

# Compensation Rates

01/09/2025

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>	27.36	40.71	49,787.61	74,087.12
	STEP	9	40.71	74,087.12				
	STEP	8	38.54	70,136.65				
	STEP	7	36.73	66,843.10				
	STEP	6	34.79	63,315.75				
	STEP	5	33.17	60,373.35				
	STEP	4	31.40	57,140.35				
	STEP	3	30.10	54,787.54				
	STEP	2	28.65	52,139.49				
	STEP	1	27.36	49,787.61				
	<b>GRADE 4</b>		<b>HOURLY</b>	<b>ANNUAL</b>	30.10	44.73	54,787.54	81,401.51
	STEP	9	44.73	81,401.51				
	STEP	8	42.44	77,237.90				
	STEP	7	40.44	73,606.23				
	STEP	6	38.51	70,079.83				
	STEP	5	36.73	66,843.10				
	STEP	4	34.79	63,315.75				
	STEP	3	33.17	60,373.35				
	STEP	2	31.40	57,140.35				
	STEP	1	30.10	54,787.54				
	<b>GRADE 5</b>		<b>HOURLY</b>	<b>ANNUAL</b>	33.17	49.10	60,373.35	89,353.23
	STEP	9	49.10	89,353.23				
	STEP	8	46.68	84,957.62				
	STEP	7	44.48	80,959.91				
	STEP	6	42.38	77,136.37				
	STEP	5	40.44	73,606.23				
	STEP	4	38.51	70,079.83				
	STEP	3	36.73	66,843.10				
	STEP	2	34.79	63,315.75				
	STEP	1	33.17	60,373.35				
	<b>GRADE 6</b>		<b>HOURLY</b>	<b>ANNUAL</b>	36.73	53.46	66,843.10	97,304.55
	STEP	9	53.46	97,304.55				
	STEP	8	50.92	92,678.27				
	STEP	7	48.52	88,307.99				
	STEP	6	46.10	83,899.51				
	STEP	5	44.48	80,959.91				
	STEP	4	42.38	77,136.37				
	STEP	3	40.44	73,606.23				
	STEP	2	38.51	70,079.83				

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	STEP	1	36.73	66,843.10			
	<b>GRADE 7</b>		<b>HOURLY</b>	<b>ANNUAL</b>	40.44	58.71	73,606.23 106,844.49
	STEP	9	58.71	106,844.49			
	STEP	8	56.01	101,940.45			
	STEP	7	53.37	97,132.39			
	STEP	6	50.95	92,723.91			
	STEP	5	48.52	88,307.99			
	STEP	4	46.10	83,899.51			
	STEP	3	44.48	80,959.91			
	STEP	2	42.38	77,136.37			
	STEP	1	40.44	73,606.23			
	<b>GRADE 8</b>		<b>HOURLY</b>	<b>ANNUAL</b>	44.48	64.12	80,959.91 116,704.85
	STEP	9	64.12	116,704.85			
	STEP	8	61.27	111,513.73			
	STEP	7	58.38	106,250.19			
	STEP	6	55.79	101,542.73			
	STEP	5	53.37	97,132.39			
	STEP	4	50.95	92,723.91			
	STEP	3	48.52	88,307.99			
	STEP	2	46.10	83,899.51			
	STEP	1	44.48	80,959.91			
	<b>GRADE 9</b>		<b>HOURLY</b>	<b>ANNUAL</b>	48.52	68.84	88,307.99 125,291.01
	STEP	9	68.84	125,291.01			
	STEP	8	65.85	119,849.13			
	STEP	7	62.74	114,187.88			
	STEP	6	60.16	109,483.20			
	STEP	5	58.38	106,250.19			
	STEP	4	55.79	101,542.73			
	STEP	3	53.37	97,132.39			
	STEP	2	50.95	92,723.91			
	STEP	1	48.52	88,307.99			
	<b>GRADE 10</b>		<b>HOURLY</b>	<b>ANNUAL</b>	53.37	74.43	97,132.39 135,471.68
	STEP	9	74.43	135,471.68			
	STEP	8	71.28	129,733.50			
	STEP	7	67.91	123,600.94			
	STEP	6	65.16	118,599.14			
	STEP	5	62.74	114,187.88			
	STEP	4	60.16	109,483.20			

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	STEP	3	58.38	106,250.19			
	STEP	2	55.79	101,542.73			
	STEP	1	53.37	97,132.39			
	<b>GRADE 11</b>		<b>HOURLY</b>	<b>ANNUAL</b>	58.38	78.98	106,250.19 143,736.05
	STEP	9	78.98	143,736.05			
	STEP	8	75.69	137,756.87			
	STEP	7	72.11	131,244.29			
	STEP	6	69.69	126,834.88			
	STEP	5	67.91	123,600.94			
	STEP	4	65.16	118,599.14			
	STEP	3	62.74	114,187.88			
	STEP	2	60.16	109,483.20			
	STEP	1	58.38	106,250.19			
	<b>GRADE 12</b>		<b>HOURLY</b>	<b>ANNUAL</b>	62.74	81.95	114,187.88 149,142.11
	STEP	9	81.95	149,142.11			
	STEP	8	78.57	143,005.50			
	STEP	7	74.86	136,243.29			
	STEP	6	74.54	135,656.49			
	STEP	5	72.11	131,244.29			
	STEP	4	69.69	126,834.88			
	STEP	3	67.91	123,600.94			
	STEP	2	65.16	118,599.14			
	STEP	1	62.74	114,187.88			
	<b>GRADE 13</b>		<b>HOURLY</b>	<b>ANNUAL</b>	67.91	85.27	123,600.94 155,187.15
	STEP	9	85.27	155,187.15			
	STEP	8	81.80	148,873.54			
	STEP	7	77.93	141,831.90			
	STEP	6	75.34	137,121.63			
	STEP	5	74.86	136,243.29			
	STEP	4	74.54	135,656.49			
	STEP	3	72.11	131,244.29			
	STEP	2	69.69	126,834.88			
	STEP	1	67.91	123,600.94			
	<b>GRADE 14</b>		<b>HOURLY</b>	<b>ANNUAL</b>	72.11	90.32	131,244.29 164,379.24
	STEP	9	90.32	164,379.24			
	STEP	8	86.70	157,798.53			
	STEP	7	82.60	150,329.37			
	STEP	6	80.68	146,831.83			

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	STEP	5	77.93			141,831.90	
	STEP	4	75.34			137,121.63	
	STEP	3	74.86			136,243.29	
	STEP	2	74.54			135,656.49	
	STEP	1	72.11			131,244.29	
	<b>GRADE 15</b>		<b>HOURLY</b>	<b>ANNUAL</b>	72.13	91.26	131,270.79 166,087.16
	STEP	9	91.26			166,087.16	
	STEP	8	88.61			161,271.80	
	STEP	7	86.04			156,596.70	
	STEP	6	83.55			152,057.77	
	STEP	5	81.13			147,651.04	
	STEP	4	78.78			143,372.66	
	STEP	3	76.49			139,218.89	
	STEP	2	74.28			135,186.11	
	STEP	1	72.13			131,270.79	