

Compensation Rates

10/10/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

MM4	<i>Middle Managers Sena</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE		HOURLY	ANNUAL			
	5				29.61	44.90	61,580.82 93,399.51
	STEP	10	44.90	93,399.51			
	STEP	9	43.82	91,140.38			
	STEP	8	41.66	86,656.77			
	STEP	7	39.70	82,579.10			
	STEP	6	37.83	78,679.10			
	STEP	5	36.10	75,078.35			
	STEP	4	34.37	71,481.42			
	STEP	3	32.78	68,179.96			
	STEP	2	31.05	64,582.07			
	STEP	1	29.61	61,580.82			
	6				32.78	48.90	68,179.96 101,712.60
	STEP	10	48.90	101,712.60			
	STEP	9	47.72	99,250.71			
	STEP	8	45.45	94,531.84			
	STEP	7	43.30	90,074.15			
	STEP	6	41.14	85,577.50			
	STEP	5	39.70	82,579.10			
	STEP	4	37.83	78,679.10			
	STEP	3	36.10	75,078.36			
	STEP	2	34.37	71,481.42			
	STEP	1	32.78	68,179.96			
	7				36.10	53.70	75,078.35 111,686.48
	STEP	10	53.70	111,686.48			
	STEP	9	52.39	108,981.33			
	STEP	8	49.99	103,979.25			
	STEP	7	47.63	99,075.03			
	STEP	6	45.47	94,578.39			
	STEP	5	43.30	90,074.14			
	STEP	4	41.14	85,577.50			
	STEP	3	39.70	82,579.10			
	STEP	2	37.83	78,679.10			
	STEP	1	36.10	75,078.35			
	8				39.70	58.65	82,579.10 121,995.63
	STEP	10	58.65	121,995.62			
	STEP	9	57.23	119,039.03			
	STEP	8	54.68	113,744.00			
	STEP	7	52.10	108,375.20			
	STEP	6	49.79	103,573.58			

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	STEP	5	47.63	99,075.03				
	STEP	4	45.47	94,578.39				
	STEP	3	43.30	90,074.14				
	STEP	2	41.14	85,577.50				
	STEP	1	39.70	82,579.10				
	GRADE 9		HOURLY	ANNUAL	43.30	62.97	90,074.16	130,972.62
	STEP	10	62.97	130,972.62				
	STEP	9	61.44	127,797.07				
	STEP	8	58.77	122,246.10				
	STEP	7	56.00	116,471.64				
	STEP	6	53.69	111,672.88				
	STEP	5	52.10	108,375.19				
	STEP	4	49.79	103,573.59				
	STEP	3	47.63	99,075.03				
	STEP	2	45.47	94,578.39				
	STEP	1	43.30	90,074.16				
	GRADE 10		HOURLY	ANNUAL	47.63	68.08	99,075.03	141,615.97
	STEP	10	68.08	141,615.97				
	STEP	9	66.43	138,180.83				
	STEP	8	63.62	132,328.18				
	STEP	7	60.61	126,072.95				
	STEP	6	58.16	120,971.12				
	STEP	5	56.00	116,471.63				
	STEP	4	53.69	111,672.86				
	STEP	3	52.10	108,375.20				
	STEP	2	49.79	103,573.58				
	STEP	1	47.63	99,075.03				
	GRADE 11		HOURLY	ANNUAL	52.10	72.24	108,375.18	150,256.75
	STEP	10	72.24	150,256.75				
	STEP	9	70.49	146,610.86				
	STEP	8	67.55	140,511.94				
	STEP	7	64.36	133,868.88				
	STEP	6	62.20	129,371.48				
	STEP	5	60.61	126,072.94				
	STEP	4	58.16	120,970.93				
	STEP	3	56.00	116,471.32				
	STEP	2	53.69	111,672.72				
	STEP	1	52.10	108,375.18				
	GRADE 12		HOURLY	ANNUAL	56.00	74.96	116,471.63	155,908.50

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MM4	<i>Middle Managers Sena</i>			<u>Hourly Range</u>	<u>Annual Range</u>
	STEP	10	74.96	155,908.50	
	STEP	9	73.14	152,124.76	
	STEP	8	70.13	145,865.60	
	STEP	7	66.81	138,968.15	
	STEP	6	66.52	138,369.62	
	STEP	5	64.36	133,869.17	
	STEP	4	62.20	129,371.58	
	STEP	3	60.61	126,072.95	
	STEP	2	58.16	120,971.12	
	STEP	1	56.00	116,471.63	