

Compensation Rates

1/5/2016

Salary Plan Code:

Minimum and Maximums
for Each Grade

| MM1 | <i>Middle Managers - SENA</i> | | | <u>Hourly Range</u> | | <u>Annual Range</u> | |
|-----|-------------------------------|---------------|---------------|---------------------|-------|---------------------|-----------|
| | | | | | | | |
| | GRADE 3 | HOURLY | ANNUAL | 22.65 | 33.88 | 41,226.21 | 61,659.11 |
| | STEP 9 | 33.88 | 61,659.11 | | | | |
| | STEP 8 | 32.05 | 58,337.25 | | | | |
| | STEP 7 | 30.53 | 55,567.78 | | | | |
| | STEP 6 | 28.90 | 52,601.72 | | | | |
| | STEP 5 | 27.54 | 50,127.52 | | | | |
| | STEP 4 | 26.05 | 47,408.96 | | | | |
| | STEP 3 | 24.96 | 45,430.54 | | | | |
| | STEP 2 | 23.74 | 43,203.85 | | | | |
| | STEP 1 | 22.65 | 41,226.21 | | | | |
| | GRADE 4 | HOURLY | ANNUAL | 24.96 | 37.26 | 45,430.54 | 67,809.62 |
| | STEP 9 | 37.26 | 67,809.62 | | | | |
| | STEP 8 | 35.33 | 64,308.53 | | | | |
| | STEP 7 | 33.66 | 61,254.75 | | | | |
| | STEP 6 | 32.03 | 58,289.48 | | | | |
| | STEP 5 | 30.53 | 55,567.78 | | | | |
| | STEP 4 | 28.90 | 52,601.72 | | | | |
| | STEP 3 | 27.54 | 50,127.52 | | | | |
| | STEP 2 | 26.05 | 47,408.96 | | | | |
| | STEP 1 | 24.96 | 45,430.54 | | | | |
| | GRADE 5 | HOURLY | ANNUAL | 27.54 | 40.93 | 50,127.52 | 74,496.26 |
| | STEP 9 | 40.93 | 74,496.26 | | | | |
| | STEP 8 | 38.90 | 70,799.87 | | | | |
| | STEP 7 | 37.05 | 67,438.28 | | | | |
| | STEP 6 | 35.29 | 64,223.16 | | | | |
| | STEP 5 | 33.66 | 61,254.75 | | | | |
| | STEP 4 | 32.03 | 58,289.48 | | | | |
| | STEP 3 | 30.53 | 55,567.78 | | | | |
| | STEP 2 | 28.90 | 52,601.72 | | | | |
| | STEP 1 | 27.54 | 50,127.52 | | | | |
| | GRADE 6 | HOURLY | ANNUAL | 30.53 | 44.61 | 55,567.78 | 81,182.18 |
| | STEP 9 | 44.61 | 81,182.18 | | | | |
| | STEP 8 | 42.47 | 77,291.99 | | | | |
| | STEP 7 | 40.45 | 73,617.12 | | | | |
| | STEP 6 | 38.41 | 69,910.13 | | | | |
| | STEP 5 | 37.05 | 67,438.28 | | | | |
| | STEP 4 | 35.29 | 64,223.16 | | | | |
| | STEP 3 | 33.66 | 61,254.75 | | | | |
| | STEP 2 | 32.03 | 58,289.48 | | | | |
| | STEP 1 | 30.53 | 55,567.78 | | | | |

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|-----|-------------------------------|---------------|---------------|---------------------|-------|---------------------|------------|
| | GRADE | | | | | | |
| | 7 | HOURLY | ANNUAL | 33.66 | 49.01 | 61,254.75 | 89,204.14 |
| | STEP | 9 | 49.01 | | | | |
| | STEP | 8 | 46.75 | | | | |
| | STEP | 7 | 44.53 | | | | |
| | STEP | 6 | 42.49 | | | | |
| | STEP | 5 | 40.45 | | | | |
| | STEP | 4 | 38.41 | | | | |
| | STEP | 3 | 37.05 | | | | |
| | STEP | 2 | 35.29 | | | | |
| | STEP | 1 | 33.66 | | | | |
| | 8 | HOURLY | ANNUAL | 37.05 | 53.57 | 67,438.28 | 97,495.61 |
| | STEP | 9 | 53.57 | | | | |
| | STEP | 8 | 51.17 | | | | |
| | STEP | 7 | 48.74 | | | | |
| | STEP | 6 | 46.56 | | | | |
| | STEP | 5 | 44.53 | | | | |
| | STEP | 4 | 42.49 | | | | |
| | STEP | 3 | 40.45 | | | | |
| | STEP | 2 | 38.41 | | | | |
| | STEP | 1 | 37.05 | | | | |
| | 9 | HOURLY | ANNUAL | 40.45 | 57.54 | 73,617.12 | 104,715.51 |
| | STEP | 9 | 57.54 | | | | |
| | STEP | 8 | 55.02 | | | | |
| | STEP | 7 | 52.41 | | | | |
| | STEP | 6 | 50.23 | | | | |
| | STEP | 5 | 48.74 | | | | |
| | STEP | 4 | 46.56 | | | | |
| | STEP | 3 | 44.53 | | | | |
| | STEP | 2 | 42.49 | | | | |
| | STEP | 1 | 40.45 | | | | |
| | 10 | HOURLY | ANNUAL | 44.53 | 62.24 | 81,037.36 | 113,275.76 |
| | STEP | 9 | 62.24 | | | | |
| | STEP | 8 | 59.59 | | | | |
| | STEP | 7 | 56.76 | | | | |
| | STEP | 6 | 54.44 | | | | |
| | STEP | 5 | 52.41 | | | | |
| | STEP | 4 | 50.23 | | | | |
| | STEP | 3 | 48.74 | | | | |
| | STEP | 2 | 46.56 | | | | |
| | STEP | 1 | 44.53 | | | | |

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|-----|-------------------------------|----|--------|---------------------|-------|---------------------|------------|
| | GRADE | 11 | HOURLY | ANNUAL | | | |
| | | | | 48.74 | 66.06 | 88,704.30 | 120,225.45 |
| | STEP | 9 | 66.06 | 120,225.45 | | | |
| | STEP | 8 | 63.30 | 115,197.56 | | | |
| | STEP | 7 | 60.29 | 109,721.27 | | | |
| | STEP | 6 | 58.25 | 106,013.50 | | | |
| | STEP | 5 | 56.76 | 103,294.16 | | | |
| | STEP | 4 | 54.44 | 99,088.26 | | | |
| | STEP | 3 | 52.41 | 95,378.93 | | | |
| | STEP | 2 | 50.23 | 91,422.87 | | | |
| | STEP | 1 | 48.74 | 88,704.30 | | | |
| | | | | 52.41 | 68.56 | 95,378.93 | 124,771.14 |
| | STEP | 9 | 68.56 | 124,771.14 | | | |
| | STEP | 8 | 65.72 | 119,611.01 | | | |
| | STEP | 7 | 62.60 | 113,924.82 | | | |
| | STEP | 6 | 62.32 | 113,431.39 | | | |
| | STEP | 5 | 60.29 | 109,721.27 | | | |
| | STEP | 4 | 58.25 | 106,013.50 | | | |
| | STEP | 3 | 56.76 | 103,294.16 | | | |
| | STEP | 2 | 54.44 | 99,088.26 | | | |
| | STEP | 1 | 52.41 | 95,378.93 | | | |
| | | | | 56.76 | 71.35 | 103,294.16 | 129,854.38 |
| | STEP | 9 | 71.35 | 129,854.38 | | | |
| | STEP | 8 | 68.43 | 124,545.31 | | | |
| | STEP | 7 | 65.18 | 118,624.16 | | | |
| | STEP | 6 | 63.00 | 114,663.40 | | | |
| | STEP | 5 | 62.60 | 113,924.82 | | | |
| | STEP | 4 | 62.32 | 113,431.39 | | | |
| | STEP | 3 | 60.29 | 109,721.27 | | | |
| | STEP | 2 | 58.25 | 106,013.50 | | | |
| | STEP | 1 | 56.76 | 103,294.16 | | | |
| | | | | 60.29 | 75.60 | 109,721.27 | 137,583.91 |
| | STEP | 9 | 75.60 | 137,583.91 | | | |
| | STEP | 8 | 72.56 | 132,050.13 | | | |
| | STEP | 7 | 69.10 | 125,769.48 | | | |
| | STEP | 6 | 67.49 | 122,828.48 | | | |
| | STEP | 5 | 65.18 | 118,624.16 | | | |
| | STEP | 4 | 63.00 | 114,663.40 | | | |
| | STEP | 3 | 62.60 | 113,924.82 | | | |
| | STEP | 2 | 62.32 | 113,431.39 | | | |
| | STEP | 1 | 60.29 | 109,721.27 | | | |

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for Each Grade

MM1 *Middle Managers - SENA*

Hourly Range

Annual Range