



EXECUTIVE ORDER

July 5, 2022


The Honorable Michelle Wu
Mayor of Boston
Boston City Hall

Dear Mayor Wu,

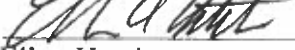
Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A, Salaried Employees of North America Local 9158. (SENA). The effective date of the new salary schedules and the rates of increases will be **2% increase effective 10-3-2020, 1.5% increase effective 10-2-2021, and 2% increase effective 10-1-2022.**

This amendment to the Salary Schedules is necessary to implement the collective bargaining agreement between the City of Boston and Salaried Employees of North America Local 9158 (SENA).

Respectfully,



Alex Lawrence
Chief People Officer

Approved: 

Ellen Hatch
Deputy Chief of Finance

Approved: 

Michelle Wu, Mayor

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-03-2020
 2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10										
MMM1	3	hourly \$ 25,009,374	\$ 26,209,084	\$ 27,559,880	\$ 28,760,067	\$ 30,409,246	\$ 31,910,186	\$ 33,709,512	\$ 35,360,597	\$ 37,159,442	\$ 38,960,192	\$ 40,910,609	\$ 42,410,125	\$ 44,658,925	\$ 46,911,521	\$ 49,160,320	\$ 51,410,072	\$ 53,811,382	\$ 56,496,355	\$ 59,144,518	\$ 60,623,130
	bi-wkly	\$ 1,750,666	\$ 1,834,644	\$ 1,929,199	\$ 2,013,200	\$ 2,128,655	\$ 2,233,711	\$ 2,359,677	\$ 2,475,244	\$ 2,601,166	\$ 2,727,211	\$ 2,863,744	\$ 2,998,711	\$ 3,126,122	\$ 3,283,811	\$ 3,441,222	\$ 3,598,711	\$ 3,766,800	\$ 3,954,744	\$ 4,140,112	\$ 4,243,622
	annual	\$ 45,517,066	\$ 47,700,533	\$ 50,158,988	\$ 52,343,322	\$ 55,344,833	\$ 58,076,544	\$ 61,351,311	\$ 64,356,299	\$ 67,630,188	\$ 71,001,811	\$ 74,457,311	\$ 78,168,777	\$ 82,249,888	\$ 86,836,600	\$ 91,872,488	\$ 97,936,722	\$ 102,823,377	\$ 107,643,022	\$ 110,334,110	\$ 110,334,110
MMM1	4	hourly \$ 27,559,880	\$ 28,760,067	\$ 30,409,246	\$ 31,910,186	\$ 33,709,512	\$ 35,360,597	\$ 37,159,442	\$ 38,960,192	\$ 40,910,609	\$ 42,410,125	\$ 44,658,925	\$ 46,911,521	\$ 49,160,320	\$ 51,410,072	\$ 53,811,382	\$ 56,496,355	\$ 59,144,518	\$ 60,623,130	\$ 62,313,000	\$ 64,243,622
	bi-wkly	\$ 1,929,199	\$ 2,013,200	\$ 2,128,655	\$ 2,233,711	\$ 2,359,677	\$ 2,475,244	\$ 2,601,166	\$ 2,727,211	\$ 2,863,744	\$ 2,998,711	\$ 3,126,122	\$ 3,283,811	\$ 3,441,222	\$ 3,598,711	\$ 3,766,800	\$ 3,954,744	\$ 4,140,112	\$ 4,243,622	\$ 4,440,112	\$ 4,643,622
	annual	\$ 50,158,988	\$ 52,343,322	\$ 55,344,833	\$ 58,076,544	\$ 61,351,311	\$ 64,356,299	\$ 67,630,188	\$ 71,001,811	\$ 74,457,311	\$ 78,168,777	\$ 82,249,888	\$ 86,836,600	\$ 91,872,488	\$ 97,936,722	\$ 102,823,377	\$ 107,643,022	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110
MMM1	5	hourly \$ 30,409,246	\$ 31,910,186	\$ 33,709,512	\$ 35,360,597	\$ 37,159,442	\$ 38,960,192	\$ 40,910,609	\$ 42,410,125	\$ 44,658,925	\$ 46,888,240	\$ 49,248,178	\$ 50,479,382	\$ 52,992,499	\$ 55,649,777	\$ 58,457,311	\$ 61,415,244	\$ 64,523,577	\$ 67,782,311	\$ 71,192,544	\$ 74,754,277
	bi-wkly	\$ 2,128,655	\$ 2,233,711	\$ 2,359,677	\$ 2,475,244	\$ 2,601,166	\$ 2,727,211	\$ 2,863,744	\$ 2,998,711	\$ 3,126,122	\$ 3,282,188	\$ 3,447,377	\$ 3,612,566	\$ 3,788,755	\$ 3,964,944	\$ 4,151,133	\$ 4,347,322	\$ 4,553,511	\$ 4,770,700	\$ 4,998,888	\$ 5,238,077
	annual	\$ 55,344,833	\$ 58,076,544	\$ 61,351,311	\$ 64,356,299	\$ 67,630,188	\$ 71,001,811	\$ 74,457,311	\$ 78,168,777	\$ 82,249,888	\$ 86,836,600	\$ 91,872,488	\$ 97,936,722	\$ 102,823,377	\$ 107,643,022	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110
MMM1	6	hourly \$ 33,709,512	\$ 35,360,597	\$ 37,159,442	\$ 38,960,192	\$ 40,910,609	\$ 42,410,125	\$ 44,658,925	\$ 46,888,240	\$ 49,248,178	\$ 50,479,382	\$ 52,992,499	\$ 55,649,777	\$ 58,457,311	\$ 61,415,244	\$ 64,523,577	\$ 67,782,311	\$ 71,192,544	\$ 74,754,277	\$ 78,462,011	\$ 82,319,744
	bi-wkly	\$ 2,359,677	\$ 2,475,244	\$ 2,601,166	\$ 2,727,211	\$ 2,863,744	\$ 2,998,711	\$ 3,126,122	\$ 3,282,188	\$ 3,447,377	\$ 3,612,566	\$ 3,788,755	\$ 3,964,944	\$ 4,151,133	\$ 4,347,322	\$ 4,553,511	\$ 4,770,700	\$ 4,998,888	\$ 5,238,077	\$ 5,497,266	\$ 5,766,455
	annual	\$ 61,351,311	\$ 64,356,299	\$ 67,630,188	\$ 71,001,811	\$ 74,457,311	\$ 78,168,777	\$ 82,249,888	\$ 86,836,600	\$ 91,872,488	\$ 97,936,722	\$ 102,823,377	\$ 107,643,022	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110	\$ 110,334,110
MMM1	7	hourly \$ 37,159,442	\$ 38,960,192	\$ 40,910,609	\$ 42,410,125	\$ 44,658,925	\$ 46,911,521	\$ 49,160,320	\$ 51,410,072	\$ 53,811,382	\$ 56,496,355	\$ 59,144,518	\$ 60,623,130	\$ 63,372,344	\$ 66,273,558	\$ 69,326,772	\$ 72,542,986	\$ 75,921,200	\$ 79,462,414	\$ 83,166,628	\$ 87,034,842
	bi-wkly	\$ 2,601,166	\$ 2,727,211	\$ 2,863,744	\$ 2,998,711	\$ 3,126,122	\$ 3,283,811	\$ 3,441,222	\$ 3,612,566	\$ 3,788,755	\$ 3,964,944	\$ 4,151,133	\$ 4,347,322	\$ 4,553,511	\$ 4,770,700	\$ 4,998,888	\$ 5,238,077	\$ 5,497,266	\$ 5,766,455	\$ 6,056,644	\$ 6,368,833
	annual	\$ 67,630,188	\$ 70,907,555	\$ 74,457,311	\$ 77,186,433	\$ 81,279,244	\$ 85,378,977	\$ 89,471,788	\$ 93,935,577	\$ 98,488,577	\$ 100,950,778	\$ 103,412,979	\$ 105,875,180	\$ 108,337,381	\$ 110,799,582	\$ 113,261,783	\$ 115,723,984	\$ 118,186,185	\$ 120,648,386	\$ 123,110,587	\$ 125,572,788
MMM1	8	hourly \$ 40,910,609	\$ 42,410,125	\$ 44,658,925	\$ 46,911,521	\$ 49,160,320	\$ 51,410,072	\$ 53,811,382	\$ 56,496,355	\$ 59,144,518	\$ 60,623,130	\$ 63,372,344	\$ 66,273,558	\$ 69,326,772	\$ 72,542,986	\$ 75,921,200	\$ 79,462,414	\$ 83,166,628	\$ 87,034,842	\$ 91,067,056	\$ 95,263,270
	bi-wkly	\$ 2,863,744	\$ 2,968,711	\$ 3,126,122	\$ 3,283,811	\$ 3,441,222	\$ 3,598,711	\$ 3,766,800	\$ 3,954,744	\$ 4,140,112	\$ 4,243,622	\$ 4,440,112	\$ 4,643,622	\$ 4,857,132	\$ 5,081,642	\$ 5,316,152	\$ 5,560,662	\$ 5,815,172	\$ 6,080,682	\$ 6,356,192	\$ 6,642,702
	annual	\$ 74,457,311	\$ 77,186,433	\$ 81,279,244	\$ 85,378,977	\$ 89,471,788	\$ 93,935,577	\$ 98,488,577	\$ 100,950,778	\$ 103,412,979	\$ 105,875,180	\$ 108,337,381	\$ 110,799,582	\$ 113,261,783	\$ 115,723,984	\$ 118,186,185	\$ 120,648,386	\$ 123,110,587	\$ 125,572,788	\$ 128,034,989	\$ 130,497,190
MMM1	9	hourly \$ 40,910,609	\$ 42,410,125	\$ 44,658,925	\$ 46,911,521	\$ 49,160,320	\$ 51,410,072	\$ 53,811,382	\$ 56,496,355	\$ 59,144,518	\$ 60,623,130	\$ 63,372,344	\$ 66,273,558	\$ 69,326,772	\$ 72,542,986	\$ 75,921,200	\$ 79,462,414	\$ 83,166,628	\$ 87,034,842	\$ 91,067,056	\$ 95,263,270
	bi-wkly	\$ 2,863,744	\$ 2,968,711	\$ 3,126,122	\$ 3,283,811	\$ 3,441,222	\$ 3,598,711	\$ 3,766,800	\$ 3,954,744	\$ 4,140,112	\$ 4,243,622	\$ 4,440,112	\$ 4,643,622	\$ 4,857,132	\$ 5,081,642	\$ 5,316,152	\$ 5,560,662	\$ 5,815,172	\$ 6,080,682	\$ 6,356,192	\$ 6,642,702
	annual	\$ 74,457,311	\$ 77,186,433	\$ 81,279,244	\$ 85,378,977	\$ 89,471,788	\$ 93,935,577	\$ 98,488,577	\$ 100,950,778	\$ 103,412,979	\$ 105,875,180	\$ 108,337,381	\$ 110,799,582	\$ 113,261,783	\$ 115,723,984	\$ 118,186,185	\$ 120,648,386	\$ 123,110,587	\$ 125,572,788	\$ 128,034,989	\$ 130,497,190

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 49,160,320	\$ 51,410,072	\$ 53,811,382	\$ 55,460,567	\$ 57,860,460	\$ 60,110,680	\$ 62,662,137	\$ 65,790,404	\$ 68,717,354	\$ 70,435,288
	bi-wkly	\$ 3,441.22	\$ 3,598.71	\$ 3,766.80	\$ 3,882.24	\$ 4,050.23	\$ 4,207.75	\$ 4,386.35	\$ 4,605.33	\$ 4,810.21	\$ 4,930.47
	annual	\$ 89,471.78	\$ 93,566.33	\$ 97,936.72	\$ 100,938.23	\$ 105,306.04	\$ 109,401.44	\$ 114,045.09	\$ 119,738.54	\$ 125,065.58	\$ 128,192.22
MM1	11	hourly \$ 53,811,382	\$ 55,460,567	\$ 57,860,460	\$ 60,110,680	\$ 62,662,137	\$ 64,311,796	\$ 66,561,069	\$ 69,883,191	\$ 72,933,300	\$ 74,756,631
	bi-wkly	\$ 3,766.80	\$ 3,882.24	\$ 4,050.23	\$ 4,207.75	\$ 4,386.35	\$ 4,501.83	\$ 4,659.27	\$ 4,891.82	\$ 5,105.33	\$ 5,232.96
	annual	\$ 97,936.72	\$ 100,938.23	\$ 105,306.04	\$ 109,401.44	\$ 114,045.09	\$ 117,047.47	\$ 121,141.15	\$ 127,187.41	\$ 132,738.61	\$ 136,057.07
MM1	12	hourly \$ 57,860,460	\$ 60,110,680	\$ 62,662,137	\$ 64,311,796	\$ 66,561,069	\$ 68,811,768	\$ 69,111,100	\$ 72,560,557	\$ 75,690,887	\$ 77,583,158
	bi-wkly	\$ 4,050.23	\$ 4,207.75	\$ 4,386.35	\$ 4,501.83	\$ 4,659.27	\$ 4,816.82	\$ 4,837.78	\$ 5,079.24	\$ 5,298.36	\$ 5,430.82
	annual	\$ 105,306.04	\$ 109,401.44	\$ 114,045.09	\$ 117,047.47	\$ 121,141.15	\$ 125,237.42	\$ 125,782.20	\$ 132,060.21	\$ 137,757.41	\$ 141,201.35
MM1	13	hourly \$ 62,662,137	\$ 64,311,796	\$ 66,561,069	\$ 68,811,768	\$ 69,111,100	\$ 69,559,150	\$ 71,961,896	\$ 75,553,890	\$ 78,774,575	\$ 80,743,940
	bi-wkly	\$ 4,386.35	\$ 4,501.83	\$ 4,659.27	\$ 4,816.82	\$ 4,837.78	\$ 4,869.14	\$ 5,037.33	\$ 5,288.77	\$ 5,514.22	\$ 5,652.08
	annual	\$ 114,045.09	\$ 117,047.47	\$ 121,141.15	\$ 125,237.42	\$ 125,782.20	\$ 126,597.65	\$ 130,970.65	\$ 137,508.08	\$ 143,369.73	\$ 146,953.97
MM1	14	hourly \$ 66,561,069	\$ 68,811,768	\$ 69,111,100	\$ 69,559,150	\$ 71,961,896	\$ 74,512,398	\$ 76,296,520	\$ 80,106,599	\$ 83,463,601	\$ 85,550,190
	bi-wkly	\$ 4,659.27	\$ 4,816.82	\$ 4,837.78	\$ 4,869.14	\$ 5,037.33	\$ 5,215.87	\$ 5,340.76	\$ 5,607.46	\$ 5,842.45	\$ 5,988.51
	annual	\$ 121,141.15	\$ 125,237.42	\$ 125,782.20	\$ 126,597.65	\$ 130,970.65	\$ 135,612.56	\$ 138,859.67	\$ 145,794.01	\$ 151,903.75	\$ 155,701.35

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-02-2021
 1.5% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 25,384,514	\$ 26,602,220	\$ 27,973,278	\$ 29,191,468	\$ 30,865,384	\$ 32,388,838	\$ 34,215,154	\$ 35,920,424	\$ 37,965,816	\$ 38,914,961
	bi-wkly	\$ 1,776.92	\$ 1,862.16	\$ 1,958.13	\$ 2,043.40	\$ 2,160.58	\$ 2,267.22	\$ 2,395.06	\$ 2,514.43	\$ 2,657.61	\$ 2,724.05
	annual	\$ 46,199.82	\$ 48,416.04	\$ 50,911.37	\$ 53,128.47	\$ 56,175.00	\$ 58,947.69	\$ 62,271.58	\$ 65,375.17	\$ 69,097.79	\$ 70,825.23
MM1	4	hourly \$ 27,973,278	\$ 29,191,468	\$ 30,865,384	\$ 32,388,838	\$ 34,215,154	\$ 35,891,005	\$ 37,716,833	\$ 39,597,163	\$ 41,752,913	\$ 42,796,735
	bi-wkly	\$ 1,929.19	\$ 2,013.20	\$ 2,128.65	\$ 2,233.71	\$ 2,359.67	\$ 2,475.24	\$ 2,601.16	\$ 2,730.84	\$ 2,879.51	\$ 2,951.50
	annual	\$ 50,911.37	\$ 53,128.47	\$ 56,175.00	\$ 58,947.69	\$ 62,271.58	\$ 65,321.63	\$ 68,644.64	\$ 72,066.84	\$ 75,990.30	\$ 77,890.06
MM1	5	hourly \$ 30,865,384	\$ 32,388,838	\$ 34,215,154	\$ 35,891,005	\$ 37,716,833	\$ 39,544,594	\$ 41,524,268	\$ 43,594,123	\$ 45,870,126	\$ 47,016,879
	bi-wkly	\$ 2,128.65	\$ 2,233.71	\$ 2,359.67	\$ 2,475.24	\$ 2,601.16	\$ 2,727.21	\$ 2,863.74	\$ 3,006.49	\$ 3,163.46	\$ 3,242.54
	annual	\$ 56,175.00	\$ 58,947.69	\$ 62,271.58	\$ 65,321.63	\$ 68,644.64	\$ 71,971.16	\$ 75,574.17	\$ 79,341.30	\$ 83,483.63	\$ 85,570.72
MM1	6	hourly \$ 34,215,154	\$ 35,891,005	\$ 37,716,833	\$ 39,544,594	\$ 41,524,268	\$ 43,046,276	\$ 45,328,808	\$ 47,591,563	\$ 49,986,900	\$ 51,236,572
	bi-wkly	\$ 2,359.67	\$ 2,475.24	\$ 2,601.16	\$ 2,727.21	\$ 2,863.74	\$ 2,968.71	\$ 3,126.12	\$ 3,282.18	\$ 3,447.37	\$ 3,533.56
	annual	\$ 62,271.58	\$ 65,321.63	\$ 68,644.64	\$ 71,971.16	\$ 75,574.17	\$ 78,344.22	\$ 82,498.43	\$ 86,616.64	\$ 90,976.16	\$ 93,250.56
MM1	7	hourly \$ 37,716,833	\$ 39,544,594	\$ 41,524,268	\$ 43,046,276	\$ 45,328,808	\$ 47,615,193	\$ 49,897,724	\$ 52,387,146	\$ 54,926,317	\$ 56,299,474
	bi-wkly	\$ 2,601.16	\$ 2,727.21	\$ 2,863.74	\$ 2,968.71	\$ 3,126.12	\$ 3,283.81	\$ 3,441.22	\$ 3,612.91	\$ 3,788.02	\$ 3,882.72
	annual	\$ 68,644.64	\$ 71,971.16	\$ 75,574.17	\$ 78,344.22	\$ 82,498.43	\$ 86,659.65	\$ 90,813.86	\$ 95,344.61	\$ 99,965.90	\$ 102,465.04
MM1	8	hourly \$ 41,524,268	\$ 43,046,276	\$ 45,328,808	\$ 47,615,193	\$ 49,897,724	\$ 52,181,223	\$ 54,618,552	\$ 57,343,800	\$ 60,031,685	\$ 61,532,476
	bi-wkly	\$ 2,863.74	\$ 2,968.71	\$ 3,126.12	\$ 3,283.81	\$ 3,441.22	\$ 3,598.71	\$ 3,766.80	\$ 3,954.74	\$ 4,140.12	\$ 4,243.62
	annual	\$ 75,574.17	\$ 78,344.22	\$ 82,498.43	\$ 86,659.65	\$ 90,813.86	\$ 94,969.83	\$ 99,405.76	\$ 104,365.72	\$ 109,257.67	\$ 111,989.11
MM1	9	hourly \$ 45,328,808	\$ 47,615,193	\$ 49,897,724	\$ 52,181,223	\$ 54,618,552	\$ 56,292,475	\$ 58,728,366	\$ 61,659,532	\$ 64,477,250	\$ 66,089,181
	bi-wkly	\$ 3,126.12	\$ 3,283.81	\$ 3,441.22	\$ 3,598.71	\$ 3,766.80	\$ 3,882.24	\$ 4,050.23	\$ 4,252.38	\$ 4,446.71	\$ 4,557.87
	annual	\$ 82,498.43	\$ 86,659.65	\$ 90,813.86	\$ 94,969.83	\$ 99,405.76	\$ 102,452.30	\$ 106,885.63	\$ 112,220.35	\$ 117,348.60	\$ 120,282.31

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	10	hourly \$ 49,897,724	\$ 52,181,223	\$ 54,618,552	\$ 56,292,475	\$ 58,728,366	\$ 61,012,340	\$ 63,602,069	\$ 66,777,260	\$ 69,748,114	\$ 71,491,817
	bi-wkly	\$ 3,441,222	\$ 3,598,711	\$ 3,766,800	\$ 3,882,244	\$ 4,050,233	\$ 4,207,755	\$ 4,386,355	\$ 4,605,333	\$ 4,810,211	\$ 4,930,477
	annual	\$ 90,813,866	\$ 94,969,833	\$ 99,405,766	\$ 102,452,300	\$ 106,885,633	\$ 111,042,466	\$ 115,755,777	\$ 121,534,611	\$ 126,941,577	\$ 130,115,111
MM1	11	hourly \$ 54,618,552	\$ 56,292,475	\$ 58,728,366	\$ 61,012,340	\$ 63,602,069	\$ 65,276,472	\$ 67,559,485	\$ 69,843,944	\$ 70,931,438	\$ 74,027,299
	bi-wkly	\$ 3,766,800	\$ 3,882,244	\$ 4,050,233	\$ 4,207,755	\$ 4,386,355	\$ 4,501,833	\$ 4,659,277	\$ 4,891,822	\$ 5,105,333	\$ 5,232,966
	annual	\$ 99,405,766	\$ 102,452,300	\$ 106,885,633	\$ 111,042,466	\$ 115,755,777	\$ 118,803,188	\$ 122,958,266	\$ 129,095,222	\$ 134,729,688	\$ 138,097,922
MM1	12	hourly \$ 58,728,366	\$ 61,012,340	\$ 63,602,069	\$ 65,276,472	\$ 67,559,485	\$ 69,843,944	\$ 70,147,766	\$ 73,648,965	\$ 76,826,250	\$ 78,746,905
	bi-wkly	\$ 4,050,233	\$ 4,207,755	\$ 4,386,355	\$ 4,501,833	\$ 4,659,277	\$ 4,816,822	\$ 4,837,788	\$ 5,079,244	\$ 5,298,366	\$ 5,430,822
	annual	\$ 106,885,633	\$ 111,042,466	\$ 115,755,777	\$ 118,803,188	\$ 122,958,266	\$ 127,115,988	\$ 127,668,933	\$ 134,041,122	\$ 139,823,788	\$ 143,319,377
MM1	13	hourly \$ 63,602,069	\$ 65,276,472	\$ 67,559,485	\$ 69,843,944	\$ 70,147,766	\$ 70,602,537	\$ 73,041,324	\$ 76,687,198	\$ 79,956,193	\$ 81,955,099
	bi-wkly	\$ 4,386,355	\$ 4,501,833	\$ 4,659,277	\$ 4,816,822	\$ 4,837,788	\$ 4,869,144	\$ 5,037,333	\$ 5,288,777	\$ 5,514,222	\$ 5,652,088
	annual	\$ 115,755,777	\$ 118,803,188	\$ 122,958,266	\$ 127,115,988	\$ 127,668,933	\$ 128,496,622	\$ 132,935,211	\$ 139,570,700	\$ 145,520,277	\$ 149,158,288
MM1	14	hourly \$ 67,559,485	\$ 69,843,944	\$ 70,147,766	\$ 70,602,537	\$ 73,041,324	\$ 75,630,083	\$ 77,440,967	\$ 81,308,197	\$ 84,715,555	\$ 86,833,442
	bi-wkly	\$ 4,659,277	\$ 4,816,822	\$ 4,837,788	\$ 4,869,144	\$ 5,037,333	\$ 5,215,877	\$ 5,340,766	\$ 5,607,466	\$ 5,842,455	\$ 5,988,511
	annual	\$ 122,958,266	\$ 127,115,988	\$ 127,668,933	\$ 128,496,622	\$ 132,935,211	\$ 137,646,755	\$ 140,942,566	\$ 147,980,922	\$ 154,182,311	\$ 158,036,866

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-01-2022
 2% Wage Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM1	3	hourly \$ 25,892,204	\$ 27,134,264	\$ 28,532,743	\$ 29,775,297	\$ 31,482,691	\$ 33,036,614	\$ 34,899,457	\$ 36,608,825	\$ 38,725,132	\$ 39,693,260
	bi-wkly	\$ 1,812,45	\$ 1,899,40	\$ 1,997,29	\$ 2,084,27	\$ 2,203,79	\$ 2,312,56	\$ 2,442,96	\$ 2,564,72	\$ 2,710,76	\$ 2,778,53
	annual	\$ 47,123,81	\$ 49,384,36	\$ 51,929,59	\$ 54,191,04	\$ 57,298,50	\$ 60,126,64	\$ 63,517,01	\$ 66,682,67	\$ 70,479,74	\$ 72,241,73
MM1	4	hourly \$ 28,532,743	\$ 29,775,297	\$ 31,482,691	\$ 33,036,614	\$ 34,899,457	\$ 36,608,825	\$ 38,725,132	\$ 40,389,106	\$ 42,587,971	\$ 43,652,669
	bi-wkly	\$ 1,997,29	\$ 2,084,27	\$ 2,203,79	\$ 2,312,56	\$ 2,442,96	\$ 2,562,62	\$ 2,692,98	\$ 2,827,24	\$ 2,981,16	\$ 3,055,69
	annual	\$ 51,929,59	\$ 54,191,04	\$ 57,298,50	\$ 60,126,64	\$ 63,517,01	\$ 66,628,06	\$ 70,017,53	\$ 73,508,17	\$ 77,510,11	\$ 79,447,86
MM1	5	hourly \$ 31,482,691	\$ 33,036,614	\$ 34,899,457	\$ 36,608,825	\$ 38,725,132	\$ 40,335,485	\$ 42,354,753	\$ 44,466,005	\$ 46,787,528	\$ 47,957,216
	bi-wkly	\$ 2,203,79	\$ 2,312,56	\$ 2,442,96	\$ 2,562,62	\$ 2,692,98	\$ 2,823,48	\$ 2,964,83	\$ 3,112,62	\$ 3,275,13	\$ 3,357,01
	annual	\$ 57,298,50	\$ 60,126,64	\$ 63,517,01	\$ 66,628,06	\$ 70,017,53	\$ 73,410,58	\$ 77,085,65	\$ 80,928,13	\$ 85,153,30	\$ 87,282,13
MM1	6	hourly \$ 34,899,457	\$ 36,608,825	\$ 38,471,169	\$ 40,335,485	\$ 42,354,753	\$ 43,907,201	\$ 46,235,384	\$ 48,543,394	\$ 50,986,638	\$ 52,261,303
	bi-wkly	\$ 2,442,96	\$ 2,562,62	\$ 2,692,98	\$ 2,823,48	\$ 2,964,83	\$ 3,073,50	\$ 3,236,48	\$ 3,398,04	\$ 3,569,06	\$ 3,658,29
	annual	\$ 63,517,01	\$ 66,628,06	\$ 70,017,53	\$ 73,410,58	\$ 77,085,65	\$ 79,911,11	\$ 84,148,40	\$ 88,348,98	\$ 92,795,68	\$ 95,115,57
MM1	7	hourly \$ 38,471,169	\$ 40,335,485	\$ 42,354,753	\$ 43,907,201	\$ 46,235,384	\$ 48,567,496	\$ 50,895,678	\$ 53,434,888	\$ 56,024,843	\$ 57,425,463
	bi-wkly	\$ 2,692,98	\$ 2,823,48	\$ 2,964,83	\$ 3,073,50	\$ 3,236,48	\$ 3,399,72	\$ 3,562,70	\$ 3,740,44	\$ 3,921,74	\$ 4,019,78
	annual	\$ 70,017,53	\$ 73,410,58	\$ 77,085,65	\$ 79,911,11	\$ 84,148,40	\$ 88,392,84	\$ 92,630,13	\$ 97,251,50	\$ 101,965,21	\$ 104,514,34
MM1	8	hourly \$ 42,354,753	\$ 43,907,201	\$ 46,235,384	\$ 48,567,496	\$ 50,895,678	\$ 53,224,847	\$ 55,710,923	\$ 58,490,676	\$ 61,232,318	\$ 62,763,125
	bi-wkly	\$ 2,964,83	\$ 3,073,50	\$ 3,236,48	\$ 3,399,72	\$ 3,562,70	\$ 3,725,74	\$ 3,899,76	\$ 4,094,35	\$ 4,286,26	\$ 4,393,42
	annual	\$ 77,085,65	\$ 79,911,11	\$ 84,148,40	\$ 88,392,84	\$ 92,630,13	\$ 96,869,22	\$ 101,393,88	\$ 106,453,03	\$ 111,442,82	\$ 114,228,89
MM1	9	hourly \$ 46,235,384	\$ 48,567,496	\$ 50,895,678	\$ 53,224,847	\$ 55,710,923	\$ 57,418,324	\$ 59,902,933	\$ 62,892,722	\$ 65,766,795	\$ 67,410,964
	bi-wkly	\$ 3,236,48	\$ 3,399,72	\$ 3,562,70	\$ 3,725,74	\$ 3,899,76	\$ 4,019,28	\$ 4,193,21	\$ 4,402,49	\$ 4,603,68	\$ 4,718,77
	annual	\$ 84,148,40	\$ 88,392,84	\$ 92,630,13	\$ 96,869,22	\$ 101,393,88	\$ 104,501,35	\$ 109,023,34	\$ 114,464,75	\$ 119,695,57	\$ 122,687,95

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMM1	10	hourly \$ 50,895,678	\$ 53,224,847	\$ 55,710,923	\$ 57,418,324	\$ 59,902,933	\$ 62,232,586	\$ 64,874,110	\$ 68,112,805	\$ 71,143,076	\$ 72,921,653
	bi-wkly	\$ 3,562,70	\$ 3,725,74	\$ 3,899,76	\$ 4,019,28	\$ 4,193,21	\$ 4,356,28	\$ 4,541,19	\$ 4,767,90	\$ 4,980,02	\$ 5,104,52
	annual	\$ 92,630.13	\$ 96,869.22	\$ 101,393.88	\$ 104,501.35	\$ 109,023.34	\$ 113,263.31	\$ 118,070.88	\$ 123,965.31	\$ 129,480.40	\$ 132,717.41
MMM1	11	hourly \$ 55,710,923	\$ 57,418,324	\$ 59,902,933	\$ 62,232,586	\$ 64,874,110	\$ 66,582,001	\$ 68,910,674	\$ 72,350,066	\$ 75,507,844	\$ 77,395,539
	bi-wkly	\$ 3,899,76	\$ 4,019,28	\$ 4,193,21	\$ 4,356,28	\$ 4,541,19	\$ 4,660,74	\$ 4,823,75	\$ 5,064,50	\$ 5,285,55	\$ 5,417,69
	annual	\$ 101,393.88	\$ 104,501.35	\$ 109,023.34	\$ 113,263.31	\$ 118,070.88	\$ 121,179.24	\$ 125,417.43	\$ 131,677.12	\$ 137,424.28	\$ 140,859.88
MMM1	12	hourly \$ 59,902,933	\$ 62,232,586	\$ 64,874,110	\$ 66,582,001	\$ 68,910,674	\$ 71,240,822	\$ 71,550,721	\$ 75,121,944	\$ 78,362,775	\$ 80,321,843
	bi-wkly	\$ 4,193,21	\$ 4,356,28	\$ 4,541,19	\$ 4,660,74	\$ 4,823,75	\$ 4,986,86	\$ 5,008,55	\$ 5,258,54	\$ 5,485,39	\$ 5,622,53
	annual	\$ 109,023.34	\$ 113,263.31	\$ 118,070.88	\$ 121,179.24	\$ 125,417.43	\$ 129,658.30	\$ 130,222.31	\$ 136,721.94	\$ 142,620.25	\$ 146,185.75
MMM1	13	hourly \$ 64,874,110	\$ 66,582,000	\$ 68,910,670	\$ 71,240,820	\$ 71,550,720	\$ 72,014,590	\$ 74,502,150	\$ 78,220,940	\$ 81,555,320	\$ 83,594,200
	bi-wkly	\$ 4,541,19	\$ 4,660,74	\$ 4,823,75	\$ 4,986,86	\$ 5,008,55	\$ 5,041,02	\$ 5,215,15	\$ 5,475,47	\$ 5,708,87	\$ 5,851,59
	annual	\$ 118,070.88	\$ 121,179.24	\$ 125,417.43	\$ 129,658.30	\$ 130,222.31	\$ 131,066.55	\$ 135,593.91	\$ 142,362.11	\$ 148,430.68	\$ 152,141.44
MMM1	14	hourly \$ 68,910,674	\$ 71,240,822	\$ 71,550,721	\$ 72,014,587	\$ 74,502,150	\$ 77,142,684	\$ 78,989,786	\$ 82,934,360	\$ 86,409,866	\$ 88,570,110
	bi-wkly	\$ 4,823,75	\$ 4,986,86	\$ 5,008,55	\$ 5,041,02	\$ 5,215,15	\$ 5,399,99	\$ 5,529,29	\$ 5,805,41	\$ 6,048,69	\$ 6,199,91
	annual	\$ 125,417.43	\$ 129,658.30	\$ 130,222.31	\$ 131,066.55	\$ 135,593.91	\$ 140,399.68	\$ 143,761.41	\$ 150,940.54	\$ 157,265.96	\$ 161,197.60

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-03-2020
 2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MM4	5	hourly \$ 26,608.090	\$ 27,921.415	\$ 29,495.823	\$ 30,940.518	\$ 32,514.510	\$ 34,090.168	\$ 35,796.782	\$ 37,581.137	\$ 39,543.135	\$ 40,531.713
	bi-wkly	\$ 2,128.65	\$ 2,233.71	\$ 2,359.67	\$ 2,475.24	\$ 2,601.16	\$ 2,727.21	\$ 2,863.74	\$ 3,006.49	\$ 3,163.45	\$ 3,242.54
	annual	\$ 55,344.83	\$ 58,076.54	\$ 61,351.31	\$ 64,356.28	\$ 67,630.18	\$ 70,907.55	\$ 74,457.31	\$ 78,168.77	\$ 82,249.72	\$ 84,305.96
MM4	6	hourly \$ 29,495.823	\$ 30,940.521	\$ 32,514.512	\$ 34,090.168	\$ 35,796.783	\$ 37,108.858	\$ 39,076.559	\$ 41,027.210	\$ 43,092.155	\$ 44,169.459
	bi-wkly	\$ 2,359.67	\$ 2,475.24	\$ 2,601.16	\$ 2,727.21	\$ 2,863.74	\$ 2,968.71	\$ 3,126.12	\$ 3,282.18	\$ 3,447.37	\$ 3,533.56
	annual	\$ 61,351.31	\$ 64,356.28	\$ 67,630.19	\$ 70,907.55	\$ 74,457.31	\$ 77,186.43	\$ 81,279.24	\$ 85,336.60	\$ 89,631.68	\$ 91,872.48
MM4	7	hourly \$ 32,514.510	\$ 34,090.169	\$ 35,796.782	\$ 37,108.858	\$ 39,076.554	\$ 41,047.583	\$ 43,015.278	\$ 45,161.330	\$ 47,350.200	\$ 48,533.954
	bi-wkly	\$ 2,601.16	\$ 2,727.21	\$ 2,863.74	\$ 2,968.71	\$ 3,126.12	\$ 3,283.81	\$ 3,441.22	\$ 3,612.91	\$ 3,788.02	\$ 3,882.72
	annual	\$ 67,630.18	\$ 70,907.55	\$ 74,457.31	\$ 77,186.43	\$ 81,279.23	\$ 85,378.97	\$ 89,471.78	\$ 93,935.57	\$ 98,488.42	\$ 100,950.62
MM4	8	hourly \$ 35,796.782	\$ 37,108.858	\$ 39,076.554	\$ 41,047.583	\$ 43,015.278	\$ 44,983.808	\$ 47,084.961	\$ 49,434.309	\$ 51,751.376	\$ 53,045.160
	bi-wkly	\$ 2,863.74	\$ 2,968.71	\$ 3,126.12	\$ 3,283.81	\$ 3,441.22	\$ 3,598.70	\$ 3,766.80	\$ 3,954.74	\$ 4,140.11	\$ 4,243.61
	annual	\$ 74,457.31	\$ 77,186.43	\$ 81,279.23	\$ 85,378.97	\$ 89,471.78	\$ 93,566.32	\$ 97,936.72	\$ 102,823.36	\$ 107,642.86	\$ 110,333.93
MM4	9	hourly \$ 39,076.563	\$ 41,047.583	\$ 43,015.276	\$ 44,983.815	\$ 47,084.960	\$ 48,528.001	\$ 50,627.905	\$ 53,154.764	\$ 55,583.832	\$ 56,973.428
	bi-wkly	\$ 3,126.13	\$ 3,283.81	\$ 3,441.22	\$ 3,598.71	\$ 3,766.80	\$ 3,882.24	\$ 4,050.23	\$ 4,252.38	\$ 4,446.71	\$ 4,557.87
	annual	\$ 81,279.25	\$ 85,378.97	\$ 89,471.77	\$ 93,566.34	\$ 97,936.72	\$ 100,938.24	\$ 105,306.04	\$ 110,561.91	\$ 115,614.37	\$ 118,504.73
MM4	10	hourly \$ 43,015.278	\$ 44,983.808	\$ 47,084.961	\$ 48,527.995	\$ 50,627.900	\$ 52,596.844	\$ 54,829.369	\$ 57,566.608	\$ 60,127.687	\$ 61,630.878
	bi-wkly	\$ 3,441.22	\$ 3,598.70	\$ 3,766.80	\$ 3,882.24	\$ 4,050.23	\$ 4,207.75	\$ 4,386.35	\$ 4,605.33	\$ 4,810.21	\$ 4,930.47
	annual	\$ 89,471.78	\$ 93,566.32	\$ 97,936.72	\$ 100,938.23	\$ 105,306.03	\$ 109,401.44	\$ 114,045.09	\$ 119,738.55	\$ 125,065.59	\$ 128,192.23
MM4	11	hourly \$ 47,084.956	\$ 48,527.933	\$ 50,627.767	\$ 52,596.759	\$ 54,829.365	\$ 56,272.778	\$ 58,240.807	\$ 61,147.761	\$ 63,816.603	\$ 65,412.018
	bi-wkly	\$ 3,766.80	\$ 3,882.23	\$ 4,050.22	\$ 4,207.74	\$ 4,386.35	\$ 4,501.82	\$ 4,659.26	\$ 4,891.82	\$ 5,105.33	\$ 5,232.96
	annual	\$ 97,936.71	\$ 100,938.10	\$ 105,305.76	\$ 109,401.26	\$ 114,045.08	\$ 117,047.38	\$ 121,140.88	\$ 127,187.34	\$ 132,738.53	\$ 136,057.00
MM4	12	hourly \$ 50.63	\$ 52.596844	\$ 54.829369	\$ 56.272820	\$ 58.240935	\$ 60.210300	\$ 60.472212	\$ 63.490486	\$ 66.229447	\$ 67.885184
	bi-wkly	\$ 4,050.23	\$ 4,207.75	\$ 4,386.35	\$ 4,501.83	\$ 4,659.27	\$ 4,816.82	\$ 4,837.78	\$ 5,079.24	\$ 5,298.36	\$ 5,430.81
	annual	\$ 105,306.03	\$ 109,401.44	\$ 114,045.09	\$ 117,047.47	\$ 121,141.15	\$ 125,237.42	\$ 125,782.20	\$ 132,060.21	\$ 137,757.25	\$ 141,201.18

**SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE**
Effective 10-02-2021
1.5% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMM4	5	hourly \$ 27,007.21	\$ 28,340.23	\$ 29,938.26	\$ 31,404.62	\$ 33,002.22	\$ 34,601.52	\$ 36,333.73	\$ 38,144.85	\$ 40,136.28	\$ 41,139.68
	bi-wkly \$ 2,160.58	\$ 2,267.22	\$ 2,395.06	\$ 2,512.37	\$ 2,640.18	\$ 2,906.70	\$ 2,768.12	\$ 2,906.70	\$ 3,051.59	\$ 3,210.90	\$ 3,291.18
	annual \$ 56,175.00	\$ 58,947.69	\$ 62,271.58	\$ 65,321.63	\$ 68,644.63	\$ 71,971.16	\$ 75,574.17	\$ 79,341.30	\$ 83,483.47	\$ 85,570.55	\$ 85,570.55
MMM4	6	hourly \$ 29,938.26	\$ 31,404.62	\$ 33,002.22	\$ 34,601.52	\$ 36,333.73	\$ 37,665.49	\$ 39,662.70	\$ 41,642.61	\$ 43,738.53	\$ 44,832.00
	bi-wkly \$ 2,395.06	\$ 2,512.37	\$ 2,640.18	\$ 2,768.12	\$ 2,906.70	\$ 3,013.24	\$ 3,173.02	\$ 3,173.02	\$ 3,331.41	\$ 3,499.08	\$ 3,586.56
	annual \$ 62,271.58	\$ 65,321.63	\$ 68,644.64	\$ 71,971.16	\$ 75,574.17	\$ 78,344.22	\$ 82,498.43	\$ 86,616.65	\$ 90,976.16	\$ 93,250.56	\$ 93,250.56
MMM4	7	hourly \$ 33,002.22	\$ 34,601.52	\$ 36,333.73	\$ 37,665.49	\$ 39,662.70	\$ 41,663.29	\$ 43,660.50	\$ 45,838.74	\$ 48,060.45	\$ 49,261.96
	bi-wkly \$ 2,640.18	\$ 2,768.12	\$ 2,906.70	\$ 3,013.24	\$ 3,173.02	\$ 3,333.06	\$ 3,333.06	\$ 3,492.84	\$ 3,667.10	\$ 3,844.84	\$ 3,940.96
	annual \$ 68,644.63	\$ 71,971.16	\$ 75,574.17	\$ 78,344.22	\$ 82,498.42	\$ 86,659.66	\$ 90,813.86	\$ 95,344.60	\$ 99,965.74	\$ 99,965.74	\$ 102,464.88
MMM4	8	hourly \$ 36,333.73	\$ 37,665.49	\$ 39,662.70	\$ 41,663.29	\$ 43,660.50	\$ 45,658.55	\$ 47,791.23	\$ 50,175.82	\$ 52,527.64	\$ 53,840.83
	bi-wkly \$ 2,906.70	\$ 3,013.24	\$ 3,173.02	\$ 3,333.06	\$ 3,492.84	\$ 3,652.69	\$ 3,652.69	\$ 3,823.30	\$ 4,014.07	\$ 4,202.21	\$ 4,307.27
	annual \$ 75,574.17	\$ 78,344.22	\$ 82,498.42	\$ 86,659.66	\$ 90,813.86	\$ 94,969.82	\$ 99,405.77	\$ 104,365.71	\$ 109,257.50	\$ 111,988.94	\$ 111,988.94
MMM4	9	hourly \$ 39,662.71	\$ 41,663.29	\$ 43,660.50	\$ 45,658.55	\$ 47,791.23	\$ 49,255.92	\$ 51,387.32	\$ 53,952.08	\$ 56,417.58	\$ 57,828.02
	bi-wkly \$ 3,173.02	\$ 3,333.06	\$ 3,492.84	\$ 3,652.69	\$ 3,823.30	\$ 3,940.47	\$ 4,110.99	\$ 4,110.99	\$ 4,316.17	\$ 4,513.41	\$ 4,626.24
	annual \$ 82,498.44	\$ 86,659.66	\$ 90,813.85	\$ 94,969.83	\$ 99,405.77	\$ 102,452.32	\$ 106,885.63	\$ 112,220.34	\$ 117,348.59	\$ 120,282.30	\$ 120,282.30
MMM4	10	hourly \$ 43,660.50	\$ 45,658.55	\$ 47,791.23	\$ 49,255.91	\$ 51,387.31	\$ 53,385.79	\$ 55,651.80	\$ 58,430.10	\$ 61,029.60	\$ 62,555.34
	bi-wkly \$ 3,492.84	\$ 3,652.69	\$ 3,823.30	\$ 3,940.47	\$ 4,110.99	\$ 4,270.86	\$ 4,452.14	\$ 4,452.14	\$ 4,674.41	\$ 4,882.37	\$ 5,004.43
	annual \$ 90,813.86	\$ 94,969.82	\$ 99,405.77	\$ 102,452.30	\$ 106,885.62	\$ 111,042.46	\$ 115,755.76	\$ 121,534.62	\$ 126,941.57	\$ 130,115.11	\$ 130,115.11
MMM4	11	hourly \$ 47,791.23	\$ 49,255.85	\$ 51,387.18	\$ 53,385.71	\$ 55,651.80	\$ 57,116.86	\$ 59,114.41	\$ 62,064.97	\$ 64,773.85	\$ 66,393.19
	bi-wkly \$ 3,823.30	\$ 3,940.47	\$ 4,110.97	\$ 4,270.86	\$ 4,452.14	\$ 4,569.35	\$ 4,569.35	\$ 4,729.15	\$ 4,965.20	\$ 5,181.91	\$ 5,311.46
	annual \$ 99,405.76	\$ 102,452.17	\$ 106,885.34	\$ 111,042.28	\$ 115,755.75	\$ 118,803.09	\$ 122,957.99	\$ 129,095.15	\$ 134,729.61	\$ 138,097.85	\$ 138,097.85
MMM4	12	hourly \$ 51,387.31	\$ 53,385.79	\$ 55,651.80	\$ 57,116.91	\$ 59,114.54	\$ 61,113.45	\$ 63,379.29	\$ 64,442.84	\$ 67,222.88	\$ 68,903.46
	bi-wkly \$ 4,110.99	\$ 4,270.86	\$ 4,452.14	\$ 4,569.35	\$ 4,729.16	\$ 4,889.08	\$ 4,910.34	\$ 5,155.43	\$ 5,377.83	\$ 5,512.28	\$ 5,512.28
	annual \$ 106,885.62	\$ 111,042.46	\$ 115,755.76	\$ 118,803.18	\$ 122,958.26	\$ 127,115.98	\$ 127,668.93	\$ 134,041.11	\$ 139,823.61	\$ 143,319.20	\$ 143,319.20

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10-01-2022
 2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMM4	5	hourly \$ 27,547,355	\$ 28,907,040	\$ 30,537,025	\$ 32,032,717	\$ 33,662,271	\$ 35,293,550	\$ 37,060,407	\$ 38,907,751	\$ 40,939,007	\$ 41,962,481
	bi-wkly	\$ 2,203,79	\$ 2,312,56	\$ 2,442,96	\$ 2,562,62	\$ 2,692,98	\$ 2,823,48	\$ 2,964,83	\$ 3,112,62	\$ 3,275,12	\$ 3,357,00
	annual	\$ 57,298,50	\$ 60,126,64	\$ 63,517,01	\$ 66,628,05	\$ 70,017,52	\$ 73,410,58	\$ 77,085,65	\$ 80,928,12	\$ 85,153,14	\$ 87,281,96
MMM4	6	hourly \$ 30,537,025	\$ 32,032,720	\$ 33,662,273	\$ 35,293,550	\$ 37,060,408	\$ 38,418,799	\$ 40,455,961	\$ 42,475,470	\$ 44,613,307	\$ 45,728,640
	bi-wkly	\$ 2,442,96	\$ 2,562,62	\$ 2,692,98	\$ 2,823,48	\$ 2,964,83	\$ 3,073,50	\$ 3,236,48	\$ 3,398,04	\$ 3,569,06	\$ 3,658,29
	annual	\$ 63,517,01	\$ 66,628,06	\$ 70,017,53	\$ 73,410,58	\$ 77,085,65	\$ 79,911,10	\$ 84,148,40	\$ 88,348,98	\$ 92,795,68	\$ 95,115,57
MMM4	7	hourly \$ 33,662,271	\$ 35,293,551	\$ 37,060,407	\$ 38,418,799	\$ 40,455,956	\$ 42,496,561	\$ 44,533,717	\$ 46,755,523	\$ 49,021,662	\$ 50,247,202
	bi-wkly	\$ 2,692,98	\$ 2,823,48	\$ 2,964,83	\$ 3,073,50	\$ 3,236,48	\$ 3,399,72	\$ 3,562,70	\$ 3,740,44	\$ 3,921,73	\$ 4,019,78
	annual	\$ 70,017,52	\$ 73,410,59	\$ 77,085,65	\$ 79,911,10	\$ 84,148,39	\$ 88,392,85	\$ 92,630,13	\$ 97,251,49	\$ 101,965,06	\$ 104,514,18
MMM4	8	hourly \$ 37,060,407	\$ 38,418,799	\$ 40,455,956	\$ 42,496,561	\$ 44,533,717	\$ 46,571,736	\$ 48,747,059	\$ 51,179,339	\$ 53,578,198	\$ 54,917,653
	bi-wkly	\$ 2,964,83	\$ 3,073,50	\$ 3,236,48	\$ 3,399,72	\$ 3,562,70	\$ 3,725,74	\$ 3,899,76	\$ 4,094,35	\$ 4,286,26	\$ 4,393,41
	annual	\$ 77,085,65	\$ 79,911,10	\$ 84,148,39	\$ 88,392,85	\$ 92,630,13	\$ 96,869,21	\$ 101,393,88	\$ 106,453,03	\$ 111,442,65	\$ 114,228,72
MMM4	9	hourly \$ 40,455,965	\$ 42,496,561	\$ 44,533,715	\$ 46,571,743	\$ 48,747,058	\$ 50,241,039	\$ 52,415,069	\$ 55,031,126	\$ 57,545,940	\$ 58,984,589
	bi-wkly	\$ 3,236,48	\$ 3,399,72	\$ 3,562,70	\$ 3,725,74	\$ 3,899,76	\$ 4,019,28	\$ 4,193,21	\$ 4,402,49	\$ 4,603,68	\$ 4,718,77
	annual	\$ 84,148,41	\$ 88,392,85	\$ 92,630,13	\$ 96,869,23	\$ 101,393,88	\$ 104,501,36	\$ 109,023,34	\$ 114,464,74	\$ 119,695,56	\$ 122,687,95
MMM4	10	hourly \$ 44,533,717	\$ 46,571,736	\$ 48,747,059	\$ 50,241,032	\$ 52,415,064	\$ 54,453,511	\$ 56,764,845	\$ 59,598,709	\$ 62,250,194	\$ 63,806,447
	bi-wkly	\$ 3,562,70	\$ 3,725,74	\$ 3,899,76	\$ 4,019,28	\$ 4,193,21	\$ 4,356,28	\$ 4,541,19	\$ 4,767,90	\$ 4,980,02	\$ 5,104,52
	annual	\$ 92,630,13	\$ 96,869,21	\$ 101,393,88	\$ 104,501,35	\$ 109,023,33	\$ 113,263,30	\$ 118,070,88	\$ 123,965,32	\$ 129,480,40	\$ 132,717,41
MMM4	11	hourly \$ 48,747,054	\$ 50,240,968	\$ 52,414,926	\$ 54,453,424	\$ 56,764,841	\$ 58,259,206	\$ 60,296,707	\$ 63,306,276	\$ 66,069,329	\$ 67,721,061
	bi-wkly	\$ 3,899,76	\$ 4,019,28	\$ 4,193,19	\$ 4,356,27	\$ 4,541,19	\$ 4,660,74	\$ 4,823,74	\$ 5,064,50	\$ 5,285,55	\$ 5,417,68
	annual	\$ 101,393,87	\$ 104,501,21	\$ 109,023,05	\$ 113,263,12	\$ 118,070,87	\$ 121,179,15	\$ 125,417,15	\$ 131,677,05	\$ 137,424,20	\$ 140,859,81
MMM4	12	hourly \$ 52,415,064	\$ 54,453,511	\$ 56,764,845	\$ 58,259,250	\$ 60,296,839	\$ 62,335,723	\$ 62,606,880	\$ 65,731,699	\$ 68,567,345	\$ 70,281,530
	bi-wkly	\$ 4,193,21	\$ 4,356,28	\$ 4,541,19	\$ 4,660,74	\$ 4,823,75	\$ 4,986,86	\$ 5,008,55	\$ 5,258,54	\$ 5,485,39	\$ 5,622,52
	annual	\$ 109,023,33	\$ 113,263,30	\$ 118,070,88	\$ 121,179,24	\$ 125,417,43	\$ 129,658,30	\$ 130,222,31	\$ 136,721,93	\$ 142,620,08	\$ 146,185,58

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10/03/2020
 2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMS	3	hourly \$ 25,009.374	\$ 26,209.084	\$ 27,559.880	\$ 28,760.067	\$ 30,409.246	\$ 31,910.186	\$ 33,709.512	\$ 35,389.581	\$ 37,404.745	\$ 38,339.864
	bi-wkly	\$ 1,750.66	\$ 1,834.64	\$ 1,929.19	\$ 2,013.20	\$ 2,128.65	\$ 2,233.71	\$ 2,359.67	\$ 2,477.27	\$ 2,618.33	\$ 2,683.79
	annual	\$ 45,517.06	\$ 47,700.53	\$ 50,158.98	\$ 52,343.32	\$ 55,344.83	\$ 58,076.54	\$ 61,351.31	\$ 64,409.04	\$ 68,076.64	\$ 69,778.55
MMS	4	hourly \$ 27,559.880	\$ 28,760.067	\$ 30,409.246	\$ 31,910.186	\$ 33,709.512	\$ 35,360.597	\$ 37,159.442	\$ 39,011.984	\$ 41,135.875	\$ 42,164.271
	bi-wkly	\$ 1,929.19	\$ 2,013.20	\$ 2,128.65	\$ 2,233.71	\$ 2,359.67	\$ 2,475.24	\$ 2,601.16	\$ 2,730.84	\$ 2,879.51	\$ 2,951.50
	annual	\$ 50,158.98	\$ 52,343.32	\$ 55,344.83	\$ 58,076.54	\$ 61,351.31	\$ 64,356.29	\$ 67,630.18	\$ 71,001.81	\$ 74,867.29	\$ 76,738.97
MMS	5	hourly \$ 30,409.246	\$ 31,910.186	\$ 33,709.512	\$ 35,360.597	\$ 37,159.442	\$ 38,960.192	\$ 40,910.609	\$ 42,949.875	\$ 45,192.243	\$ 46,322.049
	bi-wkly	\$ 2,128.65	\$ 2,233.71	\$ 2,359.67	\$ 2,475.24	\$ 2,601.16	\$ 2,727.21	\$ 2,863.74	\$ 3,006.49	\$ 3,163.46	\$ 3,242.54
	annual	\$ 55,344.83	\$ 58,076.54	\$ 61,351.31	\$ 64,356.29	\$ 67,630.18	\$ 70,907.55	\$ 74,457.31	\$ 78,168.77	\$ 82,249.88	\$ 84,306.13
MMS	6	hourly \$ 33,709.512	\$ 35,360.597	\$ 37,159.442	\$ 38,960.192	\$ 40,910.609	\$ 42,410.125	\$ 44,658.925	\$ 46,888.240	\$ 49,248.178	\$ 50,479.382
	bi-wkly	\$ 2,359.67	\$ 2,475.24	\$ 2,601.16	\$ 2,727.21	\$ 2,863.74	\$ 2,968.71	\$ 3,126.12	\$ 3,282.18	\$ 3,447.37	\$ 3,533.56
	annual	\$ 61,351.31	\$ 64,356.29	\$ 67,630.18	\$ 70,907.55	\$ 74,457.31	\$ 77,186.43	\$ 81,279.24	\$ 85,336.60	\$ 89,631.68	\$ 91,872.48
MMS	7	hourly \$ 37,159.442	\$ 38,960.192	\$ 40,910.609	\$ 42,410.125	\$ 44,658.925	\$ 46,911.521	\$ 49,160.320	\$ 51,612.952	\$ 54,114.599	\$ 55,467.463
	bi-wkly	\$ 2,601.16	\$ 2,727.21	\$ 2,863.74	\$ 2,968.71	\$ 3,126.12	\$ 3,283.81	\$ 3,441.22	\$ 3,612.91	\$ 3,788.02	\$ 3,882.72
	annual	\$ 67,630.18	\$ 70,907.55	\$ 74,457.31	\$ 77,186.43	\$ 81,279.24	\$ 85,378.97	\$ 89,471.78	\$ 93,935.57	\$ 98,488.57	\$ 100,950.78
MMS	8	hourly \$ 40,910.609	\$ 42,410.125	\$ 44,658.925	\$ 46,911.521	\$ 49,160.320	\$ 51,410.072	\$ 53,811.382	\$ 56,496.355	\$ 59,144.518	\$ 60,623.130
	bi-wkly	\$ 2,863.74	\$ 2,968.71	\$ 3,126.12	\$ 3,283.81	\$ 3,441.22	\$ 3,598.71	\$ 3,766.80	\$ 3,954.74	\$ 4,140.12	\$ 4,243.62
	annual	\$ 74,457.31	\$ 77,186.43	\$ 81,279.24	\$ 85,378.97	\$ 89,471.78	\$ 93,566.33	\$ 97,936.72	\$ 102,823.37	\$ 107,643.02	\$ 110,334.10
MMS	9	hourly \$ 44,658.925	\$ 46,911.521	\$ 49,160.320	\$ 51,410.072	\$ 53,811.382	\$ 55,460.567	\$ 57,860.460	\$ 60,748.308	\$ 63,524.385	\$ 65,112.494
	bi-wkly	\$ 3,126.12	\$ 3,283.81	\$ 3,441.22	\$ 3,598.71	\$ 3,766.80	\$ 3,882.24	\$ 4,050.23	\$ 4,252.38	\$ 4,446.71	\$ 4,557.87
	annual	\$ 81,279.24	\$ 85,378.97	\$ 89,471.78	\$ 93,566.33	\$ 97,936.72	\$ 100,938.23	\$ 105,306.04	\$ 110,561.92	\$ 115,614.38	\$ 118,504.74

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10/02/2021
 1.5% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMS	3	hourly \$ 25,384.514	\$ 26,602.220	\$ 27,973.278	\$ 29,191.468	\$ 30,865.384	\$ 32,388.838	\$ 34,215.154	\$ 35,920.424	\$ 37,965.816	\$ 38,914.961
	bi-wkly	\$ 1,776.92	\$ 1,862.16	\$ 1,958.13	\$ 2,043.40	\$ 2,160.58	\$ 2,267.22	\$ 2,395.06	\$ 2,514.43	\$ 2,657.61	\$ 2,724.05
	annual	\$ 46,199.82	\$ 48,416.04	\$ 50,911.37	\$ 53,128.47	\$ 56,175.00	\$ 58,947.69	\$ 62,271.58	\$ 65,375.17	\$ 69,097.79	\$ 70,825.23
MMS	4	hourly \$ 27,973.278	\$ 29,191.468	\$ 30,865.384	\$ 32,388.838	\$ 34,215.154	\$ 35,891.005	\$ 37,716.833	\$ 39,597.163	\$ 41,752.913	\$ 42,796.735
	bi-wkly	\$ 1,958.13	\$ 2,043.40	\$ 2,160.58	\$ 2,267.22	\$ 2,395.06	\$ 2,512.37	\$ 2,640.18	\$ 2,771.80	\$ 2,922.70	\$ 2,995.77
	annual	\$ 50,911.37	\$ 53,128.47	\$ 56,175.00	\$ 58,947.69	\$ 62,271.58	\$ 65,321.63	\$ 68,644.64	\$ 72,066.84	\$ 75,990.30	\$ 77,890.06
MMS	5	hourly \$ 30,865.384	\$ 32,388.838	\$ 34,215.154	\$ 35,891.005	\$ 37,716.833	\$ 39,544.594	\$ 41,524.268	\$ 43,594.123	\$ 45,870.126	\$ 47,016.879
	bi-wkly	\$ 2,160.58	\$ 2,267.22	\$ 2,395.06	\$ 2,512.37	\$ 2,640.18	\$ 2,768.12	\$ 2,906.70	\$ 3,051.59	\$ 3,210.91	\$ 3,291.18
	annual	\$ 56,175.00	\$ 58,947.69	\$ 62,271.58	\$ 65,321.63	\$ 68,644.64	\$ 71,971.16	\$ 75,574.17	\$ 79,341.30	\$ 83,483.63	\$ 85,570.72
MMS	6	hourly \$ 34,215.154	\$ 35,891.005	\$ 37,716.833	\$ 39,544.594	\$ 41,524.268	\$ 43,046.276	\$ 45,328.808	\$ 47,591.563	\$ 49,986.900	\$ 51,236.572
	bi-wkly	\$ 2,395.06	\$ 2,512.37	\$ 2,640.18	\$ 2,768.12	\$ 2,906.70	\$ 3,013.24	\$ 3,173.02	\$ 3,331.41	\$ 3,499.08	\$ 3,586.56
	annual	\$ 62,271.58	\$ 65,321.63	\$ 68,644.64	\$ 71,971.16	\$ 75,574.17	\$ 78,344.22	\$ 82,498.43	\$ 86,616.65	\$ 90,976.16	\$ 93,250.56
MMS	7	hourly \$ 37,716.833	\$ 39,544.594	\$ 41,524.268	\$ 43,046.276	\$ 45,328.808	\$ 47,615.193	\$ 49,897.724	\$ 52,387.146	\$ 54,926.317	\$ 56,299.474
	bi-wkly	\$ 2,640.18	\$ 2,768.12	\$ 2,906.70	\$ 3,013.24	\$ 3,173.02	\$ 3,333.06	\$ 3,492.84	\$ 3,667.10	\$ 3,844.84	\$ 3,940.96
	annual	\$ 68,644.64	\$ 71,971.16	\$ 75,574.17	\$ 78,344.22	\$ 82,498.43	\$ 86,659.65	\$ 90,813.86	\$ 95,344.61	\$ 99,965.90	\$ 102,465.04
MMS	8	hourly \$ 41,524.268	\$ 43,046.276	\$ 45,328.808	\$ 47,615.193	\$ 49,897.724	\$ 52,181.223	\$ 54,618.552	\$ 57,343.800	\$ 60,031.685	\$ 61,532.476
	bi-wkly	\$ 2,906.70	\$ 3,013.24	\$ 3,173.02	\$ 3,333.06	\$ 3,492.84	\$ 3,652.69	\$ 3,823.30	\$ 4,014.07	\$ 4,202.22	\$ 4,307.27
	annual	\$ 75,574.17	\$ 78,344.22	\$ 82,498.43	\$ 86,659.65	\$ 90,813.86	\$ 94,969.83	\$ 99,405.77	\$ 104,365.72	\$ 109,257.67	\$ 111,989.11
MMS	9	hourly \$ 45,328.808	\$ 47,615.193	\$ 49,897.724	\$ 52,181.223	\$ 54,618.552	\$ 56,292.475	\$ 58,728.366	\$ 61,659.532	\$ 64,477.250	\$ 66,089.181
	bi-wkly	\$ 3,173.02	\$ 3,333.06	\$ 3,492.84	\$ 3,652.69	\$ 3,823.30	\$ 3,940.47	\$ 4,110.99	\$ 4,316.17	\$ 4,513.41	\$ 4,626.24
	annual	\$ 82,498.43	\$ 86,659.65	\$ 90,813.86	\$ 94,969.83	\$ 99,405.77	\$ 102,452.31	\$ 106,885.63	\$ 112,220.35	\$ 117,348.60	\$ 120,282.31

SCHEDULE A
MIDDLE MANAGER PAY SCHEDULE
 Effective 10/01/2022
 2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
MMS	3	hourly \$ 25,892,204	\$ 27,134,264	\$ 28,532,743	\$ 29,775,297	\$ 31,482,691	\$ 33,036,614	\$ 34,899,457	\$ 36,638,832	\$ 38,725,132	\$ 39,693,260
		bi-wkly \$ 1,812,45	\$ 1,899,40	\$ 1,997,29	\$ 2,084,27	\$ 2,203,79	\$ 2,312,56	\$ 2,442,96	\$ 2,564,72	\$ 2,710,76	\$ 2,778,53
		annual \$ 47,123,81	\$ 49,384,36	\$ 51,929,59	\$ 54,191,04	\$ 57,298,50	\$ 60,126,64	\$ 63,517,01	\$ 66,682,67	\$ 70,479,74	\$ 72,241,73
MMS	4	hourly \$ 28,532,743	\$ 29,775,297	\$ 31,482,691	\$ 33,036,614	\$ 34,899,457	\$ 36,608,825	\$ 38,471,169	\$ 40,389,106	\$ 42,587,971	\$ 43,652,669
		bi-wkly \$ 1,997,29	\$ 2,084,27	\$ 2,203,79	\$ 2,312,56	\$ 2,442,96	\$ 2,562,62	\$ 2,692,98	\$ 2,827,24	\$ 2,981,16	\$ 3,055,69
		annual \$ 51,929,59	\$ 54,191,04	\$ 57,298,50	\$ 60,126,64	\$ 63,517,01	\$ 66,628,06	\$ 70,017,53	\$ 73,508,17	\$ 77,510,11	\$ 79,447,86
MMS	5	hourly \$ 31,482,691	\$ 33,036,614	\$ 34,899,457	\$ 36,608,825	\$ 38,471,169	\$ 40,335,485	\$ 42,354,753	\$ 44,466,005	\$ 46,787,528	\$ 47,957,216
		bi-wkly \$ 2,203,79	\$ 2,312,56	\$ 2,442,96	\$ 2,562,62	\$ 2,692,98	\$ 2,823,48	\$ 2,964,83	\$ 3,112,62	\$ 3,275,13	\$ 3,357,01
		annual \$ 57,298,50	\$ 60,126,64	\$ 63,517,01	\$ 66,628,06	\$ 70,017,53	\$ 73,410,58	\$ 77,085,65	\$ 80,928,13	\$ 85,153,30	\$ 87,282,13
MMS	6	hourly \$ 34,899,457	\$ 36,608,825	\$ 38,471,169	\$ 40,335,485	\$ 42,354,753	\$ 43,907,201	\$ 46,235,384	\$ 48,543,394	\$ 50,986,638	\$ 52,261,303
		bi-wkly \$ 2,442,96	\$ 2,562,62	\$ 2,692,98	\$ 2,823,48	\$ 2,964,83	\$ 3,073,50	\$ 3,236,48	\$ 3,398,04	\$ 3,569,06	\$ 3,658,29
		annual \$ 63,517,01	\$ 66,628,06	\$ 70,017,53	\$ 73,410,58	\$ 77,085,65	\$ 79,911,11	\$ 84,148,40	\$ 88,348,98	\$ 92,795,68	\$ 95,115,57
MMS	7	hourly \$ 38,471,169	\$ 40,335,485	\$ 42,354,753	\$ 43,907,201	\$ 46,235,384	\$ 48,567,496	\$ 50,895,678	\$ 53,434,888	\$ 56,024,843	\$ 57,425,463
		bi-wkly \$ 2,692,98	\$ 2,823,48	\$ 2,964,83	\$ 3,073,50	\$ 3,236,48	\$ 3,399,72	\$ 3,562,70	\$ 3,740,44	\$ 3,921,74	\$ 4,019,78
		annual \$ 70,017,53	\$ 73,410,58	\$ 77,085,65	\$ 79,911,11	\$ 84,148,40	\$ 88,392,84	\$ 92,630,13	\$ 97,251,50	\$ 101,965,21	\$ 104,514,34
MMS	8	hourly \$ 42,354,753	\$ 43,907,201	\$ 46,235,384	\$ 48,567,496	\$ 50,895,678	\$ 53,224,847	\$ 55,710,923	\$ 58,490,676	\$ 61,232,318	\$ 62,763,125
		bi-wkly \$ 2,964,83	\$ 3,073,50	\$ 3,236,48	\$ 3,399,72	\$ 3,562,70	\$ 3,725,74	\$ 3,899,76	\$ 4,094,35	\$ 4,286,26	\$ 4,393,42
		annual \$ 77,085,65	\$ 79,911,11	\$ 84,148,40	\$ 88,392,84	\$ 92,630,13	\$ 96,869,22	\$ 101,393,88	\$ 106,453,03	\$ 111,442,82	\$ 114,228,89
MMS	9	hourly \$ 46,235,384	\$ 48,567,496	\$ 50,895,678	\$ 53,224,847	\$ 55,710,923	\$ 57,418,324	\$ 59,902,933	\$ 62,892,722	\$ 65,766,795	\$ 67,410,964
		bi-wkly \$ 3,236,48	\$ 3,399,72	\$ 3,562,70	\$ 3,725,74	\$ 3,899,76	\$ 4,019,28	\$ 4,193,21	\$ 4,402,49	\$ 4,603,68	\$ 4,718,77
		annual \$ 84,148,40	\$ 88,392,84	\$ 92,630,13	\$ 96,869,22	\$ 101,393,88	\$ 104,501,35	\$ 109,023,34	\$ 114,464,75	\$ 119,695,57	\$ 122,687,95