19.56	20.06	20.58	21.06	21.61	22.11	22.67	23.25	23.81	24.41	25.00		
	Appx. Bi-wkly	1,531.20	1,564.80	1,604.80	1,646.40	1,684.80	1,728.80	1,768.80	1,813.60	1,860.00	1,904.80	1,952.80	2,000.00		
	Appx. Monthly	3,317.60	3,390.40	3,477.07	3,567.20	3,650.40	3,745.73	3,832.40	3,929.47	4,030.00	4,127.07	4,231.07	4,333.33		
	Appx. Annual	39,811.20	40,684.80	41,724.80	42,806.40	43,804.80	44,948.80	45,988.80	47,153.60	48,360.00	49,524.80	50,772.80	52,000.00		
30	Hourly	19.14	19.20	19.70	20.24	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.79
	Appx. Bi-wkly	1,531.20	1,536.00	1,576.00	1,619.20	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,063.20
	Appx. Monthly	3,317.60	3,328.00	3,414.67	3,508.27	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,470.27
	Appx. Annual	39,811.20	39,936.00	40,976.00	42,099.20	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,643.20
30C	Hourly	19.20	19.56	20.06	20.58	21.06	21.61	22.11	22.67	23.27	23.82	24.41	25.00	25.61	26.25
	Appx. Bi-wkly	1,536.00	1,564.80	1,604.80	1,646.40	1,684.80	1,728.80	1,768.80	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.00
	Appx. Monthly	3,328.00	3,390.40	3,477.07	3,567.20	3,650.40	3,745.73	3,832.40	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,550.00
	Appx. Annual	39,936.00	40,684.80	41,724.80	42,806.40	43,804.80	44,948.80	45,988.80	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,600.00
30T	Hourly	19.14	19.20	19.70	20.24	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	
	Appx. Bi-wkly	1,531.20	1,536.00	1,576.00	1,619.20	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	
	Appx. Monthly	3,317.60	3,328.00	3,414.67	3,508.27	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	
	Appx. Annual	39,811.20	39,936.00	40,976.00	42,099.20	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	
31	Hourly	19.22	19.72	20.24	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43
	Appx. Bi-wkly	1,537.60	1,577.60	1,619.20	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40
	Appx. Monthly	3,331.47	3,418.13	3,508.27	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20
	Appx. Annual	39,977.60	41,017.60	42,099.20	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40
31A	Hourly	19.49	19.98	20.47	20.99	21.50	21.99	22.57	23.17	23.70	24.30	24.89	25.45	26.09	26.78
	Appx. Bi-wkly	1,559.20	1,598.40	1,637.60	1,679.20	1,720.00	1,759.20	1,805.60	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40
	Appx. Monthly	3,378.27	3,463.20	3,548.13	3,638.27	3,726.67	3,811.60	3,912.13	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87
	Appx. Annual	40,539.20	41,558.40	42,577.60	43,659.20	44,720.00	45,739.20	46,945.60	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40
31C	Hourly	19.60	20.08	20.58	21.06	21.61	22.11	22.67	23.27	23.82	24.41	25.00	25.61	26.26	26.94
	Appx. Bi-wkly	1,568.00	1,606.40	1,646.40	1,684.80	1,728.80	1,768.80	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20
	Appx. Monthly	3,397.33	3,480.53	3,567.20	3,650.40	3,745.73	3,832.40	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60
	Appx. Annual	40,768.00	41,766.40	42,806.40	43,804.80	44,948.80	45,988.80	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20
31T	Hourly	19.22	19.72	20.24	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	
	Appx. Bi-wkly	1,537.60	1,577.60	1,619.20	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	
	Appx. Monthly	3,331.47	3,418.13	3,508.27	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	
	Appx. Annual	39,977.60	41,017.60	42,099.20	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
32	Hourly	19.71	20.23	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.10
	Appx. Bi-wkly	1,576.80	1,618.40	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,168.00
	Appx. Monthly	3,416.40	3,506.53	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,697.33
	Appx. Annual	40,996.80	42,078.40	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,368.00
32A	Hourly	19.97	20.46	20.99	21.50	21.99	22.57	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.43
	Appx. Bi-wkly	1,597.60	1,636.80	1,679.20	1,720.00	1,759.20	1,805.60	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,194.40
	Appx. Monthly	3,461.47	3,546.40	3,638.27	3,726.67	3,811.60	3,912.13	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,754.53
	Appx. Annual	41,537.60	42,556.80	43,659.20	44,720.00	45,739.20	46,945.60	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,054.40
32C	Hourly	20.07	20.57	21.06	21.61	22.11	22.67	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.60
	Appx. Bi-wkly	1,605.60	1,645.60	1,684.80	1,728.80	1,768.80	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,208.00
	Appx. Monthly	3,478.80	3,565.47	3,650.40	3,745.73	3,832.40	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,784.00
	Appx. Annual	41,745.60	42,785.60	43,804.80	44,948.80	45,988.80	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,408.00
32T	Hourly	19.71	20.23	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	
	Appx. Bi-wkly	1,576.80	1,618.40	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	
	Appx. Monthly	3,416.40	3,506.53	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	
	Appx. Annual	40,996.80	42,078.40	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	
33	Hourly	20.23	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.76
	Appx. Bi-wkly	1,618.40	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.80
	Appx. Monthly	3,506.53	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,811.73
	Appx. Annual	42,078.40	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,740.80
33A	Hourly	20.46	20.99	21.50	21.99	22.57	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.11
	Appx. Bi-wkly	1,636.80	1,679.20	1,720.00	1,759.20	1,805.60	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.80
	Appx. Monthly	3,546.40	3,638.27	3,726.67	3,811.60	3,912.13	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,872.40
	Appx. Annual	42,556.80	43,659.20	44,720.00	45,739.20	46,945.60	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,468.80
33C	Hourly	20.57	21.06	21.61	22.11	22.67	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.25
	Appx. Bi-wkly	1,645.60	1,684.80	1,728.80	1,768.80	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,260.00
	Appx. Monthly	3,565.47	3,650.40	3,745.73	3,832.40	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,896.67
	Appx. Annual	42,785.60	43,804.80	44,948.80	45,988.80	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,760.00
33T	Hourly	20.23	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	
	Appx. Bi-wkly	1,618.40	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	
	Appx. Monthly	3,506.53	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	
	Appx. Annual	42,078.40	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	
34	Hourly	20.66	21.16	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.46
	Appx. Bi-wkly	1,652.80	1,692.80	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.80
	Appx. Monthly	3,581.07	3,667.73	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,933.07
	Appx. Annual	42,972.80	44,012.80	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,196.80
Effective 2/21/2026		**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**
34A	Hourly	20.92	21.42	21.99	22.57	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.82
	Appx. Bi-wkly	1,673.60	1,713.60	1,759.20	1,805.60	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,305.60
	Appx. Monthly	3,626.13	3,712.80	3,811.60	3,912.13	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,995.47
	Appx. Annual	43,513.60	44,553.60	45,739.20	46,945.60	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,945.60
34C	Hourly	21.02	21.56	22.11	22.67	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.94
	Appx. Bi-wkly	1,681.60	1,724.80	1,768.80	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,315.20
	Appx. Monthly	3,643.47	3,737.07	3,832.40	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,016.27
	Appx. Annual	43,721.60	44,844.80	45,988.80	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,195.20
34T	Hourly	20.66	21.16	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	
	Appx. Bi-wkly	1,652.80	1,692.80	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	
	Appx. Monthly	3,581.07	3,667.73	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	
	Appx. Annual	42,972.80	44,012.80	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	
35	Hourly	21.20	21.76	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.14
	Appx. Bi-wkly	1,696.00	1,740.80	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,331.20
	Appx. Monthly	3,674.67	3,771.73	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,050.93
	Appx. Annual	44,096.00	45,260.80	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,611.20
35A	Hourly	21.50	22.05	22.57	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.81	29.48
	Appx. Bi-wkly	1,720.00	1,764.00	1,805.60	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,358.40
	Appx. Monthly	3,726.67	3,822.00	3,912.13	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,109.87
	Appx. Annual	44,720.00	45,864.00	46,945.60	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,318.40
35C	Hourly	21.61	22.15	22.67	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.93	29.66
	Appx. Bi-wkly	1,728.80	1,772.00	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,372.80
	Appx. Monthly	3,745.73	3,839.33	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,141.07
	Appx. Annual	44,948.80	46,072.00	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,692.80
35T	Hourly	21.20	21.76	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	
	Appx. Bi-wkly	1,696.00	1,740.80	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	
	Appx. Monthly	3,674.67	3,771.73	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	
	Appx. Annual	44,096.00	45,260.80	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	
36	Hourly	21.77	22.28	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.89
	Appx. Bi-wkly	1,741.60	1,782.40	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,391.20
	Appx. Monthly	3,773.47	3,861.87	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,180.93
	Appx. Annual	45,281.60	46,342.40	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,171.20
36A	Hourly	22.06	22.59	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.81	29.49	30.28
	Appx. Bi-wkly	1,764.80	1,807.20	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,422.40
	Appx. Monthly	3,823.73	3,915.60	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,248.53
	Appx. Annual	45,884.80	46,987.20	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	62,982.40
36C	Hourly	22.16	22.68	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.93	29.67	30.42
	Appx. Bi-wkly	1,772.80	1,814.40	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,433.60
	Appx. Monthly	3,841.07	3,931.20	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,272.80
	Appx. Annual	46,092.80	47,174.40	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,273.60
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
36T	Hourly	21.77	22.28	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	
	Appx. Bi-wkly	1,741.60	1,782.40	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	
	Appx. Monthly	3,773.47	3,861.87	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	
	Appx. Annual	45,281.60	46,342.40	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	
37	Hourly	22.26	22.83	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.63
	Appx. Bi-wkly	1,780.80	1,826.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,450.40
	Appx. Monthly	3,858.40	3,957.20	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,309.20
	Appx. Annual	46,300.80	47,486.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,710.40
37A	Hourly	22.56	23.15	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.81	29.49	30.29	31.06
	Appx. Bi-wkly	1,804.80	1,852.00	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,484.80
	Appx. Monthly	3,910.40	4,012.67	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,383.73
	Appx. Annual	46,924.80	48,152.00	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,604.80
37C	Hourly	22.66	23.22	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.20
	Appx. Bi-wkly	1,812.80	1,857.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,496.00
	Appx. Monthly	3,927.73	4,024.80	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,408.00
	Appx. Annual	47,132.80	48,297.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,896.00
37T	Hourly	22.26	22.83	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	
	Appx. Bi-wkly	1,780.80	1,826.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	
	Appx. Monthly	3,858.40	3,957.20	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	
	Appx. Annual	46,300.80	47,486.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	
38	Hourly	22.83	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.36
	Appx. Bi-wkly	1,826.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,508.80
	Appx. Monthly	3,957.20	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,435.73
	Appx. Annual	47,486.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,228.80
38A	Hourly	23.15	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.81	29.49	30.29	30.97	31.76
	Appx. Bi-wkly	1,852.00	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,540.80
	Appx. Monthly	4,012.67	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,505.07
	Appx. Annual	48,152.00	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,060.80
38C	Hourly	23.22	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.14	31.91
	Appx. Bi-wkly	1,857.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,552.80
	Appx. Monthly	4,024.80	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,531.07
	Appx. Annual	48,297.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,372.80
38T	Hourly	22.83	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	
	Appx. Bi-wkly	1,826.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	
	Appx. Monthly	3,957.20	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	
	Appx. Annual	47,486.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	
Effective 2/21/2026		**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**
39	Hourly	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.15
	Appx. Bi-wkly	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,572.00
	Appx. Monthly	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,572.67
	Appx. Annual	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,872.00
39A	Hourly	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.81	29.49	30.29	30.97	31.78	32.58
	Appx. Bi-wkly	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,606.40
	Appx. Monthly	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,647.20
	Appx. Annual	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,766.40
39C	Hourly	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.14	31.94	32.72
	Appx. Bi-wkly	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,617.60
	Appx. Monthly	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,671.47
	Appx. Annual	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	68,057.60
39T	Hourly	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	
	Appx. Bi-wkly	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	
	Appx. Monthly	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	
	Appx. Annual	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	
40	Hourly	23.92	24.53	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94
	Appx. Bi-wkly	1,913.60	1,962.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20
	Appx. Monthly	4,146.13	4,251.87	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60
	Appx. Annual	49,753.60	51,022.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20
40A	Hourly	24.25	24.86	25.45	26.09	26.78	27.42	28.10	28.81	29.49	30.29	30.97	31.78	32.53	33.33
	Appx. Bi-wkly	1,940.00	1,988.80	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40
	Appx. Monthly	4,203.33	4,309.07	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20
	Appx. Annual	50,440.00	51,708.80	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40
40C	Hourly	24.37	24.96	25.61	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.14	31.94	32.69	33.50
	Appx. Bi-wkly	1,949.60	1,996.80	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00
	Appx. Monthly	4,224.13	4,326.40	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67
	Appx. Annual	50,689.60	51,916.80	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00
40T	Hourly	23.92	24.53	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	
	Appx. Bi-wkly	1,913.60	1,962.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	
	Appx. Monthly	4,146.13	4,251.87	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	
	Appx. Annual	49,753.60	51,022.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	
41	Hourly	24.54	25.18	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.75
	Appx. Bi-wkly	1,963.20	2,014.40	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,700.00
	Appx. Monthly	4,253.60	4,364.53	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,850.00
	Appx. Annual	51,043.20	52,374.40	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,200.00
41A	Hourly	24.87	25.47	26.09	26.78	27.42	28.10	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.20
	Appx. Bi-wkly	1,989.60	2,037.60	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,736.00
	Appx. Monthly	4,310.80	4,414.80	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,928.00
	Appx. Annual	51,729.60	52,977.60	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,136.00
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
41C	Hourly	24.98	25.62	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.33
	Appx. Bi-wkly	1,998.40	2,049.60	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,746.40
	Appx. Monthly	4,329.87	4,440.80	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,950.53
	Appx. Annual	51,958.40	53,289.60	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,406.40
41T	Hourly	24.54	25.18	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	
	Appx. Bi-wkly	1,963.20	2,014.40	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	
	Appx. Monthly	4,253.60	4,364.53	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	
	Appx. Annual	51,043.20	52,374.40	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	
42	Hourly	25.18	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.60
	Appx. Bi-wkly	2,014.40	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,768.00
	Appx. Monthly	4,364.53	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	5,997.33
	Appx. Annual	52,374.40	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	71,968.00
42A	Hourly	25.47	26.09	26.78	27.42	28.10	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.19	35.02
	Appx. Bi-wkly	2,037.60	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,801.60
	Appx. Monthly	4,414.80	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,070.13
	Appx. Annual	52,977.60	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,841.60
42C	Hourly	25.62	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.21
	Appx. Bi-wkly	2,049.60	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,816.80
	Appx. Monthly	4,440.80	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,103.07
	Appx. Annual	53,289.60	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,236.80
42T	Hourly	25.18	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	
	Appx. Bi-wkly	2,014.40	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	
	Appx. Monthly	4,364.53	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	
	Appx. Annual	52,374.40	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	
43	Hourly	25.79	26.42	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.48
	Appx. Bi-wkly	2,063.20	2,113.60	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,838.40
	Appx. Monthly	4,470.27	4,579.47	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,149.87
	Appx. Annual	53,643.20	54,953.60	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,798.40
43A	Hourly	26.08	26.74	27.42	28.10	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.19	35.05	35.91
	Appx. Bi-wkly	2,086.40	2,139.20	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,872.80
	Appx. Monthly	4,520.53	4,634.93	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,224.40
	Appx. Annual	54,246.40	55,619.20	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,692.80
43C	Hourly	26.25	26.92	27.58	28.24	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.09
	Appx. Bi-wkly	2,100.00	2,153.60	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,887.20
	Appx. Monthly	4,550.00	4,666.13	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,255.60
	Appx. Annual	54,600.00	55,993.60	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	75,067.20
Effective 2/21/2026		**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**
43T	Hourly	25.79	26.42	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	
	Appx. Bi-wkly	2,063.20	2,113.60	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	
	Appx. Monthly	4,470.27	4,579.47	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	
	Appx. Annual	53,643.20	54,953.60	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	
44	Hourly	26.40	27.08	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31
	Appx. Bi-wkly	2,112.00	2,166.40	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80
	Appx. Monthly	4,576.00	4,693.87	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73
	Appx. Annual	54,912.00	56,326.40	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80
44A	Hourly	26.70	27.41	28.10	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.19	35.05	35.84	36.76
	Appx. Bi-wkly	2,136.00	2,192.80	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80
	Appx. Monthly	4,628.00	4,751.07	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73
	Appx. Annual	55,536.00	57,012.80	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80
44C	Hourly	26.91	27.57	28.24	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92
	Appx. Bi-wkly	2,152.80	2,205.60	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60
	Appx. Monthly	4,664.40	4,778.80	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47
	Appx. Annual	55,972.80	57,345.60	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60
44T	Hourly	26.40	27.08	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	
	Appx. Bi-wkly	2,112.00	2,166.40	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	
	Appx. Monthly	4,576.00	4,693.87	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	
	Appx. Annual	54,912.00	56,326.40	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	
45	Hourly	27.07	27.73	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22
	Appx. Bi-wkly	2,165.60	2,218.40	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60
	Appx. Monthly	4,692.13	4,806.53	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47
	Appx. Annual	56,305.60	57,678.40	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60
45A	Hourly	27.40	28.09	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68
	Appx. Bi-wkly	2,192.00	2,247.20	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40
	Appx. Monthly	4,749.33	4,868.93	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20
	Appx. Annual	56,992.00	58,427.20	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40
45C	Hourly	27.55	28.23	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88
	Appx. Bi-wkly	2,204.00	2,258.40	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40
	Appx. Monthly	4,775.33	4,893.20	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87
	Appx. Annual	57,304.00	58,718.40	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40
45T	Hourly	27.07	27.73	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	
	Appx. Bi-wkly	2,165.60	2,218.40	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	
	Appx. Monthly	4,692.13	4,806.53	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	
	Appx. Annual	56,305.60	57,678.40	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	
46	Hourly	27.75	28.46	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.16
	Appx. Bi-wkly	2,220.00	2,276.80	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,052.80
	Appx. Monthly	4,810.00	4,933.07	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,614.40
	Appx. Annual	57,720.00	59,196.80	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,372.80
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
46A	Hourly	28.10	28.82	29.49	30.29	30.97	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.63
	Appx. Bi-wkly	2,248.00	2,305.60	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,090.40
	Appx. Monthly	4,870.67	4,995.47	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,695.87
	Appx. Annual	58,448.00	59,945.60	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,350.40
46C	Hourly	28.24	28.94	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.81
	Appx. Bi-wkly	2,259.20	2,315.20	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,104.80
	Appx. Monthly	4,894.93	5,016.27	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,727.07
	Appx. Annual	58,739.20	60,195.20	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,724.80
46F	Hourly	28.24	28.94	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	
	Appx. Bi-wkly	2,259.20	2,315.20	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	
	Appx. Monthly	4,894.93	5,016.27	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	
	Appx. Annual	58,739.20	60,195.20	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	
46T	Hourly	27.75	28.46	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	
	Appx. Bi-wkly	2,220.00	2,276.80	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	
	Appx. Monthly	4,810.00	4,933.07	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	
	Appx. Annual	57,720.00	59,196.80	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	
47	Hourly	28.47	29.17	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.06
	Appx. Bi-wkly	2,277.60	2,333.60	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,124.80
	Appx. Monthly	4,934.80	5,056.13	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,770.40
	Appx. Annual	59,217.60	60,673.60	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,244.80
47A	Hourly	28.83	29.54	30.29	30.97	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.59	39.54
	Appx. Bi-wkly	2,306.40	2,363.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,163.20
	Appx. Monthly	4,997.20	5,120.27	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,853.60
	Appx. Annual	59,966.40	61,443.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,243.20
47C	Hourly	28.95	29.68	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.76
	Appx. Bi-wkly	2,316.00	2,374.40	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,180.80
	Appx. Monthly	5,018.00	5,144.53	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,891.73
	Appx. Annual	60,216.00	61,734.40	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,700.80
47T	Hourly	28.47	29.17	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	
	Appx. Bi-wkly	2,277.60	2,333.60	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	
	Appx. Monthly	4,934.80	5,056.13	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	
	Appx. Annual	59,217.60	60,673.60	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	
48	Hourly	29.12	29.85	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.08
	Appx. Bi-wkly	2,329.60	2,388.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,206.40
	Appx. Monthly	5,047.47	5,174.00	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,947.20
	Appx. Annual	60,569.60	62,088.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,366.40
Effective 2/21/2026		**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**
48A	Hourly	29.44	30.22	30.97	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.59	39.57	40.57
	Appx. Bi-wkly	2,355.20	2,417.60	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,245.60
	Appx. Monthly	5,102.93	5,238.13	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,032.13
	Appx. Annual	61,235.20	62,857.60	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,385.60
48C	Hourly	29.63	30.38	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.78	40.78
	Appx. Bi-wkly	2,370.40	2,430.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,262.40
	Appx. Monthly	5,135.87	5,265.87	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,068.53
	Appx. Annual	61,630.40	63,190.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,822.40
48F	Hourly	29.63	30.38	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.78	
	Appx. Bi-wkly	2,370.40	2,430.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	
	Appx. Monthly	5,135.87	5,265.87	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	
	Appx. Annual	61,630.40	63,190.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	
48T	Hourly	29.12	29.85	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	
	Appx. Bi-wkly	2,329.60	2,388.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	
	Appx. Monthly	5,047.47	5,174.00	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	
	Appx. Annual	60,569.60	62,088.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	
49	Hourly	29.88	30.60	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.01
	Appx. Bi-wkly	2,390.40	2,448.00	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.80
	Appx. Monthly	5,179.20	5,304.00	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,108.40
	Appx. Annual	62,150.40	63,648.00	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,300.80
49A	Hourly	30.26	31.01	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.59	39.57	40.51	41.52
	Appx. Bi-wkly	2,420.80	2,480.80	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,321.60
	Appx. Monthly	5,245.07	5,375.07	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,196.80
	Appx. Annual	62,940.80	64,500.80	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,361.60
49C	Hourly	30.40	31.16	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.78	40.73	41.74
	Appx. Bi-wkly	2,432.00	2,492.80	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,339.20
	Appx. Monthly	5,269.33	5,401.07	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,234.93
	Appx. Annual	63,232.00	64,812.80	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,819.20
49F	Hourly	30.38	31.14	31.91	32.73	33.52	34.33	35.17	36.09	36.94	37.84	38.83	39.74	40.78	
	Appx. Bi-wkly	2,430.40	2,491.20	2,552.80	2,618.40	2,681.60	2,746.40	2,813.60	2,887.20	2,955.20	3,027.20	3,106.40	3,179.20	3,262.40	
	Appx. Monthly	5,265.87	5,397.60	5,531.07	5,673.20	5,810.13	5,950.53	6,096.13	6,255.60	6,402.93	6,558.93	6,730.53	6,888.27	7,068.53	
	Appx. Annual	63,190.40	64,771.20	66,372.80	68,078.40	69,721.60	71,406.40	73,153.60	75,067.20	76,835.20	78,707.20	80,766.40	82,659.20	84,822.40	
49T	Hourly	29.88	30.60	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	
	Appx. Bi-wkly	2,390.40	2,448.00	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	
	Appx. Monthly	5,179.20	5,304.00	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	
	Appx. Annual	62,150.40	63,648.00	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	
50	Hourly	30.57	31.35	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	42.01
	Appx. Bi-wkly	2,445.60	2,508.00	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,360.80
	Appx. Monthly	5,298.80	5,434.00	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,281.73
	Appx. Annual	63,585.60	65,208.00	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,380.80
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
50A	Hourly	30.96	31.71	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.56
	Appx. Bi-wkly	2,476.80	2,536.80	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,404.80
	Appx. Monthly	5,366.40	5,496.40	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,377.07
	Appx. Annual	64,396.80	65,956.80	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,524.80
50C	Hourly	31.13	31.90	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.76
	Appx. Bi-wkly	2,490.40	2,552.00	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,420.80
	Appx. Monthly	5,395.87	5,529.33	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,411.73
	Appx. Annual	64,750.40	66,352.00	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,940.80
50T	Hourly	30.57	31.35	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	
	Appx. Bi-wkly	2,445.60	2,508.00	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	
	Appx. Monthly	5,298.80	5,434.00	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	
	Appx. Annual	63,585.60	65,208.00	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	
51	Hourly	31.35	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.04
	Appx. Bi-wkly	2,508.00	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,443.20
	Appx. Monthly	5,434.00	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,460.27
	Appx. Annual	65,208.00	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,523.20
51A	Hourly	31.71	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.57
	Appx. Bi-wkly	2,536.80	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,485.60
	Appx. Monthly	5,496.40	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,552.13
	Appx. Annual	65,956.80	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,625.60
51C	Hourly	31.90	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.81
	Appx. Bi-wkly	2,552.00	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,504.80
	Appx. Monthly	5,529.33	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,593.73
	Appx. Annual	66,352.00	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,124.80
51T	Hourly	31.35	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	
	Appx. Bi-wkly	2,508.00	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	
	Appx. Monthly	5,434.00	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	
	Appx. Annual	65,208.00	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	
52	Hourly	32.11	32.92	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.13
	Appx. Bi-wkly	2,568.80	2,633.60	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,530.40
	Appx. Monthly	5,565.73	5,706.13	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,649.20
	Appx. Annual	66,788.80	68,473.60	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,790.40
52A	Hourly	32.52	33.32	34.19	35.05	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.58	44.72
	Appx. Bi-wkly	2,601.60	2,665.60	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,577.60
	Appx. Monthly	5,636.80	5,775.47	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,751.47
	Appx. Annual	67,641.60	69,305.60	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	93,017.60
Effective 2/21/2026		**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**
52C	Hourly	32.68	33.49	34.32	35.23	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.83	44.92
	Appx. Bi-wkly	2,614.40	2,679.20	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,593.60
	Appx. Monthly	5,664.53	5,804.93	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,786.13
	Appx. Annual	67,974.40	69,659.20	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,433.60
52T	Hourly	32.11	32.92	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	
	Appx. Bi-wkly	2,568.80	2,633.60	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	
	Appx. Monthly	5,565.73	5,706.13	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	
	Appx. Annual	66,788.80	68,473.60	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	
53	Hourly	32.95	33.76	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.29
	Appx. Bi-wkly	2,636.00	2,700.80	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,623.20
	Appx. Monthly	5,711.33	5,851.73	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,850.27
	Appx. Annual	68,536.00	70,220.80	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,203.20
53A	Hourly	33.35	34.21	35.05	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.58	44.70	45.79
	Appx. Bi-wkly	2,668.00	2,736.80	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,663.20
	Appx. Monthly	5,780.67	5,929.73	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,936.93
	Appx. Annual	69,368.00	71,156.80	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,243.20
53C	Hourly	33.52	34.34	35.23	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.83	44.89	46.07
	Appx. Bi-wkly	2,681.60	2,747.20	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,685.60
	Appx. Monthly	5,810.13	5,952.27	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,985.47
	Appx. Annual	69,721.60	71,427.20	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,825.60
53T	Hourly	32.95	33.76	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	
	Appx. Bi-wkly	2,636.00	2,700.80	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	
	Appx. Monthly	5,711.33	5,851.73	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	
	Appx. Annual	68,536.00	70,220.80	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	
54	Hourly	33.70	34.58	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.35
	Appx. Bi-wkly	2,696.00	2,766.40	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,708.00
	Appx. Monthly	5,841.33	5,993.87	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,034.00
	Appx. Annual	70,096.00	71,926.40	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,408.00
54A	Hourly	34.13	35.00	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.58	44.70	45.78	46.94
	Appx. Bi-wkly	2,730.40	2,800.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,755.20
	Appx. Monthly	5,915.87	6,066.67	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,136.27
	Appx. Annual	70,990.40	72,800.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,635.20
54C	Hourly	34.30	35.15	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.83	44.89	46.05	47.15
	Appx. Bi-wkly	2,744.00	2,812.00	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,772.00
	Appx. Monthly	5,945.33	6,092.67	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,172.67
	Appx. Annual	71,344.00	73,112.00	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,072.00
54T	Hourly	33.70	34.58	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	
	Appx. Bi-wkly	2,696.00	2,766.40	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	
	Appx. Monthly	5,841.33	5,993.87	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	
	Appx. Annual	70,096.00	71,926.40	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
55	Hourly	34.58	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.52
	Appx. Bi-wkly	2,766.40	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,801.60
	Appx. Monthly	5,993.87	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,236.80
	Appx. Annual	71,926.40	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,841.60
55A	Hourly	35.00	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.58	44.70	45.78	46.93	48.10
	Appx. Bi-wkly	2,800.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,848.00
	Appx. Monthly	6,066.67	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,337.33
	Appx. Annual	72,800.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,048.00
55C	Hourly	35.15	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.83	44.89	46.05	47.14	48.35
	Appx. Bi-wkly	2,812.00	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,868.00
	Appx. Monthly	6,092.67	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,380.67
	Appx. Annual	73,112.00	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,568.00
55T	Hourly	34.58	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	
	Appx. Bi-wkly	2,766.40	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	
	Appx. Monthly	5,993.87	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	
	Appx. Annual	71,926.40	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	
56	Hourly	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.68
	Appx. Bi-wkly	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,894.40
	Appx. Monthly	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,437.87
	Appx. Annual	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,254.40
56A	Hourly	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.58	44.70	45.78	46.93	48.09	49.31
	Appx. Bi-wkly	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,944.80
	Appx. Monthly	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,547.07
	Appx. Annual	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,564.80
56C	Hourly	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.83	44.89	46.05	47.14	48.34	49.54
	Appx. Bi-wkly	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,963.20
	Appx. Monthly	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,586.93
	Appx. Annual	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	103,043.20
56T	Hourly	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	
	Appx. Bi-wkly	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	
	Appx. Monthly	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	
	Appx. Annual	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	
57	Hourly	36.29	37.17	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.86
	Appx. Bi-wkly	2,903.20	2,973.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,988.80
	Appx. Monthly	6,290.27	6,442.80	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,642.40
	Appx. Annual	75,483.20	77,313.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,708.80
Effective 2/21/2026		**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**
57A	Hourly	36.74	37.64	38.59	39.57	40.51	41.51	42.53	43.58	44.70	45.78	46.93	48.09	49.29	50.52
	Appx. Bi-wkly	2,939.20	3,011.20	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,041.60
	Appx. Monthly	6,368.27	6,524.27	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,756.80
	Appx. Annual	76,419.20	78,291.20	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,081.60
57C	Hourly	36.90	37.83	38.76	39.78	40.73	41.73	42.71	43.83	44.89	46.05	47.14	48.34	49.51	50.76
	Appx. Bi-wkly	2,952.00	3,026.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,060.80
	Appx. Monthly	6,396.00	6,557.20	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,798.40
	Appx. Annual	76,752.00	78,686.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,580.80
57T	Hourly	36.29	37.17	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	
	Appx. Bi-wkly	2,903.20	2,973.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	
	Appx. Monthly	6,290.27	6,442.80	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	
	Appx. Annual	75,483.20	77,313.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	
58	Hourly	37.20	38.15	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.14
	Appx. Bi-wkly	2,976.00	3,052.00	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,091.20
	Appx. Monthly	6,448.00	6,612.67	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,864.27
	Appx. Annual	77,376.00	79,352.00	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,371.20
58A	Hourly	37.66	38.62	39.57	40.51	41.51	42.53	43.58	44.70	45.78	46.93	48.09	49.29	50.54	51.79
	Appx. Bi-wkly	3,012.80	3,089.60	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,143.20
	Appx. Monthly	6,527.73	6,694.13	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,976.93
	Appx. Annual	78,332.80	80,329.60	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,723.20
58C	Hourly	37.86	38.79	39.78	40.73	41.73	42.71	43.83	44.89	46.05	47.14	48.34	49.51	50.78	52.06
	Appx. Bi-wkly	3,028.80	3,103.20	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,164.80
	Appx. Monthly	6,562.40	6,723.60	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,023.73
	Appx. Annual	78,748.80	80,683.20	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,284.80
58T	Hourly	37.20	38.15	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	
	Appx. Bi-wkly	2,976.00	3,052.00	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	
	Appx. Monthly	6,448.00	6,612.67	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	
	Appx. Annual	77,376.00	79,352.00	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	
59	Hourly	38.11	39.02	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.38
	Appx. Bi-wkly	3,048.80	3,121.60	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,190.40
	Appx. Monthly	6,605.73	6,763.47	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,079.20
	Appx. Annual	79,268.80	81,161.60	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	108,950.40
59A	Hourly	38.58	39.53	40.51	41.51	42.53	43.58	44.70	45.78	46.93	48.09	49.29	50.54	51.75	53.04
	Appx. Bi-wkly	3,086.40	3,162.40	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,243.20
	Appx. Monthly	6,687.20	6,851.87	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,193.60
	Appx. Annual	80,246.40	82,222.40	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,323.20
59C	Hourly	38.74	39.75	40.73	41.73	42.71	43.83	44.89	46.05	47.14	48.34	49.51	50.78	52.03	53.34
	Appx. Bi-wkly	3,099.20	3,180.00	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,267.20
	Appx. Monthly	6,714.93	6,890.00	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,245.60
	Appx. Annual	80,579.20	82,680.00	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	110,947.20
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
59T	Hourly	38.11	39.02	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	
	Appx. Bi-wkly	3,048.80	3,121.60	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	
	Appx. Monthly	6,605.73	6,763.47	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	
	Appx. Annual	79,268.80	81,161.60	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	
60	Hourly	39.00	39.99	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.75
	Appx. Bi-wkly	3,120.00	3,199.20	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,300.00
	Appx. Monthly	6,760.00	6,931.60	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,316.67
	Appx. Annual	81,120.00	83,179.20	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,800.00
60A	Hourly	39.52	40.50	41.51	42.53	43.58	44.70	45.78	46.93	48.09	49.29	50.54	51.75	53.09	54.42
	Appx. Bi-wkly	3,161.60	3,240.00	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,353.60
	Appx. Monthly	6,850.13	7,020.00	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,432.80
	Appx. Annual	82,201.60	84,240.00	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,193.60
60C	Hourly	39.72	40.72	41.73	42.71	43.83	44.89	46.05	47.14	48.34	49.51	50.78	52.03	53.37	54.70
	Appx. Bi-wkly	3,177.60	3,257.60	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,376.00
	Appx. Monthly	6,884.80	7,058.13	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,481.33
	Appx. Annual	82,617.60	84,697.60	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,776.00
60T	Hourly	39.00	39.99	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	
	Appx. Bi-wkly	3,120.00	3,199.20	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	
	Appx. Monthly	6,760.00	6,931.60	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	
	Appx. Annual	81,120.00	83,179.20	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	
61	Hourly	39.97	40.98	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.03
	Appx. Bi-wkly	3,197.60	3,278.40	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,402.40
	Appx. Monthly	6,928.13	7,103.20	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,538.53
	Appx. Annual	83,137.60	85,238.40	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,462.40
61A	Hourly	40.48	41.47	42.53	43.58	44.70	45.78	46.93	48.09	49.29	50.54	51.75	53.09	54.35	55.75
	Appx. Bi-wkly	3,238.40	3,317.60	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,460.00
	Appx. Monthly	7,016.53	7,188.13	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,663.33
	Appx. Annual	84,198.40	86,257.60	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	115,960.00
61C	Hourly	40.69	41.71	42.71	43.83	44.89	46.05	47.14	48.34	49.51	50.78	52.03	53.37	54.62	55.96
	Appx. Bi-wkly	3,255.20	3,336.80	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,476.80
	Appx. Monthly	7,052.93	7,229.73	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,699.73
	Appx. Annual	84,635.20	86,756.80	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,396.80
61T	Hourly	39.97	40.98	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	
	Appx. Bi-wkly	3,197.60	3,278.40	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	
	Appx. Monthly	6,928.13	7,103.20	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	
	Appx. Annual	83,137.60	85,238.40	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	
Effective 2/21/2026		**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**
62	Hourly	40.99	42.00	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.44
	Appx. Bi-wkly	3,279.20	3,360.00	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,515.20
	Appx. Monthly	7,104.93	7,280.00	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,782.93
	Appx. Annual	85,259.20	87,360.00	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,395.20
62A	Hourly	41.48	42.54	43.58	44.70	45.78	46.93	48.09	49.29	50.54	51.75	53.09	54.35	55.79	57.15
	Appx. Bi-wkly	3,318.40	3,403.20	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,572.00
	Appx. Monthly	7,189.87	7,373.60	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,906.00
	Appx. Annual	86,278.40	88,483.20	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,872.00
62C	Hourly	41.72	42.72	43.83	44.89	46.05	47.14	48.34	49.51	50.78	52.03	53.37	54.62	56.02	57.44
	Appx. Bi-wkly	3,337.60	3,417.60	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,595.20
	Appx. Monthly	7,231.47	7,404.80	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,956.27
	Appx. Annual	86,777.60	88,857.60	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,475.20
62T	Hourly	40.99	42.00	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	
	Appx. Bi-wkly	3,279.20	3,360.00	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	
	Appx. Monthly	7,104.93	7,280.00	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	
	Appx. Annual	85,259.20	87,360.00	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	
63	Hourly	41.99	43.04	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.80
	Appx. Bi-wkly	3,359.20	3,443.20	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,624.00
	Appx. Monthly	7,278.27	7,460.27	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,018.67
	Appx. Annual	87,339.20	89,523.20	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,224.00
63A	Hourly	42.53	43.57	44.70	45.78	46.93	48.09	49.29	50.54	51.75	53.09	54.35	55.79	57.08	58.52
	Appx. Bi-wkly	3,402.40	3,485.60	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,681.60
	Appx. Monthly	7,371.87	7,552.13	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,143.47
	Appx. Annual	88,462.40	90,625.60	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,721.60
63C	Hourly	42.71	43.81	44.89	46.05	47.14	48.34	49.51	50.78	52.03	53.37	54.62	56.02	57.38	58.85
	Appx. Bi-wkly	3,416.80	3,504.80	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,708.00
	Appx. Monthly	7,403.07	7,593.73	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,200.67
	Appx. Annual	88,836.80	91,124.80	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,408.00
63T	Hourly	41.99	43.04	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	
	Appx. Bi-wkly	3,359.20	3,443.20	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	
	Appx. Monthly	7,278.27	7,460.27	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	
	Appx. Annual	87,339.20	89,523.20	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	
64	Hourly	43.03	44.11	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.17
	Appx. Bi-wkly	3,442.40	3,528.80	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,733.60
	Appx. Monthly	7,458.53	7,645.73	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,256.13
	Appx. Annual	89,502.40	91,748.80	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,073.60
64A	Hourly	43.56	44.69	45.78	46.93	48.09	49.29	50.54	51.75	53.09	54.35	55.79	57.08	58.47	59.91
	Appx. Bi-wkly	3,484.80	3,575.20	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,792.80
	Appx. Monthly	7,550.40	7,746.27	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,384.40
	Appx. Annual	90,604.80	92,955.20	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,612.80
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
64C	Hourly	43.79	44.88	46.05	47.14	48.34	49.51	50.78	52.03	53.37	54.62	56.02	57.38	58.79	60.22
	Appx. Bi-wkly	3,503.20	3,590.40	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,817.60
	Appx. Monthly	7,590.27	7,779.20	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,438.13
	Appx. Annual	91,083.20	93,350.40	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,257.60
64T	Hourly	43.03	44.11	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	
	Appx. Bi-wkly	3,442.40	3,528.80	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	
	Appx. Monthly	7,458.53	7,645.73	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	
	Appx. Annual	89,502.40	91,748.80	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	
65	Hourly	44.10	45.23	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70
	Appx. Bi-wkly	3,528.00	3,618.40	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00
	Appx. Monthly	7,644.00	7,839.87	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33
	Appx. Annual	91,728.00	94,078.40	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00
65A	Hourly	44.68	45.77	46.93	48.09	49.29	50.54	51.75	53.09	54.35	55.79	57.08	58.47	59.96	61.49
	Appx. Bi-wkly	3,574.40	3,661.60	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20
	Appx. Monthly	7,744.53	7,933.47	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27
	Appx. Annual	92,934.40	95,201.60	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20
65C	Hourly	44.87	46.04	47.14	48.34	49.51	50.78	52.03	53.37	54.62	56.02	57.38	58.79	60.30	61.76
	Appx. Bi-wkly	3,589.60	3,683.20	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80
	Appx. Monthly	7,777.47	7,980.27	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07
	Appx. Annual	93,329.60	95,763.20	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80
65T	Hourly	44.10	45.23	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	
	Appx. Bi-wkly	3,528.00	3,618.40	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	
	Appx. Monthly	7,644.00	7,839.87	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	
	Appx. Annual	91,728.00	94,078.40	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	
66	Hourly	45.21	46.33	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.23
	Appx. Bi-wkly	3,616.80	3,706.40	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,978.40
	Appx. Monthly	7,836.40	8,030.53	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,786.53
	Appx. Annual	94,036.80	96,366.40	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,438.40
66A	Hourly	45.75	46.92	48.09	49.29	50.54	51.75	53.09	54.35	55.79	57.08	58.47	59.96	61.49	63.01
	Appx. Bi-wkly	3,660.00	3,753.60	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,040.80
	Appx. Monthly	7,930.00	8,132.80	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,921.73
	Appx. Annual	95,160.00	97,593.60	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,060.80
66C	Hourly	46.03	47.13	48.34	49.51	50.78	52.03	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.34
	Appx. Bi-wkly	3,682.40	3,770.40	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,067.20
	Appx. Monthly	7,978.53	8,169.20	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,978.93
	Appx. Annual	95,742.40	98,030.40	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,747.20
Effective 2/21/2026		**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**
66T	Hourly	45.21	46.33	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	
	Appx. Bi-wkly	3,616.80	3,706.40	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	
	Appx. Monthly	7,836.40	8,030.53	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	
	Appx. Annual	94,036.80	96,366.40	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	
67	Hourly	46.31	47.49	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.77
	Appx. Bi-wkly	3,704.80	3,799.20	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,101.60
	Appx. Monthly	8,027.07	8,231.60	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,053.47
	Appx. Annual	96,324.80	98,779.20	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,641.60
67A	Hourly	46.90	48.07	49.29	50.54	51.75	53.09	54.35	55.79	57.08	58.47	59.96	61.49	62.99	64.56
	Appx. Bi-wkly	3,752.00	3,845.60	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,164.80
	Appx. Monthly	8,129.33	8,332.13	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,190.40
	Appx. Annual	97,552.00	99,985.60	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,284.80
67C	Hourly	47.11	48.32	49.51	50.78	52.03	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.28	64.88
	Appx. Bi-wkly	3,768.80	3,865.60	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,190.40
	Appx. Monthly	8,165.73	8,375.47	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,245.87
	Appx. Annual	97,988.80	100,505.60	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,950.40
67T	Hourly	46.31	47.49	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	
	Appx. Bi-wkly	3,704.80	3,799.20	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	
	Appx. Monthly	8,027.07	8,231.60	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	
	Appx. Annual	96,324.80	98,779.20	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	
68	Hourly	47.51	48.68	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.36
	Appx. Bi-wkly	3,800.80	3,894.40	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,228.80
	Appx. Monthly	8,235.07	8,437.87	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,329.07
	Appx. Annual	98,820.80	101,254.40	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,948.80
68A	Hourly	48.09	49.31	50.54	51.75	53.09	54.35	55.79	57.08	58.47	59.96	61.49	62.99	64.58	66.21
	Appx. Bi-wkly	3,847.20	3,944.80	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,296.80
	Appx. Monthly	8,335.60	8,547.07	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,476.40
	Appx. Annual	100,027.20	102,564.80	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,716.80
68C	Hourly	48.34	49.54	50.78	52.03	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.28	64.89	66.51
	Appx. Bi-wkly	3,867.20	3,963.20	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,320.80
	Appx. Monthly	8,378.93	8,586.93	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,528.40
	Appx. Annual	100,547.20	103,043.20	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,340.80
68T	Hourly	47.51	48.68	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	
	Appx. Bi-wkly	3,800.80	3,894.40	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	
	Appx. Monthly	8,235.07	8,437.87	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	
	Appx. Annual	98,820.80	101,254.40	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	
69	Hourly	48.64	49.85	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.03
	Appx. Bi-wkly	3,891.20	3,988.00	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,362.40
	Appx. Monthly	8,430.93	8,640.67	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,618.53
	Appx. Annual	101,171.20	103,688.00	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,422.40
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
69A	Hourly	49.28	50.51	51.75	53.09	54.35	55.79	57.08	58.47	59.96	61.49	62.99	64.58	66.22	67.85
	Appx. Bi-wkly	3,942.40	4,040.80	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,428.00
	Appx. Monthly	8,541.87	8,755.07	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,760.67
	Appx. Annual	102,502.40	105,060.80	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,128.00
69C	Hourly	49.50	50.74	52.03	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.28	64.89	66.52	68.21
	Appx. Bi-wkly	3,960.00	4,059.20	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,456.80
	Appx. Monthly	8,580.00	8,794.93	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,823.07
	Appx. Annual	102,960.00	105,539.20	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,876.80
69T	Hourly	48.64	49.85	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	
	Appx. Bi-wkly	3,891.20	3,988.00	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	
	Appx. Monthly	8,430.93	8,640.67	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	
	Appx. Annual	101,171.20	103,688.00	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	
70	Hourly	49.88	51.14	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.74
	Appx. Bi-wkly	3,990.40	4,091.20	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,499.20
	Appx. Monthly	8,645.87	8,864.27	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,914.93
	Appx. Annual	103,750.40	106,371.20	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,979.20
70A	Hourly	50.54	51.79	53.09	54.35	55.79	57.08	58.47	59.96	61.49	62.99	64.58	66.22	67.89	69.59
	Appx. Bi-wkly	4,043.20	4,143.20	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,567.20
	Appx. Monthly	8,760.27	8,976.93	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,062.27
	Appx. Annual	105,123.20	107,723.20	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,747.20
70C	Hourly	50.78	52.06	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.28	64.89	66.52	68.24	69.96
	Appx. Bi-wkly	4,062.40	4,164.80	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,596.80
	Appx. Monthly	8,801.87	9,023.73	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,126.40
	Appx. Annual	105,622.40	108,284.80	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,516.80
70T	Hourly	49.88	51.14	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	
	Appx. Bi-wkly	3,990.40	4,091.20	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	
	Appx. Monthly	8,645.87	8,864.27	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	
	Appx. Annual	103,750.40	106,371.20	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	
71	Hourly	51.10	52.37	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41
	Appx. Bi-wkly	4,088.00	4,189.60	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80
	Appx. Monthly	8,857.33	9,077.47	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40
	Appx. Annual	106,288.00	108,929.60	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80
71A	Hourly	51.74	53.03	54.35	55.79	57.08	58.47	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30
	Appx. Bi-wkly	4,139.20	4,242.40	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00
	Appx. Monthly	8,968.27	9,191.87	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67
	Appx. Annual	107,619.20	110,302.40	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00
Effective 2/21/2026		**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**
71C	Hourly	52.02	53.32	54.62	56.02	57.38	58.79	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63
	Appx. Bi-wkly	4,161.60	4,265.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40
	Appx. Monthly	9,016.80	9,242.13	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87
	Appx. Annual	108,201.60	110,905.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40
71T	Hourly	51.10	52.37	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	
	Appx. Bi-wkly	4,088.00	4,189.60	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	
	Appx. Monthly	8,857.33	9,077.47	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	
	Appx. Annual	106,288.00	108,929.60	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	
72	Hourly	52.39	53.72	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.17
	Appx. Bi-wkly	4,191.20	4,297.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,773.60
	Appx. Monthly	9,080.93	9,311.47	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,509.47
	Appx. Annual	108,971.20	111,737.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,113.60
72A	Hourly	53.07	54.40	55.79	57.08	58.47	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.08
	Appx. Bi-wkly	4,245.60	4,352.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,846.40
	Appx. Monthly	9,198.80	9,429.33	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,667.20
	Appx. Annual	110,385.60	113,152.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	152,006.40
72C	Hourly	53.35	54.68	56.02	57.38	58.79	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.44
	Appx. Bi-wkly	4,268.00	4,374.40	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,875.20
	Appx. Monthly	9,247.33	9,477.87	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,729.60
	Appx. Annual	110,968.00	113,734.40	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,755.20
72T	Hourly	52.39	53.72	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	
	Appx. Bi-wkly	4,191.20	4,297.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	
	Appx. Monthly	9,080.93	9,311.47	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	
	Appx. Annual	108,971.20	111,737.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	
73	Hourly	53.66	55.02	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.95
	Appx. Bi-wkly	4,292.80	4,401.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,916.00
	Appx. Monthly	9,301.07	9,536.80	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,818.00
	Appx. Annual	111,612.80	114,441.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,816.00
73A	Hourly	54.34	55.71	57.08	58.47	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.07	74.89
	Appx. Bi-wkly	4,347.20	4,456.80	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,991.20
	Appx. Monthly	9,418.93	9,656.40	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,980.93
	Appx. Annual	113,027.20	115,876.80	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,771.20
73C	Hourly	54.60	55.95	57.38	58.79	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.43	75.26
	Appx. Bi-wkly	4,368.00	4,476.00	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,020.80
	Appx. Monthly	9,464.00	9,698.00	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,045.07
	Appx. Annual	113,568.00	116,376.00	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,540.80
73T	Hourly	53.66	55.02	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	
	Appx. Bi-wkly	4,292.80	4,401.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	
	Appx. Monthly	9,301.07	9,536.80	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	
	Appx. Annual	111,612.80	114,441.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
74	Hourly	54.95	56.33	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.76
	Appx. Bi-wkly	4,396.00	4,506.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,060.80
	Appx. Monthly	9,524.67	9,763.87	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,131.73
	Appx. Annual	114,296.00	117,166.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,580.80
74A	Hourly	55.63	57.01	58.47	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.07	74.87	76.71
	Appx. Bi-wkly	4,450.40	4,560.80	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,136.80
	Appx. Monthly	9,642.53	9,881.73	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,296.40
	Appx. Annual	115,710.40	118,580.80	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,556.80
74C	Hourly	55.91	57.34	58.79	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.43	75.20	77.10
	Appx. Bi-wkly	4,472.80	4,587.20	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,168.00
	Appx. Monthly	9,691.07	9,938.93	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,364.00
	Appx. Annual	116,292.80	119,267.20	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,368.00
74T	Hourly	54.95	56.33	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	
	Appx. Bi-wkly	4,396.00	4,506.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	
	Appx. Monthly	9,524.67	9,763.87	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	
	Appx. Annual	114,296.00	117,166.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	
75	Hourly	56.38	57.80	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.67
	Appx. Bi-wkly	4,510.40	4,624.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,213.60
	Appx. Monthly	9,772.53	10,018.67	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,462.80
	Appx. Annual	117,270.40	120,224.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,553.60
75A	Hourly	57.08	58.52	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.07	74.87	76.73	78.66
	Appx. Bi-wkly	4,566.40	4,681.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,292.80
	Appx. Monthly	9,893.87	10,143.47	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,634.40
	Appx. Annual	118,726.40	121,721.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,612.80
75C	Hourly	57.38	58.85	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.43	75.20	77.12	79.03
	Appx. Bi-wkly	4,590.40	4,708.00	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,322.40
	Appx. Monthly	9,945.87	10,200.67	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,698.53
	Appx. Annual	119,350.40	122,408.00	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,382.40
75T	Hourly	56.38	57.80	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	
	Appx. Bi-wkly	4,510.40	4,624.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	
	Appx. Monthly	9,772.53	10,018.67	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	
	Appx. Annual	117,270.40	120,224.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	
76	Hourly	57.80	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.63
	Appx. Bi-wkly	4,624.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,370.40
	Appx. Monthly	10,018.67	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,802.53
	Appx. Annual	120,224.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,630.40
Effective 2/21/2026		**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**
76A	Hourly	58.52	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.07	74.87	76.73	78.67	80.66
	Appx. Bi-wkly	4,681.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,452.80
	Appx. Monthly	10,143.47	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,981.07
	Appx. Annual	121,721.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,772.80
76C	Hourly	58.85	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.43	75.20	77.12	79.04	81.06
	Appx. Bi-wkly	4,708.00	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,484.80
	Appx. Monthly	10,200.67	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,050.40
	Appx. Annual	122,408.00	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,604.80
76T	Hourly	57.80	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	
	Appx. Bi-wkly	4,624.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	
	Appx. Monthly	10,018.67	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	
	Appx. Annual	120,224.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	
77	Hourly	59.19	60.68	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.67
	Appx. Bi-wkly	4,735.20	4,854.40	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,533.60
	Appx. Monthly	10,259.60	10,517.87	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,156.13
	Appx. Annual	123,115.20	126,214.40	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,873.60
77A	Hourly	59.94	61.43	62.99	64.58	66.22	67.89	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.69
	Appx. Bi-wkly	4,795.20	4,914.40	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,615.20
	Appx. Monthly	10,389.60	10,647.87	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,332.93
	Appx. Annual	124,675.20	127,774.40	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,995.20
77C	Hourly	60.26	61.74	63.28	64.89	66.52	68.24	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.10
	Appx. Bi-wkly	4,820.80	4,939.20	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,648.00
	Appx. Monthly	10,445.07	10,701.60	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,404.00
	Appx. Annual	125,340.80	128,419.20	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,848.00
77T	Hourly	59.19	60.68	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	
	Appx. Bi-wkly	4,735.20	4,854.40	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	
	Appx. Monthly	10,259.60	10,517.87	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	
	Appx. Annual	123,115.20	126,214.40	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	
78	Hourly	60.69	62.21	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.66
	Appx. Bi-wkly	4,855.20	4,976.80	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,692.80
	Appx. Monthly	10,519.60	10,783.07	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,501.07
	Appx. Annual	126,235.20	129,396.80	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,012.80
78A	Hourly	61.45	63.00	64.58	66.22	67.89	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.67	84.73
	Appx. Bi-wkly	4,916.00	5,040.00	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,778.40
	Appx. Monthly	10,651.33	10,920.00	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,686.53
	Appx. Annual	127,816.00	131,040.00	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,238.40
78C	Hourly	61.75	63.30	64.89	66.52	68.24	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.08	85.12
	Appx. Bi-wkly	4,940.00	5,064.00	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,809.60
	Appx. Monthly	10,703.33	10,972.00	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,754.13
	Appx. Annual	128,440.00	131,664.00	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,049.60
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
78T	Hourly	60.69	62.21	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	
	Appx. Bi-wkly	4,855.20	4,976.80	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	
	Appx. Monthly	10,519.60	10,783.07	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	
	Appx. Annual	126,235.20	129,396.80	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	
79	Hourly	62.23	63.80	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78
	Appx. Bi-wkly	4,978.40	5,104.00	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40
	Appx. Monthly	10,786.53	11,058.67	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53
	Appx. Annual	129,438.40	132,704.00	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40
79A	Hourly	63.01	64.59	66.22	67.89	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.67	84.76	86.85
	Appx. Bi-wkly	5,040.80	5,167.20	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00
	Appx. Monthly	10,921.73	11,195.60	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00
	Appx. Annual	131,060.80	134,347.20	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00
79C	Hourly	63.34	64.92	66.52	68.24	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.08	85.15	87.30
	Appx. Bi-wkly	5,067.20	5,193.60	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00
	Appx. Monthly	10,978.93	11,252.80	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00
	Appx. Annual	131,747.20	135,033.60	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00
79T	Hourly	62.23	63.80	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	
	Appx. Bi-wkly	4,978.40	5,104.00	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	
	Appx. Monthly	10,786.53	11,058.67	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	
	Appx. Annual	129,438.40	132,704.00	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	
80	Hourly	63.84	65.42	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.93
	Appx. Bi-wkly	5,107.20	5,233.60	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,034.40
	Appx. Monthly	11,065.60	11,339.47	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,241.20
	Appx. Annual	132,787.20	136,073.60	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,894.40
80A	Hourly	64.64	66.25	67.89	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.67	84.76	86.85	89.02
	Appx. Bi-wkly	5,171.20	5,300.00	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,121.60
	Appx. Monthly	11,204.27	11,483.33	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,430.13
	Appx. Annual	134,451.20	137,800.00	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,161.60
80C	Hourly	64.94	66.57	68.24	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.46
	Appx. Bi-wkly	5,195.20	5,325.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,156.80
	Appx. Monthly	11,256.27	11,538.80	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,506.40
	Appx. Annual	135,075.20	138,465.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,076.80
80T	Hourly	63.84	65.42	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	
	Appx. Bi-wkly	5,107.20	5,233.60	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	
	Appx. Monthly	11,065.60	11,339.47	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	
	Appx. Annual	132,787.20	136,073.60	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	
Effective 2/21/2026		**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**
81	Hourly	65.36	67.02	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12
	Appx. Bi-wkly	5,228.80	5,361.60	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60
	Appx. Monthly	11,329.07	11,616.80	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80
	Appx. Annual	135,948.80	139,401.60	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60
81A	Hourly	66.21	67.84	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.67	84.76	86.85	88.99	91.23
	Appx. Bi-wkly	5,296.80	5,427.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40
	Appx. Monthly	11,476.40	11,758.93	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20
	Appx. Annual	137,716.80	141,107.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40
81C	Hourly	66.51	68.20	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.43	91.69
	Appx. Bi-wkly	5,320.80	5,456.00	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20
	Appx. Monthly	11,528.40	11,821.33	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93
	Appx. Annual	138,340.80	141,856.00	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20
81T	Hourly	65.36	67.02	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	
	Appx. Bi-wkly	5,228.80	5,361.60	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	
	Appx. Monthly	11,329.07	11,616.80	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	
	Appx. Annual	135,948.80	139,401.60	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	
82	Hourly	67.02	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.37
	Appx. Bi-wkly	5,361.60	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,389.60
	Appx. Monthly	11,616.80	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,010.80
	Appx. Annual	139,401.60	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,129.60
82A	Hourly	67.84	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.52
	Appx. Bi-wkly	5,427.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,481.60
	Appx. Monthly	11,758.93	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,210.13
	Appx. Annual	141,107.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,521.60
82C	Hourly	68.20	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.43	91.69	94.00
	Appx. Bi-wkly	5,456.00	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.00
	Appx. Monthly	11,821.33	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,293.33
	Appx. Annual	141,856.00	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,520.00
82T	Hourly	67.02	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	
	Appx. Bi-wkly	5,361.60	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	
	Appx. Monthly	11,616.80	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	
	Appx. Annual	139,401.60	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	
83	Hourly	68.68	70.40	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.68
	Appx. Bi-wkly	5,494.40	5,632.00	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,574.40
	Appx. Monthly	11,904.53	12,202.67	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,411.20
	Appx. Annual	142,854.40	146,432.00	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,934.40
83A	Hourly	69.54	71.29	73.07	74.87	76.73	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.54	95.86
	Appx. Bi-wkly	5,563.20	5,703.20	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,668.80
	Appx. Monthly	12,053.60	12,356.93	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,615.73
	Appx. Annual	144,643.20	148,283.20	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,388.80
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
83C	Hourly	69.91	71.59	73.43	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.43	91.69	94.01	96.36
	Appx. Bi-wkly	5,592.80	5,727.20	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.80
	Appx. Monthly	12,117.73	12,408.93	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,702.40
	Appx. Annual	145,412.80	148,907.20	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,428.80
83T	Hourly	68.68	70.40	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	
	Appx. Bi-wkly	5,494.40	5,632.00	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	
	Appx. Monthly	11,904.53	12,202.67	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	
	Appx. Annual	142,854.40	146,432.00	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	
84	Hourly	70.36	72.12	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.06
	Appx. Bi-wkly	5,628.80	5,769.60	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.80
	Appx. Monthly	12,195.73	12,500.80	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,823.73
	Appx. Annual	146,348.80	150,009.60	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,884.80
84A	Hourly	71.22	73.04	74.87	76.73	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.54	95.84	98.28
	Appx. Bi-wkly	5,697.60	5,843.20	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,862.40
	Appx. Monthly	12,344.80	12,660.27	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,035.20
	Appx. Annual	148,137.60	151,923.20	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,422.40
84C	Hourly	71.57	73.37	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.43	91.69	94.01	96.35	98.75
	Appx. Bi-wkly	5,725.60	5,869.60	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,900.00
	Appx. Monthly	12,405.47	12,717.47	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,116.67
	Appx. Annual	148,865.60	152,609.60	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,400.00
84T	Hourly	70.36	72.12	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	
	Appx. Bi-wkly	5,628.80	5,769.60	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	
	Appx. Monthly	12,195.73	12,500.80	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	
	Appx. Annual	146,348.80	150,009.60	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	
85	Hourly	72.15	73.94	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.46
	Appx. Bi-wkly	5,772.00	5,915.20	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,956.80
	Appx. Monthly	12,506.00	12,816.27	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,239.73
	Appx. Annual	150,072.00	153,795.20	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,876.80
85A	Hourly	73.06	74.88	76.73	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.71
	Appx. Bi-wkly	5,844.80	5,990.40	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.80
	Appx. Monthly	12,663.73	12,979.20	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,456.40
	Appx. Annual	151,964.80	155,750.40	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,476.80
85C	Hourly	73.39	75.22	77.12	79.04	81.08	83.08	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.23
	Appx. Bi-wkly	5,871.20	6,017.60	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,098.40
	Appx. Monthly	12,720.93	13,038.13	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,546.53
	Appx. Annual	152,651.20	156,457.60	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,558.40
Effective 2/21/2026		**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**
85T	Hourly	72.15	73.94	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	
	Appx. Bi-wkly	5,772.00	5,915.20	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	
	Appx. Monthly	12,506.00	12,816.27	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	
	Appx. Annual	150,072.00	153,795.20	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	
86	Hourly	73.95	75.79	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.93
	Appx. Bi-wkly	5,916.00	6,063.20	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,154.40
	Appx. Monthly	12,818.00	13,136.93	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,667.87
	Appx. Annual	153,816.00	157,643.20	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,014.40
86A	Hourly	74.89	76.74	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.70	103.20
	Appx. Bi-wkly	5,991.20	6,139.20	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,256.00
	Appx. Monthly	12,980.93	13,301.60	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,888.00
	Appx. Annual	155,771.20	159,619.20	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,656.00
86C	Hourly	75.26	77.13	79.04	81.08	83.08	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.19	103.76
	Appx. Bi-wkly	6,020.80	6,170.40	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,300.80
	Appx. Monthly	13,045.07	13,369.20	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,985.07
	Appx. Annual	156,540.80	160,430.40	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,820.80
86T	Hourly	73.95	75.79	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	
	Appx. Bi-wkly	5,916.00	6,063.20	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	
	Appx. Monthly	12,818.00	13,136.93	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	
	Appx. Annual	153,816.00	157,643.20	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	
87	Hourly	75.83	77.70	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50
	Appx. Bi-wkly	6,066.40	6,216.00	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00
	Appx. Monthly	13,143.87	13,468.00	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33
	Appx. Annual	157,726.40	161,616.00	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00
87A	Hourly	76.76	78.70	80.68	82.67	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83
	Appx. Bi-wkly	6,140.80	6,296.00	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40
	Appx. Monthly	13,305.07	13,641.33	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87
	Appx. Annual	159,660.80	163,696.00	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40
87C	Hourly	77.16	79.08	81.08	83.08	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35
	Appx. Bi-wkly	6,172.80	6,326.40	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00
	Appx. Monthly	13,374.40	13,707.20	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00
	Appx. Annual	160,492.80	164,486.40	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00
87T	Hourly	75.83	77.70	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	
	Appx. Bi-wkly	6,066.40	6,216.00	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	
	Appx. Monthly	13,143.87	13,468.00	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	
	Appx. Annual	157,726.40	161,616.00	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	
88	Hourly	77.68	79.63	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.11
	Appx. Bi-wkly	6,214.40	6,370.40	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,568.80
	Appx. Monthly	13,464.53	13,802.53	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,565.73
	Appx. Annual	161,574.40	165,630.40	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,788.80
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
88A	Hourly	78.67	80.66	82.67	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.48
	Appx. Bi-wkly	6,293.60	6,452.80	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,678.40
	Appx. Monthly	13,636.13	13,981.07	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,803.20
	Appx. Annual	163,633.60	167,772.80	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,638.40
88C	Hourly	79.04	81.06	83.08	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	109.02
	Appx. Bi-wkly	6,323.20	6,484.80	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,721.60
	Appx. Monthly	13,700.27	14,050.40	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,896.80
	Appx. Annual	164,403.20	168,604.80	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,761.60
88T	Hourly	77.68	79.63	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	
	Appx. Bi-wkly	6,214.40	6,370.40	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	
	Appx. Monthly	13,464.53	13,802.53	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	
	Appx. Annual	161,574.40	165,630.40	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	
89	Hourly	79.65	81.67	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.77
	Appx. Bi-wkly	6,372.00	6,533.60	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,781.60
	Appx. Monthly	13,806.00	14,156.13	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,026.80
	Appx. Annual	165,672.00	169,873.60	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,321.60
89A	Hourly	80.68	82.69	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.44	111.15
	Appx. Bi-wkly	6,454.40	6,615.20	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,892.00
	Appx. Monthly	13,984.53	14,332.93	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,266.00
	Appx. Annual	167,814.40	171,995.20	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,192.00
89C	Hourly	81.08	83.10	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	108.96	111.69
	Appx. Bi-wkly	6,486.40	6,648.00	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,935.20
	Appx. Monthly	14,053.87	14,404.00	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,359.60
	Appx. Annual	168,646.40	172,848.00	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,315.20
89T	Hourly	79.65	81.67	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	
	Appx. Bi-wkly	6,372.00	6,533.60	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	
	Appx. Monthly	13,806.00	14,156.13	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	
	Appx. Annual	165,672.00	169,873.60	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	
90	Hourly	81.67	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56
	Appx. Bi-wkly	6,533.60	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80
	Appx. Monthly	14,156.13	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40
	Appx. Annual	169,873.60	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80
90A	Hourly	82.69	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.44	111.18	113.96
	Appx. Bi-wkly	6,615.20	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80
	Appx. Monthly	14,332.93	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07
	Appx. Annual	171,995.20	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80
Effective 2/21/2026		**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**
90C	Hourly	83.10	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	108.96	111.73	114.50
	Appx. Bi-wkly	6,648.00	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00
	Appx. Monthly	14,404.00	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67
	Appx. Annual	172,848.00	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00
90T	Hourly	81.67	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	
	Appx. Bi-wkly	6,533.60	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	
	Appx. Monthly	14,156.13	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	
	Appx. Annual	169,873.60	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	
91	Hourly	83.66	85.76	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.38
	Appx. Bi-wkly	6,692.80	6,860.80	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,230.40
	Appx. Monthly	14,501.07	14,865.07	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,999.20
	Appx. Annual	174,012.80	178,380.80	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,990.40
91A	Hourly	84.73	86.83	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.81
	Appx. Bi-wkly	6,778.40	6,946.40	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,344.80
	Appx. Monthly	14,686.53	15,050.53	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,247.07
	Appx. Annual	176,238.40	180,606.40	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,964.80
91C	Hourly	85.12	87.27	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.40
	Appx. Bi-wkly	6,809.60	6,981.60	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,392.00
	Appx. Monthly	14,754.13	15,126.80	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,349.33
	Appx. Annual	177,049.60	181,521.60	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,192.00
91T	Hourly	83.66	85.76	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	
	Appx. Bi-wkly	6,692.80	6,860.80	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	
	Appx. Monthly	14,501.07	14,865.07	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	
	Appx. Annual	174,012.80	178,380.80	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	
92	Hourly	85.76	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23
	Appx. Bi-wkly	6,860.80	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40
	Appx. Monthly	14,865.07	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20
	Appx. Annual	178,380.80	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40
92A	Hourly	86.83	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.79	119.72
	Appx. Bi-wkly	6,946.40	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60
	Appx. Monthly	15,050.53	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47
	Appx. Annual	180,606.40	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60
92C	Hourly	87.27	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.39	120.32
	Appx. Bi-wkly	6,981.60	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60
	Appx. Monthly	15,126.80	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47
	Appx. Annual	181,521.60	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60
92T	Hourly	85.76	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	
	Appx. Bi-wkly	6,860.80	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	
	Appx. Monthly	14,865.07	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	
	Appx. Annual	178,380.80	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
93	Hourly	87.92	90.13	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16
	Appx. Bi-wkly	7,033.60	7,210.40	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80
	Appx. Monthly	15,239.47	15,622.53	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07
	Appx. Annual	182,873.60	187,470.40	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80
93A	Hourly	89.01	91.24	93.54	95.84	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68
	Appx. Bi-wkly	7,120.80	7,299.20	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40
	Appx. Monthly	15,428.40	15,814.93	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53
	Appx. Annual	185,140.80	189,779.20	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40
93C	Hourly	89.45	91.70	94.01	96.35	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31
	Appx. Bi-wkly	7,156.00	7,336.00	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80
	Appx. Monthly	15,504.67	15,894.67	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73
	Appx. Annual	186,056.00	190,736.00	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80
93T	Hourly	87.92	90.13	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	
	Appx. Bi-wkly	7,033.60	7,210.40	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	
	Appx. Monthly	15,239.47	15,622.53	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	
	Appx. Annual	182,873.60	187,470.40	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	
94	Hourly	90.12	92.37	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.22
	Appx. Bi-wkly	7,209.60	7,389.60	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,937.60
	Appx. Monthly	15,620.80	16,010.80	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,531.47
	Appx. Annual	187,449.60	192,129.60	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,377.60
94A	Hourly	91.23	93.52	95.84	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.78
	Appx. Bi-wkly	7,298.40	7,481.60	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,062.40
	Appx. Monthly	15,813.20	16,210.13	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,801.87
	Appx. Annual	189,758.40	194,521.60	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,622.40
94C	Hourly	91.69	94.00	96.35	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.38
	Appx. Bi-wkly	7,335.20	7,520.00	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,110.40
	Appx. Monthly	15,892.93	16,293.33	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,905.87
	Appx. Annual	190,715.20	195,520.00	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,870.40
94T	Hourly	90.12	92.37	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	
	Appx. Bi-wkly	7,209.60	7,389.60	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	
	Appx. Monthly	15,620.80	16,010.80	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	
	Appx. Annual	187,449.60	192,129.60	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	
95	Hourly	92.36	94.66	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30
	Appx. Bi-wkly	7,388.80	7,572.80	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00
	Appx. Monthly	16,009.07	16,407.73	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33
	Appx. Annual	192,108.80	196,892.80	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00
Effective 2/21/2026		**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**
95A	Hourly	93.50	95.83	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.76	128.89
	Appx. Bi-wkly	7,480.00	7,666.40	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.80	10,311.20
	Appx. Monthly	16,206.67	16,610.53	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,798.40	22,340.93
	Appx. Annual	194,480.00	199,326.40	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,580.80	268,091.20
95C	Hourly	93.99	96.34	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.35	129.53
	Appx. Bi-wkly	7,519.20	7,707.20	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,108.00	10,362.40
	Appx. Monthly	16,291.60	16,698.93	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,900.67	22,451.87
	Appx. Annual	195,499.20	200,387.20	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,808.00	269,422.40
95T	Hourly	92.36	94.66	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	
	Appx. Bi-wkly	7,388.80	7,572.80	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	
	Appx. Monthly	16,009.07	16,407.73	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	
	Appx. Annual	192,108.80	196,892.80	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	
96	Hourly	94.64	97.04	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.47
	Appx. Bi-wkly	7,571.20	7,763.20	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,437.60
	Appx. Monthly	16,404.27	16,820.27	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,614.80
	Appx. Annual	196,851.20	201,843.20	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,377.60
96A	Hourly	95.82	98.26	100.70	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.76	128.89	132.12
	Appx. Bi-wkly	7,665.60	7,860.80	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.80	10,311.20	10,569.60
	Appx. Monthly	16,608.80	17,031.73	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,798.40	22,340.93	22,900.80
	Appx. Annual	199,305.60	204,380.80	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,580.80	268,091.20	274,809.60
96C	Hourly	96.32	98.72	101.19	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.35	129.53	132.76
	Appx. Bi-wkly	7,705.60	7,897.60	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,108.00	10,362.40	10,620.80
	Appx. Monthly	16,695.47	17,111.47	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,900.67	22,451.87	23,011.73
	Appx. Annual	200,345.60	205,337.60	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,808.00	269,422.40	276,140.80
96T	Hourly	94.64	97.04	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	
	Appx. Bi-wkly	7,571.20	7,763.20	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	
	Appx. Monthly	16,404.27	16,820.27	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	
	Appx. Annual	196,851.20	201,843.20	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	
97	Hourly	97.07	99.50	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	133.76
	Appx. Bi-wkly	7,765.60	7,960.00	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	10,700.80
	Appx. Monthly	16,825.47	17,246.67	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	23,185.07
	Appx. Annual	201,905.60	206,960.00	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	278,220.80
97A	Hourly	98.29	100.76	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.76	128.89	132.14	135.43
	Appx. Bi-wkly	7,863.20	8,060.80	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.80	10,311.20	10,571.20	10,834.40
	Appx. Monthly	17,036.93	17,465.07	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,798.40	22,340.93	22,904.27	23,474.53
	Appx. Annual	204,443.20	209,580.80	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,580.80	268,091.20	274,851.20	281,694.40
97C	Hourly	98.77	101.25	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.35	129.53	132.78	136.12
	Appx. Bi-wkly	7,901.60	8,100.00	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,108.00	10,362.40	10,622.40	10,889.60
	Appx. Monthly	17,120.13	17,550.00	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,900.67	22,451.87	23,015.20	23,594.13
	Appx. Annual	205,441.60	210,600.00	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,808.00	269,422.40	276,182.40	283,129.60
		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**

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Effective 2/21/2026 **3.00% Across the Board Increase & 1% Profit Sharing Initiative**

		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
97T	Hourly	97.07	99.50	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	
	Appx. Bi-wkly	7,765.60	7,960.00	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	
	Appx. Monthly	16,825.47	17,246.67	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	
	Appx. Annual	201,905.60	206,960.00	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	
98	Hourly	99.50	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	133.78	137.13
	Appx. Bi-wkly	7,960.00	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	10,702.40	10,970.40
	Appx. Monthly	17,246.67	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	23,188.53	23,769.20
	Appx. Annual	206,960.00	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	278,262.40	285,230.40
98A	Hourly	100.76	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.76	128.89	132.14	135.45	138.83
	Appx. Bi-wkly	8,060.80	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.80	10,311.20	10,571.20	10,836.00	11,106.40
	Appx. Monthly	17,465.07	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,798.40	22,340.93	22,904.27	23,478.00	24,063.87
	Appx. Annual	209,580.80	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,580.80	268,091.20	274,851.20	281,736.00	288,766.40
98C	Hourly	101.25	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.35	129.53	132.78	136.14	139.53
	Appx. Bi-wkly	8,100.00	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,108.00	10,362.40	10,622.40	10,891.20	11,162.40
	Appx. Monthly	17,550.00	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,900.67	22,451.87	23,015.20	23,597.60	24,185.20
	Appx. Annual	210,600.00	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,808.00	269,422.40	276,182.40	283,171.20	290,222.40
98T	Hourly	99.50	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	133.78	
	Appx. Bi-wkly	7,960.00	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	10,702.40	
	Appx. Monthly	17,246.67	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	23,188.53	
	Appx. Annual	206,960.00	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	278,262.40	
99	Hourly	101.93	104.47	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	133.78	137.09	140.49
	Appx. Bi-wkly	8,154.40	8,357.60	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	10,702.40	10,967.20	11,239.20
	Appx. Monthly	17,667.87	18,108.13	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	23,188.53	23,762.27	24,351.60
	Appx. Annual	212,014.40	217,297.60	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	278,262.40	285,147.20	292,219.20
99A	Hourly	103.20	105.80	108.44	111.18	113.96	116.79	119.72	122.68	125.76	128.89	132.14	135.45	138.78	142.25
	Appx. Bi-wkly	8,256.00	8,464.00	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.80	10,311.20	10,571.20	10,836.00	11,102.40	11,380.00
	Appx. Monthly	17,888.00	18,338.67	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,798.40	22,340.93	22,904.27	23,478.00	24,055.20	24,656.67
	Appx. Annual	214,656.00	220,064.00	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,580.80	268,091.20	274,851.20	281,736.00	288,662.40	295,880.00
99C	Hourly	103.76	106.30	108.96	111.73	114.50	117.39	120.32	123.31	126.35	129.53	132.78	136.14	139.49	142.93
	Appx. Bi-wkly	8,300.80	8,504.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,108.00	10,362.40	10,622.40	10,891.20	11,159.20	11,434.40
	Appx. Monthly	17,985.07	18,425.33	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,900.67	22,451.87	23,015.20	23,597.60	24,178.27	24,774.53
	Appx. Annual	215,820.80	221,104.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,808.00	269,422.40	276,182.40	283,171.20	290,139.20	297,294.40
99T	Hourly	101.93	104.47	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	133.78	137.09	
	Appx. Bi-wkly	8,154.40	8,357.60	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	10,702.40	10,967.20	
	Appx. Monthly	17,667.87	18,108.13	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	23,188.53	23,762.27	
	Appx. Annual	212,014.40	217,297.60	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	278,262.40	285,147.20	

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Effective 7/25/2026		2.5% New Top Step													
		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**
M	Hourly	18.09														
	Appx. Bi-wkly	1,447.20														
	Appx. Monthly	3,135.60														
	Appx. Annual	37,627.20														
1M	Hourly	18.09	18.23	18.70	19.16	19.64										
	Appx. Bi-wkly	1,447.20	1,458.40	1,496.00	1,532.80	1,571.20										
	Appx. Monthly	3,135.60	3,159.87	3,241.33	3,321.07	3,404.27										
	Appx. Annual	37,627.20	37,918.40	38,896.00	39,852.80	40,851.20										
2M	Hourly	18.23	18.70	19.16	19.64	20.15	20.65									
	Appx. Bi-wkly	1,458.40	1,496.00	1,532.80	1,571.20	1,612.00	1,652.00									
	Appx. Monthly	3,159.87	3,241.33	3,321.07	3,404.27	3,492.67	3,579.33									
	Appx. Annual	37,918.40	38,896.00	39,852.80	40,851.20	41,912.00	42,952.00									
3M	Hourly	18.23	18.33	18.79	19.25	19.75	20.23	20.74	21.23	21.78	22.32					
	Appx. Bi-wkly	1,458.40	1,466.40	1,503.20	1,540.00	1,580.00	1,618.40	1,659.20	1,698.40	1,742.40	1,785.60					
	Appx. Monthly	3,159.87	3,177.20	3,256.93	3,336.67	3,423.33	3,506.53	3,594.93	3,679.87	3,775.20	3,868.80					
	Appx. Annual	37,918.40	38,126.40	39,083.20	40,040.00	41,080.00	42,078.40	43,139.20	44,158.40	45,302.40	46,425.60					
3M-T	Hourly	18.23	18.33	18.79	19.25	19.75	20.23	20.74	21.23							
	Appx. Bi-wkly	1,458.40	1,466.40	1,503.20	1,540.00	1,580.00	1,618.40	1,659.20	1,698.40							
	Appx. Monthly	3,159.87	3,177.20	3,256.93	3,336.67	3,423.33	3,506.53	3,594.93	3,679.87							
	Appx. Annual	37,918.40	38,126.40	39,083.20	40,040.00	41,080.00	42,078.40	43,139.20	44,158.40							
4M	Hourly	18.33	18.56	19.02	19.51	20.00	20.51	21.02	21.55	22.10	22.64	23.20	23.79	24.38		
	Appx. Bi-wkly	1,466.40	1,484.80	1,521.60	1,560.80	1,600.00	1,640.80	1,681.60	1,724.00	1,768.00	1,811.20	1,856.00	1,903.20	1,950.40		
	Appx. Monthly	3,177.20	3,217.07	3,296.80	3,381.73	3,466.67	3,555.07	3,643.47	3,735.33	3,830.67	3,924.27	4,021.33	4,123.60	4,225.87		
	Appx. Annual	38,126.40	38,604.80	39,561.60	40,580.80	41,600.00	42,660.80	43,721.60	44,824.00	45,968.00	47,091.20	48,256.00	49,483.20	50,710.40		
4M-T	Hourly	18.33	18.56	19.02	19.51	20.00	20.51	21.02	21.55	22.10	22.64	23.20				
	Appx. Bi-wkly	1,466.40	1,484.80	1,521.60	1,560.80	1,600.00	1,640.80	1,681.60	1,724.00	1,768.00	1,811.20	1,856.00				
	Appx. Monthly	3,177.20	3,217.07	3,296.80	3,381.73	3,466.67	3,555.07	3,643.47	3,735.33	3,830.67	3,924.27	4,021.33				
	Appx. Annual	38,126.40	38,604.80	39,561.60	40,580.80	41,600.00	42,660.80	43,721.60	44,824.00	45,968.00	47,091.20	48,256.00				
5M	Hourly	18.56	18.80	19.20	19.70	20.24	20.73	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.19	
	Appx. Bi-wkly	1,484.80	1,504.00	1,536.00	1,576.00	1,619.20	1,658.40	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,015.20	
	Appx. Monthly	3,217.07	3,258.67	3,328.00	3,414.67	3,508.27	3,593.20	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,366.27	
	Appx. Annual	38,604.80	39,104.00	39,936.00	40,976.00	42,099.20	43,118.40	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,395.20	
5M-T	Hourly	18.56	18.80	19.20	19.70	20.24	20.73	21.20	21.72	22.27	22.88	23.38	23.97			
	Appx. Bi-wkly	1,484.80	1,504.00	1,536.00	1,576.00	1,619.20	1,658.40	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60			
	Appx. Monthly	3,217.07	3,258.67	3,328.00	3,414.67	3,508.27	3,593.20	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80			
	Appx. Annual	38,604.80	39,104.00	39,936.00	40,976.00	42,099.20	43,118.40	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60			
6M	Hourly	18.80	19.20	19.70	20.24	20.73	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.22	25.85	
	Appx. Bi-wkly	1,504.00	1,536.00	1,576.00	1,619.20	1,658.40	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,017.60	2,068.00	
	Appx. Monthly	3,258.67	3,328.00	3,414.67	3,508.27	3,593.20	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,371.47	4,480.67	
	Appx. Annual	39,104.00	39,936.00	40,976.00	42,099.20	43,118.40	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,457.60	53,768.00	
Effective 7/25/2026		**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**
6M-T	Hourly	18.80	19.20	19.70	20.24	20.73	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.22		
	Appx. Bi-wkly	1,504.00	1,536.00	1,576.00	1,619.20	1,658.40	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,017.60		
	Appx. Monthly	3,258.67	3,328.00	3,414.67	3,508.27	3,593.20	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,371.47		
	Appx. Annual	39,104.00	39,936.00	40,976.00	42,099.20	43,118.40	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,457.60		
7M	Hourly	19.14	19.56	20.06	20.58	21.06	21.61	22.11	22.67	23.25	23.81	24.41	25.00	25.63	26.27	
	Appx. Bi-wkly	1,531.20	1,564.80	1,604.80	1,646.40	1,684.80	1,728.80	1,768.80	1,813.60	1,860.00	1,904.80	1,952.80	2,000.00	2,050.40	2,101.60	
	Appx. Monthly	3,317.60	3,390.40	3,477.07	3,567.20	3,650.40	3,745.73	3,832.40	3,929.47	4,030.00	4,127.07	4,231.07	4,333.33	4,442.53	4,553.47	
	Appx. Annual	39,811.20	40,684.80	41,724.80	42,806.40	43,804.80	44,948.80	45,988.80	47,153.60	48,360.00	49,524.80	50,772.80	52,000.00	53,310.40	54,641.60	
7M-T	Hourly	19.14	19.56	20.06	20.58	21.06	21.61	22.11	22.67	23.25	23.81	24.41	25.00			
	Appx. Bi-wkly	1,531.20	1,564.80	1,604.80	1,646.40	1,684.80	1,728.80	1,768.80	1,813.60	1,860.00	1,904.80	1,952.80	2,000.00			
	Appx. Monthly	3,317.60	3,390.40	3,477.07	3,567.20	3,650.40	3,745.73	3,832.40	3,929.47	4,030.00	4,127.07	4,231.07	4,333.33			
	Appx. Annual	39,811.20	40,684.80	41,724.80	42,806.40	43,804.80	44,948.80	45,988.80	47,153.60	48,360.00	49,524.80	50,772.80	52,000.00			
30	Hourly	19.14	19.20	19.70	20.24	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.79	26.43
	Appx. Bi-wkly	1,531.20	1,536.00	1,576.00	1,619.20	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,063.20	2,114.40
	Appx. Monthly	3,317.60	3,328.00	3,414.67	3,508.27	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,470.27	4,581.20
	Appx. Annual	39,811.20	39,936.00	40,976.00	42,099.20	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,643.20	54,974.40
30C	Hourly	19.20	19.56	20.06	20.58	21.06	21.61	22.11	22.67	23.27	23.82	24.41	25.00	25.61	26.25	26.91
	Appx. Bi-wkly	1,536.00	1,564.80	1,604.80	1,646.40	1,684.80	1,728.80	1,768.80	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.00	2,152.80
	Appx. Monthly	3,328.00	3,390.40	3,477.07	3,567.20	3,650.40	3,745.73	3,832.40	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,550.00	4,664.40
	Appx. Annual	39,936.00	40,684.80	41,724.80	42,806.40	43,804.80	44,948.80	45,988.80	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,600.00	55,972.80
30T	Hourly	19.14	19.20	19.70	20.24	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17		
	Appx. Bi-wkly	1,531.20	1,536.00	1,576.00	1,619.20	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60		
	Appx. Monthly	3,317.60	3,328.00	3,414.67	3,508.27	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80		
	Appx. Annual	39,811.20	39,936.00	40,976.00	42,099.20	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60		
31	Hourly	19.22	19.72	20.24	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09
	Appx. Bi-wkly	1,537.60	1,577.60	1,619.20	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20
	Appx. Monthly	3,331.47	3,418.13	3,508.27	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60
	Appx. Annual	39,977.60	41,017.60	42,099.20	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20
31A	Hourly	19.49	19.98	20.47	20.99	21.50	21.99	22.57	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.45
	Appx. Bi-wkly	1,559.20	1,598.40	1,637.60	1,679.20	1,720.00	1,759.20	1,805.60	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,196.00
	Appx. Monthly	3,378.27	3,463.20	3,548.13	3,638.27	3,726.67	3,811.60	3,912.13	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,758.00
	Appx. Annual	40,539.20	41,558.40	42,577.60	43,659.20	44,720.00	45,739.20	46,945.60	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,096.00
31C	Hourly	19.60	20.08	20.58	21.06	21.61	22.11	22.67	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.61
	Appx. Bi-wkly	1,568.00	1,606.40	1,646.40	1,684.80	1,728.80	1,768.80	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,208.80
	Appx. Monthly	3,397.33	3,480.53	3,567.20	3,650.40	3,745.73	3,832.40	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,785.73
	Appx. Annual	40,768.00	41,766.40	42,806.40	43,804.80	44,948.80	45,988.80	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,428.80
31T	Hourly	19.22	19.72	20.24	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81		
	Appx. Bi-wkly	1,537.60	1,577.60	1,619.20	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80		
	Appx. Monthly	3,331.47	3,418.13	3,508.27	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73		
	Appx. Annual	39,977.60	41,017.60	42,099.20	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80		
		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**

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Effective 7/25/2026		2.5% New Top Step													
		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**
32	Hourly	19.71	20.23	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.10	27.78
	Appx. Bi-wkly	1,576.80	1,618.40	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,168.00	2,222.40
	Appx. Monthly	3,416.40	3,506.53	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,697.33	4,815.20
	Appx. Annual	40,996.80	42,078.40	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,368.00	57,782.40
32A	Hourly	19.97	20.46	20.99	21.50	21.99	22.57	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.43	28.12
	Appx. Bi-wkly	1,597.60	1,636.80	1,679.20	1,720.00	1,759.20	1,805.60	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,194.40	2,249.60
	Appx. Monthly	3,461.47	3,546.40	3,638.27	3,726.67	3,811.60	3,912.13	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,754.53	4,874.13
	Appx. Annual	41,537.60	42,556.80	43,659.20	44,720.00	45,739.20	46,945.60	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,054.40	58,489.60
32C	Hourly	20.07	20.57	21.06	21.61	22.11	22.67	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.60	28.29
	Appx. Bi-wkly	1,605.60	1,645.60	1,684.80	1,728.80	1,768.80	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,208.00	2,263.20
	Appx. Monthly	3,478.80	3,565.47	3,650.40	3,745.73	3,832.40	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,784.00	4,903.60
	Appx. Annual	41,745.60	42,785.60	43,804.80	44,948.80	45,988.80	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,408.00	58,843.20
32T	Hourly	19.71	20.23	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43		
	Appx. Bi-wkly	1,576.80	1,618.40	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40		
	Appx. Monthly	3,416.40	3,506.53	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20		
	Appx. Annual	40,996.80	42,078.40	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40		
33	Hourly	20.23	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.76	28.45
	Appx. Bi-wkly	1,618.40	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.80	2,276.00
	Appx. Monthly	3,506.53	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,811.73	4,931.33
	Appx. Annual	42,078.40	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,740.80	59,176.00
33A	Hourly	20.46	20.99	21.50	21.99	22.57	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.11	28.81
	Appx. Bi-wkly	1,636.80	1,679.20	1,720.00	1,759.20	1,805.60	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.80	2,304.80
	Appx. Monthly	3,546.40	3,638.27	3,726.67	3,811.60	3,912.13	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,872.40	4,993.73
	Appx. Annual	42,556.80	43,659.20	44,720.00	45,739.20	46,945.60	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,468.80	59,924.80
33C	Hourly	20.57	21.06	21.61	22.11	22.67	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.25	28.96
	Appx. Bi-wkly	1,645.60	1,684.80	1,728.80	1,768.80	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,260.00	2,316.80
	Appx. Monthly	3,565.47	3,650.40	3,745.73	3,832.40	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,896.67	5,019.73
	Appx. Annual	42,785.60	43,804.80	44,948.80	45,988.80	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,760.00	60,236.80
33T	Hourly	20.23	20.74	21.20	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09		
	Appx. Bi-wkly	1,618.40	1,659.20	1,696.00	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20		
	Appx. Monthly	3,506.53	3,594.93	3,674.67	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60		
	Appx. Annual	42,078.40	43,139.20	44,096.00	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20		
34	Hourly	20.66	21.16	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.46	29.17
	Appx. Bi-wkly	1,652.80	1,692.80	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.80	2,333.60
	Appx. Monthly	3,581.07	3,667.73	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,933.07	5,056.13
	Appx. Annual	42,972.80	44,012.80	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,196.80	60,673.60
34A	Hourly	20.92	21.42	21.99	22.57	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.82	29.54
	Appx. Bi-wkly	1,673.60	1,713.60	1,759.20	1,805.60	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,305.60	2,363.20
	Appx. Monthly	3,626.13	3,712.80	3,811.60	3,912.13	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,995.47	5,120.27
	Appx. Annual	43,513.60	44,553.60	45,739.20	46,945.60	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,945.60	61,443.20
Effective 7/25/2026		**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**
34C	Hourly	21.02	21.56	22.11	22.67	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.94	29.66
	Appx. Bi-wkly	1,681.60	1,724.80	1,768.80	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,315.20	2,372.80
	Appx. Monthly	3,643.47	3,737.07	3,832.40	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,016.27	5,141.07
	Appx. Annual	43,721.60	44,844.80	45,988.80	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,195.20	61,692.80
34T	Hourly	20.66	21.16	21.72	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75		
	Appx. Bi-wkly	1,652.80	1,692.80	1,737.60	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00		
	Appx. Monthly	3,581.07	3,667.73	3,764.80	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00		
	Appx. Annual	42,972.80	44,012.80	45,177.60	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00		
35	Hourly	21.20	21.76	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.14	29.87
	Appx. Bi-wkly	1,696.00	1,740.80	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,331.20	2,389.60
	Appx. Monthly	3,674.67	3,771.73	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,050.93	5,177.47
	Appx. Annual	44,096.00	45,260.80	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,611.20	62,129.60
35A	Hourly	21.50	22.05	22.57	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.81	29.48	30.22
	Appx. Bi-wkly	1,720.00	1,764.00	1,805.60	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,358.40	2,417.60
	Appx. Monthly	3,726.67	3,822.00	3,912.13	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,109.87	5,238.13
	Appx. Annual	44,720.00	45,864.00	46,945.60	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,318.40	62,857.60
35C	Hourly	21.61	22.15	22.67	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.93	29.66	30.40
	Appx. Bi-wkly	1,728.80	1,772.00	1,813.60	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,372.80	2,432.00
	Appx. Monthly	3,745.73	3,839.33	3,929.47	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,141.07	5,269.33
	Appx. Annual	44,948.80	46,072.00	47,153.60	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,692.80	63,232.00
35T	Hourly	21.20	21.76	22.27	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45		
	Appx. Bi-wkly	1,696.00	1,740.80	1,781.60	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00		
	Appx. Monthly	3,674.67	3,771.73	3,860.13	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33		
	Appx. Annual	44,096.00	45,260.80	46,321.60	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00		
36	Hourly	21.77	22.28	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.89	30.64
	Appx. Bi-wkly	1,741.60	1,782.40	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,391.20	2,451.20
	Appx. Monthly	3,773.47	3,861.87	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,180.93	5,310.93
	Appx. Annual	45,281.60	46,342.40	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,171.20	63,731.20
36A	Hourly	22.06	22.59	23.17	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.81	29.49	30.28	31.04
	Appx. Bi-wkly	1,764.80	1,807.20	1,853.60	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,422.40	2,483.20
	Appx. Monthly	3,823.73	3,915.60	4,016.13	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,248.53	5,380.27
	Appx. Annual	45,884.80	46,987.20	48,193.60	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	62,982.40	64,563.20
36C	Hourly	22.16	22.68	23.27	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.93	29.67	30.42	31.18
	Appx. Bi-wkly	1,772.80	1,814.40	1,861.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,433.60	2,494.40
	Appx. Monthly	3,841.07	3,931.20	4,033.47	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,272.80	5,404.53
	Appx. Annual	46,092.80	47,174.40	48,401.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,273.60	64,854.40
36T	Hourly	21.77	22.28	22.88	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15		
	Appx. Bi-wkly	1,741.60	1,782.40	1,830.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00		
	Appx. Monthly	3,773.47	3,861.87	3,965.87	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67		
	Appx. Annual	45,281.60	46,342.40	47,590.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00		
		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**

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Effective 7/25/2026		2.5% New Top Step														
		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**
37	Hourly	22.26	22.83	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.63	31.40
	Appx. Bi-wkly	1,780.80	1,826.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,450.40	2,512.00
	Appx. Monthly	3,858.40	3,957.20	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,309.20	5,442.67
	Appx. Annual	46,300.80	47,486.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,710.40	65,312.00
37A	Hourly	22.56	23.15	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.81	29.49	30.29	31.06	31.84
	Appx. Bi-wkly	1,804.80	1,852.00	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,484.80	2,547.20
	Appx. Monthly	3,910.40	4,012.67	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,383.73	5,518.93
	Appx. Annual	46,924.80	48,152.00	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,604.80	66,227.20
37C	Hourly	22.66	23.22	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.20	31.98
	Appx. Bi-wkly	1,812.80	1,857.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,496.00	2,558.40
	Appx. Monthly	3,927.73	4,024.80	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,408.00	5,543.20
	Appx. Annual	47,132.80	48,297.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,896.00	66,518.40
37T	Hourly	22.26	22.83	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90		
	Appx. Bi-wkly	1,780.80	1,826.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00		
	Appx. Monthly	3,858.40	3,957.20	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67		
	Appx. Annual	46,300.80	47,486.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00		
38	Hourly	22.83	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.36	32.14
	Appx. Bi-wkly	1,826.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,508.80	2,571.20
	Appx. Monthly	3,957.20	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,435.73	5,570.93
	Appx. Annual	47,486.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,228.80	66,851.20
38A	Hourly	23.15	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.81	29.49	30.29	30.97	31.76	32.55
	Appx. Bi-wkly	1,852.00	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,540.80	2,604.00
	Appx. Monthly	4,012.67	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,505.07	5,642.00
	Appx. Annual	48,152.00	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,060.80	67,704.00
38C	Hourly	23.22	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.14	31.91	32.71
	Appx. Bi-wkly	1,857.60	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,552.80	2,616.80
	Appx. Monthly	4,024.80	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,531.07	5,669.73
	Appx. Annual	48,297.60	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,372.80	68,036.80
38T	Hourly	22.83	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58		
	Appx. Bi-wkly	1,826.40	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40		
	Appx. Monthly	3,957.20	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53		
	Appx. Annual	47,486.40	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40		
39	Hourly	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.15	32.95
	Appx. Bi-wkly	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,572.00	2,636.00
	Appx. Monthly	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,572.67	5,711.33
	Appx. Annual	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,872.00	68,536.00
39A	Hourly	23.70	24.30	24.89	25.45	26.09	26.78	27.42	28.10	28.81	29.49	30.29	30.97	31.78	32.58	33.39
	Appx. Bi-wkly	1,896.00	1,944.00	1,991.20	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,606.40	2,671.20
	Appx. Monthly	4,108.00	4,212.00	4,314.27	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,647.20	5,787.60
	Appx. Annual	49,296.00	50,544.00	51,771.20	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,766.40	69,451.20
Effective 7/25/2026		**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**
39C	Hourly	23.82	24.41	25.00	25.61	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.14	31.94	32.72	33.54
	Appx. Bi-wkly	1,905.60	1,952.80	2,000.00	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,617.60	2,683.20
	Appx. Monthly	4,128.80	4,231.07	4,333.33	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,671.47	5,813.60
	Appx. Annual	49,545.60	50,772.80	52,000.00	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	68,057.60	69,763.20
39T	Hourly	23.38	23.97	24.58	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39		
	Appx. Bi-wkly	1,870.40	1,917.60	1,966.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20		
	Appx. Monthly	4,052.53	4,154.80	4,260.53	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93		
	Appx. Annual	48,630.40	49,857.60	51,126.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20		
40	Hourly	23.92	24.53	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.76
	Appx. Bi-wkly	1,913.60	1,962.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,700.80
	Appx. Monthly	4,146.13	4,251.87	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,851.73
	Appx. Annual	49,753.60	51,022.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,220.80
40A	Hourly	24.25	24.86	25.45	26.09	26.78	27.42	28.10	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.16
	Appx. Bi-wkly	1,940.00	1,988.80	2,036.00	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,732.80
	Appx. Monthly	4,203.33	4,309.07	4,411.33	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,921.07
	Appx. Annual	50,440.00	51,708.80	52,936.00	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,052.80
40C	Hourly	24.37	24.96	25.61	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.34
	Appx. Bi-wkly	1,949.60	1,996.80	2,048.80	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,747.20
	Appx. Monthly	4,224.13	4,326.40	4,439.07	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,952.27
	Appx. Annual	50,689.60	51,916.80	53,268.80	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,427.20
40T	Hourly	23.92	24.53	25.17	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12		
	Appx. Bi-wkly	1,913.60	1,962.40	2,013.60	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60		
	Appx. Monthly	4,146.13	4,251.87	4,362.80	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47		
	Appx. Annual	49,753.60	51,022.40	52,353.60	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60		
41	Hourly	24.54	25.18	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.75	34.59
	Appx. Bi-wkly	1,963.20	2,014.40	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,700.00	2,767.20
	Appx. Monthly	4,253.60	4,364.53	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,850.00	5,995.60
	Appx. Annual	51,043.20	52,374.40	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,200.00	71,947.20
41A	Hourly	24.87	25.47	26.09	26.78	27.42	28.10	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.20	35.06
	Appx. Bi-wkly	1,989.60	2,037.60	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,736.00	2,804.80
	Appx. Monthly	4,310.80	4,414.80	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,928.00	6,077.07
	Appx. Annual	51,729.60	52,977.60	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,136.00	72,924.80
41C	Hourly	24.98	25.62	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.33	35.19
	Appx. Bi-wkly	1,998.40	2,049.60	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,746.40	2,815.20
	Appx. Monthly	4,329.87	4,440.80	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,950.53	6,099.60
	Appx. Annual	51,958.40	53,289.60	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,406.40	73,195.20
41T	Hourly	24.54	25.18	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94		
	Appx. Bi-wkly	1,963.20	2,014.40	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20		
	Appx. Monthly	4,253.60	4,364.53	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60		
	Appx. Annual	51,043.20	52,374.40	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20		
		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**

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Effective 7/25/2026		2.5% New Top Step													
		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**
42	Hourly	25.18	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.60	35.47
	Appx. Bi-wkly	2,014.40	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,768.00	2,837.60
	Appx. Monthly	4,364.53	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	5,997.33	6,148.13
	Appx. Annual	52,374.40	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	71,968.00	73,777.60
42A	Hourly	25.47	26.09	26.78	27.42	28.10	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.19	35.02	35.90
	Appx. Bi-wkly	2,037.60	2,087.20	2,142.40	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,801.60	2,872.00
	Appx. Monthly	4,414.80	4,522.27	4,641.87	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,070.13	6,222.67
	Appx. Annual	52,977.60	54,267.20	55,702.40	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,841.60	74,672.00
42C	Hourly	25.62	26.26	26.94	27.58	28.24	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.21	36.09
	Appx. Bi-wkly	2,049.60	2,100.80	2,155.20	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,816.80	2,887.20
	Appx. Monthly	4,440.80	4,551.73	4,669.60	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,103.07	6,255.60
	Appx. Annual	53,289.60	54,620.80	56,035.20	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,236.80	75,067.20
42T	Hourly	25.18	25.81	26.43	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74		
	Appx. Bi-wkly	2,014.40	2,064.80	2,114.40	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20		
	Appx. Monthly	4,364.53	4,473.73	4,581.20	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27		
	Appx. Annual	52,374.40	53,684.80	54,974.40	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20		
43	Hourly	25.79	26.42	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.48	36.37
	Appx. Bi-wkly	2,063.20	2,113.60	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,838.40	2,909.60
	Appx. Monthly	4,470.27	4,579.47	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,149.87	6,304.13
	Appx. Annual	53,643.20	54,953.60	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,798.40	75,649.60
43A	Hourly	26.08	26.74	27.42	28.10	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.19	35.05	35.91	36.81
	Appx. Bi-wkly	2,086.40	2,139.20	2,193.60	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,872.80	2,944.80
	Appx. Monthly	4,520.53	4,634.93	4,752.80	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,224.40	6,380.40
	Appx. Annual	54,246.40	55,619.20	57,033.60	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,692.80	76,564.80
43C	Hourly	26.25	26.92	27.58	28.24	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.09	36.99
	Appx. Bi-wkly	2,100.00	2,153.60	2,206.40	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,887.20	2,959.20
	Appx. Monthly	4,550.00	4,666.13	4,780.53	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,255.60	6,411.60
	Appx. Annual	54,600.00	55,993.60	57,366.40	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	75,067.20	76,939.20
43T	Hourly	25.79	26.42	27.09	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62		
	Appx. Bi-wkly	2,063.20	2,113.60	2,167.20	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60		
	Appx. Monthly	4,470.27	4,579.47	4,695.60	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80		
	Appx. Annual	53,643.20	54,953.60	56,347.20	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60		
44	Hourly	26.40	27.08	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22
	Appx. Bi-wkly	2,112.00	2,166.40	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60
	Appx. Monthly	4,576.00	4,693.87	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47
	Appx. Annual	54,912.00	56,326.40	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60
44A	Hourly	26.70	27.41	28.10	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68
	Appx. Bi-wkly	2,136.00	2,192.80	2,248.00	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40
	Appx. Monthly	4,628.00	4,751.07	4,870.67	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20
	Appx. Annual	55,536.00	57,012.80	58,448.00	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40
Effective 7/25/2026		**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**
44C	Hourly	26.91	27.57	28.24	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.84
	Appx. Bi-wkly	2,152.80	2,205.60	2,259.20	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,027.20
	Appx. Monthly	4,664.40	4,778.80	4,894.93	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,558.93
	Appx. Annual	55,972.80	57,345.60	58,739.20	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,707.20
44T	Hourly	26.40	27.08	27.75	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43		
	Appx. Bi-wkly	2,112.00	2,166.40	2,220.00	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40		
	Appx. Monthly	4,576.00	4,693.87	4,810.00	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20		
	Appx. Annual	54,912.00	56,326.40	57,720.00	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40		
45	Hourly	27.07	27.73	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.15
	Appx. Bi-wkly	2,165.60	2,218.40	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,052.00
	Appx. Monthly	4,692.13	4,806.53	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,612.67
	Appx. Annual	56,305.60	57,678.40	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,352.00
45A	Hourly	27.40	28.09	28.81	29.49	30.29	30.97	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.62
	Appx. Bi-wkly	2,192.00	2,247.20	2,304.80	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,089.60
	Appx. Monthly	4,749.33	4,868.93	4,993.73	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,694.13
	Appx. Annual	56,992.00	58,427.20	59,924.80	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,329.60
45C	Hourly	27.55	28.23	28.93	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.83
	Appx. Bi-wkly	2,204.00	2,258.40	2,314.40	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,106.40
	Appx. Monthly	4,775.33	4,893.20	5,014.53	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,730.53
	Appx. Annual	57,304.00	58,718.40	60,174.40	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,766.40
45T	Hourly	27.07	27.73	28.45	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31		
	Appx. Bi-wkly	2,165.60	2,218.40	2,276.00	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80		
	Appx. Monthly	4,692.13	4,806.53	4,931.33	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73		
	Appx. Annual	56,305.60	57,678.40	59,176.00	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80		
46	Hourly	27.75	28.46	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.16	39.11
	Appx. Bi-wkly	2,220.00	2,276.80	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,052.80	3,128.80
	Appx. Monthly	4,810.00	4,933.07	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,614.40	6,779.07
	Appx. Annual	57,720.00	59,196.80	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,372.80	81,348.80
46A	Hourly	28.10	28.82	29.49	30.29	30.97	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.63	39.60
	Appx. Bi-wkly	2,248.00	2,305.60	2,359.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,090.40	3,168.00
	Appx. Monthly	4,870.67	4,995.47	5,111.60	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,695.87	6,864.00
	Appx. Annual	58,448.00	59,945.60	61,339.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,350.40	82,368.00
46C	Hourly	28.24	28.94	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.81	39.78
	Appx. Bi-wkly	2,259.20	2,315.20	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,104.80	3,182.40
	Appx. Monthly	4,894.93	5,016.27	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,727.07	6,895.20
	Appx. Annual	58,739.20	60,195.20	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,724.80	82,742.40
46F	Hourly	28.24	28.94	29.67	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88		
	Appx. Bi-wkly	2,259.20	2,315.20	2,373.60	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40		
	Appx. Monthly	4,894.93	5,016.27	5,142.80	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87		
	Appx. Annual	58,739.20	60,195.20	61,713.60	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40		
		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**

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Effective 7/25/2026		2.5% New Top Step														
		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**
46T	Hourly	27.75	28.46	29.15	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22		
	Appx. Bi-wkly	2,220.00	2,276.80	2,332.00	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60		
	Appx. Monthly	4,810.00	4,933.07	5,052.67	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47		
	Appx. Annual	57,720.00	59,196.80	60,632.00	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60		
47	Hourly	28.47	29.17	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.06	40.04
	Appx. Bi-wkly	2,277.60	2,333.60	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,124.80	3,203.20
	Appx. Monthly	4,934.80	5,056.13	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,770.40	6,940.27
	Appx. Annual	59,217.60	60,673.60	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,244.80	83,283.20
47A	Hourly	28.83	29.54	30.29	30.97	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.59	39.54	40.53
	Appx. Bi-wkly	2,306.40	2,363.20	2,423.20	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,163.20	3,242.40
	Appx. Monthly	4,997.20	5,120.27	5,250.27	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,853.60	7,025.20
	Appx. Annual	59,966.40	61,443.20	63,003.20	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,243.20	84,302.40
47C	Hourly	28.95	29.68	30.43	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.76	40.75
	Appx. Bi-wkly	2,316.00	2,374.40	2,434.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,180.80	3,260.00
	Appx. Monthly	5,018.00	5,144.53	5,274.53	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,891.73	7,063.33
	Appx. Annual	60,216.00	61,734.40	63,294.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,700.80	84,760.00
47T	Hourly	28.47	29.17	29.90	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13		
	Appx. Bi-wkly	2,277.60	2,333.60	2,392.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40		
	Appx. Monthly	4,934.80	5,056.13	5,182.67	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20		
	Appx. Annual	59,217.60	60,673.60	62,192.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40		
48	Hourly	29.12	29.85	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.08	41.08
	Appx. Bi-wkly	2,329.60	2,388.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,206.40	3,286.40
	Appx. Monthly	5,047.47	5,174.00	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,947.20	7,120.53
	Appx. Annual	60,569.60	62,088.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,366.40	85,446.40
48A	Hourly	29.44	30.22	30.97	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.59	39.57	40.57	41.58
	Appx. Bi-wkly	2,355.20	2,417.60	2,477.60	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,245.60	3,326.40
	Appx. Monthly	5,102.93	5,238.13	5,368.13	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,032.13	7,207.20
	Appx. Annual	61,235.20	62,857.60	64,417.60	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,385.60	86,486.40
48C	Hourly	29.63	30.38	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.78	40.78	41.80
	Appx. Bi-wkly	2,370.40	2,430.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,262.40	3,344.00
	Appx. Monthly	5,135.87	5,265.87	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,068.53	7,245.33
	Appx. Annual	61,630.40	63,190.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,822.40	86,944.00
48F	Hourly	29.63	30.38	31.14	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.78		
	Appx. Bi-wkly	2,370.40	2,430.40	2,491.20	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40		
	Appx. Monthly	5,135.87	5,265.87	5,397.60	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20		
	Appx. Annual	61,630.40	63,190.40	64,771.20	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40		
48T	Hourly	29.12	29.85	30.58	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09		
	Appx. Bi-wkly	2,329.60	2,388.00	2,446.40	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20		
	Appx. Monthly	5,047.47	5,174.00	5,300.53	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60		
	Appx. Annual	60,569.60	62,088.00	63,606.40	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20		
Effective 7/25/2026		**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**
49	Hourly	29.88	30.60	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.01	42.04
	Appx. Bi-wkly	2,390.40	2,448.00	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.80	3,363.20
	Appx. Monthly	5,179.20	5,304.00	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,108.40	7,286.93
	Appx. Annual	62,150.40	63,648.00	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,300.80	87,443.20
49A	Hourly	30.26	31.01	31.78	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.59	39.57	40.51	41.52	42.56
	Appx. Bi-wkly	2,420.80	2,480.80	2,542.40	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,321.60	3,404.80
	Appx. Monthly	5,245.07	5,375.07	5,508.53	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,196.80	7,377.07
	Appx. Annual	62,940.80	64,500.80	66,102.40	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,361.60	88,524.80
49C	Hourly	30.40	31.16	31.94	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.78	40.73	41.74	42.78
	Appx. Bi-wkly	2,432.00	2,492.80	2,555.20	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,339.20	3,422.40
	Appx. Monthly	5,269.33	5,401.07	5,536.27	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,234.93	7,415.20
	Appx. Annual	63,232.00	64,812.80	66,435.20	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,819.20	88,982.40
49F	Hourly	30.38	31.14	31.91	32.73	33.52	34.33	35.17	36.09	36.94	37.84	38.83	39.74	40.78		
	Appx. Bi-wkly	2,430.40	2,491.20	2,552.80	2,618.40	2,681.60	2,746.40	2,813.60	2,887.20	2,955.20	3,027.20	3,106.40	3,179.20	3,262.40		
	Appx. Monthly	5,265.87	5,397.60	5,531.07	5,673.20	5,810.13	5,950.53	6,096.13	6,255.60	6,402.93	6,558.93	6,730.53	6,888.27	7,068.53		
	Appx. Annual	63,190.40	64,771.20	66,372.80	68,078.40	69,721.60	71,406.40	73,153.60	75,067.20	76,835.20	78,707.20	80,766.40	82,659.20	84,822.40		
49T	Hourly	29.88	30.60	31.39	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00		
	Appx. Bi-wkly	2,390.40	2,448.00	2,511.20	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00		
	Appx. Monthly	5,179.20	5,304.00	5,440.93	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33		
	Appx. Annual	62,150.40	63,648.00	65,291.20	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00		
50	Hourly	30.57	31.35	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	42.01	43.06
	Appx. Bi-wkly	2,445.60	2,508.00	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,360.80	3,444.80
	Appx. Monthly	5,298.80	5,434.00	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,281.73	7,463.73
	Appx. Annual	63,585.60	65,208.00	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,380.80	89,564.80
50A	Hourly	30.96	31.71	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.56	43.62
	Appx. Bi-wkly	2,476.80	2,536.80	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,404.80	3,489.60
	Appx. Monthly	5,366.40	5,496.40	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,377.07	7,560.80
	Appx. Annual	64,396.80	65,956.80	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,524.80	90,729.60
50C	Hourly	31.13	31.90	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.76	43.83
	Appx. Bi-wkly	2,490.40	2,552.00	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,420.80	3,506.40
	Appx. Monthly	5,395.87	5,529.33	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,411.73	7,597.20
	Appx. Annual	64,750.40	66,352.00	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,940.80	91,166.40
50T	Hourly	30.57	31.35	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00		
	Appx. Bi-wkly	2,445.60	2,508.00	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00		
	Appx. Monthly	5,298.80	5,434.00	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67		
	Appx. Annual	63,585.60	65,208.00	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00		
51	Hourly	31.35	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.04	44.12
	Appx. Bi-wkly	2,508.00	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,443.20	3,529.60
	Appx. Monthly	5,434.00	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,460.27	7,647.47
	Appx. Annual	65,208.00	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,523.20	91,769.60
		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**

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Effective 7/25/2026		2.5% New Top Step														
		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**
51A	Hourly	31.71	32.53	33.33	34.19	35.05	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.57	44.66
	Appx. Bi-wkly	2,536.80	2,602.40	2,666.40	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,485.60	3,572.80
	Appx. Monthly	5,496.40	5,638.53	5,777.20	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,552.13	7,741.07
	Appx. Annual	65,956.80	67,662.40	69,326.40	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,625.60	92,892.80
51C	Hourly	31.90	32.69	33.50	34.32	35.23	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.81	44.91
	Appx. Bi-wkly	2,552.00	2,615.20	2,680.00	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,504.80	3,592.80
	Appx. Monthly	5,529.33	5,666.27	5,806.67	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,593.73	7,784.40
	Appx. Annual	66,352.00	67,995.20	69,680.00	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,124.80	93,412.80
51T	Hourly	31.35	32.12	32.94	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99		
	Appx. Bi-wkly	2,508.00	2,569.60	2,635.20	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20		
	Appx. Monthly	5,434.00	5,567.47	5,709.60	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27		
	Appx. Annual	65,208.00	66,809.60	68,515.20	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20		
52	Hourly	32.11	32.92	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.13	45.23
	Appx. Bi-wkly	2,568.80	2,633.60	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,530.40	3,618.40
	Appx. Monthly	5,565.73	5,706.13	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,649.20	7,839.87
	Appx. Annual	66,788.80	68,473.60	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,790.40	94,078.40
52A	Hourly	32.52	33.32	34.19	35.05	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.58	44.72	45.84
	Appx. Bi-wkly	2,601.60	2,665.60	2,735.20	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,577.60	3,667.20
	Appx. Monthly	5,636.80	5,775.47	5,926.27	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,751.47	7,945.60
	Appx. Annual	67,641.60	69,305.60	71,115.20	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	93,017.60	95,347.20
52C	Hourly	32.68	33.49	34.32	35.23	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.83	44.92	46.04
	Appx. Bi-wkly	2,614.40	2,679.20	2,745.60	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,593.60	3,683.20
	Appx. Monthly	5,664.53	5,804.93	5,948.80	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,786.13	7,980.27
	Appx. Annual	67,974.40	69,659.20	71,385.60	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,433.60	95,763.20
52T	Hourly	32.11	32.92	33.74	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05		
	Appx. Bi-wkly	2,568.80	2,633.60	2,699.20	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00		
	Appx. Monthly	5,565.73	5,706.13	5,848.27	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00		
	Appx. Annual	66,788.80	68,473.60	70,179.20	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00		
53	Hourly	32.95	33.76	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.29	46.42
	Appx. Bi-wkly	2,636.00	2,700.80	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,623.20	3,713.60
	Appx. Monthly	5,711.33	5,851.73	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,850.27	8,046.13
	Appx. Annual	68,536.00	70,220.80	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,203.20	96,553.60
53A	Hourly	33.35	34.21	35.05	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.58	44.70	45.79	46.93
	Appx. Bi-wkly	2,668.00	2,736.80	2,804.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,663.20	3,754.40
	Appx. Monthly	5,780.67	5,929.73	6,075.33	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,936.93	8,134.53
	Appx. Annual	69,368.00	71,156.80	72,904.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,243.20	97,614.40
53C	Hourly	33.52	34.34	35.23	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.83	44.89	46.07	47.22
	Appx. Bi-wkly	2,681.60	2,747.20	2,818.40	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,685.60	3,777.60
	Appx. Monthly	5,810.13	5,952.27	6,106.53	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,985.47	8,184.80
	Appx. Annual	69,721.60	71,427.20	73,278.40	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,825.60	98,217.60
Effective 7/25/2026		**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**
53T	Hourly	32.95	33.76	34.62	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12		
	Appx. Bi-wkly	2,636.00	2,700.80	2,769.60	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60		
	Appx. Monthly	5,711.33	5,851.73	6,000.80	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47		
	Appx. Annual	68,536.00	70,220.80	72,009.60	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60		
54	Hourly	33.70	34.58	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.35	47.51
	Appx. Bi-wkly	2,696.00	2,766.40	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,708.00	3,800.80
	Appx. Monthly	5,841.33	5,993.87	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,034.00	8,235.07
	Appx. Annual	70,096.00	71,926.40	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,408.00	98,820.80
54A	Hourly	34.13	35.00	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.58	44.70	45.78	46.94	48.11
	Appx. Bi-wkly	2,730.40	2,800.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,755.20	3,848.80
	Appx. Monthly	5,915.87	6,066.67	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,136.27	8,339.07
	Appx. Annual	70,990.40	72,800.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,635.20	100,068.80
54C	Hourly	34.30	35.15	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.83	44.89	46.05	47.15	48.33
	Appx. Bi-wkly	2,744.00	2,812.00	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,772.00	3,866.40
	Appx. Monthly	5,945.33	6,092.67	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,172.67	8,377.20
	Appx. Annual	71,344.00	73,112.00	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,072.00	100,526.40
54T	Hourly	33.70	34.58	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26		
	Appx. Bi-wkly	2,696.00	2,766.40	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80		
	Appx. Monthly	5,841.33	5,993.87	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07		
	Appx. Annual	70,096.00	71,926.40	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80		
55	Hourly	34.58	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.52	48.71
	Appx. Bi-wkly	2,766.40	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,801.60	3,896.80
	Appx. Monthly	5,993.87	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,236.80	8,443.07
	Appx. Annual	71,926.40	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,841.60	101,316.80
55A	Hourly	35.00	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.58	44.70	45.78	46.93	48.10	49.30
	Appx. Bi-wkly	2,800.00	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,848.00	3,944.00
	Appx. Monthly	6,066.67	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,337.33	8,545.33
	Appx. Annual	72,800.00	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,048.00	102,544.00
55C	Hourly	35.15	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.83	44.89	46.05	47.14	48.35	49.56
	Appx. Bi-wkly	2,812.00	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,868.00	3,964.80
	Appx. Monthly	6,092.67	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,380.67	8,590.40
	Appx. Annual	73,112.00	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,568.00	103,084.80
55T	Hourly	34.58	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34		
	Appx. Bi-wkly	2,766.40	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20		
	Appx. Monthly	5,993.87	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27		
	Appx. Annual	71,926.40	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20		
56	Hourly	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.68	49.90
	Appx. Bi-wkly	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,894.40	3,992.00
	Appx. Monthly	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,437.87	8,649.33
	Appx. Annual	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,254.40	103,792.00
		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**

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Effective 7/25/2026		2.5% New Top Step														
		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**
56A	Hourly	35.84	36.76	37.68	38.59	39.57	40.51	41.51	42.53	43.58	44.70	45.78	46.93	48.09	49.31	50.54
	Appx. Bi-wkly	2,867.20	2,940.80	3,014.40	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,944.80	4,043.20
	Appx. Monthly	6,212.27	6,371.73	6,531.20	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,547.07	8,760.27
	Appx. Annual	74,547.20	76,460.80	78,374.40	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,564.80	105,123.20
56C	Hourly	36.04	36.92	37.88	38.76	39.78	40.73	41.73	42.71	43.83	44.89	46.05	47.14	48.34	49.54	50.78
	Appx. Bi-wkly	2,883.20	2,953.60	3,030.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,963.20	4,062.40
	Appx. Monthly	6,246.93	6,399.47	6,565.87	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,586.93	8,801.87
	Appx. Annual	74,963.20	76,793.60	78,790.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	103,043.20	105,622.40
56T	Hourly	35.43	36.31	37.22	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51		
	Appx. Bi-wkly	2,834.40	2,904.80	2,977.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80		
	Appx. Monthly	6,141.20	6,293.73	6,451.47	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07		
	Appx. Annual	73,694.40	75,524.80	77,417.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80		
57	Hourly	36.29	37.17	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.86	51.11
	Appx. Bi-wkly	2,903.20	2,973.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,988.80	4,088.80
	Appx. Monthly	6,290.27	6,442.80	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,642.40	8,859.07
	Appx. Annual	75,483.20	77,313.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,708.80	106,308.80
57A	Hourly	36.74	37.64	38.59	39.57	40.51	41.51	42.53	43.58	44.70	45.78	46.93	48.09	49.29	50.52	51.78
	Appx. Bi-wkly	2,939.20	3,011.20	3,087.20	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,041.60	4,142.40
	Appx. Monthly	6,368.27	6,524.27	6,688.93	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,756.80	8,975.20
	Appx. Annual	76,419.20	78,291.20	80,267.20	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,081.60	107,702.40
57C	Hourly	36.90	37.83	38.76	39.78	40.73	41.73	42.71	43.83	44.89	46.05	47.14	48.34	49.51	50.76	52.03
	Appx. Bi-wkly	2,952.00	3,026.40	3,100.80	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,060.80	4,162.40
	Appx. Monthly	6,396.00	6,557.20	6,718.40	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,798.40	9,018.53
	Appx. Annual	76,752.00	78,686.40	80,620.80	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,580.80	108,222.40
57T	Hourly	36.29	37.17	38.13	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65		
	Appx. Bi-wkly	2,903.20	2,973.60	3,050.40	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00		
	Appx. Monthly	6,290.27	6,442.80	6,609.20	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67		
	Appx. Annual	75,483.20	77,313.60	79,310.40	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00		
58	Hourly	37.20	38.15	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.14	52.42
	Appx. Bi-wkly	2,976.00	3,052.00	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,091.20	4,193.60
	Appx. Monthly	6,448.00	6,612.67	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,864.27	9,086.13
	Appx. Annual	77,376.00	79,352.00	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,371.20	109,033.60
58A	Hourly	37.66	38.62	39.57	40.51	41.51	42.53	43.58	44.70	45.78	46.93	48.09	49.29	50.54	51.79	53.08
	Appx. Bi-wkly	3,012.80	3,089.60	3,165.60	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,143.20	4,246.40
	Appx. Monthly	6,527.73	6,694.13	6,858.80	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,976.93	9,200.53
	Appx. Annual	78,332.80	80,329.60	82,305.60	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,723.20	110,406.40
58C	Hourly	37.86	38.79	39.78	40.73	41.73	42.71	43.83	44.89	46.05	47.14	48.34	49.51	50.78	52.06	53.36
	Appx. Bi-wkly	3,028.80	3,103.20	3,182.40	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,164.80	4,268.80
	Appx. Monthly	6,562.40	6,723.60	6,895.20	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,023.73	9,249.07
	Appx. Annual	78,748.80	80,683.20	82,742.40	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,284.80	110,988.80
Effective 7/25/2026		**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**
58T	Hourly	37.20	38.15	39.09	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88		
	Appx. Bi-wkly	2,976.00	3,052.00	3,127.20	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40		
	Appx. Monthly	6,448.00	6,612.67	6,775.60	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87		
	Appx. Annual	77,376.00	79,352.00	81,307.20	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40		
59	Hourly	38.11	39.02	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.38	53.69
	Appx. Bi-wkly	3,048.80	3,121.60	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,190.40	4,295.20
	Appx. Monthly	6,605.73	6,763.47	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,079.20	9,306.27
	Appx. Annual	79,268.80	81,161.60	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	108,950.40	111,675.20
59A	Hourly	38.58	39.53	40.51	41.51	42.53	43.58	44.70	45.78	46.93	48.09	49.29	50.54	51.75	53.04	54.37
	Appx. Bi-wkly	3,086.40	3,162.40	3,240.80	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,243.20	4,349.60
	Appx. Monthly	6,687.20	6,851.87	7,021.73	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,193.60	9,424.13
	Appx. Annual	80,246.40	82,222.40	84,260.80	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,323.20	113,089.60
59C	Hourly	38.74	39.75	40.73	41.73	42.71	43.83	44.89	46.05	47.14	48.34	49.51	50.78	52.03	53.34	54.67
	Appx. Bi-wkly	3,099.20	3,180.00	3,258.40	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,267.20	4,373.60
	Appx. Monthly	6,714.93	6,890.00	7,059.87	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,245.60	9,476.13
	Appx. Annual	80,579.20	82,680.00	84,718.40	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	110,947.20	113,713.60
59T	Hourly	38.11	39.02	40.00	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11		
	Appx. Bi-wkly	3,048.80	3,121.60	3,200.00	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80		
	Appx. Monthly	6,605.73	6,763.47	6,933.33	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07		
	Appx. Annual	79,268.80	81,161.60	83,200.00	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80		
60	Hourly	39.00	39.99	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.75	55.09
	Appx. Bi-wkly	3,120.00	3,199.20	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,300.00	4,407.20
	Appx. Monthly	6,760.00	6,931.60	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,316.67	9,548.93
	Appx. Annual	81,120.00	83,179.20	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,800.00	114,587.20
60A	Hourly	39.52	40.50	41.51	42.53	43.58	44.70	45.78	46.93	48.09	49.29	50.54	51.75	53.09	54.42	55.78
	Appx. Bi-wkly	3,161.60	3,240.00	3,320.80	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,353.60	4,462.40
	Appx. Monthly	6,850.13	7,020.00	7,195.07	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,432.80	9,668.53
	Appx. Annual	82,201.60	84,240.00	86,340.80	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,193.60	116,022.40
60C	Hourly	39.72	40.72	41.73	42.71	43.83	44.89	46.05	47.14	48.34	49.51	50.78	52.03	53.37	54.70	56.07
	Appx. Bi-wkly	3,177.60	3,257.60	3,338.40	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,376.00	4,485.60
	Appx. Monthly	6,884.80	7,058.13	7,233.20	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,481.33	9,718.80
	Appx. Annual	82,617.60	84,697.60	86,798.40	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,776.00	116,625.60
60T	Hourly	39.00	39.99	41.00	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41		
	Appx. Bi-wkly	3,120.00	3,199.20	3,280.00	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80		
	Appx. Monthly	6,760.00	6,931.60	7,106.67	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40		
	Appx. Annual	81,120.00	83,179.20	85,280.00	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80		
61	Hourly	39.97	40.98	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.03	56.41
	Appx. Bi-wkly	3,197.60	3,278.40	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,402.40	4,512.80
	Appx. Monthly	6,928.13	7,103.20	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,538.53	9,777.73
	Appx. Annual	83,137.60	85,238.40	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,462.40	117,332.80
		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**

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Effective 7/25/2026		2.5% New Top Step														
		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**
61A	Hourly	40.48	41.47	42.53	43.58	44.70	45.78	46.93	48.09	49.29	50.54	51.75	53.09	54.35	55.75	57.14
	Appx. Bi-wkly	3,238.40	3,317.60	3,402.40	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,460.00	4,571.20
	Appx. Monthly	7,016.53	7,188.13	7,371.87	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,663.33	9,904.27
	Appx. Annual	84,198.40	86,257.60	88,462.40	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	115,960.00	118,851.20
61C	Hourly	40.69	41.71	42.71	43.83	44.89	46.05	47.14	48.34	49.51	50.78	52.03	53.37	54.62	55.96	57.36
	Appx. Bi-wkly	3,255.20	3,336.80	3,416.80	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,476.80	4,588.80
	Appx. Monthly	7,052.93	7,229.73	7,403.07	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,699.73	9,942.40
	Appx. Annual	84,635.20	86,756.80	88,836.80	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,396.80	119,308.80
61T	Hourly	39.97	40.98	41.99	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67		
	Appx. Bi-wkly	3,197.60	3,278.40	3,359.20	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60		
	Appx. Monthly	6,928.13	7,103.20	7,278.27	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80		
	Appx. Annual	83,137.60	85,238.40	87,339.20	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60		
62	Hourly	40.99	42.00	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.44	57.85
	Appx. Bi-wkly	3,279.20	3,360.00	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,515.20	4,628.00
	Appx. Monthly	7,104.93	7,280.00	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,782.93	10,027.33
	Appx. Annual	85,259.20	87,360.00	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,395.20	120,328.00
62A	Hourly	41.48	42.54	43.58	44.70	45.78	46.93	48.09	49.29	50.54	51.75	53.09	54.35	55.79	57.15	58.58
	Appx. Bi-wkly	3,318.40	3,403.20	3,486.40	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,572.00	4,686.40
	Appx. Monthly	7,189.87	7,373.60	7,553.87	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,906.00	10,153.87
	Appx. Annual	86,278.40	88,483.20	90,646.40	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,872.00	121,846.40
62C	Hourly	41.72	42.72	43.83	44.89	46.05	47.14	48.34	49.51	50.78	52.03	53.37	54.62	56.02	57.44	58.88
	Appx. Bi-wkly	3,337.60	3,417.60	3,506.40	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,595.20	4,710.40
	Appx. Monthly	7,231.47	7,404.80	7,597.20	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,956.27	10,205.87
	Appx. Annual	86,777.60	88,857.60	91,166.40	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,475.20	122,470.40
62T	Hourly	40.99	42.00	43.05	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07		
	Appx. Bi-wkly	3,279.20	3,360.00	3,444.00	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60		
	Appx. Monthly	7,104.93	7,280.00	7,462.00	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47		
	Appx. Annual	85,259.20	87,360.00	89,544.00	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60		
63	Hourly	41.99	43.04	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.80	59.25
	Appx. Bi-wkly	3,359.20	3,443.20	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,624.00	4,740.00
	Appx. Monthly	7,278.27	7,460.27	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,018.67	10,270.00
	Appx. Annual	87,339.20	89,523.20	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,224.00	123,240.00
63A	Hourly	42.53	43.57	44.70	45.78	46.93	48.09	49.29	50.54	51.75	53.09	54.35	55.79	57.08	58.52	59.98
	Appx. Bi-wkly	3,402.40	3,485.60	3,576.00	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,681.60	4,798.40
	Appx. Monthly	7,371.87	7,552.13	7,748.00	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,143.47	10,396.53
	Appx. Annual	88,462.40	90,625.60	92,976.00	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,721.60	124,758.40
63C	Hourly	42.71	43.81	44.89	46.05	47.14	48.34	49.51	50.78	52.03	53.37	54.62	56.02	57.38	58.85	60.32
	Appx. Bi-wkly	3,416.80	3,504.80	3,591.20	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,708.00	4,825.60
	Appx. Monthly	7,403.07	7,593.73	7,780.93	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,200.67	10,455.47
	Appx. Annual	88,836.80	91,124.80	93,371.20	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,408.00	125,465.60
Effective 7/25/2026		**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**
63T	Hourly	41.99	43.04	44.12	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38		
	Appx. Bi-wkly	3,359.20	3,443.20	3,529.60	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40		
	Appx. Monthly	7,278.27	7,460.27	7,647.47	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53		
	Appx. Annual	87,339.20	89,523.20	91,769.60	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40		
64	Hourly	43.03	44.11	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.17	60.65
	Appx. Bi-wkly	3,442.40	3,528.80	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,733.60	4,852.00
	Appx. Monthly	7,458.53	7,645.73	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,256.13	10,512.67
	Appx. Annual	89,502.40	91,748.80	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,073.60	126,152.00
64A	Hourly	43.56	44.69	45.78	46.93	48.09	49.29	50.54	51.75	53.09	54.35	55.79	57.08	58.47	59.91	61.41
	Appx. Bi-wkly	3,484.80	3,575.20	3,662.40	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,792.80	4,912.80
	Appx. Monthly	7,550.40	7,746.27	7,935.20	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,384.40	10,644.40
	Appx. Annual	90,604.80	92,955.20	95,222.40	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,612.80	127,732.80
64C	Hourly	43.79	44.88	46.05	47.14	48.34	49.51	50.78	52.03	53.37	54.62	56.02	57.38	58.79	60.22	61.73
	Appx. Bi-wkly	3,503.20	3,590.40	3,684.00	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,817.60	4,938.40
	Appx. Monthly	7,590.27	7,779.20	7,982.00	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,438.13	10,699.87
	Appx. Annual	91,083.20	93,350.40	95,784.00	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,257.60	128,398.40
64T	Hourly	43.03	44.11	45.26	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75		
	Appx. Bi-wkly	3,442.40	3,528.80	3,620.80	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00		
	Appx. Monthly	7,458.53	7,645.73	7,845.07	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00		
	Appx. Annual	89,502.40	91,748.80	94,140.80	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00		
65	Hourly	44.10	45.23	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.22
	Appx. Bi-wkly	3,528.00	3,618.40	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,977.60
	Appx. Monthly	7,644.00	7,839.87	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,784.80
	Appx. Annual	91,728.00	94,078.40	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,417.60
65A	Hourly	44.68	45.77	46.93	48.09	49.29	50.54	51.75	53.09	54.35	55.79	57.08	58.47	59.96	61.49	63.03
	Appx. Bi-wkly	3,574.40	3,661.60	3,754.40	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,042.40
	Appx. Monthly	7,744.53	7,933.47	8,134.53	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,925.20
	Appx. Annual	92,934.40	95,201.60	97,614.40	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,102.40
65C	Hourly	44.87	46.04	47.14	48.34	49.51	50.78	52.03	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.30
	Appx. Bi-wkly	3,589.60	3,683.20	3,771.20	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,064.00
	Appx. Monthly	7,777.47	7,980.27	8,170.93	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,972.00
	Appx. Annual	93,329.60	95,763.20	98,051.20	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,664.00
65T	Hourly	44.10	45.23	46.34	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22		
	Appx. Bi-wkly	3,528.00	3,618.40	3,707.20	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60		
	Appx. Monthly	7,644.00	7,839.87	8,032.27	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80		
	Appx. Annual	91,728.00	94,078.40	96,387.20	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60		
66	Hourly	45.21	46.33	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.23	63.79
	Appx. Bi-wkly	3,616.80	3,706.40	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,978.40	5,103.20
	Appx. Monthly	7,836.40	8,030.53	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,786.53	11,056.93
	Appx. Annual	94,036.80	96,366.40	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,438.40	132,683.20
		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**

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Effective 7/25/2026		2.5% New Top Step														
		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**
66A	Hourly	45.75	46.92	48.09	49.29	50.54	51.75	53.09	54.35	55.79	57.08	58.47	59.96	61.49	63.01	64.59
	Appx. Bi-wkly	3,660.00	3,753.60	3,847.20	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,040.80	5,167.20
	Appx. Monthly	7,930.00	8,132.80	8,335.60	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,921.73	11,195.60
	Appx. Annual	95,160.00	97,593.60	100,027.20	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,060.80	134,347.20
66C	Hourly	46.03	47.13	48.34	49.51	50.78	52.03	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.34	64.92
	Appx. Bi-wkly	3,682.40	3,770.40	3,867.20	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,067.20	5,193.60
	Appx. Monthly	7,978.53	8,169.20	8,378.93	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,978.93	11,252.80
	Appx. Annual	95,742.40	98,030.40	100,547.20	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,747.20	135,033.60
66T	Hourly	45.21	46.33	47.51	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70		
	Appx. Bi-wkly	3,616.80	3,706.40	3,800.80	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00		
	Appx. Monthly	7,836.40	8,030.53	8,235.07	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33		
	Appx. Annual	94,036.80	96,366.40	98,820.80	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00		
67	Hourly	46.31	47.49	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.77	65.36
	Appx. Bi-wkly	3,704.80	3,799.20	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,101.60	5,228.80
	Appx. Monthly	8,027.07	8,231.60	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,053.47	11,329.07
	Appx. Annual	96,324.80	98,779.20	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,641.60	135,948.80
67A	Hourly	46.90	48.07	49.29	50.54	51.75	53.09	54.35	55.79	57.08	58.47	59.96	61.49	62.99	64.56	66.17
	Appx. Bi-wkly	3,752.00	3,845.60	3,943.20	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,164.80	5,293.60
	Appx. Monthly	8,129.33	8,332.13	8,543.60	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,190.40	11,469.47
	Appx. Annual	97,552.00	99,985.60	102,523.20	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,284.80	137,633.60
67C	Hourly	47.11	48.32	49.51	50.78	52.03	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.28	64.88	66.50
	Appx. Bi-wkly	3,768.80	3,865.60	3,960.80	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,190.40	5,320.00
	Appx. Monthly	8,165.73	8,375.47	8,581.73	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,245.87	11,526.67
	Appx. Annual	97,988.80	100,505.60	102,980.80	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,950.40	138,320.00
67T	Hourly	46.31	47.49	48.65	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20		
	Appx. Bi-wkly	3,704.80	3,799.20	3,892.00	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00		
	Appx. Monthly	8,027.07	8,231.60	8,432.67	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33		
	Appx. Annual	96,324.80	98,779.20	101,192.00	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00		
68	Hourly	47.51	48.68	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.36	66.99
	Appx. Bi-wkly	3,800.80	3,894.40	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,228.80	5,359.20
	Appx. Monthly	8,235.07	8,437.87	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,329.07	11,611.60
	Appx. Annual	98,820.80	101,254.40	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,948.80	139,339.20
68A	Hourly	48.09	49.31	50.54	51.75	53.09	54.35	55.79	57.08	58.47	59.96	61.49	62.99	64.58	66.21	67.87
	Appx. Bi-wkly	3,847.20	3,944.80	4,043.20	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,296.80	5,429.60
	Appx. Monthly	8,335.60	8,547.07	8,760.27	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,476.40	11,764.13
	Appx. Annual	100,027.20	102,564.80	105,123.20	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,716.80	141,169.60
68C	Hourly	48.34	49.54	50.78	52.03	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.28	64.89	66.51	68.17
	Appx. Bi-wkly	3,867.20	3,963.20	4,062.40	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,320.80	5,453.60
	Appx. Monthly	8,378.93	8,586.93	8,801.87	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,528.40	11,816.13
	Appx. Annual	100,547.20	103,043.20	105,622.40	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,340.80	141,793.60
Effective 7/25/2026		**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**
68T	Hourly	47.51	48.68	49.88	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78		
	Appx. Bi-wkly	3,800.80	3,894.40	3,990.40	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40		
	Appx. Monthly	8,235.07	8,437.87	8,645.87	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20		
	Appx. Annual	98,820.80	101,254.40	103,750.40	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40		
69	Hourly	48.64	49.85	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.03	68.71
	Appx. Bi-wkly	3,891.20	3,988.00	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,362.40	5,496.80
	Appx. Monthly	8,430.93	8,640.67	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,618.53	11,909.73
	Appx. Annual	101,171.20	103,688.00	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,422.40	142,916.80
69A	Hourly	49.28	50.51	51.75	53.09	54.35	55.79	57.08	58.47	59.96	61.49	62.99	64.58	66.22	67.85	69.55
	Appx. Bi-wkly	3,942.40	4,040.80	4,140.00	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,428.00	5,564.00
	Appx. Monthly	8,541.87	8,755.07	8,970.00	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,760.67	12,055.33
	Appx. Annual	102,502.40	105,060.80	107,640.00	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,128.00	144,664.00
69C	Hourly	49.50	50.74	52.03	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.28	64.89	66.52	68.21	69.92
	Appx. Bi-wkly	3,960.00	4,059.20	4,162.40	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,456.80	5,593.60
	Appx. Monthly	8,580.00	8,794.93	9,018.53	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,823.07	12,119.47
	Appx. Annual	102,960.00	105,539.20	108,222.40	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,876.80	145,433.60
69T	Hourly	48.64	49.85	51.11	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38		
	Appx. Bi-wkly	3,891.20	3,988.00	4,088.80	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40		
	Appx. Monthly	8,430.93	8,640.67	8,859.07	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53		
	Appx. Annual	101,171.20	103,688.00	106,308.80	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40		
70	Hourly	49.88	51.14	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.74	70.46
	Appx. Bi-wkly	3,990.40	4,091.20	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,499.20	5,636.80
	Appx. Monthly	8,645.87	8,864.27	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,914.93	12,213.07
	Appx. Annual	103,750.40	106,371.20	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,979.20	146,556.80
70A	Hourly	50.54	51.79	53.09	54.35	55.79	57.08	58.47	59.96	61.49	62.99	64.58	66.22	67.89	69.59	71.33
	Appx. Bi-wkly	4,043.20	4,143.20	4,247.20	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,567.20	5,706.40
	Appx. Monthly	8,760.27	8,976.93	9,202.27	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,062.27	12,363.87
	Appx. Annual	105,123.20	107,723.20	110,427.20	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,747.20	148,366.40
70C	Hourly	50.78	52.06	53.37	54.62	56.02	57.38	58.79	60.30	61.76	63.28	64.89	66.52	68.24	69.96	71.71
	Appx. Bi-wkly	4,062.40	4,164.80	4,269.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,596.80	5,736.80
	Appx. Monthly	8,801.87	9,023.73	9,250.80	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,126.40	12,429.73
	Appx. Annual	105,622.40	108,284.80	111,009.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,516.80	149,156.80
70T	Hourly	49.88	51.14	52.41	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06		
	Appx. Bi-wkly	3,990.40	4,091.20	4,192.80	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80		
	Appx. Monthly	8,645.87	8,864.27	9,084.40	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73		
	Appx. Annual	103,750.40	106,371.20	109,012.80	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80		
71	Hourly	51.10	52.37	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.17
	Appx. Bi-wkly	4,088.00	4,189.60	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,773.60
	Appx. Monthly	8,857.33	9,077.47	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,509.47
	Appx. Annual	106,288.00	108,929.60	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,113.60
		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**

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		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**
71A	Hourly	51.74	53.03	54.35	55.79	57.08	58.47	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.08
	Appx. Bi-wkly	4,139.20	4,242.40	4,348.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,846.40
	Appx. Monthly	8,968.27	9,191.87	9,420.67	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,667.20
	Appx. Annual	107,619.20	110,302.40	113,048.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	152,006.40
71C	Hourly	52.02	53.32	54.62	56.02	57.38	58.79	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.42
	Appx. Bi-wkly	4,161.60	4,265.60	4,369.60	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,873.60
	Appx. Monthly	9,016.80	9,242.13	9,467.47	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,726.13
	Appx. Annual	108,201.60	110,905.60	113,609.60	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,713.60
71T	Hourly	51.10	52.37	53.67	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69		
	Appx. Bi-wkly	4,088.00	4,189.60	4,293.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20		
	Appx. Monthly	8,857.33	9,077.47	9,302.80	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27		
	Appx. Annual	106,288.00	108,929.60	111,633.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20		
72	Hourly	52.39	53.72	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.17	73.97
	Appx. Bi-wkly	4,191.20	4,297.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,773.60	5,917.60
	Appx. Monthly	9,080.93	9,311.47	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,509.47	12,821.47
	Appx. Annual	108,971.20	111,737.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,113.60	153,857.60
72A	Hourly	53.07	54.40	55.79	57.08	58.47	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.08	74.91
	Appx. Bi-wkly	4,245.60	4,352.00	4,463.20	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,846.40	5,992.80
	Appx. Monthly	9,198.80	9,429.33	9,670.27	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,667.20	12,984.40
	Appx. Annual	110,385.60	113,152.00	116,043.20	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	152,006.40	155,812.80
72C	Hourly	53.35	54.68	56.02	57.38	58.79	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.44	75.28
	Appx. Bi-wkly	4,268.00	4,374.40	4,481.60	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,875.20	6,022.40
	Appx. Monthly	9,247.33	9,477.87	9,710.13	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,729.60	13,048.53
	Appx. Annual	110,968.00	113,734.40	116,521.60	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,755.20	156,582.40
72T	Hourly	52.39	53.72	55.07	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41		
	Appx. Bi-wkly	4,191.20	4,297.60	4,405.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80		
	Appx. Monthly	9,080.93	9,311.47	9,545.47	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40		
	Appx. Annual	108,971.20	111,737.60	114,545.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80		
73	Hourly	53.66	55.02	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.95	75.80
	Appx. Bi-wkly	4,292.80	4,401.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,916.00	6,064.00
	Appx. Monthly	9,301.07	9,536.80	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,818.00	13,138.67
	Appx. Annual	111,612.80	114,441.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,816.00	157,664.00
73A	Hourly	54.34	55.71	57.08	58.47	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.07	74.89	76.76
	Appx. Bi-wkly	4,347.20	4,456.80	4,566.40	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,991.20	6,140.80
	Appx. Monthly	9,418.93	9,656.40	9,893.87	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,980.93	13,305.07
	Appx. Annual	113,027.20	115,876.80	118,726.40	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,771.20	159,660.80
73C	Hourly	54.60	55.95	57.38	58.79	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.43	75.26	77.14
	Appx. Bi-wkly	4,368.00	4,476.00	4,590.40	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,020.80	6,171.20
	Appx. Monthly	9,464.00	9,698.00	9,945.87	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,045.07	13,370.93
	Appx. Annual	113,568.00	116,376.00	119,350.40	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,540.80	160,451.20
Effective 7/25/2026		**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**
73T	Hourly	53.66	55.02	56.38	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16		
	Appx. Bi-wkly	4,292.80	4,401.60	4,510.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80		
	Appx. Monthly	9,301.07	9,536.80	9,772.53	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73		
	Appx. Annual	111,612.80	114,441.60	117,270.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80		
74	Hourly	54.95	56.33	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.76	77.65
	Appx. Bi-wkly	4,396.00	4,506.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,060.80	6,212.00
	Appx. Monthly	9,524.67	9,763.87	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,131.73	13,459.33
	Appx. Annual	114,296.00	117,166.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,580.80	161,512.00
74A	Hourly	55.63	57.01	58.47	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.07	74.87	76.71	78.63
	Appx. Bi-wkly	4,450.40	4,560.80	4,677.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,136.80	6,290.40
	Appx. Monthly	9,642.53	9,881.73	10,134.80	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,296.40	13,629.20
	Appx. Annual	115,710.40	118,580.80	121,617.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,556.80	163,550.40
74C	Hourly	55.91	57.34	58.79	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.43	75.20	77.10	79.03
	Appx. Bi-wkly	4,472.80	4,587.20	4,703.20	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,168.00	6,322.40
	Appx. Monthly	9,691.07	9,938.93	10,190.27	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,364.00	13,698.53
	Appx. Annual	116,292.80	119,267.20	122,283.20	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,368.00	164,382.40
74T	Hourly	54.95	56.33	57.75	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93		
	Appx. Bi-wkly	4,396.00	4,506.40	4,620.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40		
	Appx. Monthly	9,524.67	9,763.87	10,010.00	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53		
	Appx. Annual	114,296.00	117,166.40	120,120.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40		
75	Hourly	56.38	57.80	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.67	79.61
	Appx. Bi-wkly	4,510.40	4,624.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,213.60	6,368.80
	Appx. Monthly	9,772.53	10,018.67	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,462.80	13,799.07
	Appx. Annual	117,270.40	120,224.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,553.60	165,588.80
75A	Hourly	57.08	58.52	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.07	74.87	76.73	78.66	80.63
	Appx. Bi-wkly	4,566.40	4,681.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,292.80	6,450.40
	Appx. Monthly	9,893.87	10,143.47	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,634.40	13,975.87
	Appx. Annual	118,726.40	121,721.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,612.80	167,710.40
75C	Hourly	57.38	58.85	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.43	75.20	77.12	79.03	81.01
	Appx. Bi-wkly	4,590.40	4,708.00	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,322.40	6,480.80
	Appx. Monthly	9,945.87	10,200.67	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,698.53	14,041.73
	Appx. Annual	119,350.40	122,408.00	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,382.40	168,500.80
75T	Hourly	56.38	57.80	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78		
	Appx. Bi-wkly	4,510.40	4,624.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40		
	Appx. Monthly	9,772.53	10,018.67	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20		
	Appx. Annual	117,270.40	120,224.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40		
76	Hourly	57.80	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.63	81.62
	Appx. Bi-wkly	4,624.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,370.40	6,529.60
	Appx. Monthly	10,018.67	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,802.53	14,147.47
	Appx. Annual	120,224.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,630.40	169,769.60
		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**

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Effective 7/25/2026		2.5% New Top Step													
		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**
76A	Hourly	58.52	59.96	61.49	62.99	64.58	66.22	67.89	69.55	71.30	73.07	74.87	76.73	78.67	80.66	82.68
	Appx. Bi-wkly	4,681.60	4,796.80	4,919.20	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,452.80	6,614.40
	Appx. Monthly	10,143.47	10,393.07	10,658.27	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,981.07	14,331.20
	Appx. Annual	121,721.60	124,716.80	127,899.20	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,772.80	171,974.40
76C	Hourly	58.85	60.30	61.76	63.28	64.89	66.52	68.24	69.92	71.63	73.43	75.20	77.12	79.04	81.06	83.09
	Appx. Bi-wkly	4,708.00	4,824.00	4,940.80	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,484.80	6,647.20
	Appx. Monthly	10,200.67	10,452.00	10,705.07	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,050.40	14,402.27
	Appx. Annual	122,408.00	125,424.00	128,460.80	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,604.80	172,827.20
76T	Hourly	57.80	59.22	60.70	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68		
	Appx. Bi-wkly	4,624.00	4,737.60	4,856.00	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40		
	Appx. Monthly	10,018.67	10,264.80	10,521.33	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53		
	Appx. Annual	120,224.00	123,177.60	126,256.00	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40		
77	Hourly	59.19	60.68	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.67	83.71
	Appx. Bi-wkly	4,735.20	4,854.40	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,533.60	6,696.80
	Appx. Monthly	10,259.60	10,517.87	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,156.13	14,509.73
	Appx. Annual	123,115.20	126,214.40	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,873.60	174,116.80
77A	Hourly	59.94	61.43	62.99	64.58	66.22	67.89	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.69	84.76
	Appx. Bi-wkly	4,795.20	4,914.40	5,039.20	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,615.20	6,780.80
	Appx. Monthly	10,389.60	10,647.87	10,918.27	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,332.93	14,691.73
	Appx. Annual	124,675.20	127,774.40	131,019.20	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,995.20	176,300.80
77C	Hourly	60.26	61.74	63.28	64.89	66.52	68.24	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.10	85.18
	Appx. Bi-wkly	4,820.80	4,939.20	5,062.40	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,648.00	6,814.40
	Appx. Monthly	10,445.07	10,701.60	10,968.53	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,404.00	14,764.53
	Appx. Annual	125,340.80	128,419.20	131,622.40	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,848.00	177,174.40
77T	Hourly	59.19	60.68	62.20	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65		
	Appx. Bi-wkly	4,735.20	4,854.40	4,976.00	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00		
	Appx. Monthly	10,259.60	10,517.87	10,781.33	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00		
	Appx. Annual	123,115.20	126,214.40	129,376.00	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00		
78	Hourly	60.69	62.21	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.66	85.75
	Appx. Bi-wkly	4,855.20	4,976.80	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,692.80	6,860.00
	Appx. Monthly	10,519.60	10,783.07	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,501.07	14,863.33
	Appx. Annual	126,235.20	129,396.80	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,012.80	178,360.00
78A	Hourly	61.45	63.00	64.58	66.22	67.89	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.67	84.73	86.85
	Appx. Bi-wkly	4,916.00	5,040.00	5,166.40	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,778.40	6,948.00
	Appx. Monthly	10,651.33	10,920.00	11,193.87	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,686.53	15,054.00
	Appx. Annual	127,816.00	131,040.00	134,326.40	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,238.40	180,648.00
78C	Hourly	61.75	63.30	64.89	66.52	68.24	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.08	85.12	87.25
	Appx. Bi-wkly	4,940.00	5,064.00	5,191.20	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,809.60	6,980.00
	Appx. Monthly	10,703.33	10,972.00	11,247.60	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,754.13	15,123.33
	Appx. Annual	128,440.00	131,664.00	134,971.20	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,049.60	181,480.00
Effective 7/25/2026		**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**
78T	Hourly	60.69	62.21	63.78	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64		
	Appx. Bi-wkly	4,855.20	4,976.80	5,102.40	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20		
	Appx. Monthly	10,519.60	10,783.07	11,055.20	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93		
	Appx. Annual	126,235.20	129,396.80	132,662.40	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20		
79	Hourly	62.23	63.80	65.38	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.92
	Appx. Bi-wkly	4,978.40	5,104.00	5,230.40	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,033.60
	Appx. Monthly	10,786.53	11,058.67	11,332.53	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,239.47
	Appx. Annual	129,438.40	132,704.00	135,990.40	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,873.60
79A	Hourly	63.01	64.59	66.22	67.89	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.67	84.76	86.85	89.02
	Appx. Bi-wkly	5,040.80	5,167.20	5,297.60	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,121.60
	Appx. Monthly	10,921.73	11,195.60	11,478.13	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,430.13
	Appx. Annual	131,060.80	134,347.20	137,737.60	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,161.60
79C	Hourly	63.34	64.92	66.52	68.24	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.48
	Appx. Bi-wkly	5,067.20	5,193.60	5,321.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,158.40
	Appx. Monthly	10,978.93	11,252.80	11,530.13	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,509.87
	Appx. Annual	131,747.20	135,033.60	138,361.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,118.40
80	Hourly	63.84	65.42	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.93	90.13
	Appx. Bi-wkly	5,107.20	5,233.60	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,034.40	7,210.40
	Appx. Monthly	11,065.60	11,339.47	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,241.20	15,622.53
	Appx. Annual	132,787.20	136,073.60	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,894.40	187,470.40
80A	Hourly	64.64	66.25	67.89	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.67	84.76	86.85	89.02	91.25
	Appx. Bi-wkly	5,171.20	5,300.00	5,431.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,121.60	7,300.00
	Appx. Monthly	11,204.27	11,483.33	11,767.60	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,430.13	15,816.67
	Appx. Annual	134,451.20	137,800.00	141,211.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,161.60	189,800.00
80C	Hourly	64.94	66.57	68.24	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.46	91.70
	Appx. Bi-wkly	5,195.20	5,325.60	5,459.20	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,156.80	7,336.00
	Appx. Monthly	11,256.27	11,538.80	11,828.27	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,506.40	15,894.67
	Appx. Annual	135,075.20	138,465.60	141,939.20	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,076.80	190,736.00
80T	Hourly	63.84	65.42	67.06	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78		
	Appx. Bi-wkly	5,107.20	5,233.60	5,364.80	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40		
	Appx. Monthly	11,065.60	11,339.47	11,623.73	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53		
	Appx. Annual	132,787.20	136,073.60	139,484.80	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40		
81	Hourly	65.36	67.02	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.37
	Appx. Bi-wkly	5,228.80	5,361.60	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,389.60
	Appx. Monthly	11,329.07	11,616.80	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,010.80
	Appx. Annual	135,948.80	139,401.60	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,129.60
		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**

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Effective 7/25/2026		2.5% New Top Step														
		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**
81A	Hourly	66.21	67.84	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.51
	Appx. Bi-wkly	5,296.80	5,427.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,480.80
	Appx. Monthly	11,476.40	11,758.93	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,208.40
	Appx. Annual	137,716.80	141,107.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,500.80
81C	Hourly	66.51	68.20	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.43	91.69	93.98
	Appx. Bi-wkly	5,320.80	5,456.00	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,518.40
	Appx. Monthly	11,528.40	11,821.33	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,289.87
	Appx. Annual	138,340.80	141,856.00	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,478.40
81T	Hourly	65.36	67.02	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91		
	Appx. Bi-wkly	5,228.80	5,361.60	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80		
	Appx. Monthly	11,329.07	11,616.80	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73		
	Appx. Annual	135,948.80	139,401.60	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80		
82	Hourly	67.02	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.37	94.68
	Appx. Bi-wkly	5,361.60	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,389.60	7,574.40
	Appx. Monthly	11,616.80	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,010.80	16,411.20
	Appx. Annual	139,401.60	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,129.60	196,934.40
82A	Hourly	67.84	69.55	71.30	73.07	74.87	76.73	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.52	95.86
	Appx. Bi-wkly	5,427.20	5,564.00	5,704.00	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,481.60	7,668.80
	Appx. Monthly	11,758.93	12,055.33	12,358.67	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,210.13	16,615.73
	Appx. Annual	141,107.20	144,664.00	148,304.00	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,521.60	199,388.80
82C	Hourly	68.20	69.92	71.63	73.43	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.43	91.69	94.00	96.35
	Appx. Bi-wkly	5,456.00	5,593.60	5,730.40	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.00	7,708.00
	Appx. Monthly	11,821.33	12,119.47	12,415.87	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,293.33	16,700.67
	Appx. Annual	141,856.00	145,433.60	148,990.40	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,520.00	200,408.00
82T	Hourly	67.02	68.69	70.41	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12		
	Appx. Bi-wkly	5,361.60	5,495.20	5,632.80	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60		
	Appx. Monthly	11,616.80	11,906.27	12,204.40	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80		
	Appx. Annual	139,401.60	142,875.20	146,452.80	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60		
83	Hourly	68.68	70.40	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.68	97.05
	Appx. Bi-wkly	5,494.40	5,632.00	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,574.40	7,764.00
	Appx. Monthly	11,904.53	12,202.67	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,411.20	16,822.00
	Appx. Annual	142,854.40	146,432.00	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,934.40	201,864.00
83A	Hourly	69.54	71.29	73.07	74.87	76.73	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.54	95.86	98.26
	Appx. Bi-wkly	5,563.20	5,703.20	5,845.60	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,668.80	7,860.80
	Appx. Monthly	12,053.60	12,356.93	12,665.47	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,615.73	17,031.73
	Appx. Annual	144,643.20	148,283.20	151,985.60	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,388.80	204,380.80
83C	Hourly	69.91	71.59	73.43	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.43	91.69	94.01	96.36	98.77
	Appx. Bi-wkly	5,592.80	5,727.20	5,874.40	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.80	7,901.60
	Appx. Monthly	12,117.73	12,408.93	12,727.87	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,702.40	17,120.13
	Appx. Annual	145,412.80	148,907.20	152,734.40	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,428.80	205,441.60
Effective 7/25/2026		**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**
83T	Hourly	68.68	70.40	72.16	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38		
	Appx. Bi-wkly	5,494.40	5,632.00	5,772.80	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40		
	Appx. Monthly	11,904.53	12,202.67	12,507.73	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53		
	Appx. Annual	142,854.40	146,432.00	150,092.80	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40		
84	Hourly	70.36	72.12	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.06	99.49
	Appx. Bi-wkly	5,628.80	5,769.60	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.80	7,959.20
	Appx. Monthly	12,195.73	12,500.80	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,823.73	17,244.93
	Appx. Annual	146,348.80	150,009.60	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,884.80	206,939.20
84A	Hourly	71.22	73.04	74.87	76.73	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.54	95.84	98.28	100.74
	Appx. Bi-wkly	5,697.60	5,843.20	5,989.60	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,862.40	8,059.20
	Appx. Monthly	12,344.80	12,660.27	12,977.47	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,035.20	17,461.60
	Appx. Annual	148,137.60	151,923.20	155,729.60	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,422.40	209,539.20
84C	Hourly	71.57	73.37	75.20	77.12	79.04	81.08	83.08	85.15	87.30	89.43	91.69	94.01	96.35	98.75	101.22
	Appx. Bi-wkly	5,725.60	5,869.60	6,016.00	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,900.00	8,097.60
	Appx. Monthly	12,405.47	12,717.47	13,034.67	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,116.67	17,544.80
	Appx. Annual	148,865.60	152,609.60	156,416.00	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,400.00	210,537.60
84T	Hourly	70.36	72.12	73.93	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67		
	Appx. Bi-wkly	5,628.80	5,769.60	5,914.40	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60		
	Appx. Monthly	12,195.73	12,500.80	12,814.53	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47		
	Appx. Annual	146,348.80	150,009.60	153,774.40	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60		
85	Hourly	72.15	73.94	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.46	101.95
	Appx. Bi-wkly	5,772.00	5,915.20	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,956.80	8,156.00
	Appx. Monthly	12,506.00	12,816.27	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,239.73	17,671.33
	Appx. Annual	150,072.00	153,795.20	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,876.80	212,056.00
85A	Hourly	73.06	74.88	76.73	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.71	103.23
	Appx. Bi-wkly	5,844.80	5,990.40	6,138.40	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.80	8,258.40
	Appx. Monthly	12,663.73	12,979.20	13,299.87	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,456.40	17,893.20
	Appx. Annual	151,964.80	155,750.40	159,598.40	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,476.80	214,718.40
85C	Hourly	73.39	75.22	77.12	79.04	81.08	83.08	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.23	103.76
	Appx. Bi-wkly	5,871.20	6,017.60	6,169.60	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,098.40	8,300.80
	Appx. Monthly	12,720.93	13,038.13	13,367.47	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,546.53	17,985.07
	Appx. Annual	152,651.20	156,457.60	160,409.60	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,558.40	215,820.80
85T	Hourly	72.15	73.94	75.78	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05		
	Appx. Bi-wkly	5,772.00	5,915.20	6,062.40	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00		
	Appx. Monthly	12,506.00	12,816.27	13,135.20	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00		
	Appx. Annual	150,072.00	153,795.20	157,622.40	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00		
86	Hourly	73.95	75.79	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.93	104.48
	Appx. Bi-wkly	5,916.00	6,063.20	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,154.40	8,358.40
	Appx. Monthly	12,818.00	13,136.93	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,667.87	18,109.87
	Appx. Annual	153,816.00	157,643.20	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,014.40	217,318.40
		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**

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Effective 7/25/2026		2.5% New Top Step													
		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**
86A	Hourly	74.89	76.74	78.67	80.68	82.67	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.70	103.20	105.78
	Appx. Bi-wkly	5,991.20	6,139.20	6,293.60	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,256.00	8,462.40
	Appx. Monthly	12,980.93	13,301.60	13,636.13	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,888.00	18,335.20
	Appx. Annual	155,771.20	159,619.20	163,633.60	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,656.00	220,022.40
86C	Hourly	75.26	77.13	79.04	81.08	83.08	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.19	103.76	106.35
	Appx. Bi-wkly	6,020.80	6,170.40	6,323.20	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,300.80	8,508.00
	Appx. Monthly	13,045.07	13,369.20	13,700.27	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,985.07	18,434.00
	Appx. Annual	156,540.80	160,430.40	164,403.20	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,820.80	221,208.00
86T	Hourly	73.95	75.79	77.68	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44		
	Appx. Bi-wkly	5,916.00	6,063.20	6,214.40	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20		
	Appx. Monthly	12,818.00	13,136.93	13,464.53	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27		
	Appx. Annual	153,816.00	157,643.20	161,574.40	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20		
87	Hourly	75.83	77.70	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.11
	Appx. Bi-wkly	6,066.40	6,216.00	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,568.80
	Appx. Monthly	13,143.87	13,468.00	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,565.73
	Appx. Annual	157,726.40	161,616.00	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,788.80
87A	Hourly	76.76	78.70	80.68	82.67	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.48
	Appx. Bi-wkly	6,140.80	6,296.00	6,454.40	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,678.40
	Appx. Monthly	13,305.07	13,641.33	13,984.53	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,803.20
	Appx. Annual	159,660.80	163,696.00	167,814.40	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,638.40
87C	Hourly	77.16	79.08	81.08	83.08	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	109.01
	Appx. Bi-wkly	6,172.80	6,326.40	6,486.40	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,720.80
	Appx. Monthly	13,374.40	13,707.20	14,053.87	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,895.07
	Appx. Annual	160,492.80	164,486.40	168,646.40	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,740.80
87T	Hourly	75.83	77.70	79.65	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99		
	Appx. Bi-wkly	6,066.40	6,216.00	6,372.00	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20		
	Appx. Monthly	13,143.87	13,468.00	13,806.00	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27		
	Appx. Annual	157,726.40	161,616.00	165,672.00	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20		
88	Hourly	77.68	79.63	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.11	109.79
	Appx. Bi-wkly	6,214.40	6,370.40	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,568.80	8,783.20
	Appx. Monthly	13,464.53	13,802.53	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,565.73	19,030.27
	Appx. Annual	161,574.40	165,630.40	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,788.80	228,363.20
88A	Hourly	78.67	80.66	82.67	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.48	111.19
	Appx. Bi-wkly	6,293.60	6,452.80	6,613.60	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,678.40	8,895.20
	Appx. Monthly	13,636.13	13,981.07	14,329.47	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,803.20	19,272.93
	Appx. Annual	163,633.60	167,772.80	171,953.60	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,638.40	231,275.20
88C	Hourly	79.04	81.06	83.08	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	109.02	111.75
	Appx. Bi-wkly	6,323.20	6,484.80	6,646.40	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,721.60	8,940.00
	Appx. Monthly	13,700.27	14,050.40	14,400.53	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,896.80	19,370.00
	Appx. Annual	164,403.20	168,604.80	172,806.40	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,761.60	232,440.00
Effective 7/25/2026		**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**
88T	Hourly	77.68	79.63	81.64	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50		
	Appx. Bi-wkly	6,214.40	6,370.40	6,531.20	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00		
	Appx. Monthly	13,464.53	13,802.53	14,150.93	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33		
	Appx. Annual	161,574.40	165,630.40	169,811.20	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00		
89	Hourly	79.65	81.67	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.77	112.51
	Appx. Bi-wkly	6,372.00	6,533.60	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,781.60	9,000.80
	Appx. Monthly	13,806.00	14,156.13	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,026.80	19,501.73
	Appx. Annual	165,672.00	169,873.60	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,321.60	234,020.80
89A	Hourly	80.68	82.69	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.44	111.15	113.93
	Appx. Bi-wkly	6,454.40	6,615.20	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,892.00	9,114.40
	Appx. Monthly	13,984.53	14,332.93	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,266.00	19,747.87
	Appx. Annual	167,814.40	171,995.20	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,192.00	236,974.40
89C	Hourly	81.08	83.10	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	108.96	111.69	114.48
	Appx. Bi-wkly	6,486.40	6,648.00	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,935.20	9,158.40
	Appx. Monthly	14,053.87	14,404.00	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,359.60	19,843.20
	Appx. Annual	168,646.40	172,848.00	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,315.20	238,118.40
89T	Hourly	79.65	81.67	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08		
	Appx. Bi-wkly	6,372.00	6,533.60	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40		
	Appx. Monthly	13,806.00	14,156.13	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53		
	Appx. Annual	165,672.00	169,873.60	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40		
90	Hourly	81.67	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.37
	Appx. Bi-wkly	6,533.60	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,229.60
	Appx. Monthly	14,156.13	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,997.47
	Appx. Annual	169,873.60	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,969.60
90A	Hourly	82.69	84.76	86.85	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.81
	Appx. Bi-wkly	6,615.20	6,780.80	6,948.00	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,344.80
	Appx. Monthly	14,332.93	14,691.73	15,054.00	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,247.07
	Appx. Annual	171,995.20	176,300.80	180,648.00	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,964.80
90C	Hourly	83.10	85.15	87.30	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.36
	Appx. Bi-wkly	6,648.00	6,812.00	6,984.00	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,388.80
	Appx. Monthly	14,404.00	14,759.33	15,132.00	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,342.40
	Appx. Annual	172,848.00	177,112.00	181,584.00	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,108.80
90T	Hourly	81.67	83.69	85.78	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81		
	Appx. Bi-wkly	6,533.60	6,695.20	6,862.40	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80		
	Appx. Monthly	14,156.13	14,506.27	14,868.53	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73		
	Appx. Annual	169,873.60	174,075.20	178,422.40	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80		
91	Hourly	83.66	85.76	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.38	118.26
	Appx. Bi-wkly	6,692.80	6,860.80	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,230.40	9,460.80
	Appx. Monthly	14,501.07	14,865.07	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,999.20	20,498.40
	Appx. Annual	174,012.80	178,380.80	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,990.40	245,980.80
		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**

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Effective 7/25/2026		2.5% New Top Step														
		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**
91A	Hourly	84.73	86.83	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.81	119.73
	Appx. Bi-wkly	6,778.40	6,946.40	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,344.80	9,578.40
	Appx. Monthly	14,686.53	15,050.53	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,247.07	20,753.20
	Appx. Annual	176,238.40	180,606.40	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,964.80	249,038.40
91C	Hourly	85.12	87.27	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.40	120.34
	Appx. Bi-wkly	6,809.60	6,981.60	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,392.00	9,627.20
	Appx. Monthly	14,754.13	15,126.80	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,349.33	20,858.93
	Appx. Annual	177,049.60	181,521.60	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,192.00	250,307.20
91T	Hourly	83.66	85.76	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56		
	Appx. Bi-wkly	6,692.80	6,860.80	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80		
	Appx. Monthly	14,501.07	14,865.07	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40		
	Appx. Annual	174,012.80	178,380.80	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80		
92	Hourly	85.76	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.19
	Appx. Bi-wkly	6,860.80	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,695.20
	Appx. Monthly	14,865.07	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,006.27
	Appx. Annual	178,380.80	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,075.20
92A	Hourly	86.83	88.99	91.23	93.54	95.84	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.71
	Appx. Bi-wkly	6,946.40	7,119.20	7,298.40	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,816.80
	Appx. Monthly	15,050.53	15,424.93	15,813.20	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,269.73
	Appx. Annual	180,606.40	185,099.20	189,758.40	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,236.80
92C	Hourly	87.27	89.43	91.69	94.01	96.35	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.33
	Appx. Bi-wkly	6,981.60	7,154.40	7,335.20	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,866.40
	Appx. Monthly	15,126.80	15,501.20	15,892.93	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,377.20
	Appx. Annual	181,521.60	186,014.40	190,715.20	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,526.40
92T	Hourly	85.76	87.91	90.12	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35		
	Appx. Bi-wkly	6,860.80	7,032.80	7,209.60	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00		
	Appx. Monthly	14,865.07	15,237.73	15,620.80	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00		
	Appx. Annual	178,380.80	182,852.80	187,449.60	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00		
93	Hourly	87.92	90.13	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.19
	Appx. Bi-wkly	7,033.60	7,210.40	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,935.20
	Appx. Monthly	15,239.47	15,622.53	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,526.27
	Appx. Annual	182,873.60	187,470.40	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,315.20
93A	Hourly	89.01	91.24	93.54	95.84	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.75
	Appx. Bi-wkly	7,120.80	7,299.20	7,483.20	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.00
	Appx. Monthly	15,428.40	15,814.93	16,213.60	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,796.67
	Appx. Annual	185,140.80	189,779.20	194,563.20	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,560.00
93C	Hourly	89.45	91.70	94.01	96.35	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.39
	Appx. Bi-wkly	7,156.00	7,336.00	7,520.80	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,111.20
	Appx. Monthly	15,504.67	15,894.67	16,295.07	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,907.60
	Appx. Annual	186,056.00	190,736.00	195,540.80	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,891.20
Effective 7/25/2026		**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**
93T	Hourly	87.92	90.13	92.38	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23		
	Appx. Bi-wkly	7,033.60	7,210.40	7,390.40	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40		
	Appx. Monthly	15,239.47	15,622.53	16,012.53	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20		
	Appx. Annual	182,873.60	187,470.40	192,150.40	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40		
94	Hourly	90.12	92.37	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.22	127.33
	Appx. Bi-wkly	7,209.60	7,389.60	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,937.60	10,186.40
	Appx. Monthly	15,620.80	16,010.80	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,531.47	22,070.53
	Appx. Annual	187,449.60	192,129.60	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,377.60	264,846.40
94A	Hourly	91.23	93.52	95.84	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.78	128.92
	Appx. Bi-wkly	7,298.40	7,481.60	7,667.20	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,062.40	10,313.60
	Appx. Monthly	15,813.20	16,210.13	16,612.27	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,801.87	22,346.13
	Appx. Annual	189,758.40	194,521.60	199,347.20	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,622.40	268,153.60
94C	Hourly	91.69	94.00	96.35	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.38	129.54
	Appx. Bi-wkly	7,335.20	7,520.00	7,708.00	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,110.40	10,363.20
	Appx. Monthly	15,892.93	16,293.33	16,700.67	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,905.87	22,453.60
	Appx. Annual	190,715.20	195,520.00	200,408.00	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,870.40	269,443.20
94T	Hourly	90.12	92.37	94.67	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16		
	Appx. Bi-wkly	7,209.60	7,389.60	7,573.60	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80		
	Appx. Monthly	15,620.80	16,010.80	16,409.47	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07		
	Appx. Annual	187,449.60	192,129.60	196,913.60	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80		
95	Hourly	92.36	94.66	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48
	Appx. Bi-wkly	7,388.80	7,572.80	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40
	Appx. Monthly	16,009.07	16,407.73	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53
	Appx. Annual	192,108.80	196,892.80	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40
95A	Hourly	93.50	95.83	98.27	100.70	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.76	128.89	132.11
	Appx. Bi-wkly	7,480.00	7,666.40	7,861.60	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.80	10,311.20	10,568.80
	Appx. Monthly	16,206.67	16,610.53	17,033.47	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,798.40	22,340.93	22,899.07
	Appx. Annual	194,480.00	199,326.40	204,401.60	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,580.80	268,091.20	274,788.80
95C	Hourly	93.99	96.34	98.73	101.19	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.35	129.53	132.77
	Appx. Bi-wkly	7,519.20	7,707.20	7,898.40	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,108.00	10,362.40	10,621.60
	Appx. Monthly	16,291.60	16,698.93	17,113.20	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,900.67	22,451.87	23,013.47
	Appx. Annual	195,499.20	200,387.20	205,358.40	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,808.00	269,422.40	276,161.60
95T	Hourly	92.36	94.66	97.05	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20		
	Appx. Bi-wkly	7,388.80	7,572.80	7,764.00	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00		
	Appx. Monthly	16,009.07	16,407.73	16,822.00	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00		
	Appx. Annual	192,108.80	196,892.80	201,864.00	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00		
96	Hourly	94.64	97.04	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.47	133.73
	Appx. Bi-wkly	7,571.20	7,763.20	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,437.60	10,698.40
	Appx. Monthly	16,404.27	16,820.27	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,614.80	23,179.87
	Appx. Annual	196,851.20	201,843.20	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,377.60	278,158.40
		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**

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Effective 7/25/2026		2.5% New Top Step														
		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**
96A	Hourly	95.82	98.26	100.70	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.76	128.89	132.12	135.42
	Appx. Bi-wkly	7,665.60	7,860.80	8,056.00	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.80	10,311.20	10,569.60	10,833.60
	Appx. Monthly	16,608.80	17,031.73	17,454.67	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,798.40	22,340.93	22,900.80	23,472.80
	Appx. Annual	199,305.60	204,380.80	209,456.00	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,580.80	268,091.20	274,809.60	281,673.60
96C	Hourly	96.32	98.72	101.19	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.35	129.53	132.76	136.08
	Appx. Bi-wkly	7,705.60	7,897.60	8,095.20	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,108.00	10,362.40	10,620.80	10,886.40
	Appx. Monthly	16,695.47	17,111.47	17,539.60	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,900.67	22,451.87	23,011.73	23,587.20
	Appx. Annual	200,345.60	205,337.60	210,475.20	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,808.00	269,422.40	276,140.80	283,046.40
96T	Hourly	94.64	97.04	99.44	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30		
	Appx. Bi-wkly	7,571.20	7,763.20	7,955.20	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00		
	Appx. Monthly	16,404.27	16,820.27	17,236.27	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33		
	Appx. Annual	196,851.20	201,843.20	206,835.20	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00		
97	Hourly	97.07	99.50	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	133.76	137.10
	Appx. Bi-wkly	7,765.60	7,960.00	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	10,700.80	10,968.00
	Appx. Monthly	16,825.47	17,246.67	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	23,185.07	23,764.00
	Appx. Annual	201,905.60	206,960.00	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	278,220.80	285,168.00
97A	Hourly	98.29	100.76	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.76	128.89	132.14	135.43	138.82
	Appx. Bi-wkly	7,863.20	8,060.80	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.80	10,311.20	10,571.20	10,834.40	11,105.60
	Appx. Monthly	17,036.93	17,465.07	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,798.40	22,340.93	22,904.27	23,474.53	24,062.13
	Appx. Annual	204,443.20	209,580.80	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,580.80	268,091.20	274,851.20	281,694.40	288,745.60
97C	Hourly	98.77	101.25	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.35	129.53	132.78	136.12	139.52
	Appx. Bi-wkly	7,901.60	8,100.00	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,108.00	10,362.40	10,622.40	10,889.60	11,161.60
	Appx. Monthly	17,120.13	17,550.00	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,900.67	22,451.87	23,015.20	23,594.13	24,183.47
	Appx. Annual	205,441.60	210,600.00	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,808.00	269,422.40	276,182.40	283,129.60	290,201.60
97T	Hourly	97.07	99.50	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48		
	Appx. Bi-wkly	7,765.60	7,960.00	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40		
	Appx. Monthly	16,825.47	17,246.67	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53		
	Appx. Annual	201,905.60	206,960.00	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40		
98	Hourly	99.50	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	133.78	137.13	140.56
	Appx. Bi-wkly	7,960.00	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	10,702.40	10,970.40	11,244.80
	Appx. Monthly	17,246.67	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	23,188.53	23,769.20	24,363.73
	Appx. Annual	206,960.00	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	278,262.40	285,230.40	292,364.80
98A	Hourly	100.76	103.25	105.83	108.44	111.18	113.96	116.79	119.72	122.68	125.76	128.89	132.14	135.45	138.83	142.30
	Appx. Bi-wkly	8,060.80	8,260.00	8,466.40	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.80	10,311.20	10,571.20	10,836.00	11,106.40	11,384.00
	Appx. Monthly	17,465.07	17,896.67	18,343.87	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,798.40	22,340.93	22,904.27	23,478.00	24,063.87	24,665.33
	Appx. Annual	209,580.80	214,760.00	220,126.40	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,580.80	268,091.20	274,851.20	281,736.00	288,766.40	295,984.00
98C	Hourly	101.25	103.79	106.35	108.96	111.73	114.50	117.39	120.32	123.31	126.35	129.53	132.78	136.14	139.53	143.02
	Appx. Bi-wkly	8,100.00	8,303.20	8,508.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,108.00	10,362.40	10,622.40	10,891.20	11,162.40	11,441.60
	Appx. Monthly	17,550.00	17,990.27	18,434.00	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,900.67	22,451.87	23,015.20	23,597.60	24,185.20	24,790.13
	Appx. Annual	210,600.00	215,883.20	221,208.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,808.00	269,422.40	276,182.40	283,171.20	290,222.40	297,481.60
Effective 7/25/2026		**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**
98T	Hourly	99.50	101.99	104.50	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	133.78		
	Appx. Bi-wkly	7,960.00	8,159.20	8,360.00	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	10,702.40		
	Appx. Monthly	17,246.67	17,678.27	18,113.33	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	23,188.53		
	Appx. Annual	206,960.00	212,139.20	217,360.00	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	278,262.40		
99	Hourly	101.93	104.47	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	133.78	137.09	140.49	144.00
	Appx. Bi-wkly	8,154.40	8,357.60	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	10,702.40	10,967.20	11,239.20	11,520.00
	Appx. Monthly	17,667.87	18,108.13	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	23,188.53	23,762.27	24,351.60	24,960.00
	Appx. Annual	212,014.40	217,297.60	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	278,262.40	285,147.20	292,219.20	299,520.00
99A	Hourly	103.20	105.80	108.44	111.18	113.96	116.79	119.72	122.68	125.76	128.89	132.14	135.45	138.78	142.25	145.81
	Appx. Bi-wkly	8,256.00	8,464.00	8,675.20	8,894.40	9,116.80	9,343.20	9,577.60	9,814.40	10,060.80	10,311.20	10,571.20	10,836.00	11,102.40	11,380.00	11,664.80
	Appx. Monthly	17,888.00	18,338.67	18,796.27	19,271.20	19,753.07	20,243.60	20,751.47	21,264.53	21,798.40	22,340.93	22,904.27	23,478.00	24,055.20	24,656.67	25,273.73
	Appx. Annual	214,656.00	220,064.00	225,555.20	231,254.40	237,036.80	242,923.20	249,017.60	255,174.40	261,580.80	268,091.20	274,851.20	281,736.00	288,662.40	295,880.00	303,284.80
99C	Hourly	103.76	106.30	108.96	111.73	114.50	117.39	120.32	123.31	126.35	129.53	132.78	136.14	139.49	142.93	146.50
	Appx. Bi-wkly	8,300.80	8,504.00	8,716.80	8,938.40	9,160.00	9,391.20	9,625.60	9,864.80	10,108.00	10,362.40	10,622.40	10,891.20	11,159.20	11,434.40	11,720.00
	Appx. Monthly	17,985.07	18,425.33	18,886.40	19,366.53	19,846.67	20,347.60	20,855.47	21,373.73	21,900.67	22,451.87	23,015.20	23,597.60	24,178.27	24,774.53	25,393.33
	Appx. Annual	215,820.80	221,104.00	226,636.80	232,398.40	238,160.00	244,171.20	250,265.60	256,484.80	262,808.00	269,422.40	276,182.40	283,171.20	290,139.20	297,294.40	304,720.00
99T	Hourly	101.93	104.47	107.08	109.81	112.56	115.35	118.23	121.16	124.20	127.30	130.48	133.78	137.09		
	Appx. Bi-wkly	8,154.40	8,357.60	8,566.40	8,784.80	9,004.80	9,228.00	9,458.40	9,692.80	9,936.00	10,184.00	10,438.40	10,702.40	10,967.20		
	Appx. Monthly	17,667.87	18,108.13	18,560.53	19,033.73	19,510.40	19,994.00	20,493.20	21,001.07	21,528.00	22,065.33	22,616.53	23,188.53	23,762.27		
	Appx. Annual	212,014.40	217,297.60	222,726.40	228,404.80	234,124.80	239,928.00	245,918.40	252,012.80	258,336.00	264,784.00	271,398.40	278,262.40	285,147.20		

Nurses Supervisory & Management Unit Salary Tables – Effective 02/21/2026

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Effective 2/21/2026		Non-Longevity													Longevity				
		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 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
61	Hourly	$ 40.76	$ 41.79	$ 42.81	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.08	$ 57.22	$ 58.34	$ 59.48	$ 60.58	$ 61.69
	Appx. Bi-wkly	$ 3,260.80	$ 3,343.20	$ 3,424.80	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,486.40	$ 4,577.60	$ 4,667.20	$ 4,758.40	$ 4,846.40	$ 4,935.20
	Appx. Monthly	$ 7,065.07	$ 7,243.60	$ 7,420.40	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,720.53	$ 9,918.13	$ 10,112.27	$ 10,309.87	$ 10,500.53	$ 10,692.93
	Appx. Annual	$ 84,780.80	$ 86,923.20	$ 89,044.80	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,646.40	$ 119,017.60	$ 121,347.20	$ 123,718.40	$ 126,006.40	$ 128,315.20
61A	Hourly	$ 41.27	$ 42.31	$ 43.36	$ 44.43	$ 45.55	$ 46.70	$ 47.87	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.79	$ 57.93	$ 59.06	$ 60.21	$ 61.35	$ 62.48
	Appx. Bi-wkly	$ 3,301.60	$ 3,384.80	$ 3,468.80	$ 3,554.40	$ 3,644.00	$ 3,736.00	$ 3,829.60	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,543.20	$ 4,634.40	$ 4,724.80	$ 4,816.80	$ 4,908.00	$ 4,998.40
	Appx. Monthly	$ 7,153.47	$ 7,333.73	$ 7,515.73	$ 7,701.20	$ 7,895.33	$ 8,094.67	$ 8,297.47	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,843.60	$ 10,041.20	$ 10,237.07	$ 10,436.40	$ 10,634.00	$ 10,829.87
	Appx. Annual	$ 85,841.60	$ 88,004.80	$ 90,188.80	$ 92,414.40	$ 94,744.00	$ 97,136.00	$ 99,569.60	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,123.20	$ 120,494.40	$ 122,844.80	$ 125,236.80	$ 127,608.00	$ 129,958.40
61C	Hourly	$ 41.43	$ 42.51	$ 43.56	$ 44.69	$ 45.75	$ 46.91	$ 48.07	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.07	$ 58.23	$ 59.37	$ 60.50	$ 61.65	$ 62.78
	Appx. Bi-wkly	$ 3,314.40	$ 3,400.80	$ 3,484.80	$ 3,575.20	$ 3,660.00	$ 3,752.80	$ 3,845.60	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,565.60	$ 4,658.40	$ 4,749.60	$ 4,840.00	$ 4,932.00	$ 5,022.40
	Appx. Monthly	$ 7,181.20	$ 7,368.40	$ 7,550.40	$ 7,746.27	$ 7,930.00	$ 8,131.07	$ 8,332.13	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,892.13	$ 10,093.20	$ 10,290.80	$ 10,486.67	$ 10,686.00	$ 10,881.87
	Appx. Annual	$ 86,174.40	$ 88,420.80	$ 90,604.80	$ 92,955.20	$ 95,160.00	$ 97,572.80	$ 99,985.60	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,705.60	$ 121,118.40	$ 123,489.60	$ 125,840.00	$ 128,232.00	$ 130,582.40
61T	Hourly	$ 40.76	$ 41.79	$ 42.81	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71						
	Appx. Bi-wkly	$ 3,260.80	$ 3,343.20	$ 3,424.80	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80						
	Appx. Monthly	$ 7,065.07	$ 7,243.60	$ 7,420.40	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07						
	Appx. Annual	$ 84,780.80	$ 86,923.20	$ 89,044.80	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80						
62	Hourly	$ 41.80	$ 42.85	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.55	$ 58.67	$ 59.85	$ 60.99	$ 62.15	$ 63.28
	Appx. Bi-wkly	$ 3,344.00	$ 3,428.00	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,604.00	$ 4,693.60	$ 4,788.00	$ 4,879.20	$ 4,972.00	$ 5,062.40
	Appx. Monthly	$ 7,245.33	$ 7,427.33	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,975.33	$ 10,169.47	$ 10,374.00	$ 10,571.60	$ 10,772.67	$ 10,968.53
	Appx. Annual	$ 86,944.00	$ 89,128.00	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,704.00	$ 122,033.60	$ 124,488.00	$ 126,859.20	$ 129,272.00	$ 131,622.40
62A	Hourly	$ 42.32	$ 43.38	$ 44.43	$ 45.55	$ 46.70	$ 47.87	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.25	$ 59.43	$ 60.58	$ 61.72	$ 62.90	$ 64.06
	Appx. Bi-wkly	$ 3,385.60	$ 3,470.40	$ 3,554.40	$ 3,644.00	$ 3,736.00	$ 3,829.60	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,660.00	$ 4,754.40	$ 4,846.40	$ 4,937.60	$ 5,032.00	$ 5,124.80
	Appx. Monthly	$ 7,335.47	$ 7,519.20	$ 7,701.20	$ 7,895.33	$ 8,094.67	$ 8,297.47	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,096.67	$ 10,301.20	$ 10,500.53	$ 10,698.13	$ 10,902.67	$ 11,103.73
	Appx. Annual	$ 88,025.60	$ 90,230.40	$ 92,414.40	$ 94,744.00	$ 97,136.00	$ 99,569.60	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,160.00	$ 123,614.40	$ 126,006.40	$ 128,377.60	$ 130,832.00	$ 133,244.80
62C	Hourly	$ 42.52	$ 43.57	$ 44.69	$ 45.75	$ 46.91	$ 48.07	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.54	$ 59.71	$ 60.89	$ 62.05	$ 63.22	$ 64.42
	Appx. Bi-wkly	$ 3,401.60	$ 3,485.60	$ 3,575.20	$ 3,660.00	$ 3,752.80	$ 3,845.60	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,683.20	$ 4,776.80	$ 4,871.20	$ 4,964.00	$ 5,057.60	$ 5,153.60
	Appx. Monthly	$ 7,370.13	$ 7,552.13	$ 7,746.27	$ 7,930.00	$ 8,131.07	$ 8,332.13	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,146.93	$ 10,349.73	$ 10,554.27	$ 10,755.33	$ 10,958.13	$ 11,166.13
	Appx. Annual	$ 88,441.60	$ 90,625.60	$ 92,955.20	$ 95,160.00	$ 97,572.80	$ 99,985.60	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,763.20	$ 124,196.80	$ 126,651.20	$ 129,064.00	$ 131,497.60	$ 133,993.60
62T	Hourly	$ 41.80	$ 42.85	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15						
	Appx. Bi-wkly	$ 3,344.00	$ 3,428.00	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00						
	Appx. Monthly	$ 7,245.33	$ 7,427.33	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67						
	Appx. Annual	$ 86,944.00	$ 89,128.00	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00						
Effective 2/21/2026		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 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
63	Hourly	$ 42.85	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.94	$ 60.10	$ 61.29	$ 62.47	$ 63.62	$ 64.81
	Appx. Bi-wkly	$ 3,428.00	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,715.20	$ 4,808.00	$ 4,903.20	$ 4,997.60	$ 5,089.60	$ 5,184.80
	Appx. Monthly	$ 7,427.33	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,216.27	$ 10,417.33	$ 10,623.60	$ 10,828.13	$ 11,027.47	$ 11,233.73
	Appx. Annual	$ 89,128.00	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,595.20	$ 125,008.00	$ 127,483.20	$ 129,937.60	$ 132,329.60	$ 134,804.80
63A	Hourly	$ 43.38	$ 44.43	$ 45.55	$ 46.70	$ 47.87	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.64	$ 60.84	$ 62.03	$ 63.22	$ 64.43	$ 65.62
	Appx. Bi-wkly	$ 3,470.40	$ 3,554.40	$ 3,644.00	$ 3,736.00	$ 3,829.60	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,771.20	$ 4,867.20	$ 4,962.40	$ 5,057.60	$ 5,154.40	$ 5,249.60
	Appx. Monthly	$ 7,519.20	$ 7,701.20	$ 7,895.33	$ 8,094.67	$ 8,297.47	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,337.60	$ 10,545.60	$ 10,751.87	$ 10,958.13	$ 11,167.87	$ 11,374.13
	Appx. Annual	$ 90,230.40	$ 92,414.40	$ 94,744.00	$ 97,136.00	$ 99,569.60	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 124,051.20	$ 126,547.20	$ 129,022.40	$ 131,497.60	$ 134,014.40	$ 136,489.60
63C	Hourly	$ 43.57	$ 44.69	$ 45.75	$ 46.91	$ 48.07	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.95	$ 61.16	$ 62.35	$ 63.54	$ 64.74	$ 65.96
	Appx. Bi-wkly	$ 3,485.60	$ 3,575.20	$ 3,660.00	$ 3,752.80	$ 3,845.60	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,796.00	$ 4,892.80	$ 4,988.00	$ 5,083.20	$ 5,179.20	$ 5,276.80
	Appx. Monthly	$ 7,552.13	$ 7,746.27	$ 7,930.00	$ 8,131.07	$ 8,332.13	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,391.33	$ 10,601.07	$ 10,807.33	$ 11,013.60	$ 11,221.60	$ 11,433.07
	Appx. Annual	$ 90,625.60	$ 92,955.20	$ 95,160.00	$ 97,572.80	$ 99,985.60	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,696.00	$ 127,212.80	$ 129,688.00	$ 132,163.20	$ 134,659.20	$ 137,196.80
63E	Hourly	$ 43.06	$ 44.12	$ 45.23	$ 46.35	$ 47.51	$ 48.69	$ 49.86	$ 51.12	$ 52.40	$ 53.67	$ 55.07	$ 56.36	$ 57.82	$ 59.25	$ 60.46	$ 61.64	$ 62.82	$ 64.00	$ 65.19
	Appx. Bi-wkly	$ 3,444.80	$ 3,529.60	$ 3,618.40	$ 3,708.00	$ 3,800.80	$ 3,895.20	$ 3,988.80	$ 4,089.60	$ 4,192.00	$ 4,293.60	$ 4,405.60	$ 4,508.80	$ 4,625.60	$ 4,740.00	$ 4,836.80	$ 4,931.20	$ 5,025.60	$ 5,120.00	$ 5,215.20
	Appx. Monthly	$ 7,463.73	$ 7,647.47	$ 7,839.87	$ 8,034.00	$ 8,235.07	$ 8,439.60	$ 8,642.40	$ 8,860.80	$ 9,082.67	$ 9,302.80	$ 9,545.47	$ 9,769.07	$ 10,022.13	$ 10,270.00	$ 10,479.73	$ 10,684.27	$ 10,888.80	$ 11,093.33	$ 11,299.60
	Appx. Annual	$ 89,564.80	$ 91,769.60	$ 94,078.40	$ 96,408.00	$ 98,820.80	$ 101,275.20	$ 103,708.80	$ 106,329.60	$ 108,992.00	$ 111,633.60	$ 114,545.60	$ 117,228.80	$ 120,265.60	$ 123,240.00	$ 125,756.80	$ 128,211.20	$ 130,665.60	$ 133,120.00	$ 135,595.20
63T	Hourly	$ 42.85	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47						
	Appx. Bi-wkly	$ 3,428.00	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60						
	Appx. Monthly	$ 7,427.33	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47						
	Appx. Annual	$ 89,128.00	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60						
64	Hourly	$ 43.90	$ 44.97	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.35	$ 61.57	$ 62.75	$ 63.96	$ 65.17	$ 66.38
	Appx. Bi-wkly	$ 3,512.00	$ 3,597.60	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,828.00	$ 4,925.60	$ 5,020.00	$ 5,116.80	$ 5,213.60	$ 5,310.40
	Appx. Monthly	$ 7,609.33	$ 7,794.80	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,460.67	$ 10,672.13	$ 10,876.67	$ 11,086.40	$ 11,296.13	$ 11,505.87
	Appx. Annual	$ 91,312.00	$ 93,537.60	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,528.00	$ 128,065.60	$ 130,520.00	$ 133,036.80	$ 135,553.60	$ 138,070.40
64A	Hourly	$ 44.41	$ 45.54	$ 46.70	$ 47.87	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.08	$ 62.30	$ 63.52	$ 64.74	$ 65.98	$ 67.20
	Appx. Bi-wkly	$ 3,552.80	$ 3,643.20	$ 3,736.00	$ 3,829.60	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,886.40	$ 4,984.00	$ 5,081.60	$ 5,179.20	$ 5,278.40	$ 5,376.00
	Appx. Monthly	$ 7,697.73	$ 7,893.60	$ 8,094.67	$ 8,297.47	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,587.20	$ 10,798.67	$ 11,010.13	$ 11,221.60	$ 11,436.53	$ 11,648.00
	Appx. Annual	$ 92,372.80	$ 94,723.20	$ 97,136.00	$ 99,569.60	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,046.40	$ 129,584.00	$ 132,121.60	$ 134,659.20	$ 137,238.40	$ 139,776.00
64C	Hourly	$ 44.68	$ 45.74	$ 46.91	$ 48.07	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.39	$ 62.63	$ 63.85	$ 65.09	$ 66.30	$ 67.53
	Appx. Bi-wkly	$ 3,574.40	$ 3,659.20	$ 3,752.80	$ 3,845.60	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,911.20	$ 5,010.40	$ 5,108.00	$ 5,207.20	$ 5,304.00	$ 5,402.40
	Appx. Monthly	$ 7,744.53	$ 7,928.27	$ 8,131.07	$ 8,332.13	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,640.93	$ 10,855.87	$ 11,067.33	$ 11,282.27	$ 11,492.00	$ 11,705.20
	Appx. Annual	$ 92,934.40	$ 95,139.20	$ 97,572.80	$ 99,985.60	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,691.20	$ 130,270.40	$ 132,808.00	$ 135,387.20	$ 137,904.00	$ 140,462.40
Effective 2/21/2026		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 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years

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Effective 2/21/2026		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 (12 years)	Step 16 (15 years)	Step 17 (20 years)	Step 18 (25 years)	Step 19 (30 years)
		Non-Longevity														Longevity				
64T	Hourly	$ 43.90	$ 44.97	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88						
	Appx. Bi-wkly	$ 3,512.00	$ 3,597.60	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40						
	Appx. Monthly	$ 7,609.33	$ 7,794.80	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87						
	Appx. Annual	$ 91,312.00	$ 93,537.60	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40						
65	Hourly	$ 44.97	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.14	$ 64.38	$ 65.62	$ 66.86	$ 68.08
	Appx. Bi-wkly	$ 3,597.60	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,051.20	$ 5,150.40	$ 5,249.60	$ 5,348.80	$ 5,446.40
	Appx. Monthly	$ 7,794.80	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,944.27	$ 11,159.20	$ 11,374.13	$ 11,589.07	$ 11,800.53
	Appx. Annual	$ 93,537.60	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,331.20	$ 133,910.40	$ 136,489.60	$ 139,068.80	$ 141,606.40
65A	Hourly	$ 45.54	$ 46.70	$ 47.87	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 63.93	$ 65.18	$ 66.43	$ 67.67	$ 68.94
	Appx. Bi-wkly	$ 3,643.20	$ 3,736.00	$ 3,829.60	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,114.40	$ 5,214.40	$ 5,314.40	$ 5,413.60	$ 5,515.20
	Appx. Monthly	$ 7,893.60	$ 8,094.67	$ 8,297.47	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,081.20	$ 11,297.87	$ 11,514.53	$ 11,729.47	$ 11,949.60
	Appx. Annual	$ 94,723.20	$ 97,136.00	$ 99,569.60	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 132,974.40	$ 135,574.40	$ 138,174.40	$ 140,753.60	$ 143,395.20
65C	Hourly	$ 45.74	$ 46.91	$ 48.07	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.25	$ 65.52	$ 66.77	$ 68.03	$ 69.29
	Appx. Bi-wkly	$ 3,659.20	$ 3,752.80	$ 3,845.60	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,140.00	$ 5,241.60	$ 5,341.60	$ 5,442.40	$ 5,543.20
	Appx. Monthly	$ 7,928.27	$ 8,131.07	$ 8,332.13	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,136.67	$ 11,356.80	$ 11,573.47	$ 11,791.87	$ 12,010.27
	Appx. Annual	$ 95,139.20	$ 97,572.80	$ 99,985.60	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 133,640.00	$ 136,281.60	$ 138,881.60	$ 141,502.40	$ 144,123.20
65T	Hourly	$ 44.97	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39						
	Appx. Bi-wkly	$ 3,597.60	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20						
	Appx. Monthly	$ 7,794.80	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60						
	Appx. Annual	$ 93,537.60	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20						
66	Hourly	$ 46.11	$ 47.23	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.46	$ 64.71	$ 65.99	$ 67.25	$ 68.50	$ 69.75
	Appx. Bi-wkly	$ 3,688.80	$ 3,778.40	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,076.80	$ 5,176.80	$ 5,279.20	$ 5,380.00	$ 5,480.00	$ 5,580.00
	Appx. Monthly	$ 7,992.40	$ 8,186.53	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,999.73	$ 11,216.40	$ 11,438.27	$ 11,656.67	$ 11,873.33	$ 12,090.00
	Appx. Annual	$ 95,908.80	$ 98,238.40	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,996.80	$ 134,596.80	$ 137,259.20	$ 139,880.00	$ 142,480.00	$ 145,080.00
66A	Hourly	$ 46.69	$ 47.86	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.24	$ 65.54	$ 66.81	$ 68.08	$ 69.40	$ 70.67
	Appx. Bi-wkly	$ 3,735.20	$ 3,828.80	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,139.20	$ 5,243.20	$ 5,344.80	$ 5,446.40	$ 5,552.00	$ 5,653.60
	Appx. Monthly	$ 8,092.93	$ 8,295.73	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,134.93	$ 11,360.27	$ 11,580.40	$ 11,800.53	$ 12,029.33	$ 12,249.47
	Appx. Annual	$ 97,115.20	$ 99,548.80	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,619.20	$ 136,323.20	$ 138,964.80	$ 141,606.40	$ 144,352.00	$ 146,993.60
66C	Hourly	$ 46.90	$ 48.05	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.55	$ 65.86	$ 67.15	$ 68.43	$ 69.71	$ 71.03
	Appx. Bi-wkly	$ 3,752.00	$ 3,844.00	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,164.00	$ 5,268.80	$ 5,372.00	$ 5,474.40	$ 5,576.80	$ 5,682.40
	Appx. Monthly	$ 8,129.33	$ 8,328.67	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,188.67	$ 11,415.73	$ 11,639.33	$ 11,861.20	$ 12,083.07	$ 12,311.87
	Appx. Annual	$ 97,552.00	$ 99,944.00	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,264.00	$ 136,988.80	$ 139,672.00	$ 142,334.40	$ 144,996.80	$ 147,742.40
Effective 2/21/2026		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 (12 years)	Step 16 (15 years)	Step 17 (20 years)	Step 18 (25 years)	Step 19 (30 years)
66T	Hourly	$ 46.11	$ 47.23	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92						
	Appx. Bi-wkly	$ 3,688.80	$ 3,778.40	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60						
	Appx. Monthly	$ 7,992.40	$ 8,186.53	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80						
	Appx. Annual	$ 95,908.80	$ 98,238.40	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60						
67	Hourly	$ 47.23	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.02	$ 66.30	$ 67.58	$ 68.90	$ 70.21	$ 71.50
	Appx. Bi-wkly	$ 3,778.40	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,201.60	$ 5,304.00	$ 5,406.40	$ 5,512.00	$ 5,616.80	$ 5,720.00
	Appx. Monthly	$ 8,186.53	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,270.13	$ 11,492.00	$ 11,713.87	$ 11,942.67	$ 12,169.73	$ 12,393.33
	Appx. Annual	$ 98,238.40	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,241.60	$ 137,904.00	$ 140,566.40	$ 143,312.00	$ 146,036.80	$ 148,720.00
67A	Hourly	$ 47.86	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.82	$ 67.15	$ 68.45	$ 69.75	$ 71.09	$ 72.42
	Appx. Bi-wkly	$ 3,828.80	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,265.60	$ 5,372.00	$ 5,476.00	$ 5,580.00	$ 5,687.20	$ 5,793.60
	Appx. Monthly	$ 8,295.73	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,408.80	$ 11,639.33	$ 11,864.67	$ 12,090.00	$ 12,322.27	$ 12,552.80
	Appx. Annual	$ 99,548.80	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,905.60	$ 139,672.00	$ 142,376.00	$ 145,080.00	$ 147,867.20	$ 150,633.60
67C	Hourly	$ 48.05	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.12	$ 67.46	$ 68.78	$ 70.10	$ 71.43	$ 72.75
	Appx. Bi-wkly	$ 3,844.00	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,289.60	$ 5,396.80	$ 5,502.40	$ 5,608.00	$ 5,714.40	$ 5,820.00
	Appx. Monthly	$ 8,328.67	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,460.80	$ 11,693.07	$ 11,921.87	$ 12,150.67	$ 12,381.20	$ 12,610.00
	Appx. Annual	$ 99,944.00	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,529.60	$ 140,316.80	$ 143,062.40	$ 145,808.00	$ 148,574.40	$ 151,320.00
67T	Hourly	$ 47.23	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43						
	Appx. Bi-wkly	$ 3,778.40	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40						
	Appx. Monthly	$ 8,186.53	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53						
	Appx. Annual	$ 98,238.40	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40						
68	Hourly	$ 48.43	$ 49.62	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.64	$ 67.96	$ 69.30	$ 70.65	$ 71.94	$ 73.30
	Appx. Bi-wkly	$ 3,874.40	$ 3,969.60	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,331.20	$ 5,436.80	$ 5,544.00	$ 5,652.00	$ 5,755.20	$ 5,864.00
	Appx. Monthly	$ 8,394.53	$ 8,600.80	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,550.93	$ 11,779.73	$ 12,012.00	$ 12,246.00	$ 12,469.60	$ 12,705.33
	Appx. Annual	$ 100,734.40	$ 103,209.60	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,611.20	$ 141,356.80	$ 144,144.00	$ 146,952.00	$ 149,635.20	$ 152,464.00
68A	Hourly	$ 49.05	$ 50.26	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.83	$ 67.47	$ 68.80	$ 70.17	$ 71.51	$ 72.85	$ 74.22
	Appx. Bi-wkly	$ 3,924.00	$ 4,020.80	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,266.40	$ 5,397.60	$ 5,504.00	$ 5,613.60	$ 5,720.80	$ 5,828.00	$ 5,937.60
	Appx. Monthly	$ 8,502.00	$ 8,711.73	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,410.53	$ 11,694.80	$ 11,925.33	$ 12,162.80	$ 12,395.07	$ 12,627.33	$ 12,864.80
	Appx. Annual	$ 102,024.00	$ 104,540.80	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,926.40	$ 140,337.60	$ 143,104.00	$ 145,953.60	$ 148,740.80	$ 151,528.00	$ 154,377.60
68C	Hourly	$ 49.29	$ 50.52	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.14	$ 67.81	$ 69.15	$ 70.51	$ 71.85	$ 73.24	$ 74.57
	Appx. Bi-wkly	$ 3,943.20	$ 4,041.60	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,291.20	$ 5,424.80	$ 5,532.00	$ 5,640.80	$ 5,748.00	$ 5,859.20	$ 5,965.60
	Appx. Monthly	$ 8,543.60	$ 8,756.80	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,464.27	$ 11,753.73	$ 11,986.00	$ 12,221.73	$ 12,454.00	$ 12,694.93	$ 12,925.47
	Appx. Annual	$ 102,523.20	$ 105,081.60	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,571.20	$ 141,044.80	$ 143,832.00	$ 146,660.80	$ 149,448.00	$ 152,339.20	$ 155,105.60
Effective 2/21/2026		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 (12 years)	Step 16 (15 years)	Step 17 (20 years)	Step 18 (25 years)	Step 19 (30 years)

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Effective 2/21/2026		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 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
		Non-Longevity														Longevity				
68T	Hourly	$ 48.43	$ 49.62	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03						
	Appx. Bi-wkly	$ 3,874.40	$ 3,969.60	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40						
	Appx. Monthly	$ 8,394.53	$ 8,600.80	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87						
	Appx. Annual	$ 100,734.40	$ 103,209.60	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40						
69	Hourly	$ 49.59	$ 50.84	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.32	$ 69.69	$ 71.06	$ 72.45	$ 73.79	$ 75.15
	Appx. Bi-wkly	$ 3,967.20	$ 4,067.20	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,465.60	$ 5,575.20	$ 5,684.80	$ 5,796.00	$ 5,903.20	$ 6,012.00
	Appx. Monthly	$ 8,595.60	$ 8,812.27	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,842.13	$ 12,079.60	$ 12,317.07	$ 12,558.00	$ 12,790.27	$ 13,026.00
	Appx. Annual	$ 103,147.20	$ 105,747.20	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,105.60	$ 144,955.20	$ 147,804.80	$ 150,696.00	$ 153,483.20	$ 156,312.00
69A	Hourly	$ 50.24	$ 51.50	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.83	$ 67.50	$ 69.19	$ 70.56	$ 71.93	$ 73.33	$ 74.70	$ 76.09
	Appx. Bi-wkly	$ 4,019.20	$ 4,120.00	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,266.40	$ 5,400.00	$ 5,535.20	$ 5,644.80	$ 5,754.40	$ 5,866.40	$ 5,976.00	$ 6,087.20
	Appx. Monthly	$ 8,708.27	$ 8,926.67	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,410.53	$ 11,700.00	$ 11,992.93	$ 12,230.40	$ 12,467.87	$ 12,710.53	$ 12,948.00	$ 13,188.93
	Appx. Annual	$ 104,499.20	$ 107,120.00	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,926.40	$ 140,400.00	$ 143,915.20	$ 146,764.80	$ 149,614.40	$ 152,526.40	$ 155,376.00	$ 158,267.20
69C	Hourly	$ 50.49	$ 51.74	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.14	$ 67.83	$ 69.52	$ 70.90	$ 72.31	$ 73.68	$ 75.08	$ 76.48
	Appx. Bi-wkly	$ 4,039.20	$ 4,139.20	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,291.20	$ 5,426.40	$ 5,561.60	$ 5,672.00	$ 5,784.80	$ 5,894.40	$ 6,006.40	$ 6,118.40
	Appx. Monthly	$ 8,751.60	$ 8,968.27	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,464.27	$ 11,757.20	$ 12,050.13	$ 12,289.33	$ 12,533.73	$ 12,771.20	$ 13,013.87	$ 13,256.53
	Appx. Annual	$ 105,019.20	$ 107,619.20	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,571.20	$ 141,086.40	$ 144,601.60	$ 147,472.00	$ 150,404.80	$ 153,254.40	$ 156,166.40	$ 159,078.40
69T	Hourly	$ 49.59	$ 50.84	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66						
	Appx. Bi-wkly	$ 3,967.20	$ 4,067.20	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80						
	Appx. Monthly	$ 8,595.60	$ 8,812.27	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40						
	Appx. Annual	$ 103,147.20	$ 105,747.20	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80						
70	Hourly	$ 50.88	$ 52.20	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35	$ 70.05	$ 71.46	$ 72.85	$ 74.28	$ 75.66	$ 77.07
	Appx. Bi-wkly	$ 4,070.40	$ 4,176.00	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00	$ 5,604.00	$ 5,716.80	$ 5,828.00	$ 5,942.40	$ 6,052.80	$ 6,165.60
	Appx. Monthly	$ 8,819.20	$ 9,048.00	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33	$ 12,142.00	$ 12,386.40	$ 12,627.33	$ 12,875.20	$ 13,114.40	$ 13,358.80
	Appx. Annual	$ 105,830.40	$ 108,576.00	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00	$ 145,704.00	$ 148,636.80	$ 151,528.00	$ 154,502.40	$ 157,372.80	$ 160,305.60
70A	Hourly	$ 51.53	$ 52.80	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.83	$ 67.50	$ 69.21	$ 70.95	$ 72.36	$ 73.76	$ 75.18	$ 76.62	$ 78.02
	Appx. Bi-wkly	$ 4,122.40	$ 4,224.00	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,266.40	$ 5,400.00	$ 5,536.80	$ 5,676.00	$ 5,788.80	$ 5,900.80	$ 6,014.40	$ 6,129.60	$ 6,241.60
	Appx. Monthly	$ 8,931.87	$ 9,152.00	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,410.53	$ 11,700.00	$ 11,996.40	$ 12,298.00	$ 12,542.40	$ 12,785.07	$ 13,031.20	$ 13,280.80	$ 13,523.47
	Appx. Annual	$ 107,182.40	$ 109,824.00	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,926.40	$ 140,400.00	$ 143,956.80	$ 147,576.00	$ 150,508.80	$ 153,420.80	$ 156,374.40	$ 159,369.60	$ 162,281.60
70C	Hourly	$ 51.78	$ 53.09	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.14	$ 67.83	$ 69.55	$ 71.30	$ 72.72	$ 74.12	$ 75.57	$ 76.97	$ 78.41
	Appx. Bi-wkly	$ 4,142.40	$ 4,247.20	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,291.20	$ 5,426.40	$ 5,564.00	$ 5,704.00	$ 5,817.60	$ 5,929.60	$ 6,045.60	$ 6,157.60	$ 6,272.80
	Appx. Monthly	$ 8,975.20	$ 9,202.27	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,464.27	$ 11,757.20	$ 12,055.33	$ 12,358.67	$ 12,604.80	$ 12,847.47	$ 13,098.80	$ 13,341.47	$ 13,591.07
	Appx. Annual	$ 107,702.40	$ 110,427.20	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,571.20	$ 141,086.40	$ 144,664.00	$ 148,304.00	$ 151,257.60	$ 154,169.60	$ 157,185.60	$ 160,097.60	$ 163,092.80
Effective 2/21/2026		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 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
70T	Hourly	$ 50.88	$ 52.20	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35						
	Appx. Bi-wkly	$ 4,070.40	$ 4,176.00	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00						
	Appx. Monthly	$ 8,819.20	$ 9,048.00	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33						
	Appx. Annual	$ 105,830.40	$ 108,576.00	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00						
71	Hourly	$ 52.10	$ 53.40	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35	$ 70.03	$ 71.79	$ 73.24	$ 74.64	$ 76.07	$ 77.54	$ 78.96
	Appx. Bi-wkly	$ 4,168.00	$ 4,272.00	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00	$ 5,602.40	$ 5,743.20	$ 5,859.20	$ 5,971.20	$ 6,085.60	$ 6,203.20	$ 6,316.80
	Appx. Monthly	$ 9,030.67	$ 9,256.00	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33	$ 12,138.53	$ 12,443.60	$ 12,694.93	$ 12,937.60	$ 13,185.47	$ 13,440.27	$ 13,686.40
	Appx. Annual	$ 108,368.00	$ 111,072.00	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00	$ 145,662.40	$ 149,323.20	$ 152,339.20	$ 155,251.20	$ 158,225.60	$ 161,283.20	$ 164,236.80
71A	Hourly	$ 52.75	$ 54.05	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.83	$ 67.50	$ 69.21	$ 70.90	$ 72.68	$ 74.11	$ 75.59	$ 77.04	$ 78.51	$ 79.95
	Appx. Bi-wkly	$ 4,220.00	$ 4,324.00	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,266.40	$ 5,400.00	$ 5,536.80	$ 5,672.00	$ 5,814.40	$ 5,928.80	$ 6,047.20	$ 6,163.20	$ 6,280.80	$ 6,396.00
	Appx. Monthly	$ 9,143.33	$ 9,368.67	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,410.53	$ 11,700.00	$ 11,996.40	$ 12,289.33	$ 12,597.87	$ 12,845.73	$ 13,102.27	$ 13,353.60	$ 13,608.40	$ 13,858.00
	Appx. Annual	$ 109,720.00	$ 112,424.00	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,926.40	$ 140,400.00	$ 143,956.80	$ 147,472.00	$ 151,174.40	$ 154,148.80	$ 157,227.20	$ 160,243.20	$ 163,300.80	$ 166,296.00
71C	Hourly	$ 52.99	$ 54.34	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.14	$ 67.83	$ 69.55	$ 71.28	$ 73.06	$ 74.52	$ 75.97	$ 77.43	$ 78.90	$ 80.37
	Appx. Bi-wkly	$ 4,239.20	$ 4,347.20	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,291.20	$ 5,426.40	$ 5,564.00	$ 5,702.40	$ 5,844.80	$ 5,961.60	$ 6,077.60	$ 6,194.40	$ 6,312.00	$ 6,429.60
	Appx. Monthly	$ 9,184.93	$ 9,418.93	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,464.27	$ 11,757.20	$ 12,055.33	$ 12,355.20	$ 12,663.73	$ 12,916.80	$ 13,168.13	$ 13,421.20	$ 13,676.00	$ 13,930.80
	Appx. Annual	$ 110,219.20	$ 113,027.20	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,571.20	$ 141,086.40	$ 144,664.00	$ 148,262.40	$ 151,964.80	$ 155,001.60	$ 158,017.60	$ 161,054.40	$ 164,112.00	$ 167,169.60
71T	Hourly	$ 52.10	$ 53.40	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35	$ 70.03						
	Appx. Bi-wkly	$ 4,168.00	$ 4,272.00	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00	$ 5,602.40						
	Appx. Monthly	$ 9,030.67	$ 9,256.00	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33	$ 12,138.53						
	Appx. Annual	$ 108,368.00	$ 111,072.00	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00	$ 145,662.40						
72	Hourly	$ 53.44	$ 54.76	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35	$ 70.03	$ 71.79	$ 73.58	$ 75.04	$ 76.52	$ 78.00	$ 79.48	$ 80.93
	Appx. Bi-wkly	$ 4,275.20	$ 4,380.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00	$ 5,602.40	$ 5,743.20	$ 5,886.40	$ 6,003.20	$ 6,121.60	$ 6,240.00	$ 6,358.40	$ 6,474.40
	Appx. Monthly	$ 9,262.93	$ 9,491.73	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33	$ 12,138.53	$ 12,443.60	$ 12,753.87	$ 13,006.93	$ 13,263.47	$ 13,520.00	$ 13,776.53	$ 14,027.87
	Appx. Annual	$ 111,155.20	$ 113,900.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00	$ 145,662.40	$ 149,323.20	$ 153,046.40	$ 156,083.20	$ 159,161.60	$ 162,240.00	$ 165,318.40	$ 168,334.40
72A	Hourly	$ 54.10	$ 55.44	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.83	$ 67.50	$ 69.21	$ 70.90	$ 72.68	$ 74.51	$ 76.00	$ 77.49	$ 78.97	$ 80.47	$ 81.93
	Appx. Bi-wkly	$ 4,328.00	$ 4,435.20	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,266.40	$ 5,400.00	$ 5,536.80	$ 5,672.00	$ 5,814.40	$ 5,960.80	$ 6,080.00	$ 6,199.20	$ 6,317.60	$ 6,437.60	$ 6,554.40
	Appx. Monthly	$ 9,377.33	$ 9,609.60	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,410.53	$ 11,700.00	$ 11,996.40	$ 12,289.33	$ 12,597.87	$ 12,915.07	$ 13,173.33	$ 13,431.60	$ 13,688.13	$ 13,948.13	$ 14,201.20
	Appx. Annual	$ 112,528.00	$ 115,315.20	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,926.40	$ 140,400.00	$ 143,956.80	$ 147,472.00	$ 151,174.40	$ 154,980.80	$ 158,080.00	$ 161,179.20	$ 164,257.60	$ 167,377.60	$ 170,414.40
72B	Hourly	$ 54.24	$ 55.58	$ 56.98	$ 58.33	$ 59.76	$ 61.30	$ 62.84	$ 64.38	$ 66.00	$ 67.66	$ 69.38	$ 71.08	$ 72.87	$ 74.68	$ 76.17	$ 77.66	$ 79.16	$ 80.68	$ 82.15
	Appx. Bi-wkly	$ 4,339.20	$ 4,446.40	$ 4,558.40	$ 4,666.40	$ 4,780.80	$ 4,904.00	$ 5,027.20	$ 5,150.40	$ 5,280.00	$ 5,412.80	$ 5,550.40	$ 5,686.40	$ 5,829.60	$ 5,974.40	$ 6,093.60	$ 6,212.80	$ 6,332.80	$ 6,454.40	$ 6,572.00
	Appx. Monthly	$ 9,401.60	$ 9,633.87	$ 9,876.53	$ 10,110.53	$ 10,358.40	$ 10,625.33	$ 10,892.27	$ 11,159.20	$ 11,440.00	$ 11,727.73	$ 12,025.87	$ 12,320.53	$ 12,630.80	$ 12,944.53	$ 13,202.80	$ 13,461.07	$ 13,721.07	$ 13,984.53	$ 14,239.33
	Appx. Annual	$ 112,819.20	$ 115,606.40	$ 118,518.40	$ 121,326.40	$ 124,300.80	$ 127,504.00	$ 130,707.20	$ 133,910.40	$ 137,280.00	$ 140,732.80	$ 144,310.40	$ 147,846.40	$ 151,569.60	$ 155,334.40	$ 158,433.60	$ 161,532.80	$ 164,652.80	$ 167,814.40	$ 170,872.00
Effective 2/21/2026		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 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years

Nurses Supervisory & Management Unit Salary Tables – Effective 02/21/2026

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Effective 2/21/2026		Non-Longevity													Longevity				
		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 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
72C	Hourly	$ 54.38	$ 55.76	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.14	$ 67.83	$ 69.55	$ 71.28	$ 73.06	$ 74.88	$ 76.37	$ 77.87	$ 79.36	$ 80.84	$ 82.35
	Appx. Bi-wkly	$ 4,350.40	$ 4,460.80	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,291.20	$ 5,426.40	$ 5,564.00	$ 5,702.40	$ 5,844.80	$ 5,990.40	$ 6,109.60	$ 6,229.60	$ 6,348.80	$ 6,467.20	$ 6,588.00
	Appx. Monthly	$ 9,425.87	$ 9,665.07	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,464.27	$ 11,757.20	$ 12,055.33	$ 12,355.20	$ 12,663.73	$ 12,979.20	$ 13,237.47	$ 13,497.47	$ 13,755.73	$ 14,012.27	$ 14,274.00
	Appx. Annual	$ 113,110.40	$ 115,980.80	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,571.20	$ 141,086.40	$ 144,664.00	$ 148,262.40	$ 151,964.80	$ 155,750.40	$ 158,849.60	$ 161,969.60	$ 165,068.80	$ 168,147.20	$ 171,288.00
72T	Hourly	$ 53.44	$ 54.76	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35	$ 70.03	$ 71.79						
	Appx. Bi-wkly	$ 4,275.20	$ 4,380.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00	$ 5,602.40	$ 5,743.20						
	Appx. Monthly	$ 9,262.93	$ 9,491.73	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33	$ 12,138.53	$ 12,443.60						
	Appx. Annual	$ 111,155.20	$ 113,900.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00	$ 145,662.40	$ 149,323.20						
73	Hourly	$ 54.76	$ 56.15	$ 57.55	$ 58.94	$ 60.35	$ 61.92	$ 63.46	$ 65.02	$ 66.64	$ 68.32	$ 70.05	$ 71.79	$ 73.58	$ 75.43	$ 76.90	$ 78.43	$ 79.95	$ 81.44	$ 82.93
	Appx. Bi-wkly	$ 4,380.80	$ 4,492.00	$ 4,604.00	$ 4,715.20	$ 4,828.00	$ 4,953.60	$ 5,076.80	$ 5,201.60	$ 5,331.20	$ 5,465.60	$ 5,604.00	$ 5,743.20	$ 5,886.40	$ 6,034.40	$ 6,152.00	$ 6,274.40	$ 6,396.00	$ 6,515.20	$ 6,634.40
	Appx. Monthly	$ 9,491.73	$ 9,732.67	$ 9,975.33	$ 10,216.27	$ 10,460.67	$ 10,732.80	$ 10,999.73	$ 11,270.13	$ 11,550.93	$ 11,842.13	$ 12,142.00	$ 12,443.60	$ 12,753.87	$ 13,074.53	$ 13,329.33	$ 13,594.53	$ 13,858.00	$ 14,116.27	$ 14,374.53
	Appx. Annual	$ 113,900.80	$ 116,792.00	$ 119,704.00	$ 122,595.20	$ 125,528.00	$ 128,793.60	$ 131,996.80	$ 135,241.60	$ 138,611.20	$ 142,105.60	$ 145,704.00	$ 149,323.20	$ 153,046.40	$ 156,894.40	$ 159,952.00	$ 163,134.40	$ 166,296.00	$ 169,395.20	$ 172,494.40
73A	Hourly	$ 55.45	$ 56.84	$ 58.25	$ 59.65	$ 61.09	$ 62.69	$ 64.25	$ 65.81	$ 67.47	$ 69.16	$ 70.96	$ 72.68	$ 74.51	$ 76.37	$ 77.90	$ 79.41	$ 80.93	$ 82.46	$ 83.97
	Appx. Bi-wkly	$ 4,436.00	$ 4,547.20	$ 4,660.00	$ 4,772.00	$ 4,887.20	$ 5,015.20	$ 5,140.00	$ 5,264.80	$ 5,397.60	$ 5,532.80	$ 5,676.80	$ 5,814.40	$ 5,960.80	$ 6,109.60	$ 6,232.00	$ 6,352.80	$ 6,474.40	$ 6,596.80	$ 6,717.60
	Appx. Monthly	$ 9,611.33	$ 9,852.27	$ 10,096.67	$ 10,339.33	$ 10,588.93	$ 10,866.27	$ 11,136.67	$ 11,407.07	$ 11,694.80	$ 11,987.73	$ 12,299.73	$ 12,597.87	$ 12,915.07	$ 13,237.47	$ 13,502.67	$ 13,764.40	$ 14,027.87	$ 14,293.07	$ 14,554.80
	Appx. Annual	$ 115,336.00	$ 118,227.20	$ 121,160.00	$ 124,072.00	$ 127,067.20	$ 130,395.20	$ 133,640.00	$ 136,884.80	$ 140,337.60	$ 143,852.80	$ 147,596.80	$ 151,174.40	$ 154,980.80	$ 158,849.60	$ 162,032.00	$ 165,172.80	$ 168,334.40	$ 171,516.80	$ 174,657.60
73C	Hourly	$ 55.76	$ 57.11	$ 58.54	$ 59.95	$ 61.39	$ 62.99	$ 64.55	$ 66.12	$ 67.81	$ 69.52	$ 71.30	$ 73.06	$ 74.88	$ 76.74	$ 78.25	$ 79.79	$ 81.31	$ 82.87	$ 84.39
	Appx. Bi-wkly	$ 4,460.80	$ 4,568.80	$ 4,683.20	$ 4,796.00	$ 4,911.20	$ 5,039.20	$ 5,164.00	$ 5,289.60	$ 5,424.80	$ 5,561.60	$ 5,704.00	$ 5,844.80	$ 5,990.40	$ 6,139.20	$ 6,260.00	$ 6,383.20	$ 6,504.80	$ 6,629.60	$ 6,751.20
	Appx. Monthly	$ 9,665.07	$ 9,899.07	$ 10,146.93	$ 10,391.33	$ 10,640.93	$ 10,918.27	$ 11,188.67	$ 11,460.80	$ 11,753.73	$ 12,050.13	$ 12,358.67	$ 12,663.73	$ 12,979.20	$ 13,301.60	$ 13,563.33	$ 13,830.27	$ 14,093.73	$ 14,364.13	$ 14,627.60
	Appx. Annual	$ 115,980.80	$ 118,788.80	$ 121,763.20	$ 124,696.00	$ 127,691.20	$ 131,019.20	$ 134,264.00	$ 137,529.60	$ 141,044.80	$ 144,601.60	$ 148,304.00	$ 151,964.80	$ 155,750.40	$ 159,619.20	$ 162,760.00	$ 165,963.20	$ 169,124.80	$ 172,369.60	$ 175,531.20
73T	Hourly	$ 54.76	$ 56.15	$ 57.55	$ 58.94	$ 60.35	$ 61.92	$ 63.46	$ 65.02	$ 66.64	$ 68.32	$ 70.05	$ 71.79	$ 73.58						
	Appx. Bi-wkly	$ 4,380.80	$ 4,492.00	$ 4,604.00	$ 4,715.20	$ 4,828.00	$ 4,953.60	$ 5,076.80	$ 5,201.60	$ 5,331.20	$ 5,465.60	$ 5,604.00	$ 5,743.20	$ 5,886.40						
	Appx. Monthly	$ 9,491.73	$ 9,732.67	$ 9,975.33	$ 10,216.27	$ 10,460.67	$ 10,732.80	$ 10,999.73	$ 11,270.13	$ 11,550.93	$ 11,842.13	$ 12,142.00	$ 12,443.60	$ 12,753.87						
	Appx. Annual	$ 113,900.80	$ 116,792.00	$ 119,704.00	$ 122,595.20	$ 125,528.00	$ 128,793.60	$ 131,996.80	$ 135,241.60	$ 138,611.20	$ 142,105.60	$ 145,704.00	$ 149,323.20	$ 153,046.40						
74	Hourly	$ 56.14	$ 57.55	$ 58.98	$ 60.42	$ 61.87	$ 63.46	$ 65.05	$ 66.64	$ 68.31	$ 70.03	$ 71.80	$ 73.59	$ 75.44	$ 77.31	$ 78.83	$ 80.41	$ 81.93	$ 83.45	$ 85.01
	Appx. Bi-wkly	$ 4,491.20	$ 4,604.00	$ 4,718.40	$ 4,833.60	$ 4,949.60	$ 5,076.80	$ 5,204.00	$ 5,331.20	$ 5,464.80	$ 5,602.40	$ 5,744.00	$ 5,887.20	$ 6,035.20	$ 6,184.80	$ 6,306.40	$ 6,432.80	$ 6,554.40	$ 6,676.00	$ 6,800.80
	Appx. Monthly	$ 9,730.93	$ 9,975.33	$ 10,223.20	$ 10,472.80	$ 10,724.13	$ 10,999.73	$ 11,275.33	$ 11,550.93	$ 11,840.40	$ 12,138.53	$ 12,445.33	$ 12,755.60	$ 13,076.27	$ 13,400.40	$ 13,663.87	$ 13,937.73	$ 14,201.20	$ 14,464.67	$ 14,735.07
	Appx. Annual	$ 116,771.20	$ 119,704.00	$ 122,678.40	$ 125,673.60	$ 128,689.60	$ 131,996.80	$ 135,304.00	$ 138,611.20	$ 142,084.80	$ 145,662.40	$ 149,344.00	$ 153,067.20	$ 156,915.20	$ 160,804.80	$ 163,966.40	$ 167,252.80	$ 170,414.40	$ 173,576.00	$ 176,820.80
74A	Hourly	$ 56.36	$ 57.77	$ 59.20	$ 60.68	$ 62.19	$ 63.76	$ 65.32	$ 66.99	$ 68.66	$ 70.36	$ 72.13	$ 73.93	$ 75.76	$ 77.67	$ 79.24	$ 80.78	$ 82.34	$ 83.90	$ 85.44
	Appx. Bi-wkly	$ 4,508.80	$ 4,621.60	$ 4,736.00	$ 4,854.40	$ 4,975.20	$ 5,100.80	$ 5,225.60	$ 5,359.20	$ 5,492.80	$ 5,628.80	$ 5,770.40	$ 5,914.40	$ 6,060.80	$ 6,213.60	$ 6,339.20	$ 6,462.40	$ 6,587.20	$ 6,712.00	$ 6,835.20
	Appx. Monthly	$ 9,769.07	$ 10,013.47	$ 10,261.33	$ 10,517.87	$ 10,779.60	$ 11,051.73	$ 11,322.13	$ 11,611.60	$ 11,901.07	$ 12,195.73	$ 12,502.53	$ 12,814.53	$ 13,131.73	$ 13,462.80	$ 13,734.93	$ 14,001.87	$ 14,272.27	$ 14,542.67	$ 14,809.60
	Appx. Annual	$ 117,228.80	$ 120,161.60	$ 123,136.00	$ 126,214.40	$ 129,355.20	$ 132,620.80	$ 135,865.60	$ 139,339.20	$ 142,812.80	$ 146,348.80	$ 150,030.40	$ 153,774.40	$ 157,580.80	$ 161,553.60	$ 164,819.20	$ 168,022.40	$ 171,267.20	$ 174,512.00	$ 177,715.20
Effective 2/21/2026		**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** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
74B	Hourly	$ 56.97	$ 58.42	$ 59.86	$ 61.32	$ 62.77	$ 64.41	$ 66.00	$ 67.62	$ 69.33	$ 71.09	$ 72.88	$ 74.66	$ 76.54	$ 78.49	$ 80.04	$ 81.62	$ 83.18	$ 84.75	$ 86.30
	Appx. Bi-wkly	$ 4,557.60	$ 4,673.60	$ 4,788.80	$ 4,905.60	$ 5,021.60	$ 5,152.80	$ 5,280.00	$ 5,409.60	$ 5,546.40	$ 5,687.20	$ 5,830.40	$ 5,972.80	$ 6,123.20	$ 6,279.20	$ 6,403.20	$ 6,529.60	$ 6,654.40	$ 6,780.00	$ 6,904.00
	Appx. Monthly	$ 9,874.80	$ 10,126.13	$ 10,375.73	$ 10,628.80	$ 10,880.13	$ 11,164.40	$ 11,440.00	$ 11,720.80	$ 12,017.20	$ 12,322.27	$ 12,632.53	$ 12,941.07	$ 13,266.93	$ 13,604.93	$ 13,873.60	$ 14,147.47	$ 14,417.87	$ 14,690.00	$ 14,958.67
	Appx. Annual	$ 118,497.60	$ 121,513.60	$ 124,508.80	$ 127,545.60	$ 130,561.60	$ 133,972.80	$ 137,280.00	$ 140,649.60	$ 144,206.40	$ 147,867.20	$ 151,590.40	$ 155,292.80	$ 159,203.20	$ 163,259.20	$ 166,483.20	$ 169,769.60	$ 173,014.40	$ 176,280.00	$ 179,504.00
75	Hourly	$ 57.54	$ 58.98	$ 60.46	$ 61.93	$ 63.43	$ 65.05	$ 66.67	$ 68.31	$ 70.01	$ 71.78	$ 73.60	$ 75.44	$ 77.32	$ 79.24	$ 80.80	$ 82.42	$ 83.98	$ 85.54	$ 87.13
	Appx. Bi-wkly	$ 4,603.20	$ 4,718.40	$ 4,836.80	$ 4,954.40	$ 5,074.40	$ 5,204.00	$ 5,333.60	$ 5,464.80	$ 5,600.80	$ 5,742.40	$ 5,888.00	$ 6,035.20	$ 6,185.60	$ 6,339.20	$ 6,464.00	$ 6,593.60	$ 6,718.40	$ 6,843.20	$ 6,970.40
	Appx. Monthly	$ 9,973.60	$ 10,223.20	$ 10,479.73	$ 10,734.53	$ 10,994.53	$ 11,275.33	$ 11,556.13	$ 11,840.40	$ 12,135.07	$ 12,441.87	$ 12,757.33	$ 13,076.27	$ 13,402.13	$ 13,734.93	$ 14,005.33	$ 14,286.13	$ 14,556.53	$ 14,826.93	$ 15,102.53
	Appx. Annual	$ 119,683.20	$ 122,678.40	$ 125,756.80	$ 128,814.40	$ 131,934.40	$ 135,304.00	$ 138,673.60	$ 142,084.80	$ 145,620.80	$ 149,302.40	$ 153,088.00	$ 156,915.20	$ 160,825.60	$ 164,819.20	$ 168,064.00	$ 171,433.60	$ 174,678.40	$ 177,923.20	$ 181,230.40
75B	Hourly	$ 57.62	$ 59.45	$ 60.91	$ 62.39	$ 63.89	$ 65.55	$ 67.18	$ 68.79	$ 70.53	$ 72.33	$ 74.16	$ 76.00	$ 77.90	$ 79.83	$ 81.42	$ 83.03	$ 84.65	$ 86.22	$ 87.83
	Appx. Bi-wkly	$ 4,609.60	$ 4,756.00	$ 4,872.80	$ 4,991.20	$ 5,111.20	$ 5,244.00	$ 5,374.40	$ 5,503.20	$ 5,642.40	$ 5,786.40	$ 5,932.80	$ 6,080.00	$ 6,232.00	$ 6,386.40	$ 6,513.60	$ 6,642.40	$ 6,772.00	$ 6,897.60	$ 7,026.40
	Appx. Monthly	$ 9,987.47	$ 10,304.67	$ 10,557.73	$ 10,814.27	$ 11,074.27	$ 11,362.00	$ 11,644.53	$ 11,923.60	$ 12,225.20	$ 12,537.20	$ 12,854.40	$ 13,173.33	$ 13,502.67	$ 13,837.20	$ 14,112.80	$ 14,391.87	$ 14,672.67	$ 14,944.80	$ 15,223.87
	Appx. Annual	$ 119,849.60	$ 123,656.00	$ 126,692.80	$ 129,771.20	$ 132,891.20	$ 136,344.00	$ 139,734.40	$ 143,083.20	$ 146,702.40	$ 150,446.40	$ 154,252.80	$ 158,080.00	$ 162,032.00	$ 166,046.40	$ 169,353.60	$ 172,702.40	$ 176,072.00	$ 179,337.60	$ 182,686.40
75C	Hourly	$ 58.55	$ 60.01	$ 61.52	$ 63.01	$ 64.54	$ 66.19	$ 67.84	$ 69.50	$ 71.24	$ 73.04	$ 74.89	$ 76.75	$ 78.67	$ 80.63	$ 82.21	$ 83.86	$ 85.45	$ 87.03	$ 88.67
	Appx. Bi-wkly	$ 4,684.00	$ 4,800.80	$ 4,921.60	$ 5,040.80	$ 5,163.20	$ 5,295.20	$ 5,427.20	$ 5,560.00	$ 5,699.20	$ 5,843.20	$ 5,991.20	$ 6,140.00	$ 6,293.60	$ 6,450.40	$ 6,576.80	$ 6,708.80	$ 6,836.00	$ 6,962.40	$ 7,093.60
	Appx. Monthly	$ 10,148.67	$ 10,401.73	$ 10,663.47	$ 10,921.73	$ 11,186.93	$ 11,472.93	$ 11,758.93	$ 12,046.67	$ 12,348.27	$ 12,660.27	$ 12,980.93	$ 13,303.33	$ 13,636.13	$ 13,975.87	$ 14,249.73	$ 14,535.73	$ 14,811.33	$ 15,085.20	$ 15,369.47
	Appx. Annual	$ 121,784.00	$ 124,820.80	$ 127,961.60	$ 131,060.80	$ 134,243.20	$ 137,675.20	$ 141,107.20	$ 144,560.00	$ 148,179.20	$ 151,923.20	$ 155,771.20	$ 159,640.00	$ 163,633.60	$ 167,710.40	$ 170,996.80	$ 174,428.80	$ 177,736.00	$ 181,022.40	$ 184,433.60
76	Hourly	$ 58.97	$ 60.46	$ 61.97	$ 63.48	$ 65.00	$ 66.67	$ 68.34	$ 70.01	$ 71.76	$ 73.58	$ 75.45	$ 77.32	$ 79.25	$ 81.21	$ 82.82	$ 84.48	$ 86.08	$ 87.68	$ 89.31
	Appx. Bi-wkly	$ 4,717.60	$ 4,836.80	$ 4,957.60	$ 5,078.40	$ 5,200.00	$ 5,333.60	$ 5,467.20	$ 5,600.80	$ 5,740.80	$ 5,886.40	$ 6,036.00	$ 6,185.60	$ 6,340.00	$ 6,496.80	$ 6,625.60	$ 6,758.40	$ 6,886.40	$ 7,014.40	$ 7,144.80
	Appx. Monthly	$ 10,221.47	$ 10,479.73	$ 10,741.47	$ 11,003.20	$ 11,266.67	$ 11,556.13	$ 11,845.60	$ 12,135.07	$ 12,438.40	$ 12,753.87	$ 13,078.00	$ 13,402.13	$ 13,736.67	$ 14,076.40	$ 14,355.47	$ 14,643.20	$ 14,920.53	$ 15,197.87	$ 15,480.40
	Appx. Annual	$ 122,657.60	$ 125,756.80	$ 128,897.60	$ 132,038.40	$ 135,200.00	$ 138,673.60	$ 142,147.20	$ 145,620.80	$ 149,260.80	$ 153,046.40	$ 156,936.00	$ 160,825.60	$ 164,840.00	$ 168,916.80	$ 172,265.60	$ 175,718.40	$ 179,046.40	$ 182,374.40	$ 185,764.80
76A	Hourly	$ 59.71	$ 61.23	$ 62.74	$ 64.27	$ 65.82	$ 67.51	$ 69.20	$ 70.88	$ 72.66	$ 74.50	$ 76.39	$ 78.29	$ 80.23	$ 82.23	$ 83.86	$ 85.54	$ 87.15	$ 88.77	$ 90.43
	Appx. Bi-wkly	$ 4,776.80	$ 4,898.40	$ 5,019.20	$ 5,141.60	$ 5,265.60	$ 5,400.80	$ 5,536.00	$ 5,670.40	$ 5,812.80	$ 5,960.00	$ 6,111.20	$ 6,263.20	$ 6,418.40	$ 6,578.40	$ 6,708.80	$ 6,843.20	$ 6,972.00	$ 7,101.60	$ 7,234.40
	Appx. Monthly	$ 10,349.73	$ 10,613.20	$ 10,874.93	$ 11,140.13	$ 11,408.80	$ 11,701.73	$ 11,994.67	$ 12,285.87	$ 12,594.40	$ 12,913.33	$ 13,240.93	$ 13,570.27	$ 13,906.53	$ 14,253.20	$ 14,535.73	$ 14,826.93	$ 15,106.00	$ 15,386.80	$ 15,674.53
	Appx. Annual	$ 124,196.80	$ 127,358.40	$ 130,499.20	$ 133,681.60	$ 136,905.60	$ 140,420.80	$ 143,936.00	$ 147,430.40	$ 151,132.80	$ 154,960.00	$ 158,891.20	$ 162,843.20	$ 166,878.40	$ 171,038.40	$ 174,428.80	$ 177,923.20	$ 181,272.00	$ 184,641.60	$ 188,094.40
76C	Hourly	$ 60.00	$ 61.52	$ 63.05	$ 64.59	$ 66.14	$ 67.84	$ 69.54	$ 71.24	$ 73.02	$ 74.87	$ 76.76	$ 78.67	$ 80.64	$ 82.64	$ 84.26	$ 85.95	$ 87.60	$ 89.20	$ 90.87
	Appx. Bi-wkly	$ 4,800.00	$ 4,921.60	$ 5,044.00	$ 5,167.20	$ 5,291.20	$ 5,427.20	$ 5,563.20	$ 5,699.20	$ 5,841.60	$ 5,989.60	$ 6,140.80	$ 6,293.60	$ 6,451.20	$ 6,611.20	$ 6,740.80	$ 6,876.00	$ 7,008.00	$ 7,136.00	$ 7,269.60
	Appx. Monthly	$ 10,400.00	$ 10,663.47	$ 10,928.67	$ 11,195.60	$ 11,464.27	$ 11,758.93	$ 12,053.60	$ 12,348.27	$ 12,656.80	$ 12,977.47	$ 13,305.07	$ 13,636.13	$ 13,977.60	$ 14,324.27	$ 14,605.07	$ 14,898.00	$ 15,184.00	$ 15,461.33	$ 15,750.80
	Appx. Annual	$ 124,800.00	$ 127,961.60	$ 131,144.00	$ 134,347.20	$ 137,571.20	$ 141,107.20	$ 144,643.20	$ 148,179.20	$ 151,881.60	$ 155,729.60	$ 159,660.80	$ 163,633.60	$ 167,731.20	$ 171,891.20	$ 175,260.80	$ 178,776.00	$ 182,208.00	$ 185,536.00	$ 189,009.60
77	Hourly	$ 60.45	$ 61.97	$ 63.52	$ 65.07	$ 66.63	$ 68.34	$ 70.04	$ 71.76	$ 73.55	$ 75.43	$ 77.33	$ 79.25	$ 81.22	$ 83.24	$ 84.89	$ 86.59	$ 88.23	$ 89.87	$ 91.55
	Appx. Bi-wkly	$ 4,836.00	$ 4,957.60	$ 5,081.60	$ 5,205.60	$ 5,330.40	$ 5,467.20	$ 5,603.20	$ 5,740.80	$ 5,884.00	$ 6,034.40	$ 6,186.40	$ 6,340.00	$ 6,497.60	$ 6,659.20	$ 6,791.20	$ 6,927.20	$ 7,058.40	$ 7,189.60	$ 7,324.00
	Appx. Monthly	$ 10,478.00	$ 10,741.47	$ 11,010.13	$ 11,278.80	$ 11,549.20	$ 11,845.60	$ 12,140.27	$ 12,438.40	$ 12,748.67	$ 13,074.53	$ 13,403.87	$ 13,736.67	$ 14,078.13	$ 14,428.27	$ 14,714.27	$ 15,008.93	$ 15,293.20	$ 15,577.47	$ 15,868.67
	Appx. Annual	$ 125,736.00	$ 128,897.60	$ 132,121.60	$ 135,345.60	$ 138,590.40	$ 142,147.20	$ 145,683.20	$ 149,260.80	$ 152,984.00	$ 156,894.40	$ 160,846.40	$ 164,840.00	$ 168,937.60	$ 173,139.20	$ 176,571.20	$ 180,107.20	$ 183,518.40	$ 186,929.60	$ 190,424.00
Effective 2/21/2026		**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** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years

Nurses Supervisory & Management Unit Salary Tables – Effective 02/21/2026

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Effective 2/21/2026		Non-Longevity													Longevity				
		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 12 years	Step 16 15 years	Step 17 20 years	Step 18 25 years	Step 19 30 years
77A	Hourly	$ 61.22	$ 62.74	$ 64.31	$ 65.88	$ 67.47	$ 69.20	$ 70.92	$ 72.66	$ 74.47	$ 76.37	$ 78.30	$ 80.23	$ 82.24	$ 84.28	$ 85.95	$ 87.67	$ 89.34	$ 90.99	$ 92.69
	Appx. Bi-wkly	$ 4,897.60	$ 5,019.20	$ 5,144.80	$ 5,270.40	$ 5,397.60	$ 5,536.00	$ 5,673.60	$ 5,812.80	$ 5,957.60	$ 6,109.60	$ 6,264.00	$ 6,418.40	$ 6,579.20	$ 6,742.40	$ 6,876.00	$ 7,013.60	$ 7,147.20	$ 7,279.20	$ 7,415.20
	Appx. Monthly	$ 10,611.47	$ 10,874.93	$ 11,147.07	$ 11,419.20	$ 11,694.80	$ 11,994.67	$ 12,292.80	$ 12,594.40	$ 12,908.13	$ 13,237.47	$ 13,572.00	$ 13,906.53	$ 14,254.93	$ 14,608.53	$ 14,898.00	$ 15,196.13	$ 15,485.60	$ 15,771.60	$ 16,066.27
	Appx. Annual	$ 127,337.60	$ 130,499.20	$ 133,764.80	$ 137,030.40	$ 140,337.60	$ 143,936.00	$ 147,513.60	$ 151,132.80	$ 154,897.60	$ 158,849.60	$ 162,864.00	$ 166,878.40	$ 171,059.20	$ 175,302.40	$ 178,776.00	$ 182,353.60	$ 185,827.20	$ 189,259.20	$ 192,795.20
77B	Hourly	$ 61.36	$ 62.89	$ 64.48	$ 66.04	$ 67.63	$ 69.37	$ 71.09	$ 72.83	$ 74.65	$ 76.56	$ 78.48	$ 80.44	$ 82.45	$ 84.50	$ 86.15	$ 87.88	$ 89.56	$ 91.22	$ 92.92
	Appx. Bi-wkly	$ 4,908.80	$ 5,031.20	$ 5,158.40	$ 5,283.20	$ 5,410.40	$ 5,549.60	$ 5,687.20	$ 5,826.40	$ 5,972.00	$ 6,124.80	$ 6,278.40	$ 6,435.20	$ 6,596.00	$ 6,760.00	$ 6,892.00	$ 7,030.40	$ 7,164.80	$ 7,297.60	$ 7,433.60
	Appx. Monthly	$ 10,635.73	$ 10,900.93	$ 11,176.53	$ 11,446.93	$ 11,722.53	$ 12,024.13	$ 12,322.27	$ 12,623.87	$ 12,939.33	$ 13,270.40	$ 13,603.20	$ 13,942.93	$ 14,291.33	$ 14,646.67	$ 14,932.67	$ 15,232.53	$ 15,523.73	$ 15,811.47	$ 16,106.13
	Appx. Annual	$ 127,628.80	$ 130,811.20	$ 134,118.40	$ 137,363.20	$ 140,670.40	$ 144,289.60	$ 147,867.20	$ 151,486.40	$ 155,272.00	$ 159,244.80	$ 163,238.40	$ 167,315.20	$ 171,496.00	$ 175,760.00	$ 179,192.00	$ 182,790.40	$ 186,284.80	$ 189,737.60	$ 193,273.60
77C	Hourly	$ 61.76	$ 63.30	$ 64.89	$ 66.51	$ 68.20	$ 69.91	$ 71.63	$ 73.44	$ 75.27	$ 77.14	$ 79.08	$ 81.08	$ 83.10	$ 85.16	$ 86.87	$ 88.59	$ 90.27	$ 92.00	$ 93.69
	Appx. Bi-wkly	$ 4,940.80	$ 5,064.00	$ 5,191.20	$ 5,320.80	$ 5,456.00	$ 5,592.80	$ 5,730.40	$ 5,875.20	$ 6,021.60	$ 6,171.20	$ 6,326.40	$ 6,486.40	$ 6,648.00	$ 6,812.80	$ 6,949.60	$ 7,087.20	$ 7,221.60	$ 7,360.00	$ 7,495.20
	Appx. Monthly	$ 10,705.07	$ 10,972.00	$ 11,247.60	$ 11,528.40	$ 11,821.33	$ 12,117.73	$ 12,415.87	$ 12,729.60	$ 13,046.80	$ 13,370.93	$ 13,707.20	$ 14,053.87	$ 14,404.00	$ 14,761.07	$ 15,057.47	$ 15,355.60	$ 15,646.80	$ 15,946.67	$ 16,239.60
	Appx. Annual	$ 128,460.80	$ 131,664.00	$ 134,971.20	$ 138,340.80	$ 141,856.00	$ 145,412.80	$ 148,990.40	$ 152,755.20	$ 156,561.60	$ 160,451.20	$ 164,486.40	$ 168,646.40	$ 172,848.00	$ 177,132.80	$ 180,689.60	$ 184,267.20	$ 187,761.60	$ 191,360.00	$ 194,875.20
78	Hourly	$ 61.96	$ 63.52	$ 65.11	$ 66.69	$ 68.30	$ 70.04	$ 71.79	$ 73.55	$ 75.39	$ 77.31	$ 79.26	$ 81.22	$ 83.25	$ 85.32	$ 87.01	$ 88.75	$ 90.45	$ 92.12	$ 93.84
	Appx. Bi-wkly	$ 4,956.80	$ 5,081.60	$ 5,208.80	$ 5,335.20	$ 5,464.00	$ 5,603.20	$ 5,743.20	$ 5,884.00	$ 6,031.20	$ 6,184.80	$ 6,340.80	$ 6,497.60	$ 6,660.00	$ 6,825.60	$ 6,960.80	$ 7,100.00	$ 7,236.00	$ 7,369.60	$ 7,507.20
	Appx. Monthly	$ 10,739.73	$ 11,010.13	$ 11,285.73	$ 11,559.60	$ 11,838.67	$ 12,140.27	$ 12,443.60	$ 12,748.67	$ 13,067.60	$ 13,400.40	$ 13,738.40	$ 14,078.13	$ 14,430.00	$ 14,788.80	$ 15,081.73	$ 15,383.33	$ 15,678.00	$ 15,967.47	$ 16,265.60
	Appx. Annual	$ 128,876.80	$ 132,121.60	$ 135,428.80	$ 138,715.20	$ 142,064.00	$ 145,683.20	$ 149,323.20	$ 152,984.00	$ 156,811.20	$ 160,804.80	$ 164,860.80	$ 168,937.60	$ 173,160.00	$ 177,465.60	$ 180,980.80	$ 184,600.00	$ 188,136.00	$ 191,609.60	$ 195,187.20
78A	Hourly	$ 62.73	$ 64.31	$ 65.92	$ 67.53	$ 69.14	$ 70.92	$ 72.69	$ 74.47	$ 76.34	$ 78.28	$ 80.24	$ 82.24	$ 84.29	$ 86.40	$ 88.10	$ 89.86	$ 91.58	$ 93.27	$ 95.01
	Appx. Bi-wkly	$ 5,018.40	$ 5,144.80	$ 5,273.60	$ 5,402.40	$ 5,531.20	$ 5,673.60	$ 5,815.20	$ 5,957.60	$ 6,107.20	$ 6,262.40	$ 6,419.20	$ 6,579.20	$ 6,743.20	$ 6,912.00	$ 7,048.00	$ 7,188.80	$ 7,326.40	$ 7,461.60	$ 7,600.80
	Appx. Monthly	$ 10,873.20	$ 11,147.07	$ 11,426.13	$ 11,705.20	$ 11,984.27	$ 12,292.80	$ 12,599.60	$ 12,908.13	$ 13,232.27	$ 13,568.53	$ 13,908.27	$ 14,254.93	$ 14,610.27	$ 14,976.00	$ 15,270.67	$ 15,575.73	$ 15,873.87	$ 16,166.80	$ 16,468.40
	Appx. Annual	$ 130,478.40	$ 133,764.80	$ 137,113.60	$ 140,462.40	$ 143,811.20	$ 147,513.60	$ 151,195.20	$ 154,897.60	$ 158,787.20	$ 162,822.40	$ 166,899.20	$ 171,059.20	$ 175,323.20	$ 179,712.00	$ 183,248.00	$ 186,908.80	$ 190,486.40	$ 194,001.60	$ 197,620.80
78B	Hourly	$ 62.88	$ 64.48	$ 66.09	$ 67.69	$ 69.32	$ 71.09	$ 72.87	$ 74.65	$ 76.53	$ 78.46	$ 80.45	$ 82.45	$ 84.51	$ 86.61	$ 88.31	$ 90.08	$ 91.80	$ 93.51	$ 95.24
	Appx. Bi-wkly	$ 5,030.40	$ 5,158.40	$ 5,287.20	$ 5,415.20	$ 5,545.60	$ 5,687.20	$ 5,829.60	$ 5,972.00	$ 6,122.40	$ 6,276.80	$ 6,436.00	$ 6,596.00	$ 6,760.80	$ 6,928.80	$ 7,064.80	$ 7,206.40	$ 7,344.00	$ 7,480.80	$ 7,619.20
	Appx. Monthly	$ 10,899.20	$ 11,176.53	$ 11,455.60	$ 11,732.93	$ 12,015.47	$ 12,322.27	$ 12,630.80	$ 12,939.33	$ 13,265.20	$ 13,599.73	$ 13,944.67	$ 14,291.33	$ 14,648.40	$ 15,012.40	$ 15,307.07	$ 15,613.87	$ 15,912.00	$ 16,208.40	$ 16,508.27
	Appx. Annual	$ 130,790.40	$ 134,118.40	$ 137,467.20	$ 140,795.20	$ 144,185.60	$ 147,867.20	$ 151,569.60	$ 155,272.00	$ 159,182.40	$ 163,196.80	$ 167,336.00	$ 171,496.00	$ 175,780.80	$ 180,148.80	$ 183,684.80	$ 187,366.40	$ 190,944.00	$ 194,500.80	$ 198,099.20
79	Hourly	$ 63.51	$ 65.11	$ 66.73	$ 68.36	$ 70.00	$ 71.79	$ 73.59	$ 75.39	$ 77.28	$ 79.24	$ 81.23	$ 83.25	$ 85.33	$ 87.46	$ 89.18	$ 90.96	$ 92.70	$ 94.41	$ 96.18
	Appx. Bi-wkly	$ 5,080.80	$ 5,208.80	$ 5,338.40	$ 5,468.80	$ 5,600.00	$ 5,743.20	$ 5,887.20	$ 6,031.20	$ 6,182.40	$ 6,339.20	$ 6,498.40	$ 6,660.00	$ 6,826.40	$ 6,996.80	$ 7,134.40	$ 7,276.80	$ 7,416.00	$ 7,552.80	$ 7,694.40
	Appx. Monthly	$ 11,008.40	$ 11,285.73	$ 11,566.53	$ 11,849.07	$ 12,133.33	$ 12,443.60	$ 12,755.60	$ 13,067.60	$ 13,395.20	$ 13,734.93	$ 14,079.87	$ 14,430.00	$ 14,790.53	$ 15,159.73	$ 15,457.87	$ 15,766.40	$ 16,068.00	$ 16,364.40	$ 16,671.20
	Appx. Annual	$ 132,100.80	$ 135,428.80	$ 138,798.40	$ 142,188.80	$ 145,600.00	$ 149,323.20	$ 153,067.20	$ 156,811.20	$ 160,742.40	$ 164,819.20	$ 168,958.40	$ 173,160.00	$ 177,486.40	$ 181,916.80	$ 185,494.40	$ 189,196.80	$ 192,816.00	$ 196,372.80	$ 200,054.40
79A	Hourly	$ 64.30	$ 65.92	$ 67.57	$ 69.22	$ 70.87	$ 72.69	$ 74.51	$ 76.34	$ 78.24	$ 80.22	$ 82.25	$ 84.29	$ 86.41	$ 88.55	$ 90.29	$ 92.10	$ 93.86	$ 95.60	$ 97.39
	Appx. Bi-wkly	$ 5,144.00	$ 5,273.60	$ 5,405.60	$ 5,537.60	$ 5,669.60	$ 5,815.20	$ 5,960.80	$ 6,107.20	$ 6,259.20	$ 6,417.60	$ 6,580.00	$ 6,743.20	$ 6,912.80	$ 7,084.00	$ 7,223.20	$ 7,368.00	$ 7,508.80	$ 7,648.00	$ 7,791.20
	Appx. Monthly	$ 11,145.33	$ 11,426.13	$ 11,712.13	$ 11,998.13	$ 12,284.13	$ 12,599.60	$ 12,915.07	$ 13,232.27	$ 13,561.60	$ 13,904.80	$ 14,256.67	$ 14,610.27	$ 14,977.73	$ 15,348.67	$ 15,650.27	$ 15,964.00	$ 16,269.07	$ 16,570.67	$ 16,880.93
	Appx. Annual	$ 133,744.00	$ 137,113.60	$ 140,545.60	$ 143,977.60	$ 147,409.60	$ 151,195.20	$ 154,980.80	$ 158,787.20	$ 162,739.20	$ 166,857.60	$ 171,080.00	$ 175,323.20	$ 179,732.80	$ 184,184.00	$ 187,803.20	$ 191,568.00	$ 195,228.80	$ 198,848.00	$ 202,571.20
Effective 2/21/2026		**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** 12 years	**Step 16** 15 years	**Step 17** 20 years	**Step 18** 25 years	**Step 19** 30 years
80	Hourly	$ 64.22	$ 66.40	$ 68.06	$ 69.70	$ 71.46	$ 73.25	$ 75.02	$ 76.90	$ 78.87	$ 80.83	$ 82.86	$ 84.93	$ 87.09	$ 89.24	$ 91.01	$ 92.80	$ 94.59	$ 96.38	$ 98.15
	Appx. Bi-wkly	$ 5,137.60	$ 5,312.00	$ 5,444.80	$ 5,576.00	$ 5,716.80	$ 5,860.00	$ 6,001.60	$ 6,152.00	$ 6,309.60	$ 6,466.40	$ 6,628.80	$ 6,794.40	$ 6,967.20	$ 7,139.20	$ 7,280.80	$ 7,424.00	$ 7,567.20	$ 7,710.40	$ 7,852.00
	Appx. Monthly	$ 11,131.47	$ 11,509.33	$ 11,797.07	$ 12,081.33	$ 12,386.40	$ 12,696.67	$ 13,003.47	$ 13,329.33	$ 13,670.80	$ 14,010.53	$ 14,362.40	$ 14,721.20	$ 15,095.60	$ 15,468.27	$ 15,775.07	$ 16,085.33	$ 16,395.60	$ 16,705.87	$ 17,012.67
	Appx. Annual	$ 133,577.60	$ 138,112.00	$ 141,564.80	$ 144,976.00	$ 148,636.80	$ 152,360.00	$ 156,041.60	$ 159,952.00	$ 164,049.60	$ 168,126.40	$ 172,348.80	$ 176,654.40	$ 181,147.20	$ 185,619.20	$ 189,300.80	$ 193,024.00	$ 196,747.20	$ 200,470.40	$ 204,152.00
80A	Hourly	$ 65.02	$ 67.24	$ 68.92	$ 70.58	$ 72.36	$ 74.16	$ 75.96	$ 77.86	$ 79.86	$ 81.84	$ 83.90	$ 85.99	$ 88.18	$ 90.36	$ 92.15	$ 93.96	$ 95.77	$ 97.59	$ 99.38
	Appx. Bi-wkly	$ 5,201.60	$ 5,379.20	$ 5,513.60	$ 5,646.40	$ 5,788.80	$ 5,932.80	$ 6,076.80	$ 6,228.80	$ 6,388.80	$ 6,547.20	$ 6,712.00	$ 6,879.20	$ 7,054.40	$ 7,228.80	$ 7,372.00	$ 7,516.80	$ 7,661.60	$ 7,807.20	$ 7,950.40
	Appx. Monthly	$ 11,270.13	$ 11,654.93	$ 11,946.13	$ 12,233.87	$ 12,542.40	$ 12,854.40	$ 13,166.40	$ 13,495.73	$ 13,842.40	$ 14,185.60	$ 14,542.67	$ 14,904.93	$ 15,284.53	$ 15,662.40	$ 15,972.67	$ 16,286.40	$ 16,600.13	$ 16,915.60	$ 17,225.87
	Appx. Annual	$ 135,241.60	$ 139,859.20	$ 143,353.60	$ 146,806.40	$ 150,508.80	$ 154,252.80	$ 157,996.80	$ 161,948.80	$ 166,108.80	$ 170,227.20	$ 174,512.00	$ 178,859.20	$ 183,414.40	$ 187,948.80	$ 191,672.00	$ 195,436.80	$ 199,201.60	$ 202,987.20	$ 206,710.40
80C	Hourly	$ 65.34	$ 67.57	$ 69.27	$ 70.92	$ 72.71	$ 74.53	$ 76.34	$ 78.24	$ 80.25	$ 82.24	$ 84.30	$ 86.42	$ 88.63	$ 90.81	$ 92.61	$ 94.41	$ 96.24	$ 98.07	$ 99.87
	Appx. Bi-wkly	$ 5,227.20	$ 5,405.60	$ 5,541.60	$ 5,673.60	$ 5,816.80	$ 5,962.40	$ 6,107.20	$ 6,259.20	$ 6,420.00	$ 6,579.20	$ 6,744.00	$ 6,913.60	$ 7,090.40	$ 7,264.80	$ 7,408.80	$ 7,552.80	$ 7,699.20	$ 7,845.60	$ 7,989.60
	Appx. Monthly	$ 11,325.60	$ 11,712.13	$ 12,006.80	$ 12,292.80	$ 12,603.07	$ 12,918.53	$ 13,232.27	$ 13,561.60	$ 13,910.00	$ 14,254.93	$ 14,612.00	$ 14,979.47	$ 15,362.53	$ 15,740.40	$ 16,052.40	$ 16,364.40	$ 16,681.60	$ 16,998.80	$ 17,310.80
	Appx. Annual	$ 135,907.20	$ 140,545.60	$ 144,081.60	$ 147,513.60	$ 151,236.80	$ 155,022.40	$ 158,787.20	$ 162,739.20	$ 166,920.00	$ 171,059.20	$ 175,344.00	$ 179,753.60	$ 184,350.40	$ 188,884.80	$ 192,628.80	$ 196,372.80	$ 200,179.20	$ 203,985.60	$ 207,729.60
81	Hourly	$ 65.82	$ 68.06	$ 69.77	$ 71.45	$ 73.25	$ 75.08	$ 76.90	$ 78.82	$ 80.85	$ 82.85	$ 84.93	$ 87.05	$ 89.26	$ 91.48	$ 93.29	$ 95.11	$ 96.95	$ 98.80	$ 100.61
	Appx. Bi-wkly	$ 5,265.60	$ 5,444.80	$ 5,581.60	$ 5,716.00	$ 5,860.00	$ 6,006.40	$ 6,152.00	$ 6,305.60	$ 6,468.00	$ 6,628.00	$ 6,794.40	$ 6,964.00	$ 7,140.80	$ 7,318.40	$ 7,463.20	$ 7,608.80	$ 7,756.00	$ 7,904.00	$ 8,048.80
	Appx. Monthly	$ 11,408.80	$ 11,797.07	$ 12,093.47	$ 12,384.67	$ 12,696.67	$ 13,013.87	$ 13,329.33	$ 13,662.13	$ 14,014.00	$ 14,360.67	$ 14,721.20	$ 15,088.67	$ 15,471.73	$ 15,856.53	$ 16,170.27	$ 16,485.73	$ 16,804.67	$ 17,125.33	$ 17,439.07
	Appx. Annual	$ 136,905.60	$ 141,564.80	$ 145,121.60	$ 148,616.00	$ 152,360.00	$ 156,166.40	$ 159,952.00	$ 163,945.60	$ 168,168.00	$ 172,328.00	$ 176,654.40	$ 181,064.00	$ 185,660.80	$ 190,278.40	$ 194,043.20	$ 197,828.80	$ 201,656.00	$ 205,504.00	$ 209,268.80
81A	Hourly	$ 66.64	$ 68.92	$ 70.65	$ 72.35	$ 74.16	$ 76.01	$ 77.86	$ 79.81	$ 81.86	$ 83.89	$ 85.99	$ 88.14	$ 90.38	$ 92.62	$ 94.46	$ 96.30	$ 98.15	$ 100.03	$ 101.87
	Appx. Bi-wkly	$ 5,331.20	$ 5,513.60	$ 5,652.00	$ 5,788.00	$ 5,932.80	$ 6,080.80	$ 6,228.80	$ 6,384.80	$ 6,548.80	$ 6,711.20	$ 6,879.20	$ 7,051.20	$ 7,230.40	$ 7,409.60	$ 7,556.80	$ 7,704.00	$ 7,852.00	$ 8,002.40	$ 8,149.60
	Appx. Monthly	$ 11,550.93	$ 11,946.13	$ 12,246.00	$ 12,540.67	$ 12,854.40	$ 13,175.07	$ 13,495.73	$ 13,833.73	$ 14,189.07	$ 14,540.93	$ 14,904.93	$ 15,277.60	$ 15,665.87	$ 16,054.13	$ 16,373.07	$ 16,692.00	$ 17,012.67	$ 17,338.53	$ 17,657.47
	Appx. Annual	$ 138,611.20	$ 143,353.60	$ 146,952.00	$ 150,488.00	$ 154,252.80	$ 158,100.80	$ 161,948.80	$ 166,004.80	$ 170,268.80	$ 174,491.20	$ 178,859.20	$ 183,331.20	$ 187,990.40	$ 192,649.60	$ 196,476.80	$ 200,304.00	$ 204,152.00	$ 208,062.40	$ 211,889.60
82	Hourly	$ 67.47	$ 69.77	$ 71.52	$ 73.24	$ 75.08	$ 76.95	$ 78.82	$ 80.79	$ 82.87	$ 84.92	$ 87.05	$ 89.22	$ 91.51	$ 93.76	$ 95.63	$ 97.50	$ 99.37	$ 101.26	$ 103.12
	Appx. Bi-wkly	$ 5,397.60	$ 5,581.60	$ 5,721.60	$ 5,859.20	$ 6,006.40	$ 6,156.00	$ 6,305.60	$ 6,463.20	$ 6,629.60	$ 6,793.60	$ 6,964.00	$ 7,137.60	$ 7,320.80	$ 7,500.80	$ 7,650.40	$ 7,800.00	$ 7,949.60	$ 8,100.80	$ 8,249.60
	Appx. Monthly	$ 11,694.80	$ 12,093.47	$ 12,396.80	$ 12,694.93	$ 13,013.87	$ 13,338.00	$ 13,662.13	$ 14,003.60	$ 14,364.13	$ 14,719.47	$ 15,088.67	$ 15,464.80	$ 15,861.73	$ 16,251.73	$ 16,575.87	$ 16,900.00	$ 17,224.13	$ 17,551.73	$ 17,874.13
	Appx. Annual	$ 140,337.60	$ 145,121.60	$ 148,761.60	$ 152,339.20	$ 156,166.40	$ 160,056.00	$ 163,945.60	$ 168,043.20	$ 172,369.60	$ 176,633.60	$ 181,064.00	$ 185,577.60	$ 190,340.80	$ 195,020.80	$ 198,910.40	$ 202,800.00	$ 206,689.60	$ 210,620.80	$ 214,489.60
82A	Hourly	$ 68.31	$ 70.65	$ 72.42	$ 74.15	$ 76.01	$ 77.91	$ 79.81	$ 81.80	$ 83.91	$ 85.98	$ 88.14	$ 90.34	$ 92.65	$ 94.94	$ 96.82	$ 98.72	$ 100.61	$ 102.54	$ 104.41
	Appx. Bi-wkly	$ 5,464.80	$ 5,652.00	$ 5,793.60	$ 5,932.00	$ 6,080.80	$ 6,232.80	$ 6,384.80	$ 6,544.00	$ 6,712.80	$ 6,878.40	$ 7,051.20	$ 7,227.20	$ 7,412.00	$ 7,595.20	$ 7,745.60	$ 7,897.60	$ 8,048.80	$ 8,203.20	$ 8,352.80
	Appx. Monthly	$ 11,840.40	$ 12,246.00	$ 12,552.80	$ 12,852.67	$ 13,175.07	$ 13,504.40	$ 13,833.73	$ 14,178.67	$ 14,544.40	$ 14,903.20	$ 15,277.60	$ 15,658.93	$ 16,059.33	$ 16,456.27	$ 16,782.13	$ 17,111.47	$ 17,439.07	$ 17,773.60	$ 18,097.73
	Appx. Annual	$ 142,084.80	$ 146,952.00	$ 150,633.60	$ 154,232.00	$ 158,100.80	$ 162,052.80	$ 166,004.80	$ 170,144.00	$ 174,532.80	$ 178,838.40	$ 183,331.20	$ 187,907.20	$ 192,712.00	$ 197,475.20	$ 201,385.60	$ 205,337.60	$ 209,268.80	$ 213,283.20	$ 217,172.80
83	Hourly	$ 69.14	$ 71.52	$ 73.31	$ 75.06	$ 76.95	$ 78.87	$ 80.79	$ 82.81	$ 84.94	$ 87.04	$ 89.22	$ 91.46	$ 93.79	$ 96.10	$ 98.02	$ 99.93	$ 101.86	$ 103.79	$ 105.71
	Appx. Bi-wkly	$ 5,531.20	$ 5,721.60	$ 5,864.80	$ 6,004.80	$ 6,156.00	$ 6,309.60	$ 6,463.20	$ 6,624.80	$ 6,795.20	$ 6,963.20	$ 7,137.60	$ 7,316.80	$ 7,503.20	$ 7,688.00	$ 7,841.60	$ 7,994.40	$ 8,148.80	$ 8,303.20	$ 8,456.80
	Appx. Monthly	$ 11,984.27	$ 12,396.80	$ 12,707.07	$ 13,010.40	$ 13,338.00	$ 13,670.80	$ 14,003.60	$ 14,353.73	$ 14,722.93	$ 15,086.93	$ 15,464.80	$ 15,853.07	$ 16,256.93	$ 16,657.33	$ 16,990.13	$ 17,321.20	$ 17,655.73	$ 17,990.27	$ 18,323.07
	Appx. Annual	$ 143,811.20	$ 148,761.60	$ 152,484.80	$ 156,124.80	$ 160,056.00	$ 164,049.60	$ 168,043.20	$ 172,244.80	$ 176,675.20	$ 181,043.20	$ 185,577.60	$ 190,236.80	$ 195,083.20	$ 199,888.00	$ 203,881.60	$ 207,854.40	$ 211,868.80	$ 215,883.20	$ 219,876.80

Nurses Supervisory & Management Unit Salary Tables – Effective 07/25/2026

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Effective 7/25/2026		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 (12 years)	Step 17 (15 years)	Step 18 (20 years)	Step 19 (25 years)	Step 20 (30 years)
		Non-Longevity															Longevity				
61	Hourly	$ 40.76	$ 41.79	$ 42.81	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.08	$ 57.22	$ 58.65	$ 59.80	$ 60.97	$ 62.09	$ 63.23
	Appx. Bi-wkly	$ 3,260.80	$ 3,343.20	$ 3,424.80	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,486.40	$ 4,577.60	$ 4,692.00	$ 4,784.00	$ 4,877.60	$ 4,967.20	$ 5,058.40
	Appx. Monthly	$ 7,065.07	$ 7,243.60	$ 7,420.40	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,720.53	$ 9,918.13	$ 10,166.00	$ 10,365.33	$ 10,568.13	$ 10,762.27	$ 10,959.87
	Appx. Annual	$ 84,780.80	$ 86,923.20	$ 89,044.80	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,646.40	$ 119,017.60	$ 121,992.00	$ 124,384.00	$ 126,817.60	$ 129,147.20	$ 131,518.40
61A	Hourly	$ 41.27	$ 42.31	$ 43.36	$ 44.43	$ 45.55	$ 46.70	$ 47.87	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.79	$ 58.21	$ 59.38	$ 60.54	$ 61.72	$ 62.88	$ 64.04
	Appx. Bi-wkly	$ 3,301.60	$ 3,384.80	$ 3,468.80	$ 3,554.40	$ 3,644.00	$ 3,736.00	$ 3,829.60	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,543.20	$ 4,656.80	$ 4,750.40	$ 4,843.20	$ 4,937.60	$ 5,030.40	$ 5,123.20
	Appx. Monthly	$ 7,153.47	$ 7,333.73	$ 7,515.73	$ 7,701.20	$ 7,895.33	$ 8,094.67	$ 8,297.47	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,843.60	$ 10,089.73	$ 10,292.53	$ 10,493.60	$ 10,698.13	$ 10,899.20	$ 11,100.27
	Appx. Annual	$ 85,841.60	$ 88,004.80	$ 90,188.80	$ 92,414.40	$ 94,744.00	$ 97,136.00	$ 99,569.60	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,123.20	$ 121,076.80	$ 123,510.40	$ 125,923.20	$ 128,377.60	$ 130,790.40	$ 133,203.20
61C	Hourly	$ 41.43	$ 42.51	$ 43.56	$ 44.69	$ 45.75	$ 46.91	$ 48.07	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.07	$ 58.50	$ 59.69	$ 60.85	$ 62.01	$ 63.19	$ 64.35
	Appx. Bi-wkly	$ 3,314.40	$ 3,400.80	$ 3,484.80	$ 3,575.20	$ 3,660.00	$ 3,752.80	$ 3,845.60	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,565.60	$ 4,680.00	$ 4,775.20	$ 4,868.00	$ 4,960.80	$ 5,055.20	$ 5,148.00
	Appx. Monthly	$ 7,181.20	$ 7,368.40	$ 7,550.40	$ 7,746.27	$ 7,930.00	$ 8,131.07	$ 8,332.13	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,892.13	$ 10,140.00	$ 10,346.27	$ 10,547.33	$ 10,748.40	$ 10,952.93	$ 11,154.00
	Appx. Annual	$ 86,174.40	$ 88,420.80	$ 90,604.80	$ 92,955.20	$ 95,160.00	$ 97,572.80	$ 99,985.60	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,705.60	$ 121,680.00	$ 124,155.20	$ 126,568.00	$ 128,980.80	$ 131,435.20	$ 133,848.00
61T	Hourly	$ 40.76	$ 41.79	$ 42.81	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71							
	Appx. Bi-wkly	$ 3,260.80	$ 3,343.20	$ 3,424.80	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80							
	Appx. Monthly	$ 7,065.07	$ 7,243.60	$ 7,420.40	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07							
	Appx. Annual	$ 84,780.80	$ 86,923.20	$ 89,044.80	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80							
62	Hourly	$ 41.80	$ 42.85	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.55	$ 58.99	$ 60.14	$ 61.35	$ 62.51	$ 63.70	$ 64.86
	Appx. Bi-wkly	$ 3,344.00	$ 3,428.00	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,604.00	$ 4,719.20	$ 4,811.20	$ 4,908.00	$ 5,000.80	$ 5,096.00	$ 5,188.80
	Appx. Monthly	$ 7,245.33	$ 7,427.33	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,975.33	$ 10,224.93	$ 10,424.27	$ 10,634.00	$ 10,835.07	$ 11,041.33	$ 11,242.40
	Appx. Annual	$ 86,944.00	$ 89,128.00	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,704.00	$ 122,699.20	$ 125,091.20	$ 127,608.00	$ 130,020.80	$ 132,496.00	$ 134,908.80
62A	Hourly	$ 42.32	$ 43.38	$ 44.43	$ 45.55	$ 46.70	$ 47.87	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.25	$ 59.71	$ 60.92	$ 62.09	$ 63.26	$ 64.47	$ 65.66
	Appx. Bi-wkly	$ 3,385.60	$ 3,470.40	$ 3,554.40	$ 3,644.00	$ 3,736.00	$ 3,829.60	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,660.00	$ 4,776.80	$ 4,873.60	$ 4,967.20	$ 5,060.80	$ 5,157.60	$ 5,252.80
	Appx. Monthly	$ 7,335.47	$ 7,519.20	$ 7,701.20	$ 7,895.33	$ 8,094.67	$ 8,297.47	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,096.67	$ 10,349.73	$ 10,559.47	$ 10,762.27	$ 10,965.07	$ 11,174.80	$ 11,381.07
	Appx. Annual	$ 88,025.60	$ 90,230.40	$ 92,414.40	$ 94,744.00	$ 97,136.00	$ 99,569.60	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,160.00	$ 124,196.80	$ 126,713.60	$ 129,147.20	$ 131,580.80	$ 134,097.60	$ 136,572.80
62C	Hourly	$ 42.52	$ 43.57	$ 44.69	$ 45.75	$ 46.91	$ 48.07	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.54	$ 60.00	$ 61.20	$ 62.41	$ 63.60	$ 64.80	$ 66.03
	Appx. Bi-wkly	$ 3,401.60	$ 3,485.60	$ 3,575.20	$ 3,660.00	$ 3,752.80	$ 3,845.60	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,683.20	$ 4,800.00	$ 4,896.00	$ 4,992.80	$ 5,088.00	$ 5,184.00	$ 5,282.40
	Appx. Monthly	$ 7,370.13	$ 7,552.13	$ 7,746.27	$ 7,930.00	$ 8,131.07	$ 8,332.13	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,146.93	$ 10,400.00	$ 10,608.00	$ 10,817.73	$ 11,024.00	$ 11,232.00	$ 11,445.20
	Appx. Annual	$ 88,441.60	$ 90,625.60	$ 92,955.20	$ 95,160.00	$ 97,572.80	$ 99,985.60	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,763.20	$ 124,800.00	$ 127,296.00	$ 129,812.80	$ 132,288.00	$ 134,784.00	$ 137,342.40
62T	Hourly	$ 41.80	$ 42.85	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15							
	Appx. Bi-wkly	$ 3,344.00	$ 3,428.00	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00							
	Appx. Monthly	$ 7,245.33	$ 7,427.33	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67							
	Appx. Annual	$ 86,944.00	$ 89,128.00	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00							
Effective 7/25/2026		**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** 12 years	**Step 17** 15 years	**Step 18** 20 years	**Step 19** 25 years	**Step 20** 30 years
63	Hourly	$ 42.85	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.94	$ 60.41	$ 61.60	$ 62.82	$ 64.03	$ 65.21	$ 66.43
	Appx. Bi-wkly	$ 3,428.00	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,715.20	$ 4,832.80	$ 4,928.00	$ 5,025.60	$ 5,122.40	$ 5,216.80	$ 5,314.40
	Appx. Monthly	$ 7,427.33	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,216.27	$ 10,471.07	$ 10,677.33	$ 10,888.80	$ 11,098.53	$ 11,303.07	$ 11,514.53
	Appx. Annual	$ 89,128.00	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,595.20	$ 125,652.80	$ 128,128.00	$ 130,665.60	$ 133,182.40	$ 135,636.80	$ 138,174.40
63A	Hourly	$ 43.38	$ 44.43	$ 45.55	$ 46.70	$ 47.87	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.64	$ 61.13	$ 62.36	$ 63.58	$ 64.80	$ 66.04	$ 67.26
	Appx. Bi-wkly	$ 3,470.40	$ 3,554.40	$ 3,644.00	$ 3,736.00	$ 3,829.60	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,771.20	$ 4,890.40	$ 4,988.80	$ 5,086.40	$ 5,184.00	$ 5,283.20	$ 5,380.80
	Appx. Monthly	$ 7,519.20	$ 7,701.20	$ 7,895.33	$ 8,094.67	$ 8,297.47	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,337.60	$ 10,595.87	$ 10,809.07	$ 11,020.53	$ 11,232.00	$ 11,446.93	$ 11,658.40
	Appx. Annual	$ 90,230.40	$ 92,414.40	$ 94,744.00	$ 97,136.00	$ 99,569.60	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 124,051.20	$ 127,150.40	$ 129,708.80	$ 132,246.40	$ 134,784.00	$ 137,363.20	$ 139,900.80
63C	Hourly	$ 43.57	$ 44.69	$ 45.75	$ 46.91	$ 48.07	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.95	$ 61.45	$ 62.69	$ 63.91	$ 65.13	$ 66.36	$ 67.61
	Appx. Bi-wkly	$ 3,485.60	$ 3,575.20	$ 3,660.00	$ 3,752.80	$ 3,845.60	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,796.00	$ 4,916.00	$ 5,015.20	$ 5,112.80	$ 5,210.40	$ 5,308.80	$ 5,408.80
	Appx. Monthly	$ 7,552.13	$ 7,746.27	$ 7,930.00	$ 8,131.07	$ 8,332.13	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,391.33	$ 10,651.33	$ 10,866.27	$ 11,077.73	$ 11,289.20	$ 11,502.40	$ 11,719.07
	Appx. Annual	$ 90,625.60	$ 92,955.20	$ 95,160.00	$ 97,572.80	$ 99,985.60	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,696.00	$ 127,816.00	$ 130,395.20	$ 132,932.80	$ 135,470.40	$ 138,028.80	$ 140,628.80
63E	Hourly	$ 43.06	$ 44.12	$ 45.23	$ 46.35	$ 47.51	$ 48.69	$ 49.86	$ 51.12	$ 52.40	$ 53.67	$ 55.07	$ 56.36	$ 57.82	$ 59.25	$ 60.73	$ 61.97	$ 63.18	$ 64.39	$ 65.60	$ 66.82
	Appx. Bi-wkly	$ 3,444.80	$ 3,529.60	$ 3,618.40	$ 3,708.00	$ 3,800.80	$ 3,895.20	$ 3,988.80	$ 4,089.60	$ 4,192.00	$ 4,293.60	$ 4,405.60	$ 4,508.80	$ 4,625.60	$ 4,740.00	$ 4,858.40	$ 4,957.60	$ 5,054.40	$ 5,151.20	$ 5,248.00	$ 5,345.60
	Appx. Monthly	$ 7,463.73	$ 7,647.47	$ 7,839.87	$ 8,034.00	$ 8,235.07	$ 8,439.60	$ 8,642.40	$ 8,860.80	$ 9,082.67	$ 9,302.80	$ 9,545.47	$ 9,769.07	$ 10,022.13	$ 10,270.00	$ 10,526.53	$ 10,741.47	$ 10,951.20	$ 11,160.93	$ 11,370.67	$ 11,582.13
	Appx. Annual	$ 89,564.80	$ 91,769.60	$ 94,078.40	$ 96,408.00	$ 98,820.80	$ 101,275.20	$ 103,708.80	$ 106,329.60	$ 108,992.00	$ 111,633.60	$ 114,545.60	$ 117,228.80	$ 120,265.60	$ 123,240.00	$ 126,318.40	$ 128,897.60	$ 131,414.40	$ 133,931.20	$ 136,448.00	$ 138,985.60
63T	Hourly	$ 42.85	$ 43.91	$ 44.98	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47							
	Appx. Bi-wkly	$ 3,428.00	$ 3,512.80	$ 3,598.40	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60							
	Appx. Monthly	$ 7,427.33	$ 7,611.07	$ 7,796.53	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47							
	Appx. Annual	$ 89,128.00	$ 91,332.80	$ 93,558.40	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60							
64	Hourly	$ 43.90	$ 44.97	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.35	$ 61.86	$ 63.11	$ 64.32	$ 65.56	$ 66.80	$ 68.04
	Appx. Bi-wkly	$ 3,512.00	$ 3,597.60	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,828.00	$ 4,948.80	$ 5,048.80	$ 5,145.60	$ 5,244.80	$ 5,344.00	$ 5,443.20
	Appx. Monthly	$ 7,609.33	$ 7,794.80	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,460.67	$ 10,722.40	$ 10,939.07	$ 11,148.80	$ 11,363.73	$ 11,578.67	$ 11,793.60
	Appx. Annual	$ 91,312.00	$ 93,537.60	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,528.00	$ 128,668.80	$ 131,268.80	$ 133,785.60	$ 136,364.80	$ 138,944.00	$ 141,523.20
64A	Hourly	$ 44.41	$ 45.54	$ 46.70	$ 47.87	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.08	$ 62.61	$ 63.86	$ 65.11	$ 66.36	$ 67.63	$ 68.88
	Appx. Bi-wkly	$ 3,552.80	$ 3,643.20	$ 3,736.00	$ 3,829.60	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,886.40	$ 5,008.80	$ 5,108.80	$ 5,208.80	$ 5,308.80	$ 5,410.40	$ 5,510.40
	Appx. Monthly	$ 7,697.73	$ 7,893.60	$ 8,094.67	$ 8,297.47	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,587.20	$ 10,852.40	$ 11,069.07	$ 11,285.73	$ 11,502.40	$ 11,722.53	$ 11,939.20
	Appx. Annual	$ 92,372.80	$ 94,723.20	$ 97,136.00	$ 99,569.60	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,046.40	$ 130,228.80	$ 132,828.80	$ 135,428.80	$ 138,028.80	$ 140,670.40	$ 143,270.40
64C	Hourly	$ 44.68	$ 45.74	$ 46.91	$ 48.07	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.39	$ 62.92	$ 64.20	$ 65.45	$ 66.72	$ 67.96	$ 69.22
	Appx. Bi-wkly	$ 3,574.40	$ 3,659.20	$ 3,752.80	$ 3,845.60	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,911.20	$ 5,033.60	$ 5,136.00	$ 5,236.00	$ 5,337.60	$ 5,436.80	$ 5,537.60
	Appx. Monthly	$ 7,744.53	$ 7,928.27	$ 8,131.07	$ 8,332.13	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,640.93	$ 10,906.13	$ 11,128.00	$ 11,344.67	$ 11,564.80	$ 11,779.73	$ 11,998.13
	Appx. Annual	$ 92,934.40	$ 95,139.20	$ 97,572.80	$ 99,985.60	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,691.20	$ 130,873.60	$ 133,536.00	$ 136,136.00	$ 138,777.60	$ 141,356.80	$ 143,977.60
Effective 7/25/2026		**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** 12 years	**Step 17** 15 years	**Step 18** 20 years	**Step 19** 25 years	**Step 20** 30 years

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Effective 7/25/2026		Non-Longevity														Longevity				
		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	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years
64T	Hourly	$ 43.90	$ 44.97	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88							
	Appx. Bi-wkly	$ 3,512.00	$ 3,597.60	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40							
	Appx. Monthly	$ 7,609.33	$ 7,794.80	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87							
	Appx. Annual	$ 91,312.00	$ 93,537.60	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40							
65	Hourly	$ 44.97	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.47	$ 64.72	$ 65.99	$ 67.26	$ 68.53	$ 69.78
	Appx. Bi-wkly	$ 3,597.60	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,077.60	$ 5,177.60	$ 5,279.20	$ 5,380.80	$ 5,482.40	$ 5,582.40
	Appx. Monthly	$ 7,794.80	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 11,001.47	$ 11,218.13	$ 11,438.27	$ 11,658.40	$ 11,878.53	$ 12,095.20
	Appx. Annual	$ 93,537.60	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 132,017.60	$ 134,617.60	$ 137,259.20	$ 139,900.80	$ 142,542.40	$ 145,142.40
65A	Hourly	$ 45.54	$ 46.70	$ 47.87	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.26	$ 65.53	$ 66.81	$ 68.09	$ 69.36	$ 70.66
	Appx. Bi-wkly	$ 3,643.20	$ 3,736.00	$ 3,829.60	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,140.80	$ 5,242.40	$ 5,344.80	$ 5,447.20	$ 5,548.80	$ 5,652.80
	Appx. Monthly	$ 7,893.60	$ 8,094.67	$ 8,297.47	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,138.40	$ 11,358.53	$ 11,580.40	$ 11,802.27	$ 12,022.40	$ 12,247.73
	Appx. Annual	$ 94,723.20	$ 97,136.00	$ 99,569.60	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,660.80	$ 136,302.40	$ 138,964.80	$ 141,627.20	$ 144,268.80	$ 146,972.80
65C	Hourly	$ 45.74	$ 46.91	$ 48.07	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.56	$ 65.86	$ 67.16	$ 68.44	$ 69.73	$ 71.02
	Appx. Bi-wkly	$ 3,659.20	$ 3,752.80	$ 3,845.60	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,164.80	$ 5,268.80	$ 5,372.80	$ 5,475.20	$ 5,578.40	$ 5,681.60
	Appx. Monthly	$ 7,928.27	$ 8,131.07	$ 8,332.13	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,190.40	$ 11,415.73	$ 11,641.07	$ 11,862.93	$ 12,086.53	$ 12,310.13
	Appx. Annual	$ 95,139.20	$ 97,572.80	$ 99,985.60	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,284.80	$ 136,988.80	$ 139,692.80	$ 142,355.20	$ 145,038.40	$ 147,721.60
65T	Hourly	$ 44.97	$ 46.12	$ 47.24	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39							
	Appx. Bi-wkly	$ 3,597.60	$ 3,689.60	$ 3,779.20	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20							
	Appx. Monthly	$ 7,794.80	$ 7,994.13	$ 8,188.27	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60							
	Appx. Annual	$ 93,537.60	$ 95,929.60	$ 98,259.20	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20							
66	Hourly	$ 46.11	$ 47.23	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.46	$ 65.05	$ 66.33	$ 67.64	$ 68.93	$ 70.21	$ 71.49
	Appx. Bi-wkly	$ 3,688.80	$ 3,778.40	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,076.80	$ 5,204.00	$ 5,306.40	$ 5,411.20	$ 5,514.40	$ 5,616.80	$ 5,719.20
	Appx. Monthly	$ 7,992.40	$ 8,186.53	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,999.73	$ 11,275.33	$ 11,497.20	$ 11,724.27	$ 11,947.87	$ 12,169.73	$ 12,391.60
	Appx. Annual	$ 95,908.80	$ 98,238.40	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,996.80	$ 135,304.00	$ 137,966.40	$ 140,691.20	$ 143,374.40	$ 146,036.80	$ 148,699.20
66A	Hourly	$ 46.69	$ 47.86	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.24	$ 65.85	$ 67.18	$ 68.48	$ 69.78	$ 71.14	$ 72.44
	Appx. Bi-wkly	$ 3,735.20	$ 3,828.80	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,139.20	$ 5,268.00	$ 5,374.40	$ 5,478.40	$ 5,582.40	$ 5,691.20	$ 5,795.20
	Appx. Monthly	$ 8,092.93	$ 8,295.73	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,134.93	$ 11,414.00	$ 11,644.53	$ 11,869.87	$ 12,095.20	$ 12,330.93	$ 12,556.27
	Appx. Annual	$ 97,115.20	$ 99,548.80	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,619.20	$ 136,968.00	$ 139,734.40	$ 142,438.40	$ 145,142.40	$ 147,971.20	$ 150,675.20
66C	Hourly	$ 46.90	$ 48.05	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.55	$ 66.16	$ 67.51	$ 68.83	$ 70.14	$ 71.45	$ 72.81
	Appx. Bi-wkly	$ 3,752.00	$ 3,844.00	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,164.00	$ 5,292.80	$ 5,400.80	$ 5,506.40	$ 5,611.20	$ 5,716.00	$ 5,824.80
	Appx. Monthly	$ 8,129.33	$ 8,328.67	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,188.67	$ 11,467.73	$ 11,701.73	$ 11,930.53	$ 12,157.60	$ 12,384.67	$ 12,620.40
	Appx. Annual	$ 97,552.00	$ 99,944.00	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,264.00	$ 137,612.80	$ 140,420.80	$ 143,166.40	$ 145,891.20	$ 148,616.00	$ 151,444.80
Effective 7/25/2026		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	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years
66T	Hourly	$ 46.11	$ 47.23	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92							
	Appx. Bi-wkly	$ 3,688.80	$ 3,778.40	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60							
	Appx. Monthly	$ 7,992.40	$ 8,186.53	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80							
	Appx. Annual	$ 95,908.80	$ 98,238.40	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60							
67	Hourly	$ 47.23	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.02	$ 66.65	$ 67.96	$ 69.27	$ 70.62	$ 71.97	$ 73.29
	Appx. Bi-wkly	$ 3,778.40	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,201.60	$ 5,332.00	$ 5,436.80	$ 5,541.60	$ 5,649.60	$ 5,757.60	$ 5,863.20
	Appx. Monthly	$ 8,186.53	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,270.13	$ 11,552.67	$ 11,779.73	$ 12,006.80	$ 12,240.80	$ 12,474.80	$ 12,703.60
	Appx. Annual	$ 98,238.40	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,241.60	$ 138,632.00	$ 141,356.80	$ 144,081.60	$ 146,889.60	$ 149,697.60	$ 152,443.20
67A	Hourly	$ 47.86	$ 49.04	$ 50.25	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.82	$ 67.47	$ 68.83	$ 70.16	$ 71.49	$ 72.87	$ 74.23
	Appx. Bi-wkly	$ 3,828.80	$ 3,923.20	$ 4,020.00	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,265.60	$ 5,397.60	$ 5,506.40	$ 5,612.80	$ 5,719.20	$ 5,829.60	$ 5,938.40
	Appx. Monthly	$ 8,295.73	$ 8,500.27	$ 8,710.00	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,408.80	$ 11,694.80	$ 11,930.53	$ 12,161.07	$ 12,391.60	$ 12,630.80	$ 12,866.53
	Appx. Annual	$ 99,548.80	$ 102,003.20	$ 104,520.00	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,905.60	$ 140,337.60	$ 143,166.40	$ 145,932.80	$ 148,699.20	$ 151,569.60	$ 154,398.40
67C	Hourly	$ 48.05	$ 49.28	$ 50.51	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.12	$ 67.77	$ 69.15	$ 70.50	$ 71.85	$ 73.22	$ 74.57
	Appx. Bi-wkly	$ 3,844.00	$ 3,942.40	$ 4,040.80	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,289.60	$ 5,421.60	$ 5,532.00	$ 5,640.00	$ 5,748.00	$ 5,857.60	$ 5,965.60
	Appx. Monthly	$ 8,328.67	$ 8,541.87	$ 8,755.07	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,460.80	$ 11,746.80	$ 11,986.00	$ 12,220.00	$ 12,454.00	$ 12,691.47	$ 12,925.47
	Appx. Annual	$ 99,944.00	$ 102,502.40	$ 105,060.80	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,529.60	$ 140,961.60	$ 143,832.00	$ 146,640.00	$ 149,448.00	$ 152,297.60	$ 155,105.60
67T	Hourly	$ 47.23	$ 48.42	$ 49.61	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43							
	Appx. Bi-wkly	$ 3,778.40	$ 3,873.60	$ 3,968.80	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40							
	Appx. Monthly	$ 8,186.53	$ 8,392.80	$ 8,599.07	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53							
	Appx. Annual	$ 98,238.40	$ 100,713.60	$ 103,188.80	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40							
68	Hourly	$ 48.43	$ 49.62	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.64	$ 68.31	$ 69.66	$ 71.03	$ 72.42	$ 73.74	$ 75.13
	Appx. Bi-wkly	$ 3,874.40	$ 3,969.60	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,331.20	$ 5,464.80	$ 5,572.80	$ 5,682.40	$ 5,793.60	$ 5,899.20	$ 6,010.40
	Appx. Monthly	$ 8,394.53	$ 8,600.80	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,550.93	$ 11,840.40	$ 12,074.40	$ 12,311.87	$ 12,552.80	$ 12,781.60	$ 13,022.53
	Appx. Annual	$ 100,734.40	$ 103,209.60	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,611.20	$ 142,084.80	$ 144,892.80	$ 147,742.40	$ 150,633.60	$ 153,379.20	$ 156,270.40
68A	Hourly	$ 49.05	$ 50.26	$ 51.53	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.83	$ 67.47	$ 69.16	$ 70.52	$ 71.92	$ 73.30	$ 74.67	$ 76.08
	Appx. Bi-wkly	$ 3,924.00	$ 4,020.80	$ 4,122.40	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,266.40	$ 5,397.60	$ 5,532.80	$ 5,641.60	$ 5,753.60	$ 5,864.00	$ 5,973.60	$ 6,086.40
	Appx. Monthly	$ 8,502.00	$ 8,711.73	$ 8,931.87	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,410.53	$ 11,694.80	$ 11,987.73	$ 12,223.47	$ 12,466.13	$ 12,705.33	$ 12,942.80	$ 13,187.20
	Appx. Annual	$ 102,024.00	$ 104,540.80	$ 107,182.40	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,926.40	$ 140,337.60	$ 143,852.80	$ 146,681.60	$ 149,593.60	$ 152,464.00	$ 155,313.60	$ 158,246.40
68C	Hourly	$ 49.29	$ 50.52	$ 51.78	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.14	$ 67.81	$ 69.51	$ 70.88	$ 72.27	$ 73.65	$ 75.07	$ 76.43
	Appx. Bi-wkly	$ 3,943.20	$ 4,041.60	$ 4,142.40	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,291.20	$ 5,424.80	$ 5,560.80	$ 5,670.40	$ 5,781.60	$ 5,892.00	$ 6,005.60	$ 6,114.40
	Appx. Monthly	$ 8,543.60	$ 8,756.80	$ 8,975.20	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,464.27	$ 11,753.73	$ 12,048.40	$ 12,285.87	$ 12,526.80	$ 12,766.00	$ 13,012.13	$ 13,247.87
	Appx. Annual	$ 102,523.20	$ 105,081.60	$ 107,702.40	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,571.20	$ 141,044.80	$ 144,580.80	$ 147,430.40	$ 150,321.60	$ 153,192.00	$ 156,145.60	$ 158,974.40
Effective 7/25/2026		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	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years

Nurses Supervisory & Management Unit Salary Tables – Effective 07/25/2026

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Effective 7/25/2026		Non-Longevity														Longevity				
		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	Step 19	Step 20
																	12 years	15 years	20 years	25 years	30 years
68T	Hourly	$ 48.43	$ 49.62	$ 50.88	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03							
	Appx. Bi-wkly	$ 3,874.40	$ 3,969.60	$ 4,070.40	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40							
	Appx. Monthly	$ 8,394.53	$ 8,600.80	$ 8,819.20	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87							
	Appx. Annual	$ 100,734.40	$ 103,209.60	$ 105,830.40	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40							
69	Hourly	$ 49.59	$ 50.84	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.32	$ 70.03	$ 71.43	$ 72.84	$ 74.26	$ 75.63	$ 77.03
	Appx. Bi-wkly	$ 3,967.20	$ 4,067.20	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,465.60	$ 5,602.40	$ 5,714.40	$ 5,827.20	$ 5,940.80	$ 6,050.40	$ 6,162.40
	Appx. Monthly	$ 8,595.60	$ 8,812.27	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,842.13	$ 12,138.53	$ 12,381.20	$ 12,625.60	$ 12,871.73	$ 13,109.20	$ 13,351.87
	Appx. Annual	$ 103,147.20	$ 105,747.20	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,105.60	$ 145,662.40	$ 148,574.40	$ 151,507.20	$ 154,460.80	$ 157,310.40	$ 160,222.40
69A	Hourly	$ 50.24	$ 51.50	$ 52.77	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.83	$ 67.50	$ 69.19	$ 70.92	$ 72.32	$ 73.73	$ 75.16	$ 76.57	$ 77.99
	Appx. Bi-wkly	$ 4,019.20	$ 4,120.00	$ 4,221.60	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,266.40	$ 5,400.00	$ 5,535.20	$ 5,673.60	$ 5,785.60	$ 5,898.40	$ 6,012.80	$ 6,125.60	$ 6,239.20
	Appx. Monthly	$ 8,708.27	$ 8,926.67	$ 9,146.80	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,410.53	$ 11,700.00	$ 11,992.93	$ 12,292.80	$ 12,535.47	$ 12,779.87	$ 13,027.73	$ 13,272.13	$ 13,518.27
	Appx. Annual	$ 104,499.20	$ 107,120.00	$ 109,761.60	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,926.40	$ 140,400.00	$ 143,915.20	$ 147,513.60	$ 150,425.60	$ 153,358.40	$ 156,332.80	$ 159,265.60	$ 162,219.20
69C	Hourly	$ 50.49	$ 51.74	$ 53.03	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.14	$ 67.83	$ 69.52	$ 71.26	$ 72.67	$ 74.12	$ 75.52	$ 76.96	$ 78.39
	Appx. Bi-wkly	$ 4,039.20	$ 4,139.20	$ 4,242.40	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,291.20	$ 5,426.40	$ 5,561.60	$ 5,700.80	$ 5,813.60	$ 5,929.60	$ 6,041.60	$ 6,156.80	$ 6,271.20
	Appx. Monthly	$ 8,751.60	$ 8,968.27	$ 9,191.87	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,464.27	$ 11,757.20	$ 12,050.13	$ 12,351.73	$ 12,596.13	$ 12,847.47	$ 13,090.13	$ 13,339.73	$ 13,587.60
	Appx. Annual	$ 105,019.20	$ 107,619.20	$ 110,302.40	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,571.20	$ 141,086.40	$ 144,601.60	$ 148,220.80	$ 151,153.60	$ 154,169.60	$ 157,081.60	$ 160,076.80	$ 163,051.20
69T	Hourly	$ 49.59	$ 50.84	$ 52.14	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66							
	Appx. Bi-wkly	$ 3,967.20	$ 4,067.20	$ 4,171.20	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80							
	Appx. Monthly	$ 8,595.60	$ 8,812.27	$ 9,037.60	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40							
	Appx. Annual	$ 103,147.20	$ 105,747.20	$ 108,451.20	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80							
70	Hourly	$ 50.88	$ 52.20	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35	$ 70.05	$ 71.80	$ 73.25	$ 74.67	$ 76.14	$ 77.55	$ 79.00
	Appx. Bi-wkly	$ 4,070.40	$ 4,176.00	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00	$ 5,604.00	$ 5,744.00	$ 5,860.00	$ 5,973.60	$ 6,091.20	$ 6,204.00	$ 6,320.00
	Appx. Monthly	$ 8,819.20	$ 9,048.00	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33	$ 12,142.00	$ 12,445.33	$ 12,696.67	$ 12,942.80	$ 13,197.60	$ 13,442.00	$ 13,693.33
	Appx. Annual	$ 105,830.40	$ 108,576.00	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00	$ 145,704.00	$ 149,344.00	$ 152,360.00	$ 155,313.60	$ 158,371.20	$ 161,304.00	$ 164,320.00
70A	Hourly	$ 51.53	$ 52.80	$ 54.13	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.83	$ 67.50	$ 69.21	$ 70.95	$ 72.72	$ 74.17	$ 75.60	$ 77.06	$ 78.54	$ 79.97
	Appx. Bi-wkly	$ 4,122.40	$ 4,224.00	$ 4,330.40	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,266.40	$ 5,400.00	$ 5,536.80	$ 5,676.00	$ 5,817.60	$ 5,933.60	$ 6,048.00	$ 6,164.80	$ 6,283.20	$ 6,397.60
	Appx. Monthly	$ 8,931.87	$ 9,152.00	$ 9,382.53	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,410.53	$ 11,700.00	$ 11,996.40	$ 12,298.00	$ 12,604.80	$ 12,856.13	$ 13,104.00	$ 13,357.07	$ 13,613.60	$ 13,861.47
	Appx. Annual	$ 107,182.40	$ 109,824.00	$ 112,590.40	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,926.40	$ 140,400.00	$ 143,956.80	$ 147,576.00	$ 151,257.60	$ 154,273.60	$ 157,248.00	$ 160,284.80	$ 163,363.20	$ 166,337.60
70C	Hourly	$ 51.78	$ 53.09	$ 54.41	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.14	$ 67.83	$ 69.55	$ 71.30	$ 73.08	$ 74.54	$ 75.97	$ 77.46	$ 78.89	$ 80.37
	Appx. Bi-wkly	$ 4,142.40	$ 4,247.20	$ 4,352.80	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,291.20	$ 5,426.40	$ 5,564.00	$ 5,704.00	$ 5,846.40	$ 5,963.20	$ 6,077.60	$ 6,196.80	$ 6,311.20	$ 6,429.60
	Appx. Monthly	$ 8,975.20	$ 9,202.27	$ 9,431.07	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,464.27	$ 11,757.20	$ 12,055.33	$ 12,358.67	$ 12,667.20	$ 12,920.27	$ 13,168.13	$ 13,426.40	$ 13,674.27	$ 13,930.80
	Appx. Annual	$ 107,702.40	$ 110,427.20	$ 113,172.80	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,571.20	$ 141,086.40	$ 144,664.00	$ 148,304.00	$ 152,006.40	$ 155,043.20	$ 158,017.60	$ 161,116.80	$ 164,091.20	$ 167,169.60
Effective 7/25/2026		**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**	**Step 19**	**Step 20**
																	12 years	15 years	20 years	25 years	30 years
70T	Hourly	$ 50.88	$ 52.20	$ 53.47	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35							
	Appx. Bi-wkly	$ 4,070.40	$ 4,176.00	$ 4,277.60	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00							
	Appx. Monthly	$ 8,819.20	$ 9,048.00	$ 9,268.13	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33							
	Appx. Annual	$ 105,830.40	$ 108,576.00	$ 111,217.60	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00							
71	Hourly	$ 52.10	$ 53.40	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35	$ 70.03	$ 71.79	$ 73.58	$ 75.07	$ 76.51	$ 77.97	$ 79.48	$ 80.93
	Appx. Bi-wkly	$ 4,168.00	$ 4,272.00	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00	$ 5,602.40	$ 5,743.20	$ 5,886.40	$ 6,005.60	$ 6,120.80	$ 6,237.60	$ 6,358.40	$ 6,474.40
	Appx. Monthly	$ 9,030.67	$ 9,256.00	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33	$ 12,138.53	$ 12,443.60	$ 12,753.87	$ 13,012.13	$ 13,261.73	$ 13,514.80	$ 13,776.53	$ 14,027.87
	Appx. Annual	$ 108,368.00	$ 111,072.00	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00	$ 145,662.40	$ 149,323.20	$ 153,046.40	$ 156,145.60	$ 159,140.80	$ 162,177.60	$ 165,318.40	$ 168,334.40
71A	Hourly	$ 52.75	$ 54.05	$ 55.41	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.83	$ 67.50	$ 69.21	$ 70.90	$ 72.68	$ 74.50	$ 75.96	$ 77.48	$ 78.97	$ 80.47	$ 81.95
	Appx. Bi-wkly	$ 4,220.00	$ 4,324.00	$ 4,432.80	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,266.40	$ 5,400.00	$ 5,536.80	$ 5,672.00	$ 5,814.40	$ 5,960.00	$ 6,076.80	$ 6,198.40	$ 6,317.60	$ 6,437.60	$ 6,556.00
	Appx. Monthly	$ 9,143.33	$ 9,368.67	$ 9,604.40	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,410.53	$ 11,700.00	$ 11,996.40	$ 12,289.33	$ 12,597.87	$ 12,913.33	$ 13,166.40	$ 13,429.87	$ 13,688.13	$ 13,948.13	$ 14,204.67
	Appx. Annual	$ 109,720.00	$ 112,424.00	$ 115,252.80	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,926.40	$ 140,400.00	$ 143,956.80	$ 147,472.00	$ 151,174.40	$ 154,960.00	$ 157,996.80	$ 161,158.40	$ 164,257.60	$ 167,377.60	$ 170,456.00
71C	Hourly	$ 52.99	$ 54.34	$ 55.67	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.14	$ 67.83	$ 69.55	$ 71.28	$ 73.06	$ 74.89	$ 76.38	$ 77.87	$ 79.37	$ 80.87	$ 82.38
	Appx. Bi-wkly	$ 4,239.20	$ 4,347.20	$ 4,453.60	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,291.20	$ 5,426.40	$ 5,564.00	$ 5,702.40	$ 5,844.80	$ 5,991.20	$ 6,110.40	$ 6,229.60	$ 6,349.60	$ 6,469.60	$ 6,590.40
	Appx. Monthly	$ 9,184.93	$ 9,418.93	$ 9,649.47	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,464.27	$ 11,757.20	$ 12,055.33	$ 12,355.20	$ 12,663.73	$ 12,980.93	$ 13,239.20	$ 13,497.47	$ 13,757.47	$ 14,017.47	$ 14,279.20
	Appx. Annual	$ 110,219.20	$ 113,027.20	$ 115,793.60	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,571.20	$ 141,086.40	$ 144,664.00	$ 148,262.40	$ 151,964.80	$ 155,771.20	$ 158,870.40	$ 161,969.60	$ 165,089.60	$ 168,209.60	$ 171,350.40
71T	Hourly	$ 52.10	$ 53.40	$ 54.71	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35	$ 70.03							
	Appx. Bi-wkly	$ 4,168.00	$ 4,272.00	$ 4,376.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00	$ 5,602.40							
	Appx. Monthly	$ 9,030.67	$ 9,256.00	$ 9,483.07	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33	$ 12,138.53							
	Appx. Annual	$ 108,368.00	$ 111,072.00	$ 113,796.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00	$ 145,662.40							
72	Hourly	$ 53.44	$ 54.76	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35	$ 70.03	$ 71.79	$ 73.58	$ 75.42	$ 76.92	$ 78.43	$ 79.95	$ 81.47	$ 82.95
	Appx. Bi-wkly	$ 4,275.20	$ 4,380.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00	$ 5,602.40	$ 5,743.20	$ 5,886.40	$ 6,033.60	$ 6,153.60	$ 6,274.40	$ 6,396.00	$ 6,517.60	$ 6,636.00
	Appx. Monthly	$ 9,262.93	$ 9,491.73	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33	$ 12,138.53	$ 12,443.60	$ 12,753.87	$ 13,072.80	$ 13,332.80	$ 13,594.53	$ 13,858.00	$ 14,121.47	$ 14,378.00
	Appx. Annual	$ 111,155.20	$ 113,900.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00	$ 145,662.40	$ 149,323.20	$ 153,046.40	$ 156,873.60	$ 159,993.60	$ 163,134.40	$ 166,296.00	$ 169,457.60	$ 172,536.00
72A	Hourly	$ 54.10	$ 55.44	$ 56.84	$ 58.20	$ 59.60	$ 61.15	$ 62.69	$ 64.21	$ 65.83	$ 67.50	$ 69.21	$ 70.90	$ 72.68	$ 74.51	$ 76.37	$ 77.90	$ 79.43	$ 80.94	$ 82.48	$ 83.98
	Appx. Bi-wkly	$ 4,328.00	$ 4,435.20	$ 4,547.20	$ 4,656.00	$ 4,768.00	$ 4,892.00	$ 5,015.20	$ 5,136.80	$ 5,266.40	$ 5,400.00	$ 5,536.80	$ 5,672.00	$ 5,814.40	$ 5,960.80	$ 6,109.60	$ 6,232.00	$ 6,354.40	$ 6,475.20	$ 6,598.40	$ 6,718.40
	Appx. Monthly	$ 9,377.33	$ 9,609.60	$ 9,852.27	$ 10,088.00	$ 10,330.67	$ 10,599.33	$ 10,866.27	$ 11,129.73	$ 11,410.53	$ 11,700.00	$ 11,996.40	$ 12,289.33	$ 12,597.87	$ 12,915.07	$ 13,237.47	$ 13,502.67	$ 13,767.87	$ 14,029.60	$ 14,296.53	$ 14,556.53
	Appx. Annual	$ 112,528.00	$ 115,315.20	$ 118,227.20	$ 121,056.00	$ 123,968.00	$ 127,192.00	$ 130,395.20	$ 133,556.80	$ 136,926.40	$ 140,400.00	$ 143,956.80	$ 147,472.00	$ 151,174.40	$ 154,980.80	$ 158,849.60	$ 162,032.00	$ 165,214.40	$ 168,355.20	$ 171,558.40	$ 174,678.40
72B	Hourly	$ 54.24	$ 55.58	$ 56.98	$ 58.33	$ 59.76	$ 61.30	$ 62.84	$ 64.38	$ 66.00	$ 67.66	$ 69.38	$ 71.08	$ 72.87	$ 74.68	$ 76.55	$ 78.07	$ 79.60	$ 81.14	$ 82.70	$ 84.20
	Appx. Bi-wkly	$ 4,339.20	$ 4,446.40	$ 4,558.40	$ 4,666.40	$ 4,780.80	$ 4,904.00	$ 5,027.20	$ 5,150.40	$ 5,280.00	$ 5,412.80	$ 5,550.40	$ 5,686.40	$ 5,829.60	$ 5,974.40	$ 6,124.00	$ 6,245.60	$ 6,368.00	$ 6,491.20	$ 6,616.00	$ 6,736.00
	Appx. Monthly	$ 9,401.60	$ 9,633.87	$ 9,876.53	$ 10,110.53	$ 10,358.40	$ 10,625.33	$ 10,892.27	$ 11,159.20	$ 11,440.00	$ 11,727.73	$ 12,025.87	$ 12,320.53	$ 12,630.80	$ 12,944.53	$ 13,268.67	$ 13,532.13	$ 13,797.33	$ 14,064.27	$ 14,334.67	$ 14,594.67
	Appx. Annual	$ 112,819.20	$ 115,606.40	$ 118,518.40	$ 121,326.40	$ 124,300.80	$ 127,504.00	$ 130,707.20	$ 133,910.40	$ 137,280.00	$ 140,732.80	$ 144,310.40	$ 147,846.40	$ 151,569.60	$ 155,334.40	$ 159,224.00	$ 162,385.60	$ 165,568.00	$ 168,771.20	$ 172,016.00	$ 175,136.00
72C	Hourly	$ 54.38	$ 55.76	$ 57.11	$ 58.48	$ 59.89	$ 61.43	$ 62.99	$ 64.52	$ 66.14	$ 67.83	$ 69.55	$ 71.28	$ 73.06	$ 74.88	$ 76.75	$ 78.28	$ 79.82	$ 81.34	$ 82.86	$ 84.41
	Appx. Bi-wkly	$ 4,350.40	$ 4,460.80	$ 4,568.80	$ 4,678.40	$ 4,791.20	$ 4,914.40	$ 5,039.20	$ 5,161.60	$ 5,291.20	$ 5,426.40	$ 5,564.00	$ 5,702.40	$ 5,844.80	$ 5,990.40	$ 6,140.00	$ 6,262.40	$ 6,385.60	$ 6,507.20	$ 6,628.80	$ 6,752.80
	Appx. Monthly	$ 9,425.87	$ 9,665.07	$ 9,899.07	$ 10,136.53	$ 10,380.93	$ 10,647.87	$ 10,918.27	$ 11,183.47	$ 11,464.27	$ 11,757.20	$ 12,055.33	$ 12,355.20	$ 12,663.73	$ 12,979.20	$ 13,303.33	$ 13,568.53	$ 13,835.47	$ 14,098.93	$ 14,362.40	$ 14,631.07
	Appx. Annual	$ 113,110.40	$ 115,980.80	$ 118,788.80	$ 121,638.40	$ 124,571.20	$ 127,774.40	$ 131,019.20	$ 134,201.60	$ 137,571.20	$ 141,086.40	$ 144,664.00	$ 148,262.40	$ 151,964.80	$ 155,750.40	$ 159,640.00	$ 162,822.40	$ 166,025.60	$ 169,187.20	$ 172,348.80	$ 175,572.80
Effective 7/25/2026		**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**	**Step 19**	**Step 20**
																	12 years	15 years	20 years	25 years	30 years

Nurses Supervisory & Management Unit Salary Tables – Effective 07/25/2026

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Effective 7/25/2026		Non-Longevity													Longevity				
		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 12 years	Step 17 15 years	Step 18 20 years	Step 19 25 years	Step 20 30 years
72T	Hourly	$ 53.44	$ 54.76	$ 56.15	$ 57.47	$ 58.88	$ 60.39	$ 61.92	$ 63.43	$ 65.03	$ 66.66	$ 68.35	$ 70.03	$ 71.79							
	Appx. Bi-wkly	$ 4,275.20	$ 4,380.80	$ 4,492.00	$ 4,597.60	$ 4,710.40	$ 4,831.20	$ 4,953.60	$ 5,074.40	$ 5,202.40	$ 5,332.80	$ 5,468.00	$ 5,602.40	$ 5,743.20							
	Appx. Monthly	$ 9,262.93	$ 9,491.73	$ 9,732.67	$ 9,961.47	$ 10,205.87	$ 10,467.60	$ 10,732.80	$ 10,994.53	$ 11,271.87	$ 11,554.40	$ 11,847.33	$ 12,138.53	$ 12,443.60							
	Appx. Annual	$ 111,155.20	$ 113,900.80	$ 116,792.00	$ 119,537.60	$ 122,470.40	$ 125,611.20	$ 128,793.60	$ 131,934.40	$ 135,262.40	$ 138,652.80	$ 142,168.00	$ 145,662.40	$ 149,323.20							
73	Hourly	$ 54.76	$ 56.15	$ 57.55	$ 58.94	$ 60.35	$ 61.92	$ 63.46	$ 65.02	$ 66.64	$ 68.32	$ 70.05	$ 71.79	$ 73.58	$ 75.43	$ 77.32	$ 78.82	$ 80.39	$ 81.95	$ 83.48	$ 85.00
	Appx. Bi-wkly	$ 4,380.80	$ 4,492.00	$ 4,604.00	$ 4,715.20	$ 4,828.00	$ 4,953.60	$ 5,076.80	$ 5,201.60	$ 5,331.20	$ 5,465.60	$ 5,604.00	$ 5,743.20	$ 5,886.40	$ 6,034.40	$ 6,185.60	$ 6,305.60	$ 6,431.20	$ 6,556.00	$ 6,678.40	$ 6,800.00
	Appx. Monthly	$ 9,491.73	$ 9,732.67	$ 9,975.33	$ 10,216.27	$ 10,460.67	$ 10,732.80	$ 10,999.73	$ 11,270.13	$ 11,550.93	$ 11,842.13	$ 12,142.00	$ 12,443.60	$ 12,753.87	$ 13,074.53	$ 13,402.13	$ 13,662.13	$ 13,934.27	$ 14,204.67	$ 14,469.87	$ 14,733.33
	Appx. Annual	$ 113,900.80	$ 116,792.00	$ 119,704.00	$ 122,595.20	$ 125,528.00	$ 128,793.60	$ 131,996.80	$ 135,241.60	$ 138,611.20	$ 142,105.60	$ 145,704.00	$ 149,323.20	$ 153,046.40	$ 156,894.40	$ 160,825.60	$ 163,945.60	$ 167,211.20	$ 170,456.00	$ 173,638.40	$ 176,800.00
73A	Hourly	$ 55.45	$ 56.84	$ 58.25	$ 59.65	$ 61.09	$ 62.69	$ 64.25	$ 65.81	$ 67.47	$ 69.16	$ 70.96	$ 72.68	$ 74.51	$ 76.37	$ 78.28	$ 79.85	$ 81.40	$ 82.95	$ 84.52	$ 86.07
	Appx. Bi-wkly	$ 4,436.00	$ 4,547.20	$ 4,660.00	$ 4,772.00	$ 4,887.20	$ 5,015.20	$ 5,140.00	$ 5,264.80	$ 5,397.60	$ 5,532.80	$ 5,676.80	$ 5,814.40	$ 5,960.80	$ 6,109.60	$ 6,262.40	$ 6,388.00	$ 6,512.00	$ 6,636.00	$ 6,761.60	$ 6,885.60
	Appx. Monthly	$ 9,611.33	$ 9,852.27	$ 10,096.67	$ 10,339.33	$ 10,588.93	$ 10,866.27	$ 11,136.67	$ 11,407.07	$ 11,694.80	$ 11,987.73	$ 12,299.73	$ 12,597.87	$ 12,915.07	$ 13,237.47	$ 13,568.53	$ 13,840.67	$ 14,109.33	$ 14,378.00	$ 14,650.13	$ 14,918.80
	Appx. Annual	$ 115,336.00	$ 118,227.20	$ 121,160.00	$ 124,072.00	$ 127,067.20	$ 130,395.20	$ 133,640.00	$ 136,884.80	$ 140,337.60	$ 143,852.80	$ 147,596.80	$ 151,174.40	$ 154,980.80	$ 158,849.60	$ 162,822.40	$ 166,088.00	$ 169,312.00	$ 172,536.00	$ 175,801.60	$ 179,025.60
73C	Hourly	$ 55.76	$ 57.11	$ 58.54	$ 59.95	$ 61.39	$ 62.99	$ 64.55	$ 66.12	$ 67.81	$ 69.52	$ 71.30	$ 73.06	$ 74.88	$ 76.74	$ 78.66	$ 80.21	$ 81.78	$ 83.34	$ 84.94	$ 86.50
	Appx. Bi-wkly	$ 4,460.80	$ 4,568.80	$ 4,683.20	$ 4,796.00	$ 4,911.20	$ 5,039.20	$ 5,164.00	$ 5,289.60	$ 5,424.80	$ 5,561.60	$ 5,704.00	$ 5,844.80	$ 5,990.40	$ 6,139.20	$ 6,292.80	$ 6,416.80	$ 6,542.40	$ 6,667.20	$ 6,795.20	$ 6,920.00
	Appx. Monthly	$ 9,665.07	$ 9,899.07	$ 10,146.93	$ 10,391.33	$ 10,640.93	$ 10,918.27	$ 11,188.67	$ 11,460.80	$ 11,753.73	$ 12,050.13	$ 12,358.67	$ 12,663.73	$ 12,979.20	$ 13,301.60	$ 13,634.40	$ 13,903.07	$ 14,175.20	$ 14,445.60	$ 14,722.93	$ 14,993.33
	Appx. Annual	$ 115,980.80	$ 118,788.80	$ 121,763.20	$ 124,696.00	$ 127,691.20	$ 131,019.20	$ 134,264.00	$ 137,529.60	$ 141,044.80	$ 144,601.60	$ 148,304.00	$ 151,964.80	$ 155,750.40	$ 159,619.20	$ 163,612.80	$ 166,836.80	$ 170,102.40	$ 173,347.20	$ 176,675.20	$ 179,920.00
73T	Hourly	$ 54.76	$ 56.15	$ 57.55	$ 58.94	$ 60.35	$ 61.92	$ 63.46	$ 65.02	$ 66.64	$ 68.32	$ 70.05	$ 71.79	$ 73.58							
	Appx. Bi-wkly	$ 4,380.80	$ 4,492.00	$ 4,604.00	$ 4,715.20	$ 4,828.00	$ 4,953.60	$ 5,076.80	$ 5,201.60	$ 5,331.20	$ 5,465.60	$ 5,604.00	$ 5,743.20	$ 5,886.40							
	Appx. Monthly	$ 9,491.73	$ 9,732.67	$ 9,975.33	$ 10,216.27	$ 10,460.67	$ 10,732.80	$ 10,999.73	$ 11,270.13	$ 11,550.93	$ 11,842.13	$ 12,142.00	$ 12,443.60	$ 12,753.87							
	Appx. Annual	$ 113,900.80	$ 116,792.00	$ 119,704.00	$ 122,595.20	$ 125,528.00	$ 128,793.60	$ 131,996.80	$ 135,241.60	$ 138,611.20	$ 142,105.60	$ 145,704.00	$ 149,323.20	$ 153,046.40							
74	Hourly	$ 56.14	$ 57.55	$ 58.98	$ 60.42	$ 61.87	$ 63.46	$ 65.05	$ 66.64	$ 68.31	$ 70.03	$ 71.80	$ 73.59	$ 75.44	$ 77.31	$ 79.24	$ 80.80	$ 82.42	$ 83.98	$ 85.54	$ 87.14
	Appx. Bi-wkly	$ 4,491.20	$ 4,604.00	$ 4,718.40	$ 4,833.60	$ 4,949.60	$ 5,076.80	$ 5,204.00	$ 5,331.20	$ 5,464.80	$ 5,602.40	$ 5,744.00	$ 5,887.20	$ 6,035.20	$ 6,184.80	$ 6,339.20	$ 6,464.00	$ 6,593.60	$ 6,718.40	$ 6,843.20	$ 6,971.20
	Appx. Monthly	$ 9,730.93	$ 9,975.33	$ 10,223.20	$ 10,472.80	$ 10,724.13	$ 10,999.73	$ 11,275.33	$ 11,550.93	$ 11,840.40	$ 12,138.53	$ 12,445.33	$ 12,755.60	$ 13,076.27	$ 13,400.40	$ 13,734.93	$ 14,005.33	$ 14,286.13	$ 14,556.53	$ 14,826.93	$ 15,104.27
	Appx. Annual	$ 116,771.20	$ 119,704.00	$ 122,678.40	$ 125,673.60	$ 128,689.60	$ 131,996.80	$ 135,304.00	$ 138,611.20	$ 142,084.80	$ 145,662.40	$ 149,344.00	$ 153,067.20	$ 156,915.20	$ 160,804.80	$ 164,819.20	$ 168,064.00	$ 171,433.60	$ 174,678.40	$ 177,923.20	$ 181,251.20
74A	Hourly	$ 56.36	$ 57.77	$ 59.20	$ 60.68	$ 62.19	$ 63.76	$ 65.32	$ 66.99	$ 68.66	$ 70.36	$ 72.13	$ 73.93	$ 75.76	$ 77.67	$ 79.61	$ 81.22	$ 82.80	$ 84.40	$ 86.00	$ 87.58
	Appx. Bi-wkly	$ 4,508.80	$ 4,621.60	$ 4,736.00	$ 4,854.40	$ 4,975.20	$ 5,100.80	$ 5,225.60	$ 5,359.20	$ 5,492.80	$ 5,628.80	$ 5,770.40	$ 5,914.40	$ 6,060.80	$ 6,213.60	$ 6,368.80	$ 6,497.60	$ 6,624.00	$ 6,752.00	$ 6,880.00	$ 7,006.40
	Appx. Monthly	$ 9,769.07	$ 10,013.47	$ 10,261.33	$ 10,517.87	$ 10,779.60	$ 11,051.73	$ 11,322.13	$ 11,611.60	$ 11,901.07	$ 12,195.73	$ 12,502.53	$ 12,814.53	$ 13,131.73	$ 13,462.80	$ 13,799.07	$ 14,078.13	$ 14,352.00	$ 14,629.33	$ 14,906.67	$ 15,180.53
	Appx. Annual	$ 117,228.80	$ 120,161.60	$ 123,136.00	$ 126,214.40	$ 129,355.20	$ 132,620.80	$ 135,865.60	$ 139,339.20	$ 142,812.80	$ 146,348.80	$ 150,030.40	$ 153,774.40	$ 157,580.80	$ 161,553.60	$ 165,588.80	$ 168,937.60	$ 172,224.00	$ 175,552.00	$ 178,880.00	$ 182,166.40
74B	Hourly	$ 56.97	$ 58.42	$ 59.86	$ 61.32	$ 62.77	$ 64.41	$ 66.00	$ 67.62	$ 69.33	$ 71.09	$ 72.88	$ 74.66	$ 76.54	$ 78.49	$ 80.45	$ 82.04	$ 83.66	$ 85.26	$ 86.87	$ 88.46
	Appx. Bi-wkly	$ 4,557.60	$ 4,673.60	$ 4,788.80	$ 4,905.60	$ 5,021.60	$ 5,152.80	$ 5,280.00	$ 5,409.60	$ 5,546.40	$ 5,687.20	$ 5,830.40	$ 5,972.80	$ 6,123.20	$ 6,279.20	$ 6,436.00	$ 6,563.20	$ 6,692.80	$ 6,820.80	$ 6,949.60	$ 7,076.80
	Appx. Monthly	$ 9,874.80	$ 10,126.13	$ 10,375.73	$ 10,628.80	$ 10,880.13	$ 11,164.40	$ 11,440.00	$ 11,720.80	$ 12,017.20	$ 12,322.27	$ 12,632.53	$ 12,941.07	$ 13,266.93	$ 13,604.93	$ 13,944.67	$ 14,220.27	$ 14,501.07	$ 14,778.40	$ 15,057.47	$ 15,333.07
	Appx. Annual	$ 118,497.60	$ 121,513.60	$ 124,508.80	$ 127,545.60	$ 130,561.60	$ 133,972.80	$ 137,280.00	$ 140,649.60	$ 144,206.40	$ 147,867.20	$ 151,590.40	$ 155,292.80	$ 159,203.20	$ 163,259.20	$ 167,336.00	$ 170,643.20	$ 174,012.80	$ 177,340.80	$ 180,689.60	$ 183,996.80
75	Hourly	$ 57.54	$ 58.98	$ 60.46	$ 61.93	$ 63.43	$ 65.05	$ 66.67	$ 68.31	$ 70.01	$ 71.78	$ 73.60	$ 75.44	$ 77.32	$ 79.24	$ 81.22	$ 82.82	$ 84.48	$ 86.08	$ 87.68	$ 89.31
	Appx. Bi-wkly	$ 4,603.20	$ 4,718.40	$ 4,836.80	$ 4,954.40	$ 5,074.40	$ 5,204.00	$ 5,333.60	$ 5,464.80	$ 5,600.80	$ 5,742.40	$ 5,888.00	$ 6,035.20	$ 6,185.60	$ 6,339.20	$ 6,497.60	$ 6,625.60	$ 6,758.40	$ 6,886.40	$ 7,014.40	$ 7,144.80
	Appx. Monthly	$ 9,973.60	$ 10,223.20	$ 10,479.73	$ 10,734.53	$ 10,994.53	$ 11,275.33	$ 11,556.13	$ 11,840.40	$ 12,135.07	$ 12,441.87	$ 12,757.33	$ 13,076.27	$ 13,402.13	$ 13,734.93	$ 14,078.13	$ 14,355.47	$ 14,643.20	$ 14,920.53	$ 15,197.87	$ 15,480.40
	Appx. Annual	$ 119,683.20	$ 122,678.40	$ 125,756.80	$ 128,814.40	$ 131,934.40	$ 135,304.00	$ 138,673.60	$ 142,084.80	$ 145,620.80	$ 149,302.40	$ 153,088.00	$ 156,915.20	$ 160,825.60	$ 164,819.20	$ 168,937.60	$ 172,265.60	$ 175,718.40	$ 179,046.40	$ 182,374.40	$ 185,764.80
Effective 7/25/2026		**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** 12 years	**Step 17** 15 years	**Step 18** 20 years	**Step 19** 25 years	**Step 20** 30 years
75B	Hourly	$ 57.62	$ 59.45	$ 60.91	$ 62.39	$ 63.89	$ 65.55	$ 67.18	$ 68.79	$ 70.53	$ 72.33	$ 74.16	$ 76.00	$ 77.90	$ 79.83	$ 81.83	$ 83.46	$ 85.11	$ 86.77	$ 88.38	$ 90.03
	Appx. Bi-wkly	$ 4,609.60	$ 4,756.00	$ 4,872.80	$ 4,991.20	$ 5,111.20	$ 5,244.00	$ 5,374.40	$ 5,503.20	$ 5,642.40	$ 5,786.40	$ 5,932.80	$ 6,080.00	$ 6,232.00	$ 6,386.40	$ 6,546.40	$ 6,676.80	$ 6,808.80	$ 6,941.60	$ 7,070.40	$ 7,202.40
	Appx. Monthly	$ 9,987.47	$ 10,304.67	$ 10,557.73	$ 10,814.27	$ 11,074.27	$ 11,362.00	$ 11,644.53	$ 11,923.60	$ 12,225.20	$ 12,537.20	$ 12,854.40	$ 13,173.33	$ 13,502.67	$ 13,837.20	$ 14,183.87	$ 14,466.40	$ 14,752.40	$ 15,040.13	$ 15,319.20	$ 15,605.20
	Appx. Annual	$ 119,849.60	$ 123,656.00	$ 126,692.80	$ 129,771.20	$ 132,891.20	$ 136,344.00	$ 139,734.40	$ 143,083.20	$ 146,702.40	$ 150,446.40	$ 154,252.80	$ 158,080.00	$ 162,032.00	$ 166,046.40	$ 170,206.40	$ 173,596.80	$ 177,028.80	$ 180,481.60	$ 183,830.40	$ 187,262.40
75C	Hourly	$ 58.55	$ 60.01	$ 61.52	$ 63.01	$ 64.54	$ 66.19	$ 67.84	$ 69.50	$ 71.24	$ 73.04	$ 74.89	$ 76.75	$ 78.67	$ 80.63	$ 82.65	$ 84.27	$ 85.96	$ 87.59	$ 89.21	$ 90.89
	Appx. Bi-wkly	$ 4,684.00	$ 4,800.80	$ 4,921.60	$ 5,040.80	$ 5,163.20	$ 5,295.20	$ 5,427.20	$ 5,560.00	$ 5,699.20	$ 5,843.20	$ 5,991.20	$ 6,140.00	$ 6,293.60	$ 6,450.40	$ 6,612.00	$ 6,741.60	$ 6,876.80	$ 7,007.20	$ 7,136.80	$ 7,271.20
	Appx. Monthly	$ 10,148.67	$ 10,401.73	$ 10,663.47	$ 10,921.73	$ 11,186.93	$ 11,472.93	$ 11,758.93	$ 12,046.67	$ 12,348.27	$ 12,660.27	$ 12,980.93	$ 13,303.33	$ 13,636.13	$ 13,975.87	$ 14,326.00	$ 14,606.80	$ 14,899.73	$ 15,182.27	$ 15,463.07	$ 15,754.27
	Appx. Annual	$ 121,784.00	$ 124,820.80	$ 127,961.60	$ 131,060.80	$ 134,243.20	$ 137,675.20	$ 141,107.20	$ 144,560.00	$ 148,179.20	$ 151,923.20	$ 155,771.20	$ 159,640.00	$ 163,633.60	$ 167,710.40	$ 171,912.00	$ 175,281.60	$ 178,796.80	$ 182,187.20	$ 185,556.80	$ 189,051.20
76	Hourly	$ 58.97	$ 60.46	$ 61.97	$ 63.48	$ 65.00	$ 66.67	$ 68.34	$ 70.01	$ 71.76	$ 73.58	$ 75.45	$ 77.32	$ 79.25	$ 81.21	$ 83.24	$ 84.89	$ 86.59	$ 88.23	$ 89.87	$ 91.54
	Appx. Bi-wkly	$ 4,717.60	$ 4,836.80	$ 4,957.60	$ 5,078.40	$ 5,200.00	$ 5,333.60	$ 5,467.20	$ 5,600.80	$ 5,740.80	$ 5,886.40	$ 6,036.00	$ 6,185.60	$ 6,340.00	$ 6,496.80	$ 6,659.20	$ 6,791.20	$ 6,927.20	$ 7,058.40	$ 7,189.60	$ 7,323.20
	Appx. Monthly	$ 10,221.47	$ 10,479.73	$ 10,741.47	$ 11,003.20	$ 11,266.67	$ 11,556.13	$ 11,845.60	$ 12,135.07	$ 12,438.40	$ 12,753.87	$ 13,078.00	$ 13,402.13	$ 13,736.67	$ 14,076.40	$ 14,428.27	$ 14,714.27	$ 15,008.93	$ 15,293.20	$ 15,577.47	$ 15,866.93
	Appx. Annual	$ 122,657.60	$ 125,756.80	$ 128,897.60	$ 132,038.40	$ 135,200.00	$ 138,673.60	$ 142,147.20	$ 145,620.80	$ 149,260.80	$ 153,046.40	$ 156,936.00	$ 160,825.60	$ 164,840.00	$ 168,916.80	$ 173,139.20	$ 176,571.20	$ 180,107.20	$ 183,518.40	$ 186,929.60	$ 190,403.20
76A	Hourly	$ 59.71	$ 61.23	$ 62.74	$ 64.27	$ 65.82	$ 67.51	$ 69.20	$ 70.88	$ 72.66	$ 74.50	$ 76.39	$ 78.29	$ 80.23	$ 82.23	$ 84.29	$ 85.96	$ 87.68	$ 89.33	$ 90.99	$ 92.69
	Appx. Bi-wkly	$ 4,776.80	$ 4,898.40	$ 5,019.20	$ 5,141.60	$ 5,265.60	$ 5,400.80	$ 5,536.00	$ 5,670.40	$ 5,812.80	$ 5,960.00	$ 6,111.20	$ 6,263.20	$ 6,418.40	$ 6,578.40	$ 6,743.20	$ 6,876.80	$ 7,014.40	$ 7,146.40	$ 7,279.20	$ 7,415.20
	Appx. Monthly	$ 10,349.73	$ 10,613.20	$ 10,874.93	$ 11,140.13	$ 11,408.80	$ 11,701.73	$ 11,994.67	$ 12,285.87	$ 12,594.40	$ 12,913.33	$ 13,240.93	$ 13,570.27	$ 13,906.53	$ 14,253.20	$ 14,610.27	$ 14,899.73	$ 15,197.87	$ 15,483.87	$ 15,771.60	$ 16,066.27
	Appx. Annual	$ 124,196.80	$ 127,358.40	$ 130,499.20	$ 133,681.60	$ 136,905.60	$ 140,420.80	$ 143,936.00	$ 147,430.40	$ 151,132.80	$ 154,960.00	$ 158,891.20	$ 162,843.20	$ 166,878.40	$ 171,038.40	$ 175,323.20	$ 178,796.80	$ 182,374.40	$ 185,806.40	$ 189,259.20	$ 192,795.20
76C	Hourly	$ 60.00	$ 61.52	$ 63.05	$ 64.59	$ 66.14	$ 67.84	$ 69.54	$ 71.24	$ 73.02	$ 74.87	$ 76.76	$ 78.67	$ 80.64	$ 82.64	$ 84.71	$ 86.37	$ 88.10	$ 89.79	$ 91.43	$ 93.14
	Appx. Bi-wkly	$ 4,800.00	$ 4,921.60	$ 5,044.00	$ 5,167.20	$ 5,291.20	$ 5,427.20	$ 5,563.20	$ 5,699.20	$ 5,841.60	$ 5,989.60	$ 6,140.80	$ 6,293.60	$ 6,451.20	$ 6,611.20	$ 6,776.80	$ 6,909.60	$ 7,048.00	$ 7,183.20	$ 7,314.40	$ 7,451.20
	Appx. Monthly	$ 10,400.00	$ 10,663.47	$ 10,928.67	$ 11,195.60	$ 11,464.27	$ 11,758.93	$ 12,053.60	$ 12,348.27	$ 12,656.80	$ 12,977.47	$ 13,305.07	$ 13,636.13	$ 13,977.60	$ 14,324.27	$ 14,683.07	$ 14,970.80	$ 15,270.67	$ 15,563.60	$ 15,847.87	$ 16,144.27
	Appx. Annual	$ 124,800.00	$ 127,961.60	$ 131,144.00	$ 134,347.20	$ 137,571.20	$ 141,107.20	$ 144,643.20	$ 148,179.20	$ 151,881.60	$ 155,729.60	$ 159,660.80	$ 163,633.60	$ 167,731.20	$ 171,891.20	$ 176,196.80	$ 179,649.60	$ 183,248.00	$ 186,763.20	$ 190,174.40	$ 193,731.20
77	Hourly	$ 60.45	$ 61.97	$ 63.52	$ 65.07	$ 66.63	$ 68.34	$ 70.04	$ 71.76	$ 73.55	$ 75.43	$ 77.33	$ 79.25	$ 81.22	$ 83.24	$ 85.32	$ 87.01	$ 88.75	$ 90.44	$ 92.12	$ 93.84
	Appx. Bi-wkly	$ 4,836.00	$ 4,957.60	$ 5,081.60	$ 5,205.60	$ 5,330.40	$ 5,467.20	$ 5,603.20	$ 5,740.80	$ 5,884.00	$ 6,034.40	$ 6,186.40	$ 6,340.00	$ 6,497.60	$ 6,659.20	$ 6,825.60	$ 6,960.80	$ 7,100.00	$ 7,235.20	$ 7,369.60	$ 7,507.20
	Appx. Monthly	$ 10,478.00	$ 10,741.47	$ 11,010.13	$ 11,278.80	$ 11,549.20	$ 11,845.60	$ 12,140.27	$ 12,438.40	$ 12,748.67	$ 13,074.53	$ 13,403.87	$ 13,736.67	$ 14,078.13	$ 14,428.27	$ 14,788.80	$ 15,081.73	$ 15,383.33	$ 15,676.27	$ 15,967.47	$ 16,265.60
	Appx. Annual	$ 125,736.00	$ 128,897.60	$ 132,121.60	$ 135,345.60	$ 138,590.40	$ 142,147.20	$ 145,683.20	$ 149,260.80	$ 152,984.00	$ 156,894.40	$ 160,846.40	$ 164,840.00	$ 168,937.60	$ 173,139.20	$ 177,465.60	$ 180,980.80	$ 184,600.00	$ 188,115.20	$ 191,609.60	$ 195,187.20
77A	Hourly	$ 61.22	$ 62.74	$ 64.31	$ 65.88	$ 67.47	$ 69.20	$ 70.92	$ 72.66	$ 74.47	$ 76.37	$ 78.30	$ 80.23	$ 82.24	$ 84.28	$ 86.39	$ 88.10	$ 89.86	$ 91.57	$ 93.26	$ 95.01
	Appx. Bi-wkly	$ 4,897.60	$ 5,019.20	$ 5,144.80	$ 5,270.40	$ 5,397.60	$ 5,536.00	$ 5,673.60	$ 5,812.80	$ 5,957.60	$ 6,109.60	$ 6,264.00	$ 6,418.40	$ 6,579.20	$ 6,742.40	$ 6,911.20	$ 7,048.00	$ 7,188.80	$ 7,325.60	$ 7,460.80	$ 7,600.80
	Appx. Monthly	$ 10,611.47	$ 10,874.93	$ 11,147.07	$ 11,419.20	$ 11,694.80	$ 11,994.67	$ 12,292.80	$ 12,594.40	$ 12,908.13	$ 13,237.47	$ 13,572.00	$ 13,906.53	$ 14,254.93	$ 14,608.53	$ 14,974.27	$ 15,270.67	$ 15,575.73	$ 15,872.13	$ 16,165.07	$ 16,468.40
	Appx. Annual	$ 127,337.60	$ 130,499.20	$ 133,764.80	$ 137,030.40	$ 140,337.60	$ 143,936.00	$ 147,513.60	$ 151,132.80	$ 154,897.60	$ 158,849.60	$ 162,864.00	$ 166,878.40	$ 171,059.20	$ 175,302.40	$ 179,691.20	$ 183,248.00	$ 186,908.80	$ 190,465.60	$ 193,980.80	$ 197,620.80
77B	Hourly	$ 61.36	$ 62.89	$ 64.48	$ 66.04	$ 67.63	$ 69.37	$ 71.09	$ 72.83	$ 74.65	$ 76.56	$ 78.48	$ 80.44	$ 82.45	$ 84.50	$ 86.61	$ 88.30	$ 90.08	$ 91.80	$ 93.50	$ 95.24
	Appx. Bi-wkly	$ 4,908.80	$ 5,031.20	$ 5,158.40	$ 5,283.20	$ 5,410.40	$ 5,549.60	$ 5,687.20	$ 5,826.40	$ 5,972.00	$ 6,124.80	$ 6,278.40	$ 6,435.20	$ 6,596.00	$ 6,760.00	$ 6,928.80	$ 7,064.00	$ 7,206.40	$ 7,344.00	$ 7,480.00	$ 7,619.20
	Appx. Monthly	$ 10,635.73	$ 10,900.93	$ 11,176.53	$ 11,446.93	$ 11,722.53	$ 12,024.13	$ 12,322.27	$ 12,623.87	$ 12,939.33	$ 13,270.40	$ 13,603.20	$ 13,942.93	$ 14,291.33	$ 14,646.67	$ 15,012.40	$ 15,305.33	$ 15,613.87	$ 15,912.00	$ 16,206.67	$ 16,508.27
	Appx. Annual	$ 127,628.80	$ 130,811.20	$ 134,118.40	$ 137,363.20	$ 140,670.40	$ 144,289.60	$ 147,867.20	$ 151,486.40	$ 155,272.00	$ 159,244.80	$ 163,238.40	$ 167,315.20	$ 171,496.00	$ 175,760.00	$ 180,148.80	$ 183,664.00	$ 187,366.40	$ 190,944.00	$ 194,480.00	$ 198,099.20
Effective 7/25/2026		**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** 12 years	**Step 17** 15 years	**Step 18** 20 years	**Step 19** 25 years	**Step 20** 30 years

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Effective 7/25/2026		Non-Longevity														Longevity				
		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 12 years	Step 17 15 years	Step 18 20 years	Step 19 25 years	Step 20 30 years
77C	Hourly	$ 61.76	$ 63.30	$ 64.89	$ 66.51	$ 68.20	$ 69.91	$ 71.63	$ 73.44	$ 75.27	$ 77.14	$ 79.08	$ 81.08	$ 83.10	$ 85.16	$ 87.29	$ 89.04	$ 90.80	$ 92.53	$ 94.30	$ 96.03
	Appx. Bi-wkly	$ 4,940.80	$ 5,064.00	$ 5,191.20	$ 5,320.80	$ 5,456.00	$ 5,592.80	$ 5,730.40	$ 5,875.20	$ 6,021.60	$ 6,171.20	$ 6,326.40	$ 6,486.40	$ 6,648.00	$ 6,812.80	$ 6,983.20	$ 7,123.20	$ 7,264.00	$ 7,402.40	$ 7,544.00	$ 7,682.40
	Appx. Monthly	$ 10,705.07	$ 10,972.00	$ 11,247.60	$ 11,528.40	$ 11,821.33	$ 12,117.73	$ 12,415.87	$ 12,729.60	$ 13,046.80	$ 13,370.93	$ 13,707.20	$ 14,053.87	$ 14,404.00	$ 14,761.07	$ 15,130.27	$ 15,433.60	$ 15,738.67	$ 16,038.53	$ 16,345.33	$ 16,645.20
	Appx. Annual	$ 128,460.80	$ 131,664.00	$ 134,971.20	$ 138,340.80	$ 141,856.00	$ 145,412.80	$ 148,990.40	$ 152,755.20	$ 156,561.60	$ 160,451.20	$ 164,486.40	$ 168,646.40	$ 172,848.00	$ 177,132.80	$ 181,563.20	$ 185,203.20	$ 188,864.00	$ 192,462.40	$ 196,144.00	$ 199,742.40
78	Hourly	$ 61.96	$ 63.52	$ 65.11	$ 66.69	$ 68.30	$ 70.04	$ 71.79	$ 73.55	$ 75.39	$ 77.31	$ 79.26	$ 81.22	$ 83.25	$ 85.32	$ 87.45	$ 89.19	$ 90.97	$ 92.71	$ 94.42	$ 96.19
	Appx. Bi-wkly	$ 4,956.80	$ 5,081.60	$ 5,208.80	$ 5,335.20	$ 5,464.00	$ 5,603.20	$ 5,743.20	$ 5,884.00	$ 6,031.20	$ 6,184.80	$ 6,340.80	$ 6,497.60	$ 6,660.00	$ 6,825.60	$ 6,996.00	$ 7,135.20	$ 7,277.60	$ 7,416.80	$ 7,553.60	$ 7,695.20
	Appx. Monthly	$ 10,739.73	$ 11,010.13	$ 11,285.73	$ 11,559.60	$ 11,838.67	$ 12,140.27	$ 12,443.60	$ 12,748.67	$ 13,067.60	$ 13,400.40	$ 13,738.40	$ 14,078.13	$ 14,430.00	$ 14,788.80	$ 15,158.00	$ 15,459.60	$ 15,768.13	$ 16,069.73	$ 16,366.13	$ 16,672.93
	Appx. Annual	$ 128,876.80	$ 132,121.60	$ 135,428.80	$ 138,715.20	$ 142,064.00	$ 145,683.20	$ 149,323.20	$ 152,984.00	$ 156,811.20	$ 160,804.80	$ 164,860.80	$ 168,937.60	$ 173,160.00	$ 177,465.60	$ 181,896.00	$ 185,515.20	$ 189,217.60	$ 192,836.80	$ 196,393.60	$ 200,075.20
78A	Hourly	$ 62.73	$ 64.31	$ 65.92	$ 67.53	$ 69.14	$ 70.92	$ 72.69	$ 74.47	$ 76.34	$ 78.28	$ 80.24	$ 82.24	$ 84.29	$ 86.40	$ 88.56	$ 90.30	$ 92.11	$ 93.87	$ 95.60	$ 97.39
	Appx. Bi-wkly	$ 5,018.40	$ 5,144.80	$ 5,273.60	$ 5,402.40	$ 5,531.20	$ 5,673.60	$ 5,815.20	$ 5,957.60	$ 6,107.20	$ 6,262.40	$ 6,419.20	$ 6,579.20	$ 6,743.20	$ 6,912.00	$ 7,084.80	$ 7,224.00	$ 7,368.80	$ 7,509.60	$ 7,648.00	$ 7,791.20
	Appx. Monthly	$ 10,873.20	$ 11,147.07	$ 11,426.13	$ 11,705.20	$ 11,984.27	$ 12,292.80	$ 12,599.60	$ 12,908.13	$ 13,232.27	$ 13,568.53	$ 13,908.27	$ 14,254.93	$ 14,610.27	$ 14,976.00	$ 15,350.40	$ 15,652.00	$ 15,965.73	$ 16,270.80	$ 16,570.67	$ 16,880.93
	Appx. Annual	$ 130,478.40	$ 133,764.80	$ 137,113.60	$ 140,462.40	$ 143,811.20	$ 147,513.60	$ 151,195.20	$ 154,897.60	$ 158,787.20	$ 162,822.40	$ 166,899.20	$ 171,059.20	$ 175,323.20	$ 179,712.00	$ 184,204.80	$ 187,824.00	$ 191,588.80	$ 195,249.60	$ 198,848.00	$ 202,571.20
78B	Hourly	$ 62.88	$ 64.48	$ 66.09	$ 67.69	$ 69.32	$ 71.09	$ 72.87	$ 74.65	$ 76.53	$ 78.46	$ 80.45	$ 82.45	$ 84.51	$ 86.61	$ 88.78	$ 90.52	$ 92.33	$ 94.10	$ 95.85	$ 97.62
	Appx. Bi-wkly	$ 5,030.40	$ 5,158.40	$ 5,287.20	$ 5,415.20	$ 5,545.60	$ 5,687.20	$ 5,829.60	$ 5,972.00	$ 6,122.40	$ 6,276.80	$ 6,436.00	$ 6,596.00	$ 6,760.80	$ 6,928.80	$ 7,102.40	$ 7,241.60	$ 7,386.40	$ 7,528.00	$ 7,668.00	$ 7,809.60
	Appx. Monthly	$ 10,899.20	$ 11,176.53	$ 11,455.60	$ 11,732.93	$ 12,015.47	$ 12,322.27	$ 12,630.80	$ 12,939.33	$ 13,265.20	$ 13,599.73	$ 13,944.67	$ 14,291.33	$ 14,648.40	$ 15,012.40	$ 15,388.53	$ 15,690.13	$ 16,003.87	$ 16,310.67	$ 16,614.00	$ 16,920.80
	Appx. Annual	$ 130,790.40	$ 134,118.40	$ 137,467.20	$ 140,795.20	$ 144,185.60	$ 147,867.20	$ 151,569.60	$ 155,272.00	$ 159,182.40	$ 163,196.80	$ 167,336.00	$ 171,496.00	$ 175,780.80	$ 180,148.80	$ 184,662.40	$ 188,281.60	$ 192,046.40	$ 195,728.00	$ 199,368.00	$ 203,049.60
79	Hourly	$ 63.51	$ 65.11	$ 66.73	$ 68.36	$ 70.00	$ 71.79	$ 73.59	$ 75.39	$ 77.28	$ 79.24	$ 81.23	$ 83.25	$ 85.33	$ 87.46	$ 89.65	$ 91.41	$ 93.23	$ 95.02	$ 96.77	$ 98.58
	Appx. Bi-wkly	$ 5,080.80	$ 5,208.80	$ 5,338.40	$ 5,468.80	$ 5,600.00	$ 5,743.20	$ 5,887.20	$ 6,031.20	$ 6,182.40	$ 6,339.20	$ 6,498.40	$ 6,660.00	$ 6,826.40	$ 6,996.80	$ 7,172.00	$ 7,312.80	$ 7,458.40	$ 7,601.60	$ 7,741.60	$ 7,886.40
	Appx. Monthly	$ 11,008.40	$ 11,285.73	$ 11,566.53	$ 11,849.07	$ 12,133.33	$ 12,443.60	$ 12,755.60	$ 13,067.60	$ 13,395.20	$ 13,734.93	$ 14,079.87	$ 14,430.00	$ 14,790.53	$ 15,159.73	$ 15,539.33	$ 15,844.40	$ 16,159.87	$ 16,470.13	$ 16,773.47	$ 17,087.20
	Appx. Annual	$ 132,100.80	$ 135,428.80	$ 138,798.40	$ 142,188.80	$ 145,600.00	$ 149,323.20	$ 153,067.20	$ 156,811.20	$ 160,742.40	$ 164,819.20	$ 168,958.40	$ 173,160.00	$ 177,486.40	$ 181,916.80	$ 186,472.00	$ 190,132.80	$ 193,918.40	$ 197,641.60	$ 201,281.60	$ 205,046.40
79A	Hourly	$ 64.30	$ 65.92	$ 67.57	$ 69.22	$ 70.87	$ 72.69	$ 74.51	$ 76.34	$ 78.24	$ 80.22	$ 82.25	$ 84.29	$ 86.41	$ 88.55	$ 90.76	$ 92.55	$ 94.40	$ 96.21	$ 97.99	$ 99.82
	Appx. Bi-wkly	$ 5,144.00	$ 5,273.60	$ 5,405.60	$ 5,537.60	$ 5,669.60	$ 5,815.20	$ 5,960.80	$ 6,107.20	$ 6,259.20	$ 6,417.60	$ 6,580.00	$ 6,743.20	$ 6,912.80	$ 7,084.00	$ 7,260.80	$ 7,404.00	$ 7,552.00	$ 7,696.80	$ 7,839.20	$ 7,985.60
	Appx. Monthly	$ 11,145.33	$ 11,426.13	$ 11,712.13	$ 11,998.13	$ 12,284.13	$ 12,599.60	$ 12,915.07	$ 13,232.27	$ 13,561.60	$ 13,904.80	$ 14,256.67	$ 14,610.27	$ 14,977.73	$ 15,348.67	$ 15,731.73	$ 16,042.00	$ 16,362.67	$ 16,676.40	$ 16,984.93	$ 17,302.13
	Appx. Annual	$ 133,744.00	$ 137,113.60	$ 140,545.60	$ 143,977.60	$ 147,409.60	$ 151,195.20	$ 154,980.80	$ 158,787.20	$ 162,739.20	$ 166,857.60	$ 171,080.00	$ 175,323.20	$ 179,732.80	$ 184,184.00	$ 188,780.80	$ 192,504.00	$ 196,352.00	$ 200,116.80	$ 203,819.20	$ 207,625.60
80	Hourly	$ 64.22	$ 66.40	$ 68.06	$ 69.70	$ 71.46	$ 73.25	$ 75.02	$ 76.90	$ 78.87	$ 80.83	$ 82.86	$ 84.93	$ 87.09	$ 89.24	$ 91.47	$ 93.29	$ 95.12	$ 96.95	$ 98.79	$ 100.60
	Appx. Bi-wkly	$ 5,137.60	$ 5,312.00	$ 5,444.80	$ 5,576.00	$ 5,716.80	$ 5,860.00	$ 6,001.60	$ 6,152.00	$ 6,309.60	$ 6,466.40	$ 6,628.80	$ 6,794.40	$ 6,967.20	$ 7,139.20	$ 7,317.60	$ 7,463.20	$ 7,609.60	$ 7,756.00	$ 7,903.20	$ 8,048.00
	Appx. Monthly	$ 11,131.47	$ 11,509.33	$ 11,797.07	$ 12,081.33	$ 12,386.40	$ 12,696.67	$ 13,003.47	$ 13,329.33	$ 13,670.80	$ 14,010.53	$ 14,362.40	$ 14,721.20	$ 15,095.60	$ 15,468.27	$ 15,854.80	$ 16,170.27	$ 16,487.47	$ 16,804.67	$ 17,123.60	$ 17,437.33
	Appx. Annual	$ 133,577.60	$ 138,112.00	$ 141,564.80	$ 144,976.00	$ 148,636.80	$ 152,360.00	$ 156,041.60	$ 159,952.00	$ 164,049.60	$ 168,126.40	$ 172,348.80	$ 176,654.40	$ 181,147.20	$ 185,619.20	$ 190,257.60	$ 194,043.20	$ 197,849.60	$ 201,656.00	$ 205,483.20	$ 209,248.00
Effective 7/25/2026		**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** 12 years	**Step 17** 15 years	**Step 18** 20 years	**Step 19** 25 years	**Step 20** 30 years
80A	Hourly	$ 65.02	$ 67.24	$ 68.92	$ 70.58	$ 72.36	$ 74.16	$ 75.96	$ 77.86	$ 79.86	$ 81.84	$ 83.90	$ 85.99	$ 88.18	$ 90.36	$ 92.62	$ 94.45	$ 96.31	$ 98.16	$ 100.03	$ 101.86
	Appx. Bi-wkly	$ 5,201.60	$ 5,379.20	$ 5,513.60	$ 5,646.40	$ 5,788.80	$ 5,932.80	$ 6,076.80	$ 6,228.80	$ 6,388.80	$ 6,547.20	$ 6,712.00	$ 6,879.20	$ 7,054.40	$ 7,228.80	$ 7,409.60	$ 7,556.00	$ 7,704.80	$ 7,852.80	$ 8,002.40	$ 8,148.80
	Appx. Monthly	$ 11,270.13	$ 11,654.93	$ 11,946.13	$ 12,233.87	$ 12,542.40	$ 12,854.40	$ 13,166.40	$ 13,495.73	$ 13,842.40	$ 14,185.60	$ 14,542.67	$ 14,904.93	$ 15,284.53	$ 15,662.40	$ 16,054.13	$ 16,371.33	$ 16,693.73	$ 17,014.40	$ 17,338.53	$ 17,655.73
	Appx. Annual	$ 135,241.60	$ 139,859.20	$ 143,353.60	$ 146,806.40	$ 150,508.80	$ 154,252.80	$ 157,996.80	$ 161,948.80	$ 166,108.80	$ 170,227.20	$ 174,512.00	$ 178,859.20	$ 183,414.40	$ 187,948.80	$ 192,649.60	$ 196,456.00	$ 200,324.80	$ 204,172.80	$ 208,062.40	$ 211,868.80
80C	Hourly	$ 65.34	$ 67.57	$ 69.27	$ 70.92	$ 72.71	$ 74.53	$ 76.34	$ 78.24	$ 80.25	$ 82.24	$ 84.30	$ 86.42	$ 88.63	$ 90.81	$ 93.08	$ 94.93	$ 96.77	$ 98.65	$ 100.52	$ 102.37
	Appx. Bi-wkly	$ 5,227.20	$ 5,405.60	$ 5,541.60	$ 5,673.60	$ 5,816.80	$ 5,962.40	$ 6,107.20	$ 6,259.20	$ 6,420.00	$ 6,579.20	$ 6,744.00	$ 6,913.60	$ 7,090.40	$ 7,264.80	$ 7,446.40	$ 7,594.40	$ 7,741.60	$ 7,892.00	$ 8,041.60	$ 8,189.60
	Appx. Monthly	$ 11,325.60	$ 11,712.13	$ 12,006.80	$ 12,292.80	$ 12,603.07	$ 12,918.53	$ 13,232.27	$ 13,561.60	$ 13,910.00	$ 14,254.93	$ 14,612.00	$ 14,979.47	$ 15,362.53	$ 15,740.40	$ 16,133.87	$ 16,454.53	$ 16,773.47	$ 17,099.33	$ 17,423.47	$ 17,744.13
	Appx. Annual	$ 135,907.20	$ 140,545.60	$ 144,081.60	$ 147,513.60	$ 151,236.80	$ 155,022.40	$ 158,787.20	$ 162,739.20	$ 166,920.00	$ 171,059.20	$ 175,344.00	$ 179,753.60	$ 184,350.40	$ 188,884.80	$ 193,606.40	$ 197,454.40	$ 201,281.60	$ 205,192.00	$ 209,081.60	$ 212,929.60
81	Hourly	$ 65.82	$ 68.06	$ 69.77	$ 71.45	$ 73.25	$ 75.08	$ 76.90	$ 78.82	$ 80.85	$ 82.85	$ 84.93	$ 87.05	$ 89.26	$ 91.48	$ 93.77	$ 95.62	$ 97.49	$ 99.37	$ 101.27	$ 103.13
	Appx. Bi-wkly	$ 5,265.60	$ 5,444.80	$ 5,581.60	$ 5,716.00	$ 5,860.00	$ 6,006.40	$ 6,152.00	$ 6,305.60	$ 6,468.00	$ 6,628.00	$ 6,794.40	$ 6,964.00	$ 7,140.80	$ 7,318.40	$ 7,501.60	$ 7,649.60	$ 7,799.20	$ 7,949.60	$ 8,101.60	$ 8,250.40
	Appx. Monthly	$ 11,408.80	$ 11,797.07	$ 12,093.47	$ 12,384.67	$ 12,696.67	$ 13,013.87	$ 13,329.33	$ 13,662.13	$ 14,014.00	$ 14,360.67	$ 14,721.20	$ 15,088.67	$ 15,471.73	$ 15,856.53	$ 16,253.47	$ 16,574.13	$ 16,898.27	$ 17,224.13	$ 17,553.47	$ 17,875.87
	Appx. Annual	$ 136,905.60	$ 141,564.80	$ 145,121.60	$ 148,616.00	$ 152,360.00	$ 156,166.40	$ 159,952.00	$ 163,945.60	$ 168,168.00	$ 172,328.00	$ 176,654.40	$ 181,064.00	$ 185,660.80	$ 190,278.40	$ 195,041.60	$ 198,889.60	$ 202,779.20	$ 206,689.60	$ 210,641.60	$ 214,510.40
81A	Hourly	$ 66.64	$ 68.92	$ 70.65	$ 72.35	$ 74.16	$ 76.01	$ 77.86	$ 79.81	$ 81.86	$ 83.89	$ 85.99	$ 88.14	$ 90.38	$ 92.62	$ 94.94	$ 96.82	$ 98.71	$ 100.60	$ 102.53	$ 104.42
	Appx. Bi-wkly	$ 5,331.20	$ 5,513.60	$ 5,652.00	$ 5,788.00	$ 5,932.80	$ 6,080.80	$ 6,228.80	$ 6,384.80	$ 6,548.80	$ 6,711.20	$ 6,879.20	$ 7,051.20	$ 7,230.40	$ 7,409.60	$ 7,595.20	$ 7,745.60	$ 7,896.80	$ 8,048.00	$ 8,202.40	$ 8,353.60
	Appx. Monthly	$ 11,550.93	$ 11,946.13	$ 12,246.00	$ 12,540.67	$ 12,854.40	$ 13,175.07	$ 13,495.73	$ 13,833.73	$ 14,189.07	$ 14,540.93	$ 14,904.93	$ 15,277.60	$ 15,665.87	$ 16,054.13	$ 16,456.27	$ 16,782.13	$ 17,109.73	$ 17,437.33	$ 17,771.87	$ 18,099.47
	Appx. Annual	$ 138,611.20	$ 143,353.60	$ 146,952.00	$ 150,488.00	$ 154,252.80	$ 158,100.80	$ 161,948.80	$ 166,004.80	$ 170,268.80	$ 174,491.20	$ 178,859.20	$ 183,331.20	$ 187,990.40	$ 192,649.60	$ 197,475.20	$ 201,385.60	$ 205,316.80	$ 209,248.00	$ 213,262.40	$ 217,193.60
82	Hourly	$ 67.47	$ 69.77	$ 71.52	$ 73.24	$ 75.08	$ 76.95	$ 78.82	$ 80.79	$ 82.87	$ 84.92	$ 87.05	$ 89.22	$ 91.51	$ 93.76	$ 96.10	$ 98.02	$ 99.94	$ 101.85	$ 103.79	$ 105.70
	Appx. Bi-wkly	$ 5,397.60	$ 5,581.60	$ 5,721.60	$ 5,859.20	$ 6,006.40	$ 6,156.00	$ 6,305.60	$ 6,463.20	$ 6,629.60	$ 6,793.60	$ 6,964.00	$ 7,137.60	$ 7,320.80	$ 7,500.80	$ 7,688.00	$ 7,841.60	$ 7,995.20	$ 8,148.00	$ 8,303.20	$ 8,456.00
	Appx. Monthly	$ 11,694.80	$ 12,093.47	$ 12,396.80	$ 12,694.93	$ 13,013.87	$ 13,338.00	$ 13,662.13	$ 14,003.60	$ 14,364.13	$ 14,719.47	$ 15,088.67	$ 15,464.80	$ 15,861.73	$ 16,251.73	$ 16,657.33	$ 16,990.13	$ 17,322.93	$ 17,654.00	$ 17,990.27	$ 18,321.33
	Appx. Annual	$ 140,337.60	$ 145,121.60	$ 148,761.60	$ 152,339.20	$ 156,166.40	$ 160,056.00	$ 163,945.60	$ 168,043.20	$ 172,369.60	$ 176,633.60	$ 181,064.00	$ 185,577.60	$ 190,340.80	$ 195,020.80	$ 199,888.00	$ 203,881.60	$ 207,875.20	$ 211,848.00	$ 215,883.20	$ 219,856.00
82A	Hourly	$ 68.31	$ 70.65	$ 72.42	$ 74.15	$ 76.01	$ 77.91	$ 79.81	$ 81.80	$ 83.91	$ 85.98	$ 88.14	$ 90.34	$ 92.65	$ 94.94	$ 97.31	$ 99.24	$ 101.19	$ 103.13	$ 105.10	$ 107.02
	Appx. Bi-wkly	$ 5,464.80	$ 5,652.00	$ 5,793.60	$ 5,932.00	$ 6,080.80	$ 6,232.80	$ 6,384.80	$ 6,544.00	$ 6,712.80	$ 6,878.40	$ 7,051.20	$ 7,227.20	$ 7,412.00	$ 7,595.20	$ 7,784.80	$ 7,939.20	$ 8,095.20	$ 8,250.40	$ 8,408.00	$ 8,561.60
	Appx. Monthly	$ 11,840.40	$ 12,246.00	$ 12,552.80	$ 12,852.67	$ 13,175.07	$ 13,504.40	$ 13,833.73	$ 14,178.67	$ 14,544.40	$ 14,903.20	$ 15,277.60	$ 15,658.93	$ 16,059.33	$ 16,456.27	$ 16,867.07	$ 17,201.60	$ 17,539.60	$ 17,875.87	$ 18,217.33	$ 18,550.13
	Appx. Annual	$ 142,084.80	$ 146,952.00	$ 150,633.60	$ 154,232.00	$ 158,100.80	$ 162,052.80	$ 166,004.80	$ 170,144.00	$ 174,532.80	$ 178,838.40	$ 183,331.20	$ 187,907.20	$ 192,712.00	$ 197,475.20	$ 202,404.80	$ 206,419.20	$ 210,475.20	$ 214,510.40	$ 218,608.00	$ 222,601.60
83	Hourly	$ 69.14	$ 71.52	$ 73.31	$ 75.06	$ 76.95	$ 78.87	$ 80.79	$ 82.81	$ 84.94	$ 87.04	$ 89.22	$ 91.46	$ 93.79	$ 96.10	$ 98.50	$ 100.47	$ 102.43	$ 104.41	$ 106.38	$ 108.35
	Appx. Bi-wkly	$ 5,531.20	$ 5,721.60	$ 5,864.80	$ 6,004.80	$ 6,156.00	$ 6,309.60	$ 6,463.20	$ 6,624.80	$ 6,795.20	$ 6,963.20	$ 7,137.60	$ 7,316.80	$ 7,503.20	$ 7,688.00	$ 7,880.00	$ 8,037.60	$ 8,194.40	$ 8,352.80	$ 8,510.40	$ 8,668.00
	Appx. Monthly	$ 11,984.27	$ 12,396.80	$ 12,707.07	$ 13,010.40	$ 13,338.00	$ 13,670.80	$ 14,003.60	$ 14,353.73	$ 14,722.93	$ 15,086.93	$ 15,464.80	$ 15,853.07	$ 16,256.93	$ 16,657.33	$ 17,073.33	$ 17,414.80	$ 17,754.53	$ 18,097.73	$ 18,439.20	$ 18,780.67
	Appx. Annual	$ 143,811.20	$ 148,761.60	$ 152,484.80	$ 156,124.80	$ 160,056.00	$ 164,049.60	$ 168,043.20	$ 172,244.80	$ 176,675.20	$ 181,043.20	$ 185,577.60	$ 190,236.80	$ 195,083.20	$ 199,888.00	$ 204,880.00	$ 208,977.60	$ 213,054.40	$ 217,172.80	$ 221,270.40	$ 225,368.00

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Psychiatrist IV Salary Table

Range Eff. 2/21/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
3.00% Across the Board Increase & 1% Profit Sharing Initiative									
P4	Hourly	189.35	193.86	198.83	203.91	208.29	214.25	219.58	225.06
	Appx. Bi-wkly	15,148.00	15,508.80	15,906.40	16,312.80	16,663.20	17,140.00	17,566.40	18,004.80
	Appx. Monthly	32,820.67	33,602.40	34,463.87	35,344.40	36,103.60	37,136.67	38,060.53	39,010.40
	Appx. Annual	393,848.00	403,228.80	413,566.40	424,132.80	433,243.20	445,640.00	456,726.40	468,124.80

Range Eff. 7/25/2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
2.5% New Top Step										
P4	Hourly	189.35	193.86	198.83	203.91	208.29	214.25	219.58	225.06	230.69
	Appx. Bi-wkly	15,148.00	15,508.80	15,906.40	16,312.80	16,663.20	17,140.00	17,566.40	18,004.80	18,455.20
	Appx. Monthly	32,820.67	33,602.40	34,463.87	35,344.40	36,103.60	37,136.67	38,060.53	39,010.40	39,986.27
	Appx. Annual	393,848.00	403,228.80	413,566.40	424,132.80	433,243.20	445,640.00	456,726.40	468,124.80	479,835.20

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Per Diem Salary Table			
Range Eff. 2/21/2026			
3.00% Across the Board Increase and 1.00% Profit Sharing Initiative			
Job Code	**Job Title**	**Less than 1,040 Service Hrs**	**1,040 Service Hrs or More**
03044	Per Diem Sterile Processing	$27.07	$27.74
15044	Per Diem Surgical Technician	$32.93	$33.74
19639	PerDiem-SpclProcRadiologicTech	$60.46	$62.05
18017	Per Diem - Radiologic Technologist	$52.36	$53.65
14019	Per Diem - Nuclear Med Tech	$60.46	$62.05
21013	Per Diem - Ultrasound Tech	$60.46	$62.05
16395	PD-Occupation Therapy Assistant	$43.05	$44.12
16396	Per Diem - Phys Therapy Assistant	$43.05	$44.12
16394	Per Diem - Security Tech	$27.25	$27.91
16393	Per Diem - Phlebotomist	$25.98	$26.61
18185	Per Diem - RespiratoryCarePrctnr	$51.07	$52.33
19635	Per Diem Angiography Technologist	$65.22	$66.79
03343	ARMC House Supervisor - Per Diem	$69.57	$71.30
03337	Per Diem - Patient Care Assistant	$24.85	$25.87
12154	Lic Vocational Nurse-Per Diem	$36.51	
19201	Dialysis Technician Per Diem	$28.13	$28.83
03046	Telemetry Technician - Per Diem	$27.07	$29.06

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Contract Salary Table

Range Eff. 2/21/2026												
3.00% Across the Board Increase & 1% Profit Sharing Initiative		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**
27007	Contract Respiratory Care Practitioner	$ 38.12	$ 39.08	$ 40.03	$ 41.00	$ 42.02	$ 43.04	$ 44.12	$ 45.22	$ 46.38	$ 47.51	$ 48.69
27177	Contract Ultrasounds Tech	$ 46.35	$ 47.52	$ 48.65	$ 49.81	$ 51.03	$ 52.32	$ 53.62	$ 54.95	$ 56.33	$ 57.76	$ 59.18
27277	Contract Radiological Tech	$ 39.25	$ 40.20	$ 41.21	$ 42.21	$ 43.26	$ 44.33	$ 45.40	$ 46.52	$ 47.70	$ 48.89	$ 50.13
26996	Contract Special Procedures Rad Tech	$ 46.35	$ 47.52	$ 48.65	$ 49.81	$ 51.03	$ 52.32	$ 53.62	$ 54.95	$ 56.33	$ 57.76	$ 59.18

Range Eff. 7/25/2026													
2.5% New Top Step		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**
27007	Contract Respiratory Care Practitioner	$ 38.12	$ 39.08	$ 40.03	$ 41.00	$ 42.02	$ 43.04	$ 44.12	$ 45.22	$ 46.38	$ 47.51	$ 48.69	$ 49.91
27177	Contract Ultrasounds Tech	$ 46.35	$ 47.52	$ 48.65	$ 49.81	$ 51.03	$ 52.32	$ 53.62	$ 54.95	$ 56.33	$ 57.76	$ 59.18	$ 60.66
27277	Contract Radiological Tech	$ 39.25	$ 40.20	$ 41.21	$ 42.21	$ 43.26	$ 44.33	$ 45.40	$ 46.52	$ 47.70	$ 48.89	$ 50.13	$ 51.38
26996	Contract Special Procedures Rad Tech	$ 46.35	$ 47.52	$ 48.65	$ 49.81	$ 51.03	$ 52.32	$ 53.62	$ 54.95	$ 56.33	$ 57.76	$ 59.18	$ 60.66