

Pay Chart Employees Hired Prior to 01/01/2022

GRADE	SCHEDULE	MIMIMUM	6 MONTHS	1	2	3	4	5	6	7	8	9	10	11	12
8	S/M	1241.91	1262.93	1284.9	1341.26	1386.17	1435.84	1485.52	1539.02	1632.46	1647.92	1709.06	1774.98	1842.8	1911.59
8	S/M MONTHLY	2483.82	2525.86	2569.8	2682.52	2772.34	2871.68	2971.04	3078.04	3264.92	3295.84	3418.12	3549.96	3685.6	3823.18
8	S/M ANNUAL	29805.84	30310.32	30837.6	32190.24	33268.08	34460.16	35652.48	36936.48	39179.04	39550.08	41017.44	42599.52	44227.2	45878.16
8	HR	14.33	14.58	14.83	15.48	16	16.57	17.14	17.76	18.39	19.02	19.72	20.48	21.27	22.06
8	HR OT RATE	21.5	21.87	22.25	23.22	24	24.86	25.71	26.64	27.59	28.53	29.58	30.72	31.91	33.09
8	HR MONTHLY	2483.87	2527.2	2570.53	2683.2	2773.33	2872.13	2970.93	3078.4	3187.6	3296.8	3418.13	3549.87	3686.8	3823.73
8	HR ANNUAL	29806.4	30326.4	30846.4	32198.4	33280	34465.6	35651.2	36940.8	38251.2	39561.6	41017.6	42598.4	44241.6	45884.8
9	S/M	1304.97	1326.93	1350.82	1410.05	1458.77	1511.31	1563.85	1620.22	1678.49	1737.72	1801.73	1871.47	1943.12	2016.67
9	S/M MONTHLY	2609.94	2653.86	2701.64	2820.1	2917.54	3022.62	3127.7	3240.44	3356.98	3475.44	3603.46	3742.94	3886.24	4033.34
9	S/M ANNUAL	31319.28	31846.32	32419.68	33841.2	35010.48	36271.44	37532.4	38885.28	40283.76	41705.28	43241.52	44915.28	46634.88	48400.08
9	HR	15.06	15.31	15.59	16.27	16.84	17.44	18.05	18.7	19.37	20.05	20.79	21.6	22.42	23.27
9	HR OT RATE	22.59	22.97	23.39	24.41	25.26	26.16	27.08	28.05	29.06	30.08	31.19	32.4	33.63	34.91
9	HR MONTHLY	2610.4	2653.73	2702.27	2820.13	2918.93	3022.93	3128.67	3241.33	3357.47	3475.33	3603.6	3744	3886.13	4033.47
9	HR ANNUAL	31324.8	31844.8	32427.2	33841.6	35027.2	36275.2	37544	38896	40289.6	41704	43243.2	44928	46633.6	48401.6
10	S/M	1370.88	1394.76	1419.6	1482.65	1534.24	1590.6	1646.97	1706.2	1768.29	1832.3	1899.17	1973.69	2049.15	2127.49
10	S/M MONTHLY	2741.76	2789.52	2839.2	2965.3	3068.48	3181.2	3293.94	3412.4	3536.58	3664.6	3798.34	3947.38	4098.3	4254.98
10	S/M ANNUAL	32901.12	33474.24	34070.4	35583.6	36821.76	38174.4	39527.28	40948.8	42438.96	43975.2	45580.08	47368.56	49179.6	51059.76
10	HR	15.82	16.1	16.38	17.11	17.71	18.36	19.01	19.69	20.41	21.15	21.92	22.78	23.65	24.55
10	HR OT RATE	23.73	24.15	24.57	25.67	26.57	27.54	28.52	29.54	30.62	31.73	32.88	34.17	35.48	36.83
10	HR MONTHLY	2742.13	2790.67	2839.2	2965.73	3069.73	3182.4	3295.07	3412.93	3537.73	3666	3799.47	3948.53	4099.33	4255.33
10	HR ANNUAL	32905.6	33488	34070.4	35588.8	36836.8	38188.8	39540.8	40955.2	42452.8	43992	45593.6	47382.4	49192	51064

APPENDIX A

Pay Chart Employees Hired Prior to 01/01/2022

11	S/M	1440.62	1465.46	1492.21	1559.08	1614.49	1673.71	1734.85	1796.95	1861.91	1931.65	2001.39	2081.64	2161.88	2244.04
11	S/M MONTHLY	2881.24	2930.92	2984.42	3118.16	3228.98	3347.42	3469.7	3593.9	3723.82	3863.3	4002.78	4163.28	4323.76	4488.08
11	S/M ANNUAL	34574.88	35171.04	35813.04	37417.92	38747.76	40169.04	41636.4	43126.8	44685.84	46359.6	48033.36	49959.36	51885.12	53856.96
11	HR	16.63	16.91	17.22	17.99	18.63	19.32	20.02	20.74	21.49	22.29	23.1	24.02	24.95	25.9
11	HR OT RATE	24.95	25.37	25.83	26.99	27.95	28.98	30.03	31.11	32.24	33.44	34.65	36.03	37.43	38.85
11	HR MONTHLY	2882.53	2931.07	2984.8	3118.27	3229.2	3348.8	3470.13	3594.93	3724.93	3863.6	4004	4163.47	4324.67	4489.33
11	HR ANNUAL	34590.4	35172.8	35817.6	37419.2	38750.4	40185.6	41641.6	43139.2	44699.2	46363.2	48048	49961.6	51896	53872

Adjusted Grade 12 with 5% Gap between Grade 11 and 12

12	S/M	1512.651	1539.471053	1568.079	1637.811	1698.603	1760.289	1826.446	1891.708	1960.546	2035.642	2108.95	2194.774	2278.811	2366.423
12	S/M MONTHLY	3025.302	3078.942106	3136.158	3275.622	3397.207	3520.579	3652.891	3783.416	3921.092	4071.284	4217.9	4389.549	4557.621	4732.845
12	S/M ANNUAL	36303.624	36947.30528	37633.9	39307.47	40766.48	42246.95	43834.69	45400.99	47053.1	48855.41	50614.8	52674.58	54691.45	56794.14
12	HR	17.46	17.77	18.10	18.91	19.61	20.32	21.08	21.84	22.63	23.50	24.34	25.34	26.31	27.32
12	HR OT RATE	26.19	26.66	27.15	28.36	29.41	30.48	31.63	32.76	33.95	35.25	36.52	38.00	39.46	40.98
12	HR MONTHLY	3026.66	3080.324184	3137.566	3277.093	3398.732	3522.159	3654.531	3785.114	3922.852	4073.112	4219.794	4391.519	4559.667	4734.97
12	HR ANNUAL	36319.92	36963.89021	37650.79	39325.11	40784.78	42265.91	43854.37	45421.37	47074.22	48877.34	50637.52	52698.23	54716	56819.64

13	S/M	1598.87	1627.75	1658.67	1733.92	1797.84	1862.78	1932.88	2002.97	2079.25	2155.54	2236.98	2325.63	2416.35	2508.99
13	S/M MONTHLY	3197.74	3255.5	3317.34	3467.84	3595.68	3725.56	3865.76	4005.94	4158.5	4311.08	4473.96	4651.26	4832.7	4812.12
13	S/M ANNUAL	38372.88	39066	39808.08	41614.08	43148.16	44706.72	46389.12	48071.28	49902	51732.96	53687.52	55815.12	57992.4	57745.44
13	HR	18.46	18.79	19.13	20.01	20.74	21.49	22.3	23.11	23.99	24.87	25.82	26.83	27.88	28.95
13	HR OT RATE	27.69	28.19	28.7	30.02	31.11	32.24	33.45	34.67	35.99	37.31	38.73	40.25	41.82	43.43
13	HR MONTHLY	3199.73	3256.93	3315.87	3468.4	3594.93	3724.93	3865.33	4005.73	4158.27	4310.8	4475.47	4650.53	4832.53	5018
13	HR ANNUAL	38396.8	39083.2	39790.4	41620.8	43139.2	44699.2	46384	48068.8	49899.2	51729.6	53705.6	55806.4	57990.4	60216

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14	S/M	1745.27	1777.21	1810.2	1892.66	1962.76	2035.96	2111.21	2190.59	2271	2357.59	2446.24	2544.17	2643.13	2745.19
14	S/M MONTHLY	3490.54	3554.42	3620.4	3785.32	3925.52	4071.92	4222.42	4381.18	4542	4715.18	4892.48	5088.34	5286.26	5490.38
14	S/M ANNUAL	41886.48	42653.04	43444.8	45423.84	47106.24	48863.04	50669.04	52574.16	54504	56582.16	58709.76	61060.08	63435.12	65884.56
14	HR	20.14	20.51	20.89	21.84	22.65	23.49	24.35	25.27	26.21	27.2	28.24	29.35	30.5	31.67
14	HR OT RATE	30.21	30.77	31.34	32.76	33.98	35.24	36.53	37.91	39.32	40.8	42.36	44.03	45.75	47.51
14	HR MONTHLY	3490.93	3555.07	3620.93	3785.6	3926	4071.6	4220.67	4380.13	4543.07	4714.67	4894.93	5087.33	5286.67	5489.47
14	HR ANNUAL	41891.2	42660.8	43451.2	45427.2	47112	48859.2	50648	52561.6	54516.8	56576	58739.2	61048	63440	65873.6
15	S/M	1906.07	1941.12	1977.2	2068.95	2145.23	2225.63	2309.14	2395.73	2484.39	2579.22	2676.12	2786.43	2893.64	3006.01
15	S/M MONTHLY	3812.14	3882.24	3954.4	4137.9	4290.46	4451.26	4618.28	4791.46	4968.78	5158.44	5352.24	5572.86	5787.28	6012.02
15	S/M ANNUAL	45745.68	46586.88	47452.8	49654.8	51485.52	53415.12	55419.36	57497.52	59625.36	61901.28	64226.88	66874.32	69447.36	72144.24
15	HR	21.98	22.39	22.81	23.87	24.75	25.68	26.65	27.64	28.68	29.76	30.88	32.15	33.38	34.68
15	HR OT RATE	32.97	33.59	34.22	35.81	37.13	38.52	39.98	41.46	43.02	44.64	46.32	48.23	50.07	52.02
15	HR MONTHLY	3809.87	3880.93	3953.73	4137.47	4290	4451.2	4619.33	4790.93	4971.2	5158.4	5352.53	5572.67	5785.87	6011.2
15	HR ANNUAL	45718.4	46571.2	47444.8	49649.6	51480	53414.4	55432	57491.2	59654.4	61900.8	64230.4	66872	69430.4	72134.4
16	S/M	2083.37	2121.53	2160.69	2261.72	2347.28	2433.87	2525.61	2621.48	2720.45	2823.54	2930.75	3051.36	3168.88	3292.57
16	S/M MONTHLY	4166.74	4243.06	4321.38	4523.44	4694.56	4867.74	5051.22	5242.96	5440.9	5647.08	5861.5	6102.72	6337.76	6585.14
16	S/M ANNUAL	50000.88	50916.72	51856.56	54281.28	56334.72	58412.88	60614.64	62915.52	65290.8	67764.96	70338	73232.64	76053.12	79021.68
16	HR	24.03	24.48	24.94	26.1	27.09	28.08	29.15	30.24	31.39	32.58	33.81	35.2	36.57	37.99
16	HR OT RATE	36.05	36.72	37.41	39.15	40.64	42.12	43.73	45.36	47.09	48.87	50.72	52.8	54.86	56.99
16	HR MONTHLY	4165.2	4243.2	4322.93	4524	4695.6	4867.2	5052.67	5241.6	5440.93	5647.2	5860.4	6101.33	6338.8	6584.93
16	HR ANNUAL	49982.4	50918.4	51875.2	54288	56347.2	58406.4	60632	62899.2	65291.2	67766.4	70324.8	73216	76065.6	79019.2

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17	S/M	2276.15	2319.44	2362.74	2474.07	2567.88	2664.78	2765.82	2870.97	2979.2	3092.6	3210.11	3343.09	3472.98	3608.02
17	S/M MONTHLY	4552.3	4638.88	4725.48	4948.14	5135.76	5329.56	5531.64	5741.94	5958.4	6185.2	6420.22	6686.18	6945.96	7216.04
17	S/M ANNUAL	54627.6	55666.56	56705.76	59377.68	61629.12	63954.72	66379.68	68903.28	71500.8	74222.4	77042.64	80234.16	83351.52	86592.48
17	HR	26.26	26.77	27.26	28.54	29.64	30.75	31.91	33.12	34.38	35.69	37.04	38.58	40.06	41.63
17	HR OT RATE	39.39	40.16	40.89	42.81	44.46	46.13	47.87	49.68	51.57	53.54	55.56	57.87	60.09	62.45
17	HR MONTHLY	4551.73	4640.13	4725.07	4946.93	5137.6	5330	5531.07	5740.8	5959.2	6186.27	6420.27	6687.2	6943.73	7215.87
17	HR ANNUAL	54620.8	55681.6	56700.8	59363.2	61651.2	63960	66372.8	68889.6	71510.4	74235.2	77043.2	80246.4	83324.8	86590.4
18	S/M	2489.53	2536.96	2585.4	2709.12	2809.12	2916.31	3027.65	3143.12	3262.69	3387.43	3517.31	3663.68	3806.99	3955.43
18	S/M MONTHLY	4979.06	5073.92	5170.8	5418.24	5618.24	5832.62	6055.3	6286.24	6525.38	6774.86	7034.62	7327.36	7613.98	7910.86
18	S/M ANNUAL	59748.72	60887.04	62049.6	65018.88	67418.88	69991.44	72663.6	75434.88	78304.56	81298.32	84415.44	87928.32	91367.76	94930.32
18	HR	28.73	29.27	29.82	31.26	32.41	33.65	34.94	36.26	37.64	39.08	40.59	42.28	43.93	45.64
18	HR OT RATE	43.1	43.91	44.73	46.89	48.62	50.48	52.41	54.39	56.46	58.62	60.89	63.42	65.9	68.46
18	HR MONTHLY	4979.87	5073.47	5168.8	5418.4	5617.73	5832.67	6056.27	6285.07	6524.27	6773.87	7035.6	7328.53	7614.53	7910.93
18	HR ANNUAL	59758.4	60881.6	62025.6	65020.8	67412.8	69992	72675.2	75420.8	78291.2	81286.4	84427.2	87942.4	91374.4	94931.2
19	S/M	2726.63	2778.18	2830.76	2963.74	3077.13	3195.69	3317.33	3444.11	3576.07	3713.17	3855.44	4016.25	4173.97	4337.88
19	S/M MONTHLY	5453.26	5556.36	5661.52	5927.48	6154.26	6391.38	6634.66	6888.22	7152.14	7426.34	7710.88	8032.5	8347.94	8675.76
19	S/M ANNUAL	65439.12	66676.32	67938.24	71129.76	73851.12	76696.56	79615.92	82658.64	85825.68	89116.08	92530.56	96390	100175.3	104109.1
19	HR	31.45	32.06	32.66	34.2	35.5	36.88	38.28	39.73	41.26	42.84	44.49	46.35	48.16	50.04
19	HR OT RATE	47.18	48.09	48.99	51.3	53.25	55.32	57.42	59.6	61.89	64.26	66.74	69.53	72.24	75.06
19	HR MONTHLY	5451.33	5557.07	5661.07	5928	6153.33	6392.53	6635.2	6886.53	7151.73	7425.6	7711.6	8034	8347.73	8673.6
19	HR ANNUAL	65416	66684.8	67932.8	71136	73840	76710.4	79622.4	82638.4	85820.8	89107.2	92539.2	96408	100172.8	104083.2

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20	S/M	2985.4	3042.08	3099.81	3248.26	3371.96	3500.82	3634.83	3775.03	3920.38	4070.89	4227.58	4405.92	4577.03	4758.46
20	S/M MONTHLY	5970.8	6084.16	6199.62	6496.52	6743.92	7001.64	7269.66	7550.06	7840.76	8141.78	8455.16	8811.84	9154.06	9516.92
20	S/M ANNUAL	71649.6	73009.92	74395.44	77958.24	80927.04	84019.68	87235.92	90600.72	94089.12	97701.36	101461.9	105742.1	109848.7	114203
20	HR	34.45	35.1	35.77	37.49	38.91	40.4	41.94	43.56	45.24	46.97	48.77	50.84	52.81	54.9
20	HR OT RATE	51.68	52.65	53.66	56.24	58.37	60.6	62.91	65.34	67.86	70.46	73.16	76.26	79.22	82.35
20	HR MONTHLY	5971.33	6084	6200.13	6498.27	6744.4	7002.67	7269.6	7550.4	7841.6	8141.47	8453.47	8812.27	9153.73	9516
20	HR ANNUAL	71656	73008	74401.6	77979.2	80932.8	84032	87235.2	90604.8	94099.2	97697.6	101441.6	105747.2	109844.8	114192
21	S/M	3269.9	3331.76	3396.71	3558.54	3695.65	3837.92	3985.32	4138.93	4298.71	4464.67	4636.83	4832.7	5023.41	5219.27
21	S/M MONTHLY	6539.8	6663.52	6793.42	7117.08	7391.3	7675.84	7970.64	8277.86	8597.42	8929.34	9273.66	9665.4	10046.82	10438.54
21	S/M ANNUAL	78477.6	79962.24	81521.04	85404.96	88695.6	92110.08	95647.68	99334.32	103169	107152.1	111283.9	115984.8	120561.8	125262.5
21	HR	37.74	38.44	39.19	41.07	42.64	44.28	45.99	47.76	49.6	51.52	53.5	55.75	57.97	60.22
21	HR OT RATE	56.61	57.66	58.79	61.61	63.96	66.42	68.99	71.64	74.4	77.28	80.25	83.63	86.96	90.33
21	HR MONTHLY	6541.6	6662.93	6792.93	7118.8	7390.93	7675.2	7971.6	8278.4	8597.33	8930.13	9273.33	9663.33	10048.13	10438.13
21	HR ANNUAL	78499.2	79955.2	81515.2	85425.6	88691.2	92102.4	95659.2	99340.8	103168	107161.6	111280	115960	120577.6	125257.6
22	S/M	3583.28	3652.35	3722.45	3901.81	4052.33	4207.98	4370.87	4539.93	4716.2	4897.64	5088.35	5303.8	5512.03	5728.52
22	S/M MONTHLY	7166.56	7304.7	7444.9	7803.62	8104.66	8415.96	8741.74	9079.86	9432.4	9795.28	10176.7	10607.6	11024.06	11457.04
22	S/M ANNUAL	85998.72	87656.4	89338.8	93643.44	97255.92	100991.5	104900.9	108958.3	113188.8	117543.4	122120.4	127291.2	132288.7	137484.5
22	HR	41.34	42.14	42.95	45.02	46.77	48.55	50.43	52.38	54.42	56.51	58.72	61.2	63.59	66.09
22	HR OT RATE	62.01	63.21	64.43	67.53	70.16	72.83	75.65	78.57	81.63	84.77	88.08	91.8	95.39	99.14
22	HR MONTHLY	7165.6	7304.27	7444.67	7803.47	8106.8	8415.33	8741.2	9079.2	9432.8	9795.07	10178.13	10608	11022.27	11455.6
22	HR ANNUAL	85987.2	87651.2	89336	93641.6	97281.6	100984	104894.4	108950.4	113193.6	117540.8	122137.6	127296	132267.2	137467.2

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23	S/M	3928.63	4004.91	4082.23	4278.08	4444.05	4616.21	4794.56	4981.14	5172.88	5374.93	5584.19	5821.29	6050.15	6272.64
23	S/M MONTHLY	7857.26	8009.82	8164.46	8556.16	8888.1	9232.42	9589.12	9962.28	10345.76	10749.86	11168.38	11642.58	12100.3	12545.28
23	S/M ANNUAL	94287.12	96117.84	97973.52	102673.9	106657.2	110789	115069.4	119547.4	124149.1	128998.3	134020.6	139711	145203.6	150543.4
23	HR	45.33	46.21	47.1	49.37	51.28	53.26	55.32	57.48	59.69	62.03	64.43	67.16	69.8	72.56
23	HR OT RATE	68	69.32	70.65	74.06	76.92	79.89	82.98	86.22	89.54	93.05	96.65	100.74	104.7	108.84
23	HR MONTHLY	7857.2	8009.73	8164	8557.47	8888.53	9231.73	9588.8	9963.2	10346.27	10751.87	11167.87	11641.07	12098.67	12577.07
23	HR ANNUAL	94286.4	96116.8	97968	102689.6	106662.4	110780.8	115065.6	119558.4	124155.2	129022.4	134014.4	139692.8	145184	150924.8