

# Compensation Rates

1/5/2016

Salary Plan Code:

Minimum and Maximums  
for Each Grade

| PM | <i>Managers Library</i> |               |               | <u>Hourly Range</u> |       | <u>Annual Range</u> |            |
|----|-------------------------|---------------|---------------|---------------------|-------|---------------------|------------|
|    | <b>GRADE 5</b>          | <b>HOURLY</b> | <b>ANNUAL</b> | 38.38               | 51.81 | 69,854.79           | 94,301.21  |
|    | STEP 7                  | 51.81         | 94,301.21     |                     |       |                     |            |
|    | STEP 6                  | 49.58         | 90,230.69     |                     |       |                     |            |
|    | STEP 5                  | 47.34         | 86,152.06     |                     |       |                     |            |
|    | STEP 4                  | 45.10         | 82,080.62     |                     |       |                     |            |
|    | STEP 3                  | 42.86         | 78,004.65     |                     |       |                     |            |
|    | STEP 2                  | 40.62         | 73,930.55     |                     |       |                     |            |
|    | STEP 1                  | 38.38         | 69,854.79     |                     |       |                     |            |
|    | <b>GRADE 6</b>          | <b>HOURLY</b> | <b>ANNUAL</b> | 42.31               | 57.12 | 77,005.85           | 103,964.38 |
|    | STEP 7                  | 57.12         | 103,964.38    |                     |       |                     |            |
|    | STEP 6                  | 54.65         | 99,469.79     |                     |       |                     |            |
|    | STEP 5                  | 52.19         | 94,978.29     |                     |       |                     |            |
|    | STEP 4                  | 49.71         | 90,479.56     |                     |       |                     |            |
|    | STEP 3                  | 47.25         | 85,988.14     |                     |       |                     |            |
|    | STEP 2                  | 44.78         | 81,496.57     |                     |       |                     |            |
|    | STEP 1                  | 42.31         | 77,005.85     |                     |       |                     |            |
|    | <b>GRADE 7</b>          | <b>HOURLY</b> | <b>ANNUAL</b> | 46.64               | 62.96 | 84,884.83           | 114,582.71 |
|    | STEP 7                  | 62.96         | 114,582.71    |                     |       |                     |            |
|    | STEP 6                  | 60.24         | 109,638.45    |                     |       |                     |            |
|    | STEP 5                  | 57.52         | 104,681.27    |                     |       |                     |            |
|    | STEP 4                  | 54.80         | 99,738.55     |                     |       |                     |            |
|    | STEP 3                  | 52.08         | 94,788.61     |                     |       |                     |            |
|    | STEP 2                  | 49.36         | 89,831.17     |                     |       |                     |            |
|    | STEP 1                  | 46.64         | 84,884.83     |                     |       |                     |            |
|    | <b>GRADE 8</b>          | <b>HOURLY</b> | <b>ANNUAL</b> | 51.41               | 69.40 | 93,563.65           | 126,313.32 |
|    | STEP 7                  | 69.40         | 126,313.32    |                     |       |                     |            |
|    | STEP 6                  | 66.40         | 120,856.07    |                     |       |                     |            |
|    | STEP 5                  | 63.40         | 115,391.33    |                     |       |                     |            |
|    | STEP 4                  | 60.40         | 109,935.64    |                     |       |                     |            |
|    | STEP 3                  | 57.41         | 104,480.47    |                     |       |                     |            |
|    | STEP 2                  | 54.41         | 99,019.60     |                     |       |                     |            |
|    | STEP 1                  | 51.41         | 93,563.65     |                     |       |                     |            |

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|    | <b>GRADE 9</b>          | <b>HOURLY</b> | <b>ANNUAL</b> | 56.67               | 76.51 | 103,130.60          | 139,244.14 |
|    | STEP 7                  | 76.51         | 139,244.14    |                     |       |                     |            |
|    | STEP 6                  | 73.20         | 133,220.99    |                     |       |                     |            |
|    | STEP 5                  | 69.89         | 127,195.97    |                     |       |                     |            |
|    | STEP 4                  | 66.58         | 121,174.95    |                     |       |                     |            |
|    | STEP 3                  | 63.28         | 115,163.51    |                     |       |                     |            |
|    | STEP 2                  | 59.97         | 109,147.27    |                     |       |                     |            |
|    | STEP 1                  | 56.67         | 103,130.60    |                     |       |                     |            |
|    | <b>GRADE 11</b>         | <b>HOURLY</b> | <b>ANNUAL</b> | 36.85               | 49.75 | 67,062.29           | 90,537.19  |
|    | STEP 7                  | 49.75         | 90,537.19     |                     |       |                     |            |
|    | STEP 6                  | 47.59         | 86,618.63     |                     |       |                     |            |
|    | STEP 5                  | 45.44         | 82,695.68     |                     |       |                     |            |
|    | STEP 4                  | 43.30         | 78,801.42     |                     |       |                     |            |
|    | STEP 3                  | 41.14         | 74,877.69     |                     |       |                     |            |
|    | STEP 2                  | 39.00         | 70,974.16     |                     |       |                     |            |
|    | STEP 1                  | 36.85         | 67,062.29     |                     |       |                     |            |