

Compensation Rates

10/10/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

MM1	<i>Middle Managers - SENA</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE		HOURLY	ANNUAL			
	3				27.90	42.55	50,783.36 77,438.70
	STEP	10	42.55	77,438.70			
	STEP	9	41.52	75,568.86			
	STEP	8	39.31	71,539.38			
	STEP	7	37.46	68,179.96			
	STEP	6	35.48	64,582.06			
	STEP	5	33.84	61,580.82			
	STEP	4	32.02	58,283.16			
	STEP	3	30.71	55,883.29			
	STEP	2	29.22	53,182.28			
	STEP	1	27.90	50,783.36			
	4				30.71	46.75	55,883.29 85,085.90
	STEP	10	46.75	85,085.90			
	STEP	9	45.62	83,029.54			
	STEP	8	43.29	78,782.66			
	STEP	7	41.25	75,078.36			
	STEP	6	39.28	71,481.43			
	STEP	5	37.46	68,179.96			
	STEP	4	35.48	64,582.06			
	STEP	3	33.84	61,580.82			
	STEP	2	32.02	58,283.16			
	STEP	1	30.71	55,883.29			
	5				33.84	51.32	61,580.82 93,399.69
	STEP	10	51.32	93,399.69			
	STEP	9	50.08	91,140.56			
	STEP	8	47.61	86,656.78			
	STEP	7	45.37	82,579.11			
	STEP	6	43.23	78,679.09			
	STEP	5	41.25	75,078.36			
	STEP	4	39.28	71,481.43			
	STEP	3	37.46	68,179.96			
	STEP	2	35.48	64,582.06			
	STEP	1	33.84	61,580.82			
	6				37.46	55.89	68,179.96 101,712.60
	STEP	10	55.89	101,712.60			
	STEP	9	54.53	99,250.71			
	STEP	8	51.94	94,531.84			
	STEP	7	49.49	90,074.15			
	STEP	6	47.02	85,577.50			

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	STEP	5	45.37	82,579.11				
	STEP	4	43.23	78,679.09				
	STEP	3	41.25	75,078.36				
	STEP	2	39.28	71,481.43				
	STEP	1	37.46	68,179.96				
	GRADE 7		HOURLY	ANNUAL	41.25	61.37	75,078.36	111,686.65
	STEP	10	61.37	111,686.65				
	STEP	9	59.88	108,981.50				
	STEP	8	57.13	103,979.26				
	STEP	7	54.44	99,075.03				
	STEP	6	51.97	94,578.39				
	STEP	5	49.49	90,074.15				
	STEP	4	47.02	85,577.50				
	STEP	3	45.37	82,579.11				
	STEP	2	43.23	78,679.09				
	STEP	1	41.25	75,078.36				
	GRADE 8		HOURLY	ANNUAL	45.37	67.03	82,579.11	121,995.81
	STEP	10	67.03	121,995.80				
	STEP	9	65.41	119,039.21				
	STEP	8	62.50	113,744.00				
	STEP	7	59.55	108,375.19				
	STEP	6	56.91	103,573.59				
	STEP	5	54.44	99,075.03				
	STEP	4	51.97	94,578.39				
	STEP	3	49.49	90,074.15				
	STEP	2	47.02	85,577.50				
	STEP	1	45.37	82,579.11				
	GRADE 9		HOURLY	ANNUAL	49.49	71.96	90,074.15	130,972.64
	STEP	10	71.96	130,972.64				
	STEP	9	70.22	127,797.09				
	STEP	8	67.17	122,246.11				
	STEP	7	64.00	116,471.63				
	STEP	6	61.36	111,672.86				
	STEP	5	59.55	108,375.19				
	STEP	4	56.91	103,573.59				
	STEP	3	54.44	99,075.03				
	STEP	2	51.97	94,578.39				
	STEP	1	49.49	90,074.15				
	GRADE 10		HOURLY	ANNUAL	54.44	77.81	99,075.03	141,615.97

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MM1	<i>Middle Managers - SENA</i>			Hourly Range		Annual Range	
	STEP	10	77.81	141,615.97			
	STEP	9	75.92	138,180.83			
	STEP	8	72.71	132,328.17			
	STEP	7	69.27	126,072.96			
	STEP	6	66.47	120,971.12			
	STEP	5	64.00	116,471.63			
	STEP	4	61.36	111,672.86			
	STEP	3	59.55	108,375.19			
	STEP	2	56.91	103,573.59			
	STEP	1	54.44	99,075.03			
	GRADE	11	HOURLY	ANNUAL	59.55	82.56	108,375.19 150,256.83
	STEP	10	82.56	150,256.83			
	STEP	9	80.56	146,610.94			
	STEP	8	77.20	140,512.01			
	STEP	7	73.55	133,869.17			
	STEP	6	71.08	129,371.58			
	STEP	5	69.27	126,072.96			
	STEP	4	66.47	120,971.12			
	STEP	3	64.00	116,471.63			
	STEP	2	61.36	111,672.86			
	STEP	1	59.55	108,375.19			
	GRADE	12	HOURLY	ANNUAL	64.00	85.66	116,471.63 155,908.69
	STEP	10	85.66	155,908.69			
	STEP	9	83.59	152,124.95			
	STEP	8	80.15	145,865.61			
	STEP	7	76.36	138,968.16			
	STEP	6	76.03	138,369.62			
	STEP	5	73.55	133,869.17			
	STEP	4	71.08	129,371.58			
	STEP	3	69.27	126,072.96			
	STEP	2	66.47	120,971.12			
	STEP	1	64.00	116,471.63			
	GRADE	13	HOURLY	ANNUAL	69.27	89.14	126,072.96 162,228.91
	STEP	10	89.14	162,228.91			
	STEP	9	86.97	158,291.02			
	STEP	8	83.43	151,851.01			
	STEP	7	79.49	144,668.54			
	STEP	6	76.85	139,864.07			
	STEP	5	76.36	138,968.16			

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MM1	Middle Managers - SENA				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	4	76.03	138,369.62				
	STEP	3	73.55	133,869.17				
	STEP	2	71.08	129,371.58				
	STEP	1	69.27	126,072.96				
	GRADE	14	HOURLY	ANNUAL	73.55	94.42	133,869.17	171,839.38
	STEP	10	94.42	171,839.38				
	STEP	9	92.12	167,667.09				
	STEP	8	88.44	160,954.50				
	STEP	7	84.25	153,335.96				
	STEP	6	82.29	149,768.46				
	STEP	5	79.49	144,668.54				
	STEP	4	76.85	139,864.07				
	STEP	3	76.36	138,968.16				
	STEP	2	76.03	138,369.62				
	STEP	1	73.55	133,869.17				