

# Compensation Rates

01/12/2023

Minimum and Maximums  
for Each Grade

Salary Plan Code:

MM2	<i>Middle Managers - EXM</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	<b>GRADE 3</b>		<b>HOURLY</b>	<b>ANNUAL</b>	25.89	38.73	47,123.81	70,479.74
	STEP	9	38.73	70,479.74				
	STEP	8	36.64	66,682.67				
	STEP	7	34.90	63,517.01				
	STEP	6	33.04	60,126.64				
	STEP	5	31.48	57,298.50				
	STEP	4	29.78	54,191.04				
	STEP	3	28.53	51,929.59				
	STEP	2	27.13	49,384.36				
	STEP	1	25.89	47,123.81				
	<b>GRADE 4</b>		<b>HOURLY</b>	<b>ANNUAL</b>	28.53	42.59	51,929.59	77,510.11
	STEP	9	42.59	77,510.11				
	STEP	8	40.39	73,508.17				
	STEP	7	38.47	70,017.53				
	STEP	6	36.61	66,628.06				
	STEP	5	34.90	63,517.01				
	STEP	4	33.04	60,126.64				
	STEP	3	31.48	57,298.50				
	STEP	2	29.78	54,191.04				
	STEP	1	28.53	51,929.59				
	<b>GRADE 5</b>		<b>HOURLY</b>	<b>ANNUAL</b>	31.48	46.79	57,298.50	85,153.05
	STEP	9	46.79	85,153.05				
	STEP	8	44.47	80,928.13				
	STEP	7	42.35	77,085.65				
	STEP	6	40.34	73,410.58				
	STEP	5	38.47	70,017.53				
	STEP	4	36.61	66,628.06				
	STEP	3	34.90	63,517.01				
	STEP	2	33.04	60,126.64				
	STEP	1	31.48	57,298.50				
	<b>GRADE 6</b>		<b>HOURLY</b>	<b>ANNUAL</b>	34.90	50.99	63,517.01	92,795.61
	STEP	9	50.99	92,795.61				
	STEP	8	48.54	88,348.98				
	STEP	7	46.24	84,148.40				
	STEP	6	43.91	79,911.11				
	STEP	5	42.35	77,085.65				
	STEP	4	40.34	73,410.58				
	STEP	3	38.47	70,017.53				
	STEP	2	36.61	66,628.06				

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	STEP	1	34.90	63,517.01			
	<b>GRADE 7</b>		<b>HOURLY</b>	<b>ANNUAL</b>	38.47	56.02	70,017.53 101,965.10
	STEP	9	56.02	101,965.10			
	STEP	8	53.43	97,251.50			
	STEP	7	50.90	92,630.13			
	STEP	6	48.57	88,392.84			
	STEP	5	46.24	84,148.40			
	STEP	4	43.91	79,911.11			
	STEP	3	42.35	77,085.65			
	STEP	2	40.34	73,410.58			
	STEP	1	38.47	70,017.53			
	<b>GRADE 8</b>		<b>HOURLY</b>	<b>ANNUAL</b>	42.35	61.23	77,085.65 111,442.57
	STEP	9	61.23	111,442.57			
	STEP	8	58.49	106,453.03			
	STEP	7	55.71	101,393.88			
	STEP	6	53.22	96,869.22			
	STEP	5	50.90	92,630.13			
	STEP	4	48.57	88,392.84			
	STEP	3	46.24	84,148.40			
	STEP	2	43.91	79,911.11			
	STEP	1	42.35	77,085.65			
	<b>GRADE 9</b>		<b>HOURLY</b>	<b>ANNUAL</b>	46.24	65.77	84,148.40 119,695.32
	STEP	9	65.77	119,695.32			
	STEP	8	62.89	114,464.75			
	STEP	7	59.90	109,023.34			
	STEP	6	57.42	104,501.35			
	STEP	5	55.71	101,393.88			
	STEP	4	53.22	96,869.22			
	STEP	3	50.90	92,630.13			
	STEP	2	48.57	88,392.84			
	STEP	1	46.24	84,148.40			
	<b>GRADE 10</b>		<b>HOURLY</b>	<b>ANNUAL</b>	50.90	71.14	92,630.13 129,480.67
	STEP	9	71.14	129,480.67			
	STEP	8	68.11	123,965.30			
	STEP	7	64.87	118,070.88			
	STEP	6	62.23	113,263.31			
	STEP	5	59.90	109,023.34			
	STEP	4	57.42	104,501.35			

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	STEP	3	55.71	101,393.88				
	STEP	2	53.22	96,869.22				
	STEP	1	50.90	92,630.13				
	<b>GRADE 11</b>		<b>HOURLY</b>	<b>ANNUAL</b>	55.71	75.51	101,393.88	137,424.12
	STEP	9	75.51	137,424.12				
	STEP	8	72.35	131,677.12				
	STEP	7	68.91	125,417.43				
	STEP	6	66.58	121,179.24				
	STEP	5	64.87	118,070.88				
	STEP	4	62.23	113,263.31				
	STEP	3	59.90	109,023.34				
	STEP	2	57.42	104,501.35				
	STEP	1	55.71	101,393.88				
	<b>GRADE 12</b>		<b>HOURLY</b>	<b>ANNUAL</b>	59.90	78.36	109,023.34	142,620.25
	STEP	9	78.36	142,620.25				
	STEP	8	75.12	136,721.94				
	STEP	7	71.55	130,222.31				
	STEP	6	71.24	129,658.30				
	STEP	5	68.91	125,417.43				
	STEP	4	66.58	121,179.24				
	STEP	3	64.87	118,070.88				
	STEP	2	62.23	113,263.31				
	STEP	1	59.90	109,023.34				
	<b>GRADE 13</b>		<b>HOURLY</b>	<b>ANNUAL</b>	64.87	81.56	118,070.88	148,430.56
	STEP	9	81.56	148,430.56				
	STEP	8	78.22	142,362.11				
	STEP	7	74.50	135,593.91				
	STEP	6	72.01	131,066.55				
	STEP	5	71.55	130,222.31				
	STEP	4	71.24	129,658.30				
	STEP	3	68.91	125,417.43				
	STEP	2	66.58	121,179.24				
	STEP	1	64.87	118,070.88				
	<b>GRADE 14</b>		<b>HOURLY</b>	<b>ANNUAL</b>	68.91	86.41	125,417.43	157,265.70
	STEP	9	86.41	157,265.70				
	STEP	8	82.93	150,940.54				
	STEP	7	78.99	143,761.41				
	STEP	6	77.14	140,399.68				

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	STEP	5	74.50					
	STEP	4	72.01					
	STEP	3	71.55					
	STEP	2	71.24					
	STEP	1	68.91					
	<b>GRADE 15</b>		<b>HOURLY</b>	<b>ANNUAL</b>	68.92	87.31	125,442.90	158,907.30
	STEP	9	87.31	158,907.30				
	STEP	8	84.77	154,278.94				
	STEP	7	82.30	149,785.38				
	STEP	6	79.90	145,422.70				
	STEP	5	77.58	141,187.09				
	STEP	4	75.32	137,074.84				
	STEP	3	73.12	133,082.37				
	STEP	2	70.99	129,206.18				
	STEP	1	68.92	125,442.90				