

# Province of Nova Scotia Pay Plans

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## ACC - Adult Custody Classification Pay Plan

ADULT CUSTODY CLASSIFICATION AND PAY PLAN - ACC  
 BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

	I	II	III	IV	V	VI
<b>ACC 01</b>						
01.04.2024	\$ 1,749.11	\$ 1,788.21	\$ 1,827.37			
01.04.2025	\$ 1,784.09	\$ 1,823.97	\$ 1,863.92			
01.04.2026	\$ 1,819.77	\$ 1,860.45	\$ 1,901.20			
01.04.2027	\$ 1,856.17	\$ 1,897.66	\$ 1,939.22			
<b>ACC 02</b>						
01.04.2024	\$ 1,966.79	\$ 2,042.99	\$ 2,131.97	\$ 2,220.82	\$ 2,309.73	
01.04.2025	\$ 2,006.13	\$ 2,083.85	\$ 2,174.61	\$ 2,265.24	\$ 2,355.92	
01.04.2026	\$ 2,046.25	\$ 2,125.53	\$ 2,218.10	\$ 2,310.54	\$ 2,403.04	
01.04.2027	\$ 2,087.18	\$ 2,168.04	\$ 2,262.46	\$ 2,356.75	\$ 2,451.10	
<b>ACC 03</b>						
01.04.2024	\$ 2,090.32	\$ 2,177.43	\$ 2,264.61	\$ 2,351.90	\$ 2,451.45	
01.04.2025	\$ 2,132.13	\$ 2,220.98	\$ 2,309.90	\$ 2,398.94	\$ 2,500.48	
01.04.2026	\$ 2,174.77	\$ 2,265.40	\$ 2,356.10	\$ 2,446.92	\$ 2,550.49	
01.04.2027	\$ 2,218.27	\$ 2,310.71	\$ 2,403.22	\$ 2,495.86	\$ 2,601.50	
<b>ACC 04</b>						
01.04.2024	\$ 2,297.51	\$ 2,395.38	\$ 2,493.39	\$ 2,601.10	\$ 2,708.80	\$ 2,816.63
01.04.2025	\$ 2,343.46	\$ 2,443.29	\$ 2,543.26	\$ 2,653.12	\$ 2,762.98	\$ 2,872.96
01.04.2026	\$ 2,390.33	\$ 2,492.16	\$ 2,594.13	\$ 2,706.18	\$ 2,818.24	\$ 2,930.42
01.04.2027	\$ 2,438.14	\$ 2,542.00	\$ 2,646.01	\$ 2,760.30	\$ 2,874.60	\$ 2,989.03
<b>ACC 05</b>						
01.04.2024	\$ 2,661.55	\$ 2,738.72	\$ 2,819.47			
01.04.2025	\$ 2,714.78	\$ 2,793.49	\$ 2,875.86			
01.04.2026	\$ 2,769.08	\$ 2,849.36	\$ 2,933.38			
01.04.2027	\$ 2,824.46	\$ 2,906.35	\$ 2,992.05			
<b>ACC 06</b>						
01.04.2024	\$ 2,395.42	\$ 2,493.39	\$ 2,601.10	\$ 2,708.80	\$ 2,816.63	\$ 2,924.43
01.04.2025	\$ 2,443.33	\$ 2,543.26	\$ 2,653.12	\$ 2,762.98	\$ 2,872.96	\$ 2,982.92
01.04.2026	\$ 2,492.20	\$ 2,594.13	\$ 2,706.18	\$ 2,818.24	\$ 2,930.42	\$ 3,042.58
01.04.2027	\$ 2,542.04	\$ 2,646.01	\$ 2,760.30	\$ 2,874.60	\$ 2,989.03	\$ 3,103.43
<b>ACC 07</b>						
01.04.2024	\$ 2,611.57	\$ 2,717.68	\$ 2,837.18	\$ 2,956.48	\$ 3,075.93	\$ -
01.04.2025	\$ 2,663.80	\$ 2,772.03	\$ 2,893.92	\$ 3,015.61	\$ 3,137.45	\$ -
01.04.2026	\$ 2,717.08	\$ 2,827.47	\$ 2,951.80	\$ 3,075.92	\$ 3,200.20	\$ -
01.04.2027	\$ 2,771.42	\$ 2,884.02	\$ 3,010.84	\$ 3,137.44	\$ 3,264.20	\$ -

## AS – Aviation Services Classification Pay Plan

### AVIATION SERVICES CLASSIFICATION AND PAY PLAN - AS BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO January 25, 2026

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	I	II	III	IV	V
AS 01					
01.04.2024	\$ 2,029.92	\$ 2,099.13	\$ 2,168.33	\$ 2,237.53	\$ 2,306.73
01.04.2025	\$ 2,070.52	\$ 2,141.11	\$ 2,211.70	\$ 2,282.28	\$ 2,352.86
AS 02					
01.04.2024	\$ 2,172.02	\$ 2,246.06	\$ 2,320.11	\$ 2,394.16	\$ 2,468.20
01.04.2025	\$ 2,215.46	\$ 2,290.98	\$ 2,366.51	\$ 2,442.04	\$ 2,517.56
AS 03					
01.04.2024	\$ 2,324.06	\$ 2,403.29	\$ 2,482.52	\$ 2,561.75	\$ 2,640.98
01.04.2025	\$ 2,370.54	\$ 2,451.36	\$ 2,532.17	\$ 2,612.99	\$ 2,693.80
AS 04					
01.04.2024	\$ 2,486.74	\$ 2,571.52	\$ 2,656.29	\$ 2,741.07	\$ 2,825.84
01.04.2025	\$ 2,536.47	\$ 2,622.95	\$ 2,709.42	\$ 2,795.89	\$ 2,882.36
AS 05					
01.04.2024	\$ 2,660.82	\$ 2,751.52	\$ 2,842.23	\$ 2,932.94	\$ 3,023.65
01.04.2025	\$ 2,714.04	\$ 2,806.55	\$ 2,899.07	\$ 2,991.60	\$ 3,084.12
AS 06					
01.04.2024	\$ 2,847.07	\$ 2,944.13	\$ 3,041.19	\$ 3,138.25	\$ 3,235.31
01.04.2025	\$ 2,904.01	\$ 3,003.01	\$ 3,102.01	\$ 3,201.02	\$ 3,300.02
AS 07					
01.04.2024	\$ 3,046.37	\$ 3,150.22	\$ 3,254.07	\$ 3,357.93	\$ 3,461.78
01.04.2025	\$ 3,107.30	\$ 3,213.22	\$ 3,319.15	\$ 3,425.09	\$ 3,531.02
AS 08					
01.04.2024	\$ 3,259.61	\$ 3,370.74	\$ 3,481.86	\$ 3,592.98	\$ 3,704.11
01.04.2025	\$ 3,324.80	\$ 3,438.15	\$ 3,551.50	\$ 3,664.84	\$ 3,778.19
AS 09					
01.04.2024	\$ 3,487.79	\$ 3,606.69	\$ 3,725.59	\$ 3,844.49	\$ 3,963.39
01.04.2025	\$ 3,557.55	\$ 3,678.82	\$ 3,800.10	\$ 3,921.38	\$ 4,042.66
AS 10					
01.04.2024	\$ 3,697.05	\$ 3,823.09	\$ 3,949.12	\$ 4,075.16	\$ 4,201.20
01.04.2025	\$ 3,770.99	\$ 3,899.55	\$ 4,028.10	\$ 4,156.66	\$ 4,285.22
AS 11					
01.04.2024	\$ 3,918.88	\$ 4,052.47	\$ 4,186.07	\$ 4,319.67	\$ 4,453.27
01.04.2025	\$ 3,997.26	\$ 4,133.52	\$ 4,269.79	\$ 4,406.06	\$ 4,542.34
AS 12					
01.04.2024	\$ 4,154.01	\$ 4,295.62	\$ 4,437.24	\$ 4,578.85	\$ 4,720.46
01.04.2025	\$ 4,237.09	\$ 4,381.53	\$ 4,525.98	\$ 4,670.43	\$ 4,814.87

## ASE – Aviation Services Classification Pay Plan

AVIATION SERVICES MAINTENANCE ENGINEERS CLASSIFICATION AND PAY PLAN - ASE  
 BI-WEEKLY RATES EFFECTIVE JANUARY 26, 2026 TO MARCH 31, 2028

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	I	II	III	IV	V
<b>ASE 01</b>					
26.01.2026	\$ 2,143.88	\$ 2,216.96	\$ 2,290.08	\$ 2,363.15	\$ 2,436.23
01.04.2026	\$ 2,186.76	\$ 2,261.30	\$ 2,335.88	\$ 2,410.41	\$ 2,484.95
01.04.2027	\$ 2,230.50	\$ 2,306.53	\$ 2,382.60	\$ 2,458.62	\$ 2,534.65
<b>ASE 02</b>					
26.01.2026	\$ 2,320.77	\$ 2,399.88	\$ 2,479.00	\$ 2,558.12	\$ 2,637.23
01.04.2026	\$ 2,367.19	\$ 2,447.88	\$ 2,528.58	\$ 2,609.28	\$ 2,689.97
01.04.2027	\$ 2,414.53	\$ 2,496.84	\$ 2,579.15	\$ 2,661.47	\$ 2,743.77
<b>ASE 03</b>					
26.01.2026	\$ 2,512.23	\$ 2,597.85	\$ 2,683.50	\$ 2,769.15	\$ 2,854.81
01.04.2026	\$ 2,562.47	\$ 2,649.81	\$ 2,737.17	\$ 2,824.53	\$ 2,911.91
01.04.2027	\$ 2,613.72	\$ 2,702.81	\$ 2,791.91	\$ 2,881.02	\$ 2,970.15
<b>ASE 04</b>					
26.01.2026	\$ 2,719.46	\$ 2,812.19	\$ 2,904.88	\$ 2,997.62	\$ 3,090.31
01.04.2026	\$ 2,773.85	\$ 2,868.43	\$ 2,962.98	\$ 3,057.57	\$ 3,152.12
01.04.2027	\$ 2,829.33	\$ 2,925.80	\$ 3,022.24	\$ 3,118.72	\$ 3,215.16
<b>ASE 05</b>					
26.01.2026	\$ 2,943.85	\$ 3,044.19	\$ 3,144.54	\$ 3,244.92	\$ 3,345.27
01.04.2026	\$ 3,002.73	\$ 3,105.07	\$ 3,207.43	\$ 3,309.82	\$ 3,412.18
01.04.2027	\$ 3,062.78	\$ 3,167.17	\$ 3,271.58	\$ 3,376.02	\$ 3,480.42
<b>ASE 06</b>					
26.01.2026	\$ 3,186.69	\$ 3,295.35	\$ 3,403.96	\$ 3,512.62	\$ 3,621.23
01.04.2026	\$ 3,250.42	\$ 3,361.26	\$ 3,472.04	\$ 3,582.87	\$ 3,693.65
01.04.2027	\$ 3,315.43	\$ 3,428.49	\$ 3,541.48	\$ 3,654.53	\$ 3,767.52
<b>ASE 07</b>					
26.01.2026	\$ 3,449.62	\$ 3,567.19	\$ 3,684.81	\$ 3,802.38	\$ 3,920.00
01.04.2026	\$ 3,518.61	\$ 3,638.53	\$ 3,758.51	\$ 3,878.43	\$ 3,998.40
01.04.2027	\$ 3,588.98	\$ 3,711.30	\$ 3,833.68	\$ 3,956.00	\$ 4,078.37
<b>ASE 08</b>					
26.01.2026	\$ 3,630.69	\$ 3,754.46	\$ 3,878.27	\$ 4,002.04	\$ 4,125.81
01.04.2026	\$ 3,703.30	\$ 3,829.55	\$ 3,955.84	\$ 4,082.08	\$ 4,208.33
01.04.2027	\$ 3,777.37	\$ 3,906.14	\$ 4,034.96	\$ 4,163.72	\$ 4,292.50

## ASP – Aviation Services Classification Pay Plan

### AVIATION SERVICES PILOTS CLASSIFICATION AND PAY PLAN - ASP BI-WEEKLY RATES EFFECTIVE JANUARY 26, 2026 TO MARCH 31, 2028

	I	II	III	IV	V
<b>ASP 01</b>					
26.01.2026	\$ 2,488.65	\$ 2,573.46	\$ 2,658.31	\$ 2,743.15	\$ 2,828.00
01.04.2026	\$ 2,538.42	\$ 2,624.93	\$ 2,711.48	\$ 2,798.01	\$ 2,884.56
01.04.2027	\$ 2,589.19	\$ 2,677.43	\$ 2,765.71	\$ 2,853.97	\$ 2,942.25
<b>ASP 02</b>					
26.01.2026	\$ 2,718.85	\$ 2,811.54	\$ 2,904.23	\$ 2,996.92	\$ 3,089.58
01.04.2026	\$ 2,773.23	\$ 2,867.77	\$ 2,962.31	\$ 3,056.86	\$ 3,151.37
01.04.2027	\$ 2,828.69	\$ 2,925.13	\$ 3,021.56	\$ 3,118.00	\$ 3,214.40
<b>ASP 03</b>					
26.01.2026	\$ 2,970.35	\$ 3,071.58	\$ 3,172.85	\$ 3,274.12	\$ 3,375.38
01.04.2026	\$ 3,029.76	\$ 3,133.01	\$ 3,236.31	\$ 3,339.60	\$ 3,442.89
01.04.2027	\$ 3,090.36	\$ 3,195.67	\$ 3,301.04	\$ 3,406.39	\$ 3,511.75
<b>ASP 04</b>					
26.01.2026	\$ 3,245.08	\$ 3,355.73	\$ 3,466.35	\$ 3,576.96	\$ 3,687.62
01.04.2026	\$ 3,309.98	\$ 3,422.84	\$ 3,535.68	\$ 3,648.50	\$ 3,761.37
01.04.2027	\$ 3,376.18	\$ 3,491.30	\$ 3,606.39	\$ 3,721.47	\$ 3,836.60
<b>ASP 05</b>					
26.01.2026	\$ 3,545.27	\$ 3,666.12	\$ 3,786.96	\$ 3,907.85	\$ 4,028.69
01.04.2026	\$ 3,616.18	\$ 3,739.44	\$ 3,862.70	\$ 3,986.01	\$ 4,109.26
01.04.2027	\$ 3,688.50	\$ 3,814.23	\$ 3,939.95	\$ 4,065.73	\$ 4,191.45
<b>ASP 06</b>					
26.01.2026	\$ 3,873.19	\$ 4,005.23	\$ 4,137.27	\$ 4,269.31	\$ 4,401.35
01.04.2026	\$ 3,950.65	\$ 4,085.33	\$ 4,220.02	\$ 4,354.70	\$ 4,489.38
01.04.2027	\$ 4,029.66	\$ 4,167.04	\$ 4,304.42	\$ 4,441.79	\$ 4,579.17
<b>ASP 07</b>					
26.01.2026	\$ 4,231.46	\$ 4,375.73	\$ 4,519.96	\$ 4,664.23	\$ 4,808.50
01.04.2026	\$ 4,316.09	\$ 4,463.24	\$ 4,610.36	\$ 4,757.51	\$ 4,904.67
01.04.2027	\$ 4,402.41	\$ 4,552.50	\$ 4,702.57	\$ 4,852.66	\$ 5,002.76
<b>ASP 08</b>					
26.01.2026	\$ 4,622.88	\$ 4,780.46	\$ 4,938.08	\$ 5,095.65	\$ 5,253.27
01.04.2026	\$ 4,715.34	\$ 4,876.07	\$ 5,036.84	\$ 5,197.56	\$ 5,358.34
01.04.2027	\$ 4,809.65	\$ 4,973.59	\$ 5,137.58	\$ 5,301.51	\$ 5,465.51
<b>ASP 09</b>					
26.01.2026	\$ 4,773.12	\$ 4,935.85	\$ 5,098.58	\$ 5,261.27	\$ 5,424.00
01.04.2026	\$ 4,868.58	\$ 5,034.57	\$ 5,200.55	\$ 5,366.50	\$ 5,532.48
01.04.2027	\$ 4,965.95	\$ 5,135.26	\$ 5,304.56	\$ 5,473.83	\$ 5,643.13
<b>ASP 10</b>					
26.01.2026	\$ 4,928.23	\$ 5,096.27	\$ 5,264.27	\$ 5,432.27	\$ 5,600.27
01.04.2026	\$ 5,026.79	\$ 5,198.20	\$ 5,369.56	\$ 5,540.92	\$ 5,712.28
01.04.2027	\$ 5,127.33	\$ 5,302.16	\$ 5,476.95	\$ 5,651.74	\$ 5,826.53
<b>ASP 11</b>					
26.01.2026	\$ 5,088.42	\$ 5,261.88	\$ 5,435.35	\$ 5,608.81	\$ 5,782.27
01.04.2026	\$ 5,190.19	\$ 5,367.12	\$ 5,544.06	\$ 5,720.99	\$ 5,897.92
01.04.2027	\$ 5,293.99	\$ 5,474.46	\$ 5,654.94	\$ 5,835.41	\$ 6,015.88

## CL - Clerical and Related Classification Pay Plan

CLERICAL AND RELATED CLASSIFICATION AND PAY PLAN - CL  
BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

	I	II	III	IV	V
CL 02					
01.04.2024	\$ 1,358.77	\$ 1,388.57	\$ 1,418.51	\$ 1,448.27	
01.04.2025	\$ 1,385.95	\$ 1,416.34	\$ 1,446.88	\$ 1,477.24	
01.04.2026	\$ 1,413.67	\$ 1,444.67	\$ 1,475.82	\$ 1,506.78	
01.04.2027	\$ 1,441.94	\$ 1,473.56	\$ 1,505.34	\$ 1,536.92	
CL 03					
01.04.2024	\$ 1,358.77	\$ 1,388.57	\$ 1,418.51	\$ 1,448.27	\$ 1,478.22
01.04.2025	\$ 1,385.95	\$ 1,416.34	\$ 1,446.88	\$ 1,477.24	\$ 1,507.78
01.04.2026	\$ 1,413.67	\$ 1,444.67	\$ 1,475.82	\$ 1,506.78	\$ 1,537.94
01.04.2027	\$ 1,441.94	\$ 1,473.56	\$ 1,505.34	\$ 1,536.92	\$ 1,568.70
CL 04					
01.04.2024	\$ 1,388.57	\$ 1,418.51	\$ 1,448.27	\$ 1,478.22	\$ 1,508.19
01.04.2025	\$ 1,416.34	\$ 1,446.88	\$ 1,477.24	\$ 1,507.78	\$ 1,538.35
01.04.2026	\$ 1,444.67	\$ 1,475.82	\$ 1,506.78	\$ 1,537.94	\$ 1,569.12
01.04.2027	\$ 1,473.56	\$ 1,505.34	\$ 1,536.92	\$ 1,568.70	\$ 1,600.50
CL 05					
01.04.2024	\$ 1,418.51	\$ 1,448.27	\$ 1,478.22	\$ 1,508.19	\$ 1,537.94
01.04.2025	\$ 1,446.88	\$ 1,477.24	\$ 1,507.78	\$ 1,538.35	\$ 1,568.70
01.04.2026	\$ 1,475.82	\$ 1,506.78	\$ 1,537.94	\$ 1,569.12	\$ 1,600.07
01.04.2027	\$ 1,505.34	\$ 1,536.92	\$ 1,568.70	\$ 1,600.50	\$ 1,632.07
CL 06					
01.04.2024	\$ 1,374.42	\$ 1,404.37	\$ 1,434.34	\$ 1,464.09	\$ 1,494.08
01.04.2025	\$ 1,401.91	\$ 1,432.46	\$ 1,463.03	\$ 1,493.37	\$ 1,523.96
01.04.2026	\$ 1,429.95	\$ 1,461.11	\$ 1,492.29	\$ 1,523.24	\$ 1,554.44
01.04.2027	\$ 1,458.55	\$ 1,490.33	\$ 1,522.14	\$ 1,553.70	\$ 1,585.53
CL 07					
01.04.2024	\$ 1,404.37	\$ 1,434.34	\$ 1,464.09	\$ 1,494.08	\$ 1,523.86
01.04.2025	\$ 1,432.46	\$ 1,463.03	\$ 1,493.37	\$ 1,523.96	\$ 1,554.34
01.04.2026	\$ 1,461.11	\$ 1,492.29	\$ 1,523.24	\$ 1,554.44	\$ 1,585.43
01.04.2027	\$ 1,490.33	\$ 1,522.14	\$ 1,553.70	\$ 1,585.53	\$ 1,617.14
CL 08					
01.04.2024	\$ 1,434.34	\$ 1,464.09	\$ 1,494.08	\$ 1,523.86	\$ 1,553.84
01.04.2025	\$ 1,463.03	\$ 1,493.37	\$ 1,523.96	\$ 1,554.34	\$ 1,584.92
01.04.2026	\$ 1,492.29	\$ 1,523.24	\$ 1,554.44	\$ 1,585.43	\$ 1,616.62
01.04.2027	\$ 1,522.14	\$ 1,553.70	\$ 1,585.53	\$ 1,617.14	\$ 1,648.95
CL 09					
01.04.2024	\$ 1,464.09	\$ 1,494.08	\$ 1,523.86	\$ 1,553.84	\$ 1,583.67
01.04.2025	\$ 1,493.37	\$ 1,523.96	\$ 1,554.34	\$ 1,584.92	\$ 1,615.34
01.04.2026	\$ 1,523.24	\$ 1,554.44	\$ 1,585.43	\$ 1,616.62	\$ 1,647.65
01.04.2027	\$ 1,553.70	\$ 1,585.53	\$ 1,617.14	\$ 1,648.95	\$ 1,680.60
CL 10					
01.04.2024	\$ 1,494.08	\$ 1,523.86	\$ 1,553.84	\$ 1,583.67	\$ 1,613.51
01.04.2025	\$ 1,523.96	\$ 1,554.34	\$ 1,584.92	\$ 1,615.34	\$ 1,645.78

01.04.2026	\$ 1,554.44	\$ 1,585.43	\$ 1,616.62	\$ 1,647.65	\$ 1,678.70
01.04.2027	\$ 1,585.53	\$ 1,617.14	\$ 1,648.95	\$ 1,680.60	\$ 1,712.27
CL 11					
01.04.2024	\$ 1,523.86	\$ 1,553.84	\$ 1,583.67	\$ 1,613.51	\$ 1,643.47
01.04.2025	\$ 1,554.34	\$ 1,584.92	\$ 1,615.34	\$ 1,645.78	\$ 1,676.34
01.04.2026	\$ 1,585.43	\$ 1,616.62	\$ 1,647.65	\$ 1,678.70	\$ 1,709.87
01.04.2027	\$ 1,617.14	\$ 1,648.95	\$ 1,680.60	\$ 1,712.27	\$ 1,744.07
CL 12					
01.04.2024	\$ 1,553.84	\$ 1,583.67	\$ 1,613.51	\$ 1,643.47	\$ 1,683.39
01.04.2025	\$ 1,584.92	\$ 1,615.34	\$ 1,645.78	\$ 1,676.34	\$ 1,717.06
01.04.2026	\$ 1,616.62	\$ 1,647.65	\$ 1,678.70	\$ 1,709.87	\$ 1,751.40
01.04.2027	\$ 1,648.95	\$ 1,680.60	\$ 1,712.27	\$ 1,744.07	\$ 1,786.43
CL 13					
01.04.2024	\$ 1,583.67	\$ 1,613.51	\$ 1,643.47	\$ 1,683.39	\$ 1,723.82
01.04.2025	\$ 1,615.34	\$ 1,645.78	\$ 1,676.34	\$ 1,717.06	\$ 1,758.30
01.04.2026	\$ 1,647.65	\$ 1,678.70	\$ 1,709.87	\$ 1,751.40	\$ 1,793.47
01.04.2027	\$ 1,680.60	\$ 1,712.27	\$ 1,744.07	\$ 1,786.43	\$ 1,829.34
CL 14					
01.04.2024	\$ 1,613.51	\$ 1,643.47	\$ 1,683.39	\$ 1,723.82	\$ 1,776.62
01.04.2025	\$ 1,645.78	\$ 1,676.34	\$ 1,717.06	\$ 1,758.30	\$ 1,812.15
01.04.2026	\$ 1,678.70	\$ 1,709.87	\$ 1,751.40	\$ 1,793.47	\$ 1,848.39
01.04.2027	\$ 1,712.27	\$ 1,744.07	\$ 1,786.43	\$ 1,829.34	\$ 1,885.36
CL 15					
01.04.2024	\$ 1,643.47	\$ 1,683.39	\$ 1,723.82	\$ 1,776.62	\$ 1,829.38
01.04.2025	\$ 1,676.34	\$ 1,717.06	\$ 1,758.30	\$ 1,812.15	\$ 1,865.97
01.04.2026	\$ 1,709.87	\$ 1,751.40	\$ 1,793.47	\$ 1,848.39	\$ 1,903.29
01.04.2027	\$ 1,744.07	\$ 1,786.43	\$ 1,829.34	\$ 1,885.36	\$ 1,941.36
CL 16					
01.04.2024	\$ 1,683.39	\$ 1,723.82	\$ 1,776.62	\$ 1,829.38	\$ 1,882.23
01.04.2025	\$ 1,717.06	\$ 1,758.30	\$ 1,812.15	\$ 1,865.97	\$ 1,919.87
01.04.2026	\$ 1,751.40	\$ 1,793.47	\$ 1,848.39	\$ 1,903.29	\$ 1,958.27
01.04.2027	\$ 1,786.43	\$ 1,829.34	\$ 1,885.36	\$ 1,941.36	\$ 1,997.44
CL 17					
01.04.2024	\$ 1,723.82	\$ 1,776.62	\$ 1,829.38	\$ 1,882.23	\$ 1,934.95
01.04.2025	\$ 1,758.30	\$ 1,812.15	\$ 1,865.97	\$ 1,919.87	\$ 1,973.65
01.04.2026	\$ 1,793.47	\$ 1,848.39	\$ 1,903.29	\$ 1,958.27	\$ 2,013.12
01.04.2027	\$ 1,829.34	\$ 1,885.36	\$ 1,941.36	\$ 1,997.44	\$ 2,053.38
CL 18					
01.04.2024	\$ 1,776.62	\$ 1,829.38	\$ 1,882.23	\$ 1,934.95	\$ 1,987.80
01.04.2025	\$ 1,812.15	\$ 1,865.97	\$ 1,919.87	\$ 1,973.65	\$ 2,027.56
01.04.2026	\$ 1,848.39	\$ 1,903.29	\$ 1,958.27	\$ 2,013.12	\$ 2,068.11
01.04.2027	\$ 1,885.36	\$ 1,941.36	\$ 1,997.44	\$ 2,053.38	\$ 2,109.47
CL 19					
01.04.2024	\$ 1,829.38	\$ 1,882.23	\$ 1,934.95	\$ 1,987.80	\$ 2,040.59
01.04.2025	\$ 1,865.97	\$ 1,919.87	\$ 1,973.65	\$ 2,027.56	\$ 2,081.40
01.04.2026	\$ 1,903.29	\$ 1,958.27	\$ 2,013.12	\$ 2,068.11	\$ 2,123.03
01.04.2027	\$ 1,941.36	\$ 1,997.44	\$ 2,053.38	\$ 2,109.47	\$ 2,165.49

## CL 20

01.04.2024	\$ 1,882.23	\$ 1,934.95	\$ 1,987.80	\$ 2,040.59	\$ 2,093.38
01.04.2025	\$ 1,919.87	\$ 1,973.65	\$ 2,027.56	\$ 2,081.40	\$ 2,135.25
01.04.2026	\$ 1,958.27	\$ 2,013.12	\$ 2,068.11	\$ 2,123.03	\$ 2,177.96
01.04.2027	\$ 1,997.44	\$ 2,053.38	\$ 2,109.47	\$ 2,165.49	\$ 2,221.52

## CL 21

01.04.2024	\$ 1,934.95	\$ 1,987.80	\$ 2,040.59	\$ 2,093.38	\$ 2,156.89
01.04.2025	\$ 1,973.65	\$ 2,027.56	\$ 2,081.40	\$ 2,135.25	\$ 2,200.03
01.04.2026	\$ 2,013.12	\$ 2,068.11	\$ 2,123.03	\$ 2,177.96	\$ 2,244.03
01.04.2027	\$ 2,053.38	\$ 2,109.47	\$ 2,165.49	\$ 2,221.52	\$ 2,288.91

## CL 22

01.04.2024	\$ 2,040.59	\$ 2,093.38	\$ 2,156.89	\$ 2,204.19	\$ 2,257.00
01.04.2025	\$ 2,081.40	\$ 2,135.25	\$ 2,200.03	\$ 2,248.27	\$ 2,302.14
01.04.2026	\$ 2,123.03	\$ 2,177.96	\$ 2,244.03	\$ 2,293.24	\$ 2,348.18
01.04.2027	\$ 2,165.49	\$ 2,221.52	\$ 2,288.91	\$ 2,339.10	\$ 2,395.14

## CL 23

01.04.2024	\$ 2,156.89	\$ 2,204.19	\$ 2,257.00	\$ 2,300.04	\$ 2,352.97
01.04.2025	\$ 2,200.03	\$ 2,248.27	\$ 2,302.14	\$ 2,346.04	\$ 2,400.03
01.04.2026	\$ 2,244.03	\$ 2,293.24	\$ 2,348.18	\$ 2,392.96	\$ 2,448.03
01.04.2027	\$ 2,288.91	\$ 2,339.10	\$ 2,395.14	\$ 2,440.82	\$ 2,496.99

## CL 24

01.04.2024	\$ 2,257.00	\$ 2,300.04	\$ 2,352.97	\$ 2,405.65	\$ 2,458.53
01.04.2025	\$ 2,302.14	\$ 2,346.04	\$ 2,400.03	\$ 2,453.76	\$ 2,507.70
01.04.2026	\$ 2,348.18	\$ 2,392.96	\$ 2,448.03	\$ 2,502.84	\$ 2,557.85
01.04.2027	\$ 2,395.14	\$ 2,440.82	\$ 2,496.99	\$ 2,552.90	\$ 2,609.01

## CL 25

01.04.2024	\$ 2,300.04	\$ 2,352.97	\$ 2,405.65	\$ 2,458.53	\$ 2,581.35
01.04.2025	\$ 2,346.04	\$ 2,400.03	\$ 2,453.76	\$ 2,507.70	\$ 2,632.98
01.04.2026	\$ 2,392.96	\$ 2,448.03	\$ 2,502.84	\$ 2,557.85	\$ 2,685.64
01.04.2027	\$ 2,440.82	\$ 2,496.99	\$ 2,552.90	\$ 2,609.01	\$ 2,739.35

# Crown Attorney Pay Plan

## Approximate Annual (26 pay periods)

		April 1, 2023	March 31, 2024	April 1, 2024	April 1, 2025	April 1, 2026
YRE	Step	(3.0%)	(0.5%)	(3.0%)	(2.0%)	(2.0%)
0	1	\$ 87,874	\$ 88,314	\$ 90,963	\$ 92,782	\$ 94,638
1	2	\$ 92,920	\$ 93,384	\$ 96,186	\$ 98,109	\$ 100,072
2	3	\$ 98,254	\$ 98,746	\$ 101,708	\$ 103,742	\$ 105,817
3	4	\$ 103,896	\$ 104,415	\$ 107,548	\$ 109,699	\$ 111,893
4	5	\$ 109,861	\$ 110,410	\$ 113,722	\$ 115,997	\$ 118,317
5	6	\$ 116,168	\$ 116,749	\$ 120,252	\$ 122,657	\$ 125,110
6	7	\$ 122,838	\$ 123,452	\$ 127,156	\$ 129,699	\$ 132,293
7	8	\$ 128,031	\$ 128,671	\$ 132,531	\$ 135,182	\$ 137,885
8	9	\$ 133,443	\$ 134,110	\$ 138,133	\$ 140,896	\$ 143,714
9	10	\$ 139,084	\$ 139,779	\$ 143,973	\$ 146,852	\$ 149,789
10	11	\$ 144,963	\$ 145,688	\$ 150,059	\$ 153,060	\$ 156,121
11	12	\$ 151,091	\$ 151,847	\$ 156,402	\$ 159,530	\$ 162,721
12	13	\$ 157,478	\$ 158,266	\$ 163,014	\$ 166,274	\$ 169,599
13	14	\$ 164,135	\$ 164,956	\$ 169,905	\$ 173,303	\$ 176,769
14	15	\$ 171,074	\$ 171,929	\$ 177,087	\$ 180,629	\$ 184,241
15	16	\$ 178,305	\$ 179,197	\$ 184,573	\$ 188,264	\$ 192,030
16	17	\$ 185,843	\$ 186,772	\$ 192,375	\$ 196,223	\$ 200,147

## Bi-weekly

		April 1, 2023	March 31, 2024	April 1, 2024	April 1, 2025	April 1, 2026
YRE	Step	(3.0%)	(0.5%)	(3.0%)	(2.0%)	(2.0%)
0	1	\$ 3,379.78	\$ 3,396.68	\$ 3,498.58	\$ 3,568.55	\$ 3,639.93
1	2	\$ 3,573.83	\$ 3,591.70	\$ 3,699.45	\$ 3,773.44	\$ 3,848.91
2	3	\$ 3,779.02	\$ 3,797.91	\$ 3,911.85	\$ 3,990.09	\$ 4,069.89
3	4	\$ 3,995.99	\$ 4,015.97	\$ 4,136.45	\$ 4,219.18	\$ 4,303.56
4	5	\$ 4,225.41	\$ 4,246.54	\$ 4,373.94	\$ 4,461.42	\$ 4,550.64
5	6	\$ 4,468.01	\$ 4,490.35	\$ 4,625.06	\$ 4,717.56	\$ 4,811.91
6	7	\$ 4,724.54	\$ 4,748.16	\$ 4,890.61	\$ 4,988.42	\$ 5,088.19
7	8	\$ 4,924.26	\$ 4,948.88	\$ 5,097.34	\$ 5,199.29	\$ 5,303.28
8	9	\$ 5,132.42	\$ 5,158.08	\$ 5,312.82	\$ 5,419.08	\$ 5,527.46
9	10	\$ 5,349.38	\$ 5,376.12	\$ 5,537.41	\$ 5,648.16	\$ 5,761.12
10	11	\$ 5,575.51	\$ 5,603.39	\$ 5,771.49	\$ 5,886.92	\$ 6,004.66
11	12	\$ 5,811.20	\$ 5,840.26	\$ 6,015.46	\$ 6,135.77	\$ 6,258.49
12	13	\$ 6,056.85	\$ 6,087.14	\$ 6,269.75	\$ 6,395.15	\$ 6,523.05
13	14	\$ 6,312.89	\$ 6,344.46	\$ 6,534.79	\$ 6,665.49	\$ 6,798.80
14	15	\$ 6,579.76	\$ 6,612.65	\$ 6,811.03	\$ 6,947.25	\$ 7,086.20
15	16	\$ 6,857.90	\$ 6,892.19	\$ 7,098.95	\$ 7,240.93	\$ 7,385.75
16	17	\$ 7,147.80	\$ 7,183.54	\$ 7,399.04	\$ 7,547.03	\$ 7,697.97

## EC - Excluded Classification Pay Plan

**Excluded Classification (EC) Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
**Effective April 1, 2024**

	<b>Minimum</b>		<b>Policy</b>		<b>Maximum</b>	
	<b>0.80</b>		<b>1.00</b>		<b>1.10</b>	
EC 01	\$	1,365.73	\$	1,707.16	\$	1,877.89
	\$	35,508.98	\$	44,386.16	\$	48,825.14
EC 02	\$	1,464.77	\$	1,830.97	\$	2,014.09
	\$	38,084.02	\$	47,605.22	\$	52,366.34
EC 03	\$	1,570.97	\$	1,963.70	\$	2,160.08
	\$	40,845.22	\$	51,056.20	\$	56,162.08
EC 04	\$	1,684.85	\$	2,106.05	\$	2,316.67
	\$	43,806.10	\$	54,757.30	\$	60,233.42
EC 05	\$	1,807.00	\$	2,258.77	\$	2,484.64
	\$	46,982.00	\$	58,728.02	\$	64,600.64
EC 06	\$	1,938.02	\$	2,422.50	\$	2,664.75
	\$	50,388.52	\$	62,985.00	\$	69,283.50
EC 07	\$	2,131.80	\$	2,664.75	\$	2,931.24
	\$	55,426.80	\$	69,283.50	\$	76,212.24
EC 08	\$	2,344.99	\$	2,931.24	\$	3,224.35
	\$	60,969.74	\$	76,212.24	\$	83,833.10
EC 09	\$	2,579.49	\$	3,224.35	\$	3,546.82
	\$	67,066.74	\$	83,833.10	\$	92,217.32
EC 10	\$	2,837.44	\$	3,546.82	\$	3,901.50
	\$	73,773.44	\$	92,217.32	\$	101,439.00
EC 11	\$	3,121.19	\$	3,901.50	\$	4,291.65
	\$	81,150.94	\$	101,439.00	\$	111,582.90
EC 12	\$	3,433.28	\$	4,291.65	\$	4,720.80
	\$	89,265.28	\$	111,582.90	\$	122,740.80
EC 13	\$	3,776.65	\$	4,720.80	\$	5,192.87
	\$	98,192.90	\$	122,740.80	\$	135,014.62
EC 14	\$	4,154.31	\$	5,192.87	\$	5,712.17
	\$	108,012.06	\$	135,014.62	\$	148,516.42
EC 15	\$	4,569.72	\$	5,712.17	\$	6,283.36
	\$	118,812.72	\$	148,516.42	\$	163,367.36
EC 16	\$	5,072.41	\$	6,340.51	\$	6,974.54
	\$	131,882.66	\$	164,853.26	\$	181,338.04
EC 17	\$	5,630.39	\$	7,037.98	\$	7,741.77
	\$	146,390.14	\$	182,987.48	\$	201,286.02

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 01

Minimum	Policy	Maximum
\$ 1,365.73	\$ 1,707.16	\$ 1,877.89
\$ 35,508.98	\$ 44,386.16	\$ 48,825.14

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,365.73	\$ 35,508.98
0.81	\$ 1,382.81	\$ 35,953.06
0.82	\$ 1,399.89	\$ 36,397.14
0.83	\$ 1,416.94	\$ 36,840.44
0.84	\$ 1,434.02	\$ 37,284.52
0.85	\$ 1,451.11	\$ 37,728.86
0.86	\$ 1,468.16	\$ 38,172.16
0.87	\$ 1,485.24	\$ 38,616.24
0.88	\$ 1,502.31	\$ 39,060.06
0.89	\$ 1,519.41	\$ 39,504.66
0.90	\$ 1,536.47	\$ 39,948.22
0.91	\$ 1,553.51	\$ 40,391.26
0.92	\$ 1,570.61	\$ 40,835.86
0.93	\$ 1,587.67	\$ 41,279.42
0.94	\$ 1,604.75	\$ 41,723.50
0.95	\$ 1,621.82	\$ 42,167.32
0.96	\$ 1,638.89	\$ 42,611.14
0.97	\$ 1,655.97	\$ 43,055.22
0.98	\$ 1,673.05	\$ 43,499.30
0.99	\$ 1,690.09	\$ 43,942.34
1.00	\$ 1,707.16	\$ 44,386.16
1.01	\$ 1,724.26	\$ 44,830.76
1.02	\$ 1,741.33	\$ 45,274.58
1.03	\$ 1,758.38	\$ 45,717.88
1.04	\$ 1,775.48	\$ 46,162.48
1.05	\$ 1,792.55	\$ 46,606.30
1.06	\$ 1,809.61	\$ 47,049.86
1.07	\$ 1,826.65	\$ 47,492.90
1.08	\$ 1,843.75	\$ 47,937.50
1.09	\$ 1,860.84	\$ 48,381.84
1.10	\$ 1,877.89	\$ 48,825.14

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 02

Minimum	Policy	Maximum
\$ 1,464.77	\$ 1,830.97	\$ 2,014.09
\$ 38,084.02	\$ 47,605.22	\$ 52,366.34

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,464.77	\$ 38,084.02
0.81	\$ 1,483.08	\$ 38,560.08
0.82	\$ 1,501.40	\$ 39,036.40
0.83	\$ 1,519.72	\$ 39,512.72
0.84	\$ 1,538.01	\$ 39,988.26
0.85	\$ 1,556.31	\$ 40,464.06
0.86	\$ 1,574.64	\$ 40,940.64
0.87	\$ 1,592.96	\$ 41,416.96
0.88	\$ 1,611.24	\$ 41,892.24
0.89	\$ 1,629.57	\$ 42,368.82
0.90	\$ 1,647.87	\$ 42,844.62
0.91	\$ 1,666.18	\$ 43,320.68
0.92	\$ 1,684.50	\$ 43,797.00
0.93	\$ 1,702.81	\$ 44,273.06
0.94	\$ 1,721.11	\$ 44,748.86
0.95	\$ 1,739.41	\$ 45,224.66
0.96	\$ 1,757.72	\$ 45,700.72
0.97	\$ 1,776.04	\$ 46,177.04
0.98	\$ 1,794.34	\$ 46,652.84
0.99	\$ 1,812.66	\$ 47,129.16
1.00	\$ 1,830.97	\$ 47,605.22
1.01	\$ 1,849.28	\$ 48,081.28
1.02	\$ 1,867.59	\$ 48,557.34
1.03	\$ 1,885.91	\$ 49,033.66
1.04	\$ 1,904.21	\$ 49,509.46
1.05	\$ 1,922.52	\$ 49,985.52
1.06	\$ 1,940.83	\$ 50,461.58
1.07	\$ 1,959.14	\$ 50,937.64
1.08	\$ 1,977.43	\$ 51,413.18
1.09	\$ 1,995.75	\$ 51,889.50
1.10	\$ 2,014.09	\$ 52,366.34

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 03

Minimum	Policy	Maximum
\$ 1,570.97	\$ 1,963.70	\$ 2,160.08
\$ 40,845.22	\$ 51,056.20	\$ 56,162.08

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 1,570.97	\$ 40,845.22
0.81	\$ 1,590.60	\$ 41,355.60
0.82	\$ 1,610.24	\$ 41,866.24
0.83	\$ 1,629.88	\$ 42,376.88
0.84	\$ 1,649.51	\$ 42,887.26
0.85	\$ 1,669.17	\$ 43,398.42
0.86	\$ 1,688.79	\$ 43,908.54
0.87	\$ 1,708.44	\$ 44,419.44
0.88	\$ 1,728.06	\$ 44,929.56
0.89	\$ 1,747.69	\$ 45,439.94
0.90	\$ 1,767.33	\$ 45,950.58
0.91	\$ 1,786.98	\$ 46,461.48
0.92	\$ 1,806.61	\$ 46,971.86
0.93	\$ 1,826.25	\$ 47,482.50
0.94	\$ 1,845.87	\$ 47,992.62
0.95	\$ 1,865.52	\$ 48,503.52
0.96	\$ 1,885.16	\$ 49,014.16
0.97	\$ 1,904.81	\$ 49,525.06
0.98	\$ 1,924.45	\$ 50,035.70
0.99	\$ 1,944.08	\$ 50,546.08
1.00	\$ 1,963.70	\$ 51,056.20
1.01	\$ 1,983.33	\$ 51,566.58
1.02	\$ 2,002.97	\$ 52,077.22
1.03	\$ 2,022.64	\$ 52,588.64
1.04	\$ 2,042.25	\$ 53,098.50
1.05	\$ 2,061.88	\$ 53,608.88
1.06	\$ 2,081.55	\$ 54,120.30
1.07	\$ 2,101.16	\$ 54,630.16
1.08	\$ 2,120.80	\$ 55,140.80
1.09	\$ 2,140.47	\$ 55,652.22
1.10	\$ 2,160.08	\$ 56,162.08

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 04

Minimum	Policy	Maximum
\$ 1,684.85	\$ 2,106.05	\$ 2,316.67
\$ 43,806.10	\$ 54,757.30	\$ 60,233.42

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 1,684.85	\$ 43,806.10
0.81	\$ 1,705.92	\$ 44,353.92
0.82	\$ 1,726.98	\$ 44,901.48
0.83	\$ 1,748.06	\$ 45,449.56
0.84	\$ 1,769.11	\$ 45,996.86
0.85	\$ 1,790.19	\$ 46,544.94
0.86	\$ 1,811.25	\$ 47,092.50
0.87	\$ 1,832.27	\$ 47,639.02
0.88	\$ 1,853.35	\$ 48,187.10
0.89	\$ 1,874.42	\$ 48,734.92
0.90	\$ 1,895.47	\$ 49,282.22
0.91	\$ 1,916.52	\$ 49,829.52
0.92	\$ 1,937.59	\$ 50,377.34
0.93	\$ 1,958.64	\$ 50,924.64
0.94	\$ 1,979.70	\$ 51,472.20
0.95	\$ 2,000.77	\$ 52,020.02
0.96	\$ 2,021.83	\$ 52,567.58
0.97	\$ 2,042.88	\$ 53,114.88
0.98	\$ 2,063.95	\$ 53,662.70
0.99	\$ 2,085.01	\$ 54,210.26
1.00	\$ 2,106.05	\$ 54,757.30
1.01	\$ 2,127.14	\$ 55,305.64
1.02	\$ 2,148.19	\$ 55,852.94
1.03	\$ 2,169.24	\$ 56,400.24
1.04	\$ 2,190.32	\$ 56,948.32
1.05	\$ 2,211.36	\$ 57,495.36
1.06	\$ 2,232.44	\$ 58,043.44
1.07	\$ 2,253.48	\$ 58,590.48
1.08	\$ 2,274.57	\$ 59,138.82
1.09	\$ 2,295.61	\$ 59,685.86
1.10	\$ 2,316.67	\$ 60,233.42

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 05

Minimum	Policy	Maximum
\$ 1,807.00	\$ 2,258.77	\$ 2,484.64
\$ 46,982.00	\$ 58,728.02	\$ 64,600.64

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 1,807.00	\$ 46,982.00
0.81	\$ 1,829.60	\$ 47,569.60
0.82	\$ 1,852.18	\$ 48,156.68
0.83	\$ 1,874.77	\$ 48,744.02
0.84	\$ 1,897.36	\$ 49,331.36
0.85	\$ 1,919.95	\$ 49,918.70
0.86	\$ 1,942.55	\$ 50,506.30
0.87	\$ 1,965.12	\$ 51,093.12
0.88	\$ 1,987.71	\$ 51,680.46
0.89	\$ 2,010.28	\$ 52,267.28
0.90	\$ 2,032.88	\$ 52,854.88
0.91	\$ 2,055.50	\$ 53,443.00
0.92	\$ 2,078.09	\$ 54,030.34
0.93	\$ 2,100.69	\$ 54,617.94
0.94	\$ 2,123.23	\$ 55,203.98
0.95	\$ 2,145.83	\$ 55,791.58
0.96	\$ 2,168.43	\$ 56,379.18
0.97	\$ 2,191.01	\$ 56,966.26
0.98	\$ 2,213.58	\$ 57,553.08
0.99	\$ 2,236.18	\$ 58,140.68
1.00	\$ 2,258.77	\$ 58,728.02
1.01	\$ 2,281.35	\$ 59,315.10
1.02	\$ 2,303.95	\$ 59,902.70
1.03	\$ 2,326.54	\$ 60,490.04
1.04	\$ 2,349.12	\$ 61,077.12
1.05	\$ 2,371.69	\$ 61,663.94
1.06	\$ 2,394.28	\$ 62,251.28
1.07	\$ 2,416.90	\$ 62,839.40
1.08	\$ 2,439.47	\$ 63,426.22
1.09	\$ 2,462.04	\$ 64,013.04
1.10	\$ 2,484.64	\$ 64,600.64

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 06

Minimum	Policy	Maximum
\$ 1,938.02	\$ 2,422.50	\$ 2,664.75
\$ 50,388.52	\$ 62,985.00	\$ 69,283.50

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 1,938.02	\$ 50,388.52
0.81	\$ 1,962.25	\$ 51,018.50
0.82	\$ 1,986.45	\$ 51,647.70
0.83	\$ 2,010.68	\$ 52,277.68
0.84	\$ 2,034.93	\$ 52,908.18
0.85	\$ 2,059.13	\$ 53,537.38
0.86	\$ 2,083.35	\$ 54,167.10
0.87	\$ 2,107.59	\$ 54,797.34
0.88	\$ 2,131.80	\$ 55,426.80
0.89	\$ 2,156.04	\$ 56,057.04
0.90	\$ 2,180.27	\$ 56,687.02
0.91	\$ 2,204.50	\$ 57,317.00
0.92	\$ 2,228.71	\$ 57,946.46
0.93	\$ 2,252.94	\$ 58,576.44
0.94	\$ 2,277.16	\$ 59,206.16
0.95	\$ 2,301.40	\$ 59,836.40
0.96	\$ 2,325.62	\$ 60,466.12
0.97	\$ 2,349.85	\$ 61,096.10
0.98	\$ 2,374.08	\$ 61,726.08
0.99	\$ 2,398.29	\$ 62,355.54
1.00	\$ 2,422.50	\$ 62,985.00
1.01	\$ 2,446.75	\$ 63,615.50
1.02	\$ 2,470.98	\$ 64,245.48
1.03	\$ 2,495.19	\$ 64,874.94
1.04	\$ 2,519.42	\$ 65,504.92
1.05	\$ 2,543.66	\$ 66,135.16
1.06	\$ 2,567.85	\$ 66,764.10
1.07	\$ 2,592.10	\$ 67,394.60
1.08	\$ 2,616.29	\$ 68,023.54
1.09	\$ 2,640.54	\$ 68,654.04
1.10	\$ 2,664.75	\$ 69,283.50

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 07

Minimum	Policy	Maximum
\$ 2,131.80	\$ 2,664.75	\$ 2,931.24
\$ 55,426.80	\$ 69,283.50	\$ 76,212.24

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,131.80	\$ 55,426.80
0.81	\$ 2,158.47	\$ 56,120.22
0.82	\$ 2,185.12	\$ 56,813.12
0.83	\$ 2,211.77	\$ 57,506.02
0.84	\$ 2,238.41	\$ 58,198.66
0.85	\$ 2,265.05	\$ 58,891.30
0.86	\$ 2,291.67	\$ 59,583.42
0.87	\$ 2,318.34	\$ 60,276.84
0.88	\$ 2,344.99	\$ 60,969.74
0.89	\$ 2,371.64	\$ 61,662.64
0.90	\$ 2,398.29	\$ 62,355.54
0.91	\$ 2,424.92	\$ 63,047.92
0.92	\$ 2,451.60	\$ 63,741.60
0.93	\$ 2,478.25	\$ 64,434.50
0.94	\$ 2,504.88	\$ 65,126.88
0.95	\$ 2,531.54	\$ 65,820.04
0.96	\$ 2,558.17	\$ 66,512.42
0.97	\$ 2,584.82	\$ 67,205.32
0.98	\$ 2,611.48	\$ 67,898.48
0.99	\$ 2,638.12	\$ 68,591.12
1.00	\$ 2,664.75	\$ 69,283.50
1.01	\$ 2,691.41	\$ 69,976.66
1.02	\$ 2,718.06	\$ 70,669.56
1.03	\$ 2,744.70	\$ 71,362.20
1.04	\$ 2,771.36	\$ 72,055.36
1.05	\$ 2,797.99	\$ 72,747.74
1.06	\$ 2,824.64	\$ 73,440.64
1.07	\$ 2,851.30	\$ 74,133.80
1.08	\$ 2,877.96	\$ 74,826.96
1.09	\$ 2,904.58	\$ 75,519.08
1.10	\$ 2,931.24	\$ 76,212.24

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 08

Minimum	Policy	Maximum
\$ 2,344.99	\$ 2,931.24	\$ 3,224.35
\$ 60,969.74	\$ 76,212.24	\$ 83,833.10

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,344.99	\$ 60,969.74
0.81	\$ 2,374.29	\$ 61,731.54
0.82	\$ 2,403.62	\$ 62,494.12
0.83	\$ 2,432.92	\$ 63,255.92
0.84	\$ 2,462.24	\$ 64,018.24
0.85	\$ 2,491.56	\$ 64,780.56
0.86	\$ 2,520.87	\$ 65,542.62
0.87	\$ 2,550.17	\$ 66,304.42
0.88	\$ 2,579.49	\$ 67,066.74
0.89	\$ 2,608.81	\$ 67,829.06
0.90	\$ 2,638.12	\$ 68,591.12
0.91	\$ 2,667.44	\$ 69,353.44
0.92	\$ 2,696.73	\$ 70,114.98
0.93	\$ 2,726.06	\$ 70,877.56
0.94	\$ 2,755.35	\$ 71,639.10
0.95	\$ 2,784.68	\$ 72,401.68
0.96	\$ 2,813.99	\$ 73,163.74
0.97	\$ 2,843.30	\$ 73,925.80
0.98	\$ 2,872.61	\$ 74,687.86
0.99	\$ 2,901.93	\$ 75,450.18
1.00	\$ 2,931.24	\$ 76,212.24
1.01	\$ 2,960.54	\$ 76,974.04
1.02	\$ 2,989.87	\$ 77,736.62
1.03	\$ 3,019.18	\$ 78,498.68
1.04	\$ 3,048.48	\$ 79,260.48
1.05	\$ 3,077.79	\$ 80,022.54
1.06	\$ 3,107.10	\$ 80,784.60
1.07	\$ 3,136.42	\$ 81,546.92
1.08	\$ 3,165.74	\$ 82,309.24
1.09	\$ 3,195.07	\$ 83,071.82
1.10	\$ 3,224.35	\$ 83,833.10

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 09

EC 10

Minimum	Policy	Maximum
\$ 2,579.49	\$ 3,224.35	\$ 3,546.82
\$ 67,066.74	\$ 83,833.10	\$ 92,217.32

Minimum	Policy	Maximum
\$ 2,837.44	\$ 3,546.82	\$ 3,901.50
\$ 73,773.44	\$ 92,217.32	\$ 101,439.00

Compa-ratio	Bi-weekly	Approximate Annual
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Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 2,579.49	\$ 67,066.74
0.81	\$ 2,611.71	\$ 67,904.46
0.82	\$ 2,643.99	\$ 68,743.74
0.83	\$ 2,676.23	\$ 69,581.98
0.84	\$ 2,708.47	\$ 70,420.22
0.85	\$ 2,740.71	\$ 71,258.46
0.86	\$ 2,772.94	\$ 72,096.44
0.87	\$ 2,805.18	\$ 72,934.68
0.88	\$ 2,837.44	\$ 73,773.44
0.89	\$ 2,869.68	\$ 74,611.68
0.90	\$ 2,901.93	\$ 75,450.18
0.91	\$ 2,934.17	\$ 76,288.42
0.92	\$ 2,966.42	\$ 77,126.92
0.93	\$ 2,998.64	\$ 77,964.64
0.94	\$ 3,030.89	\$ 78,803.14
0.95	\$ 3,063.18	\$ 79,642.68
0.96	\$ 3,095.40	\$ 80,480.40
0.97	\$ 3,127.63	\$ 81,318.38
0.98	\$ 3,159.88	\$ 82,156.88
0.99	\$ 3,192.13	\$ 82,995.38
1.00	\$ 3,224.35	\$ 83,833.10
1.01	\$ 3,256.62	\$ 84,672.12
1.02	\$ 3,288.88	\$ 85,510.88
1.03	\$ 3,321.09	\$ 86,348.34
1.04	\$ 3,353.35	\$ 87,187.10
1.05	\$ 3,385.58	\$ 88,025.08
1.06	\$ 3,417.82	\$ 88,863.32
1.07	\$ 3,450.08	\$ 89,702.08
1.08	\$ 3,482.32	\$ 90,540.32
1.09	\$ 3,514.56	\$ 91,378.56
1.10	\$ 3,546.82	\$ 92,217.32

0.80	\$ 2,837.44	\$ 73,773.44
0.81	\$ 2,872.91	\$ 74,695.66
0.82	\$ 2,908.38	\$ 75,617.88
0.83	\$ 2,943.86	\$ 76,540.36
0.84	\$ 2,979.30	\$ 77,461.80
0.85	\$ 3,014.79	\$ 78,384.54
0.86	\$ 3,050.25	\$ 79,306.50
0.87	\$ 3,085.72	\$ 80,228.72
0.88	\$ 3,121.19	\$ 81,150.94
0.89	\$ 3,156.68	\$ 82,073.68
0.90	\$ 3,192.13	\$ 82,995.38
0.91	\$ 3,227.57	\$ 83,916.82
0.92	\$ 3,263.08	\$ 84,840.08
0.93	\$ 3,298.54	\$ 85,762.04
0.94	\$ 3,333.99	\$ 86,683.74
0.95	\$ 3,369.48	\$ 87,606.48
0.96	\$ 3,404.96	\$ 88,528.96
0.97	\$ 3,440.39	\$ 89,450.14
0.98	\$ 3,475.87	\$ 90,372.62
0.99	\$ 3,511.34	\$ 91,294.84
1.00	\$ 3,546.82	\$ 92,217.32
1.01	\$ 3,582.27	\$ 93,139.02
1.02	\$ 3,617.73	\$ 94,060.98
1.03	\$ 3,653.23	\$ 94,983.98
1.04	\$ 3,688.67	\$ 95,905.42
1.05	\$ 3,724.14	\$ 96,827.64
1.06	\$ 3,759.62	\$ 97,750.12
1.07	\$ 3,795.09	\$ 98,672.34
1.08	\$ 3,830.55	\$ 99,594.30
1.09	\$ 3,866.03	\$ 100,516.78
1.10	\$ 3,901.50	\$ 101,439.00

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 11

Minimum	Policy	Maximum
\$ 3,121.19	\$ 3,901.50	\$ 4,291.65
\$ 81,150.94	\$ 101,439.00	\$ 111,582.90

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 3,121.19	\$ 81,150.94
0.81	\$ 3,160.17	\$ 82,164.42
0.82	\$ 3,199.20	\$ 83,179.20
0.83	\$ 3,238.23	\$ 84,193.98
0.84	\$ 3,277.24	\$ 85,208.24
0.85	\$ 3,316.26	\$ 86,222.76
0.86	\$ 3,355.28	\$ 87,237.28
0.87	\$ 3,394.26	\$ 88,250.76
0.88	\$ 3,433.28	\$ 89,265.28
0.89	\$ 3,472.31	\$ 90,280.06
0.90	\$ 3,511.34	\$ 91,294.84
0.91	\$ 3,550.35	\$ 92,309.10
0.92	\$ 3,589.34	\$ 93,322.84
0.93	\$ 3,628.36	\$ 94,337.36
0.94	\$ 3,667.40	\$ 95,352.40
0.95	\$ 3,706.42	\$ 96,366.92
0.96	\$ 3,745.43	\$ 97,381.18
0.97	\$ 3,784.44	\$ 98,395.44
0.98	\$ 3,823.45	\$ 99,409.70
0.99	\$ 3,862.45	\$ 100,423.70
1.00	\$ 3,901.50	\$ 101,439.00
1.01	\$ 3,940.50	\$ 102,453.00
1.02	\$ 3,979.51	\$ 103,467.26
1.03	\$ 4,018.53	\$ 104,481.78
1.04	\$ 4,057.53	\$ 105,495.78
1.05	\$ 4,096.55	\$ 106,510.30
1.06	\$ 4,135.59	\$ 107,525.34
1.07	\$ 4,174.59	\$ 108,539.34
1.08	\$ 4,213.61	\$ 109,553.86
1.09	\$ 4,252.61	\$ 110,567.86
1.10	\$ 4,291.65	\$ 111,582.90

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 12

Minimum	Policy	Maximum
\$ 3,433.28	\$ 4,291.65	\$ 4,720.80
\$ 89,265.28	\$ 111,582.90	\$ 122,740.80

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 3,433.28	\$ 89,265.28
0.81	\$ 3,476.20	\$ 90,381.20
0.82	\$ 3,519.14	\$ 91,497.64
0.83	\$ 3,562.06	\$ 92,613.56
0.84	\$ 3,604.98	\$ 93,729.48
0.85	\$ 3,647.87	\$ 94,844.62
0.86	\$ 3,690.79	\$ 95,960.54
0.87	\$ 3,733.74	\$ 97,077.24
0.88	\$ 3,776.65	\$ 98,192.90
0.89	\$ 3,819.56	\$ 99,308.56
0.90	\$ 3,862.45	\$ 100,423.70
0.91	\$ 3,905.39	\$ 101,540.14
0.92	\$ 3,948.30	\$ 102,655.80
0.93	\$ 3,991.21	\$ 103,771.46
0.94	\$ 4,034.14	\$ 104,887.64
0.95	\$ 4,077.06	\$ 106,003.56
0.96	\$ 4,119.98	\$ 107,119.48
0.97	\$ 4,162.88	\$ 108,234.88
0.98	\$ 4,205.80	\$ 109,350.80
0.99	\$ 4,248.76	\$ 110,467.76
1.00	\$ 4,291.65	\$ 111,582.90
1.01	\$ 4,334.55	\$ 112,698.30
1.02	\$ 4,377.46	\$ 113,813.96
1.03	\$ 4,420.40	\$ 114,930.40
1.04	\$ 4,463.30	\$ 116,045.80
1.05	\$ 4,506.22	\$ 117,161.72
1.06	\$ 4,549.14	\$ 118,277.64
1.07	\$ 4,592.06	\$ 119,393.56
1.08	\$ 4,634.97	\$ 120,509.22
1.09	\$ 4,677.89	\$ 121,625.14
1.10	\$ 4,720.80	\$ 122,740.80

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 13

Minimum	Policy	Maximum
\$ 3,776.65	\$ 4,720.80	\$ 5,192.87
\$ 98,192.90	\$ 122,740.80	\$ 135,014.62

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 3,776.65	\$ 98,192.90
0.81	\$ 3,823.85	\$ 99,420.10
0.82	\$ 3,871.04	\$ 100,647.04
0.83	\$ 3,918.27	\$ 101,875.02
0.84	\$ 3,965.47	\$ 103,102.22
0.85	\$ 4,012.67	\$ 104,329.42
0.86	\$ 4,059.88	\$ 105,556.88
0.87	\$ 4,107.08	\$ 106,784.08
0.88	\$ 4,154.31	\$ 108,012.06
0.89	\$ 4,201.50	\$ 109,239.00
0.90	\$ 4,248.76	\$ 110,467.76
0.91	\$ 4,295.93	\$ 111,694.18
0.92	\$ 4,343.13	\$ 112,921.38
0.93	\$ 4,390.31	\$ 114,148.06
0.94	\$ 4,437.56	\$ 115,376.56
0.95	\$ 4,484.75	\$ 116,603.50
0.96	\$ 4,531.95	\$ 117,830.70
0.97	\$ 4,579.16	\$ 119,058.16
0.98	\$ 4,626.41	\$ 120,286.66
0.99	\$ 4,673.59	\$ 121,513.34
1.00	\$ 4,720.80	\$ 122,740.80
1.01	\$ 4,767.99	\$ 123,967.74
1.02	\$ 4,815.20	\$ 125,195.20
1.03	\$ 4,862.41	\$ 126,422.66
1.04	\$ 4,909.62	\$ 127,650.12
1.05	\$ 4,956.85	\$ 128,878.10
1.06	\$ 5,004.05	\$ 130,105.30
1.07	\$ 5,051.28	\$ 131,333.28
1.08	\$ 5,098.46	\$ 132,559.96
1.09	\$ 5,145.66	\$ 133,787.16
1.10	\$ 5,192.87	\$ 135,014.62

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 14

Minimum	Policy	Maximum
\$ 4,154.31	\$ 5,192.87	\$ 5,712.17
\$ 108,012.06	\$ 135,014.62	\$ 148,516.42

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 4,154.31	\$ 108,012.06
0.81	\$ 4,206.21	\$ 109,361.46
0.82	\$ 4,258.14	\$ 110,711.64
0.83	\$ 4,310.08	\$ 112,062.08
0.84	\$ 4,362.02	\$ 113,412.52
0.85	\$ 4,413.93	\$ 114,762.18
0.86	\$ 4,465.88	\$ 116,112.88
0.87	\$ 4,517.82	\$ 117,463.32
0.88	\$ 4,569.73	\$ 118,812.98
0.89	\$ 4,621.66	\$ 120,163.16
0.90	\$ 4,673.59	\$ 121,513.34
0.91	\$ 4,725.50	\$ 122,863.00
0.92	\$ 4,777.44	\$ 124,213.44
0.93	\$ 4,829.38	\$ 125,563.88
0.94	\$ 4,881.27	\$ 126,913.02
0.95	\$ 4,933.22	\$ 128,263.72
0.96	\$ 4,985.15	\$ 129,613.90
0.97	\$ 5,037.08	\$ 130,964.08
0.98	\$ 5,089.01	\$ 132,314.26
0.99	\$ 5,140.93	\$ 133,664.18
1.00	\$ 5,192.87	\$ 135,014.62
1.01	\$ 5,244.81	\$ 136,365.06
1.02	\$ 5,296.73	\$ 137,714.98
1.03	\$ 5,348.66	\$ 139,065.16
1.04	\$ 5,400.60	\$ 140,415.60
1.05	\$ 5,452.50	\$ 141,765.00
1.06	\$ 5,504.46	\$ 143,115.96
1.07	\$ 5,556.38	\$ 144,465.88
1.08	\$ 5,608.30	\$ 145,815.80
1.09	\$ 5,660.23	\$ 147,165.98
1.10	\$ 5,712.17	\$ 148,516.42

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 15

Minimum	Policy	Maximum
\$ 4,569.72	\$ 5,712.17	\$ 6,283.36
\$ 118,812.72	\$ 148,516.42	\$ 163,367.36

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 4,569.72	\$ 118,812.72
0.81	\$ 4,626.84	\$ 120,297.84
0.82	\$ 4,683.96	\$ 121,782.96
0.83	\$ 4,741.12	\$ 123,269.12
0.84	\$ 4,798.21	\$ 124,753.46
0.85	\$ 4,855.33	\$ 126,238.58
0.86	\$ 4,912.47	\$ 127,724.22
0.87	\$ 4,969.59	\$ 129,209.34
0.88	\$ 5,026.71	\$ 130,694.46
0.89	\$ 5,083.81	\$ 132,179.06
0.90	\$ 5,140.93	\$ 133,664.18
0.91	\$ 5,198.05	\$ 135,149.30
0.92	\$ 5,255.16	\$ 136,634.16
0.93	\$ 5,312.29	\$ 138,119.54
0.94	\$ 5,369.43	\$ 139,605.18
0.95	\$ 5,426.54	\$ 141,090.04
0.96	\$ 5,483.67	\$ 142,575.42
0.97	\$ 5,540.81	\$ 144,061.06
0.98	\$ 5,597.90	\$ 145,545.40
0.99	\$ 5,655.03	\$ 147,030.78
1.00	\$ 5,712.17	\$ 148,516.42
1.01	\$ 5,769.28	\$ 150,001.28
1.02	\$ 5,826.39	\$ 151,486.14
1.03	\$ 5,883.51	\$ 152,971.26
1.04	\$ 5,940.63	\$ 154,456.38
1.05	\$ 5,997.75	\$ 155,941.50
1.06	\$ 6,054.88	\$ 157,426.88
1.07	\$ 6,111.99	\$ 158,911.74
1.08	\$ 6,169.13	\$ 160,397.38
1.09	\$ 6,226.25	\$ 161,882.50
1.10	\$ 6,283.36	\$ 163,367.36

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 16

Minimum	Policy	Maximum
\$ 5,072.41	\$ 6,340.51	\$ 6,974.54
\$ 131,882.66	\$ 164,853.26	\$ 181,338.04

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 5,072.41	\$ 131,882.66
0.81	\$ 5,135.80	\$ 133,530.80
0.82	\$ 5,199.21	\$ 135,179.46
0.83	\$ 5,262.60	\$ 136,827.60
0.84	\$ 5,326.02	\$ 138,476.52
0.85	\$ 5,389.40	\$ 140,124.40
0.86	\$ 5,452.84	\$ 141,773.84
0.87	\$ 5,516.23	\$ 143,421.98
0.88	\$ 5,579.65	\$ 145,070.90
0.89	\$ 5,643.03	\$ 146,718.78
0.90	\$ 5,706.44	\$ 148,367.44
0.91	\$ 5,769.86	\$ 150,016.36
0.92	\$ 5,833.26	\$ 151,664.76
0.93	\$ 5,896.68	\$ 153,313.68
0.94	\$ 5,960.07	\$ 154,961.82
0.95	\$ 6,023.50	\$ 156,611.00
0.96	\$ 6,086.88	\$ 158,258.88
0.97	\$ 6,150.28	\$ 159,907.28
0.98	\$ 6,213.71	\$ 161,556.46
0.99	\$ 6,277.09	\$ 163,204.34
1.00	\$ 6,340.51	\$ 164,853.26
1.01	\$ 6,403.90	\$ 166,501.40
1.02	\$ 6,467.31	\$ 168,150.06
1.03	\$ 6,530.73	\$ 169,798.98
1.04	\$ 6,594.12	\$ 171,447.12
1.05	\$ 6,657.54	\$ 173,096.04
1.06	\$ 6,720.91	\$ 174,743.66
1.07	\$ 6,784.34	\$ 176,392.84
1.08	\$ 6,847.74	\$ 178,041.24
1.09	\$ 6,911.15	\$ 179,689.90
1.10	\$ 6,974.54	\$ 181,338.04

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

EC 17

Minimum	Policy	Maximum
\$ 5,630.39	\$ 7,037.98	\$ 7,741.77
\$ 146,390.14	\$ 182,987.48	\$ 201,286.02

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 5,630.39	\$ 146,390.14
0.81	\$ 5,700.73	\$ 148,218.98
0.82	\$ 5,771.16	\$ 150,050.16
0.83	\$ 5,841.51	\$ 151,879.26
0.84	\$ 5,911.89	\$ 153,709.14
0.85	\$ 5,982.28	\$ 155,539.28
0.86	\$ 6,052.66	\$ 157,369.16
0.87	\$ 6,123.02	\$ 159,198.52
0.88	\$ 6,193.42	\$ 161,028.92
0.89	\$ 6,263.80	\$ 162,858.80
0.90	\$ 6,334.19	\$ 164,688.94
0.91	\$ 6,404.56	\$ 166,518.56
0.92	\$ 6,474.94	\$ 168,348.44
0.93	\$ 6,545.31	\$ 170,178.06
0.94	\$ 6,615.70	\$ 172,008.20
0.95	\$ 6,686.08	\$ 173,838.08
0.96	\$ 6,756.45	\$ 175,667.70
0.97	\$ 6,826.83	\$ 177,497.58
0.98	\$ 6,897.21	\$ 179,327.46
0.99	\$ 6,967.59	\$ 181,157.34
1.00	\$ 7,037.98	\$ 182,987.48
1.01	\$ 7,108.35	\$ 184,817.10
1.02	\$ 7,178.74	\$ 186,647.24
1.03	\$ 7,249.13	\$ 188,477.38
1.04	\$ 7,319.51	\$ 190,307.26
1.05	\$ 7,389.84	\$ 192,135.84
1.06	\$ 7,460.23	\$ 193,965.98
1.07	\$ 7,530.61	\$ 195,795.86
1.08	\$ 7,600.99	\$ 197,625.74
1.09	\$ 7,671.40	\$ 199,456.40
1.10	\$ 7,741.77	\$ 201,286.02

**Excluded Classification (EC) Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
Effective April 1, 2025

	<b>Minimum</b>		<b>Policy</b>		<b>Maximum</b>	
	<b>0.80</b>		<b>1.00</b>		<b>1.10</b>	
EC 01	\$ 1,393.04	\$ 36,219.04	\$ 1,741.30	\$ 45,273.80	\$ 1,915.45	\$ 49,801.70
EC 02	\$ 1,494.07	\$ 38,845.82	\$ 1,867.59	\$ 48,557.34	\$ 2,054.37	\$ 53,413.62
EC 03	\$ 1,602.39	\$ 41,662.14	\$ 2,002.97	\$ 52,077.22	\$ 2,203.28	\$ 57,285.28
EC 04	\$ 1,718.55	\$ 44,682.30	\$ 2,148.17	\$ 55,852.42	\$ 2,363.00	\$ 61,438.00
EC 05	\$ 1,843.14	\$ 47,921.64	\$ 2,303.95	\$ 59,902.70	\$ 2,534.33	\$ 65,892.58
EC 06	\$ 1,976.78	\$ 51,396.28	\$ 2,470.95	\$ 64,244.70	\$ 2,718.05	\$ 70,669.30
EC 07	\$ 2,174.44	\$ 56,535.44	\$ 2,718.05	\$ 70,669.30	\$ 2,989.86	\$ 77,736.36
EC 08	\$ 2,391.89	\$ 62,189.14	\$ 2,989.86	\$ 77,736.36	\$ 3,288.84	\$ 85,509.84
EC 09	\$ 2,631.08	\$ 68,408.08	\$ 3,288.84	\$ 85,509.84	\$ 3,617.76	\$ 94,061.76
EC 10	\$ 2,894.19	\$ 75,248.94	\$ 3,617.76	\$ 94,061.76	\$ 3,979.53	\$ 103,467.78
EC 11	\$ 3,183.61	\$ 82,773.86	\$ 3,979.53	\$ 103,467.78	\$ 4,377.48	\$ 113,814.48
EC 12	\$ 3,501.95	\$ 91,050.70	\$ 4,377.48	\$ 113,814.48	\$ 4,815.22	\$ 125,195.72
EC 13	\$ 3,852.18	\$ 100,156.88	\$ 4,815.22	\$ 125,195.72	\$ 5,296.73	\$ 137,714.98
EC 14	\$ 4,237.40	\$ 110,172.40	\$ 5,296.73	\$ 137,714.98	\$ 5,826.41	\$ 151,486.66
EC 15	\$ 4,661.11	\$ 121,188.86	\$ 5,826.41	\$ 151,486.66	\$ 6,409.03	\$ 166,634.78
EC 16	\$ 5,173.86	\$ 134,520.36	\$ 6,467.32	\$ 168,150.32	\$ 7,114.03	\$ 184,964.78
EC 17	\$ 5,743.00	\$ 149,318.00	\$ 7,178.74	\$ 186,647.24	\$ 7,896.61	\$ 205,311.86

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 01

Minimum	Policy	Maximum
\$ 1,393.04	\$ 1,741.30	\$ 1,915.45
\$ 36,219.04	\$ 45,273.80	\$ 49,801.70

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,393.04	\$ 36,219.04
0.81	\$ 1,410.47	\$ 36,672.22
0.82	\$ 1,427.89	\$ 37,125.14
0.83	\$ 1,445.28	\$ 37,577.28
0.84	\$ 1,462.70	\$ 38,030.20
0.85	\$ 1,480.13	\$ 38,483.38
0.86	\$ 1,497.52	\$ 38,935.52
0.87	\$ 1,514.94	\$ 39,388.44
0.88	\$ 1,532.36	\$ 39,841.36
0.89	\$ 1,549.80	\$ 40,294.80
0.90	\$ 1,567.20	\$ 40,747.20
0.91	\$ 1,584.58	\$ 41,199.08
0.92	\$ 1,602.02	\$ 41,652.52
0.93	\$ 1,619.42	\$ 42,104.92
0.94	\$ 1,636.85	\$ 42,558.10
0.95	\$ 1,654.26	\$ 43,010.76
0.96	\$ 1,671.67	\$ 43,463.42
0.97	\$ 1,689.09	\$ 43,916.34
0.98	\$ 1,706.51	\$ 44,369.26
0.99	\$ 1,723.89	\$ 44,821.14
1.00	\$ 1,741.30	\$ 45,273.80
1.01	\$ 1,758.75	\$ 45,727.50
1.02	\$ 1,776.16	\$ 46,180.16
1.03	\$ 1,793.55	\$ 46,632.30
1.04	\$ 1,810.99	\$ 47,085.74
1.05	\$ 1,828.40	\$ 47,538.40
1.06	\$ 1,845.80	\$ 47,990.80
1.07	\$ 1,863.18	\$ 48,442.68
1.08	\$ 1,880.63	\$ 48,896.38
1.09	\$ 1,898.06	\$ 49,349.56
1.10	\$ 1,915.45	\$ 49,801.70

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 02

Minimum	Policy	Maximum
\$ 1,494.07	\$ 1,867.59	\$ 2,054.37
\$ 38,845.82	\$ 48,557.34	\$ 53,413.62

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,494.07	\$ 38,845.82
0.81	\$ 1,512.74	\$ 39,331.24
0.82	\$ 1,531.43	\$ 39,817.18
0.83	\$ 1,550.11	\$ 40,302.86
0.84	\$ 1,568.77	\$ 40,788.02
0.85	\$ 1,587.44	\$ 41,273.44
0.86	\$ 1,606.13	\$ 41,759.38
0.87	\$ 1,624.82	\$ 42,245.32
0.88	\$ 1,643.46	\$ 42,729.96
0.89	\$ 1,662.16	\$ 43,216.16
0.90	\$ 1,680.83	\$ 43,701.58
0.91	\$ 1,699.50	\$ 44,187.00
0.92	\$ 1,718.19	\$ 44,672.94
0.93	\$ 1,736.87	\$ 45,158.62
0.94	\$ 1,755.53	\$ 45,643.78
0.95	\$ 1,774.20	\$ 46,129.20
0.96	\$ 1,792.87	\$ 46,614.62
0.97	\$ 1,811.56	\$ 47,100.56
0.98	\$ 1,830.23	\$ 47,585.98
0.99	\$ 1,848.91	\$ 48,071.66
1.00	\$ 1,867.59	\$ 48,557.34
1.01	\$ 1,886.27	\$ 49,043.02
1.02	\$ 1,904.94	\$ 49,528.44
1.03	\$ 1,923.63	\$ 50,014.38
1.04	\$ 1,942.29	\$ 50,499.54
1.05	\$ 1,960.97	\$ 50,985.22
1.06	\$ 1,979.65	\$ 51,470.90
1.07	\$ 1,998.32	\$ 51,956.32
1.08	\$ 2,016.98	\$ 52,441.48
1.09	\$ 2,035.67	\$ 52,927.42
1.10	\$ 2,054.37	\$ 53,413.62

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 03

Minimum	Policy	Maximum
\$ 1,602.39	\$ 2,002.97	\$ 2,203.28
\$ 41,662.14	\$ 52,077.22	\$ 57,285.28

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,602.39	\$ 41,662.14
0.81	\$ 1,622.41	\$ 42,182.66
0.82	\$ 1,642.44	\$ 42,703.44
0.83	\$ 1,662.48	\$ 43,224.48
0.84	\$ 1,682.50	\$ 43,745.00
0.85	\$ 1,702.55	\$ 44,266.30
0.86	\$ 1,722.57	\$ 44,786.82
0.87	\$ 1,742.61	\$ 45,307.86
0.88	\$ 1,762.62	\$ 45,828.12
0.89	\$ 1,782.64	\$ 46,348.64
0.90	\$ 1,802.68	\$ 46,869.68
0.91	\$ 1,822.72	\$ 47,390.72
0.92	\$ 1,842.74	\$ 47,911.24
0.93	\$ 1,862.78	\$ 48,432.28
0.94	\$ 1,882.79	\$ 48,952.54
0.95	\$ 1,902.83	\$ 49,473.58
0.96	\$ 1,922.86	\$ 49,994.36
0.97	\$ 1,942.91	\$ 50,515.66
0.98	\$ 1,962.94	\$ 51,036.44
0.99	\$ 1,982.96	\$ 51,556.96
1.00	\$ 2,002.97	\$ 52,077.22
1.01	\$ 2,023.00	\$ 52,598.00
1.02	\$ 2,043.03	\$ 53,118.78
1.03	\$ 2,063.09	\$ 53,640.34
1.04	\$ 2,083.10	\$ 54,160.60
1.05	\$ 2,103.12	\$ 54,681.12
1.06	\$ 2,123.18	\$ 55,202.68
1.07	\$ 2,143.18	\$ 55,722.68
1.08	\$ 2,163.22	\$ 56,243.72
1.09	\$ 2,183.28	\$ 56,765.28
1.10	\$ 2,203.28	\$ 57,285.28

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 04

Minimum	Policy	Maximum
\$ 1,718.55	\$ 2,148.17	\$ 2,363.00
\$ 44,682.30	\$ 55,852.42	\$ 61,438.00

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,718.55	\$ 44,682.30
0.81	\$ 1,740.04	\$ 45,241.04
0.82	\$ 1,761.52	\$ 45,799.52
0.83	\$ 1,783.02	\$ 46,358.52
0.84	\$ 1,804.49	\$ 46,916.74
0.85	\$ 1,825.99	\$ 47,475.74
0.86	\$ 1,847.48	\$ 48,034.48
0.87	\$ 1,868.92	\$ 48,591.92
0.88	\$ 1,890.42	\$ 49,150.92
0.89	\$ 1,911.91	\$ 49,709.66
0.90	\$ 1,933.38	\$ 50,267.88
0.91	\$ 1,954.85	\$ 50,826.10
0.92	\$ 1,976.34	\$ 51,384.84
0.93	\$ 1,997.81	\$ 51,943.06
0.94	\$ 2,019.29	\$ 52,501.54
0.95	\$ 2,040.79	\$ 53,060.54
0.96	\$ 2,062.27	\$ 53,619.02
0.97	\$ 2,083.74	\$ 54,177.24
0.98	\$ 2,105.23	\$ 54,735.98
0.99	\$ 2,126.71	\$ 55,294.46
1.00	\$ 2,148.17	\$ 55,852.42
1.01	\$ 2,169.68	\$ 56,411.68
1.02	\$ 2,191.15	\$ 56,969.90
1.03	\$ 2,212.62	\$ 57,528.12
1.04	\$ 2,234.13	\$ 58,087.38
1.05	\$ 2,255.59	\$ 58,645.34
1.06	\$ 2,277.09	\$ 59,204.34
1.07	\$ 2,298.55	\$ 59,762.30
1.08	\$ 2,320.06	\$ 60,321.56
1.09	\$ 2,341.52	\$ 60,879.52
1.10	\$ 2,363.00	\$ 61,438.00

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 05

Minimum	Policy	Maximum
\$ 1,843.14	\$ 2,303.95	\$ 2,534.33
\$ 47,921.64	\$ 59,902.70	\$ 65,892.58

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,843.14	\$ 47,921.64
0.81	\$ 1,866.19	\$ 48,520.94
0.82	\$ 1,889.22	\$ 49,119.72
0.83	\$ 1,912.27	\$ 49,719.02
0.84	\$ 1,935.31	\$ 50,318.06
0.85	\$ 1,958.35	\$ 50,917.10
0.86	\$ 1,981.40	\$ 51,516.40
0.87	\$ 2,004.42	\$ 52,114.92
0.88	\$ 2,027.46	\$ 52,713.96
0.89	\$ 2,050.49	\$ 53,312.74
0.90	\$ 2,073.54	\$ 53,912.04
0.91	\$ 2,096.61	\$ 54,511.86
0.92	\$ 2,119.65	\$ 55,110.90
0.93	\$ 2,142.70	\$ 55,710.20
0.94	\$ 2,165.69	\$ 56,307.94
0.95	\$ 2,188.75	\$ 56,907.50
0.96	\$ 2,211.80	\$ 57,506.80
0.97	\$ 2,234.83	\$ 58,105.58
0.98	\$ 2,257.85	\$ 58,704.10
0.99	\$ 2,280.90	\$ 59,303.40
1.00	\$ 2,303.95	\$ 59,902.70
1.01	\$ 2,326.98	\$ 60,501.48
1.02	\$ 2,350.03	\$ 61,100.78
1.03	\$ 2,373.07	\$ 61,699.82
1.04	\$ 2,396.10	\$ 62,298.60
1.05	\$ 2,419.12	\$ 62,897.12
1.06	\$ 2,442.17	\$ 63,496.42
1.07	\$ 2,465.24	\$ 64,096.24
1.08	\$ 2,488.26	\$ 64,694.76
1.09	\$ 2,511.28	\$ 65,293.28
1.10	\$ 2,534.33	\$ 65,892.58

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 06

Minimum	Policy	Maximum
\$ 1,976.78	\$ 2,470.95	\$ 2,718.05
\$ 51,396.28	\$ 64,244.70	\$ 70,669.30

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,976.78	\$ 51,396.28
0.81	\$ 2,001.50	\$ 52,039.00
0.82	\$ 2,026.18	\$ 52,680.68
0.83	\$ 2,050.89	\$ 53,323.14
0.84	\$ 2,075.63	\$ 53,966.38
0.85	\$ 2,100.31	\$ 54,608.06
0.86	\$ 2,125.02	\$ 55,250.52
0.87	\$ 2,149.74	\$ 55,893.24
0.88	\$ 2,174.44	\$ 56,535.44
0.89	\$ 2,199.16	\$ 57,178.16
0.90	\$ 2,223.88	\$ 57,820.88
0.91	\$ 2,248.59	\$ 58,463.34
0.92	\$ 2,273.28	\$ 59,105.28
0.93	\$ 2,298.00	\$ 59,748.00
0.94	\$ 2,322.70	\$ 60,390.20
0.95	\$ 2,347.43	\$ 61,033.18
0.96	\$ 2,372.13	\$ 61,675.38
0.97	\$ 2,396.85	\$ 62,318.10
0.98	\$ 2,421.56	\$ 62,960.56
0.99	\$ 2,446.26	\$ 63,602.76
1.00	\$ 2,470.95	\$ 64,244.70
1.01	\$ 2,495.69	\$ 64,887.94
1.02	\$ 2,520.40	\$ 65,530.40
1.03	\$ 2,545.09	\$ 66,172.34
1.04	\$ 2,569.81	\$ 66,815.06
1.05	\$ 2,594.53	\$ 67,457.78
1.06	\$ 2,619.21	\$ 68,099.46
1.07	\$ 2,643.94	\$ 68,742.44
1.08	\$ 2,668.62	\$ 69,384.12
1.09	\$ 2,693.35	\$ 70,027.10
1.10	\$ 2,718.05	\$ 70,669.30

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 07

Minimum	Policy	Maximum
\$ 2,174.44	\$ 2,718.05	\$ 2,989.86
\$ 56,535.44	\$ 70,669.30	\$ 77,736.36

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 2,174.44	\$ 56,535.44
0.81	\$ 2,201.64	\$ 57,242.64
0.82	\$ 2,228.82	\$ 57,949.32
0.83	\$ 2,256.01	\$ 58,656.26
0.84	\$ 2,283.18	\$ 59,362.68
0.85	\$ 2,310.35	\$ 60,069.10
0.86	\$ 2,337.50	\$ 60,775.00
0.87	\$ 2,364.71	\$ 61,482.46
0.88	\$ 2,391.89	\$ 62,189.14
0.89	\$ 2,419.07	\$ 62,895.82
0.90	\$ 2,446.26	\$ 63,602.76
0.91	\$ 2,473.42	\$ 64,308.92
0.92	\$ 2,500.63	\$ 65,016.38
0.93	\$ 2,527.82	\$ 65,723.32
0.94	\$ 2,554.98	\$ 66,429.48
0.95	\$ 2,582.17	\$ 67,136.42
0.96	\$ 2,609.33	\$ 67,842.58
0.97	\$ 2,636.52	\$ 68,549.52
0.98	\$ 2,663.71	\$ 69,256.46
0.99	\$ 2,690.88	\$ 69,962.88
1.00	\$ 2,718.05	\$ 70,669.30
1.01	\$ 2,745.24	\$ 71,376.24
1.02	\$ 2,772.42	\$ 72,082.92
1.03	\$ 2,799.59	\$ 72,789.34
1.04	\$ 2,826.79	\$ 73,496.54
1.05	\$ 2,853.95	\$ 74,202.70
1.06	\$ 2,881.13	\$ 74,909.38
1.07	\$ 2,908.33	\$ 75,616.58
1.08	\$ 2,935.52	\$ 76,323.52
1.09	\$ 2,962.67	\$ 77,029.42
1.10	\$ 2,989.86	\$ 77,736.36

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 08

Minimum	Policy	Maximum
\$ 2,391.89	\$ 2,989.86	\$ 3,288.84
\$ 62,189.14	\$ 77,736.36	\$ 85,509.84

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 2,391.89	\$ 62,189.14
0.81	\$ 2,421.78	\$ 62,966.28
0.82	\$ 2,451.69	\$ 63,743.94
0.83	\$ 2,481.58	\$ 64,521.08
0.84	\$ 2,511.48	\$ 65,298.48
0.85	\$ 2,541.39	\$ 66,076.14
0.86	\$ 2,571.29	\$ 66,853.54
0.87	\$ 2,601.17	\$ 67,630.42
0.88	\$ 2,631.08	\$ 68,408.08
0.89	\$ 2,660.99	\$ 69,185.74
0.90	\$ 2,690.88	\$ 69,962.88
0.91	\$ 2,720.79	\$ 70,740.54
0.92	\$ 2,750.66	\$ 71,517.16
0.93	\$ 2,780.58	\$ 72,295.08
0.94	\$ 2,810.46	\$ 73,071.96
0.95	\$ 2,840.37	\$ 73,849.62
0.96	\$ 2,870.27	\$ 74,627.02
0.97	\$ 2,900.17	\$ 75,404.42
0.98	\$ 2,930.06	\$ 76,181.56
0.99	\$ 2,959.97	\$ 76,959.22
1.00	\$ 2,989.86	\$ 77,736.36
1.01	\$ 3,019.75	\$ 78,513.50
1.02	\$ 3,049.67	\$ 79,291.42
1.03	\$ 3,079.56	\$ 80,068.56
1.04	\$ 3,109.45	\$ 80,845.70
1.05	\$ 3,139.35	\$ 81,623.10
1.06	\$ 3,169.24	\$ 82,400.24
1.07	\$ 3,199.15	\$ 83,177.90
1.08	\$ 3,229.05	\$ 83,955.30
1.09	\$ 3,258.97	\$ 84,733.22
1.10	\$ 3,288.84	\$ 85,509.84

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 09

Minimum	Policy	Maximum
\$ 2,631.08	\$ 3,288.84	\$ 3,617.76
\$ 68,408.08	\$ 85,509.84	\$ 94,061.76

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,631.08	\$ 68,408.08
0.81	\$ 2,663.94	\$ 69,262.44
0.82	\$ 2,696.87	\$ 70,118.62
0.83	\$ 2,729.75	\$ 70,973.50
0.84	\$ 2,762.64	\$ 71,828.64
0.85	\$ 2,795.52	\$ 72,683.52
0.86	\$ 2,828.40	\$ 73,538.40
0.87	\$ 2,861.28	\$ 74,393.28
0.88	\$ 2,894.19	\$ 75,248.94
0.89	\$ 2,927.07	\$ 76,103.82
0.90	\$ 2,959.97	\$ 76,959.22
0.91	\$ 2,992.85	\$ 77,814.10
0.92	\$ 3,025.75	\$ 78,669.50
0.93	\$ 3,058.61	\$ 79,523.86
0.94	\$ 3,091.51	\$ 80,379.26
0.95	\$ 3,124.44	\$ 81,235.44
0.96	\$ 3,157.31	\$ 82,090.06
0.97	\$ 3,190.18	\$ 82,944.68
0.98	\$ 3,223.08	\$ 83,800.08
0.99	\$ 3,255.97	\$ 84,655.22
1.00	\$ 3,288.84	\$ 85,509.84
1.01	\$ 3,321.75	\$ 86,365.50
1.02	\$ 3,354.66	\$ 87,221.16
1.03	\$ 3,387.51	\$ 88,075.26
1.04	\$ 3,420.42	\$ 88,930.92
1.05	\$ 3,453.29	\$ 89,785.54
1.06	\$ 3,486.18	\$ 90,640.68
1.07	\$ 3,519.08	\$ 91,496.08
1.08	\$ 3,551.97	\$ 92,351.22
1.09	\$ 3,584.85	\$ 93,206.10
1.10	\$ 3,617.76	\$ 94,061.76

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 10

Minimum	Policy	Maximum
\$ 2,894.19	\$ 3,617.76	\$ 3,979.53
\$ 75,248.94	\$ 94,061.76	\$ 103,467.78

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,894.19	\$ 75,248.94
0.81	\$ 2,930.37	\$ 76,189.62
0.82	\$ 2,966.55	\$ 77,130.30
0.83	\$ 3,002.74	\$ 78,071.24
0.84	\$ 3,038.89	\$ 79,011.14
0.85	\$ 3,075.09	\$ 79,952.34
0.86	\$ 3,111.26	\$ 80,892.76
0.87	\$ 3,147.43	\$ 81,833.18
0.88	\$ 3,183.61	\$ 82,773.86
0.89	\$ 3,219.81	\$ 83,715.06
0.90	\$ 3,255.97	\$ 84,655.22
0.91	\$ 3,292.12	\$ 85,595.12
0.92	\$ 3,328.34	\$ 86,536.84
0.93	\$ 3,364.51	\$ 87,477.26
0.94	\$ 3,400.67	\$ 88,417.42
0.95	\$ 3,436.87	\$ 89,358.62
0.96	\$ 3,473.06	\$ 90,299.56
0.97	\$ 3,509.20	\$ 91,239.20
0.98	\$ 3,545.39	\$ 92,180.14
0.99	\$ 3,581.57	\$ 93,120.82
1.00	\$ 3,617.76	\$ 94,061.76
1.01	\$ 3,653.92	\$ 95,001.92
1.02	\$ 3,690.08	\$ 95,942.08
1.03	\$ 3,726.29	\$ 96,883.54
1.04	\$ 3,762.44	\$ 97,823.44
1.05	\$ 3,798.62	\$ 98,764.12
1.06	\$ 3,834.81	\$ 99,705.06
1.07	\$ 3,870.99	\$ 100,645.74
1.08	\$ 3,907.16	\$ 101,586.16
1.09	\$ 3,943.35	\$ 102,527.10
1.10	\$ 3,979.53	\$ 103,467.78

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 11

Minimum	Policy	Maximum
\$ 3,183.61	\$ 3,979.53	\$ 4,377.48
\$ 82,773.86	\$ 103,467.78	\$ 113,814.48

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 3,183.61	\$ 82,773.86
0.81	\$ 3,223.37	\$ 83,807.62
0.82	\$ 3,263.18	\$ 84,842.68
0.83	\$ 3,302.99	\$ 85,877.74
0.84	\$ 3,342.78	\$ 86,912.28
0.85	\$ 3,382.59	\$ 87,947.34
0.86	\$ 3,422.39	\$ 88,982.14
0.87	\$ 3,462.15	\$ 90,015.90
0.88	\$ 3,501.95	\$ 91,050.70
0.89	\$ 3,541.76	\$ 92,085.76
0.90	\$ 3,581.57	\$ 93,120.82
0.91	\$ 3,621.36	\$ 94,155.36
0.92	\$ 3,661.13	\$ 95,189.38
0.93	\$ 3,700.93	\$ 96,224.18
0.94	\$ 3,740.75	\$ 97,259.50
0.95	\$ 3,780.55	\$ 98,294.30
0.96	\$ 3,820.34	\$ 99,328.84
0.97	\$ 3,860.13	\$ 100,363.38
0.98	\$ 3,899.92	\$ 101,397.92
0.99	\$ 3,939.70	\$ 102,432.20
1.00	\$ 3,979.53	\$ 103,467.78
1.01	\$ 4,019.31	\$ 104,502.06
1.02	\$ 4,059.10	\$ 105,536.60
1.03	\$ 4,098.90	\$ 106,571.40
1.04	\$ 4,138.68	\$ 107,605.68
1.05	\$ 4,178.48	\$ 108,640.48
1.06	\$ 4,218.30	\$ 109,675.80
1.07	\$ 4,258.08	\$ 110,710.08
1.08	\$ 4,297.88	\$ 111,744.88
1.09	\$ 4,337.66	\$ 112,779.16
1.10	\$ 4,377.48	\$ 113,814.48

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 12

Minimum	Policy	Maximum
\$ 3,501.95	\$ 4,377.48	\$ 4,815.22
\$ 91,050.70	\$ 113,814.48	\$ 125,195.72

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 3,501.95	\$ 91,050.70
0.81	\$ 3,545.72	\$ 92,188.72
0.82	\$ 3,589.52	\$ 93,327.52
0.83	\$ 3,633.30	\$ 94,465.80
0.84	\$ 3,677.08	\$ 95,604.08
0.85	\$ 3,720.83	\$ 96,741.58
0.86	\$ 3,764.61	\$ 97,879.86
0.87	\$ 3,808.41	\$ 99,018.66
0.88	\$ 3,852.18	\$ 100,156.68
0.89	\$ 3,895.95	\$ 101,294.70
0.90	\$ 3,939.70	\$ 102,432.20
0.91	\$ 3,983.50	\$ 103,571.00
0.92	\$ 4,027.27	\$ 104,709.02
0.93	\$ 4,071.03	\$ 105,846.78
0.94	\$ 4,114.82	\$ 106,985.32
0.95	\$ 4,158.60	\$ 108,123.60
0.96	\$ 4,202.38	\$ 109,261.88
0.97	\$ 4,246.14	\$ 110,399.64
0.98	\$ 4,289.92	\$ 111,537.92
0.99	\$ 4,333.74	\$ 112,677.24
1.00	\$ 4,377.48	\$ 113,814.48
1.01	\$ 4,421.24	\$ 114,952.24
1.02	\$ 4,465.01	\$ 116,090.26
1.03	\$ 4,508.81	\$ 117,229.06
1.04	\$ 4,552.57	\$ 118,366.82
1.05	\$ 4,596.34	\$ 119,504.84
1.06	\$ 4,640.12	\$ 120,643.12
1.07	\$ 4,683.90	\$ 121,781.40
1.08	\$ 4,727.67	\$ 122,919.42
1.09	\$ 4,771.45	\$ 124,057.70
1.10	\$ 4,815.22	\$ 125,195.72

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 13

Minimum	Policy	Maximum
\$ 3,852.18	\$ 4,815.22	\$ 5,296.73
\$ 100,156.68	\$ 125,195.72	\$ 137,714.98

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 3,852.18	\$ 100,156.68
0.81	\$ 3,900.33	\$ 101,408.58
0.82	\$ 3,948.46	\$ 102,659.96
0.83	\$ 3,996.64	\$ 103,912.64
0.84	\$ 4,044.78	\$ 105,164.28
0.85	\$ 4,092.92	\$ 106,415.92
0.86	\$ 4,141.08	\$ 107,668.08
0.87	\$ 4,189.22	\$ 108,919.72
0.88	\$ 4,237.40	\$ 110,172.40
0.89	\$ 4,285.53	\$ 111,423.78
0.90	\$ 4,333.74	\$ 112,677.24
0.91	\$ 4,381.85	\$ 113,928.10
0.92	\$ 4,429.99	\$ 115,179.74
0.93	\$ 4,478.12	\$ 116,431.12
0.94	\$ 4,526.31	\$ 117,684.06
0.95	\$ 4,574.45	\$ 118,935.70
0.96	\$ 4,622.59	\$ 120,187.34
0.97	\$ 4,670.74	\$ 121,439.24
0.98	\$ 4,718.94	\$ 122,692.44
0.99	\$ 4,767.06	\$ 123,943.56
1.00	\$ 4,815.22	\$ 125,195.72
1.01	\$ 4,863.35	\$ 126,447.10
1.02	\$ 4,911.50	\$ 127,699.00
1.03	\$ 4,959.66	\$ 128,951.16
1.04	\$ 5,007.81	\$ 130,203.06
1.05	\$ 5,055.99	\$ 131,455.74
1.06	\$ 5,104.13	\$ 132,707.38
1.07	\$ 5,152.31	\$ 133,960.06
1.08	\$ 5,200.43	\$ 135,211.18
1.09	\$ 5,248.57	\$ 136,462.82
1.10	\$ 5,296.73	\$ 137,714.98

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 14

Minimum	Policy	Maximum
\$ 4,237.40	\$ 5,296.73	\$ 5,826.41
\$ 110,172.40	\$ 137,714.98	\$ 151,486.66

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 4,237.40	\$ 110,172.40
0.81	\$ 4,290.33	\$ 111,548.58
0.82	\$ 4,343.30	\$ 112,925.80
0.83	\$ 4,396.28	\$ 114,303.28
0.84	\$ 4,449.26	\$ 115,680.76
0.85	\$ 4,502.21	\$ 117,057.46
0.86	\$ 4,555.20	\$ 118,435.20
0.87	\$ 4,608.18	\$ 119,812.68
0.88	\$ 4,661.12	\$ 121,189.12
0.89	\$ 4,714.09	\$ 122,566.34
0.90	\$ 4,767.06	\$ 123,943.56
0.91	\$ 4,820.01	\$ 125,320.26
0.92	\$ 4,872.99	\$ 126,697.74
0.93	\$ 4,925.97	\$ 128,075.22
0.94	\$ 4,978.90	\$ 129,451.40
0.95	\$ 5,031.88	\$ 130,828.88
0.96	\$ 5,084.85	\$ 132,206.10
0.97	\$ 5,137.82	\$ 133,583.32
0.98	\$ 5,190.79	\$ 134,960.54
0.99	\$ 5,243.75	\$ 136,337.50
1.00	\$ 5,296.73	\$ 137,714.98
1.01	\$ 5,349.71	\$ 139,092.46
1.02	\$ 5,402.66	\$ 140,469.16
1.03	\$ 5,455.63	\$ 141,846.38
1.04	\$ 5,508.61	\$ 143,223.86
1.05	\$ 5,561.55	\$ 144,600.30
1.06	\$ 5,614.55	\$ 145,978.30
1.07	\$ 5,667.51	\$ 147,355.26
1.08	\$ 5,720.47	\$ 148,732.22
1.09	\$ 5,773.43	\$ 150,109.18
1.10	\$ 5,826.41	\$ 151,486.66

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 15

Minimum	Policy	Maximum
\$ 4,661.11	\$ 5,826.41	\$ 6,409.03
\$ 121,188.86	\$ 151,486.66	\$ 166,634.78

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 4,661.11	\$ 121,188.86
0.81	\$ 4,719.38	\$ 122,703.88
0.82	\$ 4,777.64	\$ 124,218.64
0.83	\$ 4,835.94	\$ 125,734.44
0.84	\$ 4,894.17	\$ 127,248.42
0.85	\$ 4,952.44	\$ 128,763.44
0.86	\$ 5,010.72	\$ 130,278.72
0.87	\$ 5,068.98	\$ 131,793.48
0.88	\$ 5,127.24	\$ 133,308.24
0.89	\$ 5,185.49	\$ 134,822.74
0.90	\$ 5,243.75	\$ 136,337.50
0.91	\$ 5,302.01	\$ 137,852.26
0.92	\$ 5,360.26	\$ 139,366.76
0.93	\$ 5,418.54	\$ 140,882.04
0.94	\$ 5,476.82	\$ 142,397.32
0.95	\$ 5,535.07	\$ 143,911.82
0.96	\$ 5,593.34	\$ 145,426.84
0.97	\$ 5,651.63	\$ 146,942.38
0.98	\$ 5,709.86	\$ 148,456.36
0.99	\$ 5,768.13	\$ 149,971.38
1.00	\$ 5,826.41	\$ 151,486.66
1.01	\$ 5,884.67	\$ 153,001.42
1.02	\$ 5,942.92	\$ 154,515.92
1.03	\$ 6,001.18	\$ 156,030.68
1.04	\$ 6,059.44	\$ 157,545.44
1.05	\$ 6,117.71	\$ 159,060.46
1.06	\$ 6,175.98	\$ 160,575.48
1.07	\$ 6,234.23	\$ 162,089.98
1.08	\$ 6,292.51	\$ 163,605.26
1.09	\$ 6,350.78	\$ 165,120.28
1.10	\$ 6,409.03	\$ 166,634.78

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 16

Minimum	Policy	Maximum
\$ 5,173.86	\$ 6,467.32	\$ 7,114.03
\$ 134,520.36	\$ 168,150.32	\$ 184,964.78

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 5,173.86	\$ 134,520.36
0.81	\$ 5,238.52	\$ 136,201.52
0.82	\$ 5,303.19	\$ 137,882.94
0.83	\$ 5,367.85	\$ 139,564.10
0.84	\$ 5,432.54	\$ 141,246.04
0.85	\$ 5,497.19	\$ 142,926.94
0.86	\$ 5,561.90	\$ 144,609.40
0.87	\$ 5,626.55	\$ 146,290.30
0.88	\$ 5,691.24	\$ 147,972.24
0.89	\$ 5,755.89	\$ 149,653.14
0.90	\$ 5,820.57	\$ 151,334.82
0.91	\$ 5,885.26	\$ 153,016.76
0.92	\$ 5,949.93	\$ 154,698.18
0.93	\$ 6,014.61	\$ 156,379.86
0.94	\$ 6,079.27	\$ 158,061.02
0.95	\$ 6,143.97	\$ 159,743.22
0.96	\$ 6,208.62	\$ 161,424.12
0.97	\$ 6,273.29	\$ 163,105.54
0.98	\$ 6,337.98	\$ 164,787.48
0.99	\$ 6,402.63	\$ 166,468.38
1.00	\$ 6,467.32	\$ 168,150.32
1.01	\$ 6,531.98	\$ 169,831.48
1.02	\$ 6,596.66	\$ 171,513.16
1.03	\$ 6,661.34	\$ 173,194.84
1.04	\$ 6,726.00	\$ 174,876.00
1.05	\$ 6,790.69	\$ 176,557.94
1.06	\$ 6,855.33	\$ 178,238.58
1.07	\$ 6,920.03	\$ 179,920.78
1.08	\$ 6,984.69	\$ 181,601.94
1.09	\$ 7,049.37	\$ 183,283.62
1.10	\$ 7,114.03	\$ 184,964.78

**Excluded Classification (EC) Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

EC 17

Minimum	Policy	Maximum
\$ 5,743.00	\$ 7,178.74	\$ 7,896.61
\$ 149,318.00	\$ 186,647.24	\$ 205,311.86

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 5,743.00	\$ 149,318.00
0.81	\$ 5,814.74	\$ 151,183.24
0.82	\$ 5,886.58	\$ 153,051.08
0.83	\$ 5,958.34	\$ 154,916.84
0.84	\$ 6,030.13	\$ 156,783.38
0.85	\$ 6,101.93	\$ 158,650.18
0.86	\$ 6,173.71	\$ 160,516.46
0.87	\$ 6,245.48	\$ 162,382.48
0.88	\$ 6,317.29	\$ 164,249.54
0.89	\$ 6,389.08	\$ 166,116.08
0.90	\$ 6,460.87	\$ 167,982.62
0.91	\$ 6,532.65	\$ 169,848.90
0.92	\$ 6,604.44	\$ 171,715.44
0.93	\$ 6,676.22	\$ 173,581.72
0.94	\$ 6,748.01	\$ 175,448.26
0.95	\$ 6,819.80	\$ 177,314.80
0.96	\$ 6,891.58	\$ 179,181.08
0.97	\$ 6,963.37	\$ 181,047.62
0.98	\$ 7,035.15	\$ 182,913.90
0.99	\$ 7,106.94	\$ 184,780.44
1.00	\$ 7,178.74	\$ 186,647.24
1.01	\$ 7,250.52	\$ 188,513.52
1.02	\$ 7,322.31	\$ 190,380.06
1.03	\$ 7,394.11	\$ 192,246.86
1.04	\$ 7,465.90	\$ 194,113.40
1.05	\$ 7,537.64	\$ 195,978.64
1.06	\$ 7,609.43	\$ 197,845.18
1.07	\$ 7,681.22	\$ 199,711.72
1.08	\$ 7,753.01	\$ 201,578.26
1.09	\$ 7,824.83	\$ 203,445.58
1.10	\$ 7,896.61	\$ 205,311.86

**Excluded Classification (EC) Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

	Minimum		Policy		Maximum	
	0.80		1.00		1.10	
EC 01	\$ 1,420.90	\$ 36,943.40	\$ 1,776.13	\$ 46,179.38	\$ 1,953.76	\$ 50,797.76
EC 02	\$ 1,523.95	\$ 39,622.70	\$ 1,904.94	\$ 49,528.44	\$ 2,095.46	\$ 54,481.96
EC 03	\$ 1,634.44	\$ 42,495.44	\$ 2,043.03	\$ 53,118.78	\$ 2,247.35	\$ 58,431.10
EC 04	\$ 1,752.92	\$ 45,575.92	\$ 2,191.13	\$ 56,969.38	\$ 2,410.26	\$ 62,666.76
EC 05	\$ 1,880.00	\$ 48,880.00	\$ 2,350.03	\$ 61,100.78	\$ 2,585.02	\$ 67,210.52
EC 06	\$ 2,016.32	\$ 52,424.32	\$ 2,520.37	\$ 65,529.62	\$ 2,772.41	\$ 72,082.66
EC 07	\$ 2,217.93	\$ 57,666.18	\$ 2,772.41	\$ 72,082.66	\$ 3,049.66	\$ 79,291.16
EC 08	\$ 2,439.73	\$ 63,432.98	\$ 3,049.66	\$ 79,291.16	\$ 3,354.62	\$ 87,220.12
EC 09	\$ 2,683.70	\$ 69,776.20	\$ 3,354.62	\$ 87,220.12	\$ 3,690.12	\$ 95,943.12
EC 10	\$ 2,952.07	\$ 76,753.82	\$ 3,690.12	\$ 95,943.12	\$ 4,059.12	\$ 105,537.12
EC 11	\$ 3,247.28	\$ 84,429.28	\$ 4,059.12	\$ 105,537.12	\$ 4,465.03	\$ 116,090.78
EC 12	\$ 3,571.99	\$ 92,871.74	\$ 4,465.03	\$ 116,090.78	\$ 4,911.52	\$ 127,899.52
EC 13	\$ 3,929.22	\$ 102,159.72	\$ 4,911.52	\$ 127,899.52	\$ 5,402.66	\$ 140,469.16
EC 14	\$ 4,322.15	\$ 112,375.90	\$ 5,402.66	\$ 140,469.16	\$ 5,942.94	\$ 154,516.44
EC 15	\$ 4,754.33	\$ 123,612.58	\$ 5,942.94	\$ 154,516.44	\$ 6,537.21	\$ 169,967.46
EC 16	\$ 5,277.34	\$ 137,210.84	\$ 6,596.67	\$ 171,513.42	\$ 7,256.31	\$ 188,664.06
EC 17	\$ 5,857.86	\$ 152,304.36	\$ 7,322.31	\$ 190,380.06	\$ 8,054.54	\$ 209,418.04

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 01

Minimum	Policy	Maximum
\$ 1,420.90	\$ 1,776.13	\$ 1,953.76
\$ 36,943.40	\$ 46,179.38	\$ 50,797.76

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,420.90	\$ 36,943.40
0.81	\$ 1,438.68	\$ 37,405.68
0.82	\$ 1,456.45	\$ 37,867.70
0.83	\$ 1,474.19	\$ 38,328.94
0.84	\$ 1,491.95	\$ 38,790.70
0.85	\$ 1,509.73	\$ 39,252.98
0.86	\$ 1,527.47	\$ 39,714.22
0.87	\$ 1,545.24	\$ 40,176.24
0.88	\$ 1,563.01	\$ 40,638.26
0.89	\$ 1,580.80	\$ 41,100.80
0.90	\$ 1,598.54	\$ 41,562.04
0.91	\$ 1,616.27	\$ 42,023.02
0.92	\$ 1,634.06	\$ 42,485.56
0.93	\$ 1,651.81	\$ 42,947.06
0.94	\$ 1,669.59	\$ 43,409.34
0.95	\$ 1,687.35	\$ 43,871.10
0.96	\$ 1,705.10	\$ 44,332.60
0.97	\$ 1,722.87	\$ 44,794.62
0.98	\$ 1,740.64	\$ 45,256.64
0.99	\$ 1,758.37	\$ 45,717.62
1.00	\$ 1,776.13	\$ 46,179.38
1.01	\$ 1,793.93	\$ 46,642.18
1.02	\$ 1,811.68	\$ 47,103.68
1.03	\$ 1,829.42	\$ 47,564.92
1.04	\$ 1,847.21	\$ 48,027.46
1.05	\$ 1,864.97	\$ 48,489.22
1.06	\$ 1,882.72	\$ 48,950.72
1.07	\$ 1,900.44	\$ 49,411.44
1.08	\$ 1,918.24	\$ 49,874.24
1.09	\$ 1,936.02	\$ 50,336.52
1.10	\$ 1,953.76	\$ 50,797.76

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 02

Minimum	Policy	Maximum
\$ 1,523.95	\$ 1,904.94	\$ 2,095.46
\$ 39,622.70	\$ 49,528.44	\$ 54,481.96

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,523.95	\$ 39,622.70
0.81	\$ 1,542.99	\$ 40,117.74
0.82	\$ 1,562.06	\$ 40,613.56
0.83	\$ 1,581.11	\$ 41,108.86
0.84	\$ 1,600.15	\$ 41,603.90
0.85	\$ 1,619.19	\$ 42,098.94
0.86	\$ 1,638.25	\$ 42,594.50
0.87	\$ 1,657.32	\$ 43,090.32
0.88	\$ 1,676.33	\$ 43,584.58
0.89	\$ 1,695.40	\$ 44,080.40
0.90	\$ 1,714.45	\$ 44,575.70
0.91	\$ 1,733.49	\$ 45,070.74
0.92	\$ 1,752.55	\$ 45,566.30
0.93	\$ 1,771.61	\$ 46,061.86
0.94	\$ 1,790.64	\$ 46,556.64
0.95	\$ 1,809.68	\$ 47,051.68
0.96	\$ 1,828.73	\$ 47,546.98
0.97	\$ 1,847.79	\$ 48,042.54
0.98	\$ 1,866.83	\$ 48,537.58
0.99	\$ 1,885.89	\$ 49,033.14
1.00	\$ 1,904.94	\$ 49,528.44
1.01	\$ 1,924.00	\$ 50,024.00
1.02	\$ 1,943.04	\$ 50,519.04
1.03	\$ 1,962.10	\$ 51,014.60
1.04	\$ 1,981.14	\$ 51,509.64
1.05	\$ 2,000.19	\$ 52,004.94
1.06	\$ 2,019.24	\$ 52,500.24
1.07	\$ 2,038.29	\$ 52,995.54
1.08	\$ 2,057.32	\$ 53,490.32
1.09	\$ 2,076.38	\$ 53,985.88
1.10	\$ 2,095.46	\$ 54,481.96

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 03

Minimum	Policy	Maximum
\$ 1,634.44	\$ 2,043.03	\$ 2,247.35
\$ 42,495.44	\$ 53,118.78	\$ 58,431.10

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 1,634.44	\$ 42,495.44
0.81	\$ 1,654.86	\$ 43,026.36
0.82	\$ 1,675.29	\$ 43,557.54
0.83	\$ 1,695.73	\$ 44,088.98
0.84	\$ 1,716.15	\$ 44,619.90
0.85	\$ 1,736.60	\$ 45,151.60
0.86	\$ 1,757.02	\$ 45,682.52
0.87	\$ 1,777.46	\$ 46,213.96
0.88	\$ 1,797.87	\$ 46,744.62
0.89	\$ 1,818.29	\$ 47,275.54
0.90	\$ 1,838.73	\$ 47,806.98
0.91	\$ 1,859.17	\$ 48,338.42
0.92	\$ 1,879.59	\$ 48,869.34
0.93	\$ 1,900.04	\$ 49,401.04
0.94	\$ 1,920.45	\$ 49,931.70
0.95	\$ 1,940.89	\$ 50,463.14
0.96	\$ 1,961.32	\$ 50,994.32
0.97	\$ 1,981.77	\$ 51,526.02
0.98	\$ 2,002.20	\$ 52,057.20
0.99	\$ 2,022.62	\$ 52,588.12
1.00	\$ 2,043.03	\$ 53,118.78
1.01	\$ 2,063.46	\$ 53,649.96
1.02	\$ 2,083.89	\$ 54,181.14
1.03	\$ 2,104.35	\$ 54,713.10
1.04	\$ 2,124.76	\$ 55,243.76
1.05	\$ 2,145.18	\$ 55,774.68
1.06	\$ 2,165.64	\$ 56,306.64
1.07	\$ 2,186.04	\$ 56,837.04
1.08	\$ 2,206.48	\$ 57,368.48
1.09	\$ 2,226.95	\$ 57,900.70
1.10	\$ 2,247.35	\$ 58,431.10

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 04

Minimum	Policy	Maximum
\$ 1,752.92	\$ 2,191.13	\$ 2,410.26
\$ 45,575.92	\$ 56,969.38	\$ 62,666.76

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,752.92	\$ 45,575.92
0.81	\$ 1,774.84	\$ 46,145.84
0.82	\$ 1,796.75	\$ 46,715.50
0.83	\$ 1,818.68	\$ 47,285.68
0.84	\$ 1,840.58	\$ 47,855.08
0.85	\$ 1,862.51	\$ 48,425.26
0.86	\$ 1,884.43	\$ 48,995.18
0.87	\$ 1,906.30	\$ 49,563.80
0.88	\$ 1,928.23	\$ 50,133.98
0.89	\$ 1,950.15	\$ 50,703.90
0.90	\$ 1,972.05	\$ 51,273.30
0.91	\$ 1,993.95	\$ 51,842.70
0.92	\$ 2,015.87	\$ 52,412.62
0.93	\$ 2,037.77	\$ 52,982.02
0.94	\$ 2,059.68	\$ 53,551.68
0.95	\$ 2,081.61	\$ 54,121.86
0.96	\$ 2,103.52	\$ 54,691.52
0.97	\$ 2,125.41	\$ 55,260.66
0.98	\$ 2,147.33	\$ 55,830.58
0.99	\$ 2,169.24	\$ 56,400.24
1.00	\$ 2,191.13	\$ 56,969.38
1.01	\$ 2,213.07	\$ 57,539.82
1.02	\$ 2,234.97	\$ 58,109.22
1.03	\$ 2,256.87	\$ 58,678.62
1.04	\$ 2,278.81	\$ 59,249.06
1.05	\$ 2,300.70	\$ 59,818.20
1.06	\$ 2,322.63	\$ 60,388.38
1.07	\$ 2,344.52	\$ 60,957.52
1.08	\$ 2,366.46	\$ 61,527.96
1.09	\$ 2,388.35	\$ 62,097.10
1.10	\$ 2,410.26	\$ 62,666.76

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 05

Minimum	Policy	Maximum
\$ 1,880.00	\$ 2,350.03	\$ 2,585.02
\$ 48,880.00	\$ 61,100.78	\$ 67,210.52

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,880.00	\$ 48,880.00
0.81	\$ 1,903.51	\$ 49,491.26
0.82	\$ 1,927.00	\$ 50,102.00
0.83	\$ 1,950.52	\$ 50,713.52
0.84	\$ 1,974.02	\$ 51,324.52
0.85	\$ 1,997.52	\$ 51,935.52
0.86	\$ 2,021.03	\$ 52,546.78
0.87	\$ 2,044.51	\$ 53,157.26
0.88	\$ 2,068.01	\$ 53,768.26
0.89	\$ 2,091.50	\$ 54,379.00
0.90	\$ 2,115.01	\$ 54,990.26
0.91	\$ 2,138.54	\$ 55,602.04
0.92	\$ 2,162.04	\$ 56,213.04
0.93	\$ 2,185.55	\$ 56,824.30
0.94	\$ 2,209.00	\$ 57,434.00
0.95	\$ 2,232.53	\$ 58,045.78
0.96	\$ 2,256.04	\$ 58,657.04
0.97	\$ 2,279.53	\$ 59,267.78
0.98	\$ 2,303.01	\$ 59,878.26
0.99	\$ 2,326.52	\$ 60,489.52
1.00	\$ 2,350.03	\$ 61,100.78
1.01	\$ 2,373.52	\$ 61,711.52
1.02	\$ 2,397.03	\$ 62,322.78
1.03	\$ 2,420.53	\$ 62,933.78
1.04	\$ 2,444.02	\$ 63,544.52
1.05	\$ 2,467.50	\$ 64,155.00
1.06	\$ 2,491.01	\$ 64,766.26
1.07	\$ 2,514.54	\$ 65,378.04
1.08	\$ 2,538.03	\$ 65,988.78
1.09	\$ 2,561.51	\$ 66,599.26
1.10	\$ 2,585.02	\$ 67,210.52

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 06

Minimum	Policy	Maximum
\$ 2,016.32	\$ 2,520.37	\$ 2,772.41
\$ 52,424.32	\$ 65,529.62	\$ 72,082.66

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 2,016.32	\$ 52,424.32
0.81	\$ 2,041.53	\$ 53,079.78
0.82	\$ 2,066.70	\$ 53,734.20
0.83	\$ 2,091.91	\$ 54,389.66
0.84	\$ 2,117.14	\$ 55,045.64
0.85	\$ 2,142.32	\$ 55,700.32
0.86	\$ 2,167.52	\$ 56,355.52
0.87	\$ 2,192.73	\$ 57,010.98
0.88	\$ 2,217.93	\$ 57,666.18
0.89	\$ 2,243.14	\$ 58,321.64
0.90	\$ 2,268.36	\$ 58,977.36
0.91	\$ 2,293.56	\$ 59,632.56
0.92	\$ 2,318.75	\$ 60,287.50
0.93	\$ 2,343.96	\$ 60,942.96
0.94	\$ 2,369.15	\$ 61,597.90
0.95	\$ 2,394.38	\$ 62,253.88
0.96	\$ 2,419.57	\$ 62,908.82
0.97	\$ 2,444.79	\$ 63,564.54
0.98	\$ 2,469.99	\$ 64,219.74
0.99	\$ 2,495.19	\$ 64,874.94
1.00	\$ 2,520.37	\$ 65,529.62
1.01	\$ 2,545.60	\$ 66,185.60
1.02	\$ 2,570.81	\$ 66,841.06
1.03	\$ 2,595.99	\$ 67,495.74
1.04	\$ 2,621.21	\$ 68,151.46
1.05	\$ 2,646.42	\$ 68,806.92
1.06	\$ 2,671.59	\$ 69,461.34
1.07	\$ 2,696.82	\$ 70,117.32
1.08	\$ 2,721.99	\$ 70,771.74
1.09	\$ 2,747.22	\$ 71,427.72
1.10	\$ 2,772.41	\$ 72,082.66

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 07

Minimum	Policy	Maximum
\$ 2,217.93	\$ 2,772.41	\$ 3,049.66
\$ 57,666.18	\$ 72,082.66	\$ 79,291.16

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 2,217.93	\$ 57,666.18
0.81	\$ 2,245.67	\$ 58,387.42
0.82	\$ 2,273.40	\$ 59,108.40
0.83	\$ 2,301.13	\$ 59,829.38
0.84	\$ 2,328.84	\$ 60,549.84
0.85	\$ 2,356.56	\$ 61,270.56
0.86	\$ 2,384.25	\$ 61,990.50
0.87	\$ 2,412.00	\$ 62,712.00
0.88	\$ 2,439.73	\$ 63,432.98
0.89	\$ 2,467.45	\$ 64,153.70
0.90	\$ 2,495.19	\$ 64,874.94
0.91	\$ 2,522.89	\$ 65,595.14
0.92	\$ 2,550.64	\$ 66,316.64
0.93	\$ 2,578.38	\$ 67,037.88
0.94	\$ 2,606.08	\$ 67,758.08
0.95	\$ 2,633.81	\$ 68,479.06
0.96	\$ 2,661.52	\$ 69,199.52
0.97	\$ 2,689.25	\$ 69,920.50
0.98	\$ 2,716.98	\$ 70,641.48
0.99	\$ 2,744.70	\$ 71,362.20
1.00	\$ 2,772.41	\$ 72,082.66
1.01	\$ 2,800.14	\$ 72,803.64
1.02	\$ 2,827.87	\$ 73,524.62
1.03	\$ 2,855.58	\$ 74,245.08
1.04	\$ 2,883.33	\$ 74,966.58
1.05	\$ 2,911.03	\$ 75,686.78
1.06	\$ 2,938.75	\$ 76,407.50
1.07	\$ 2,966.50	\$ 77,129.00
1.08	\$ 2,994.23	\$ 77,849.98
1.09	\$ 3,021.92	\$ 78,569.92
1.10	\$ 3,049.66	\$ 79,291.16

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 08

Minimum	Policy	Maximum
\$ 2,439.73	\$ 3,049.66	\$ 3,354.62
\$ 63,432.98	\$ 79,291.16	\$ 87,220.12

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 2,439.73	\$ 63,432.98
0.81	\$ 2,470.22	\$ 64,225.72
0.82	\$ 2,500.72	\$ 65,018.72
0.83	\$ 2,531.21	\$ 65,811.46
0.84	\$ 2,561.71	\$ 66,604.46
0.85	\$ 2,592.22	\$ 67,397.72
0.86	\$ 2,622.72	\$ 68,190.72
0.87	\$ 2,653.19	\$ 68,982.94
0.88	\$ 2,683.70	\$ 69,776.20
0.89	\$ 2,714.21	\$ 70,569.46
0.90	\$ 2,744.70	\$ 71,362.20
0.91	\$ 2,775.21	\$ 72,155.46
0.92	\$ 2,805.67	\$ 72,947.42
0.93	\$ 2,836.19	\$ 73,740.94
0.94	\$ 2,866.67	\$ 74,533.42
0.95	\$ 2,897.18	\$ 75,326.68
0.96	\$ 2,927.68	\$ 76,119.68
0.97	\$ 2,958.17	\$ 76,912.42
0.98	\$ 2,988.66	\$ 77,705.16
0.99	\$ 3,019.17	\$ 78,498.42
1.00	\$ 3,049.66	\$ 79,291.16
1.01	\$ 3,080.15	\$ 80,083.90
1.02	\$ 3,110.66	\$ 80,877.16
1.03	\$ 3,141.15	\$ 81,669.90
1.04	\$ 3,171.64	\$ 82,462.64
1.05	\$ 3,202.14	\$ 83,255.64
1.06	\$ 3,232.62	\$ 84,048.12
1.07	\$ 3,263.13	\$ 84,841.38
1.08	\$ 3,293.63	\$ 85,634.38
1.09	\$ 3,324.15	\$ 86,427.90
1.10	\$ 3,354.62	\$ 87,220.12

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 09

Minimum	Policy	Maximum
\$ 2,683.70	\$ 3,354.62	\$ 3,690.12
\$ 69,776.20	\$ 87,220.12	\$ 95,943.12

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 2,683.70	\$ 69,776.20
0.81	\$ 2,717.22	\$ 70,647.72
0.82	\$ 2,750.81	\$ 71,521.06
0.83	\$ 2,784.35	\$ 72,393.10
0.84	\$ 2,817.89	\$ 73,265.14
0.85	\$ 2,851.43	\$ 74,137.18
0.86	\$ 2,884.97	\$ 75,009.22
0.87	\$ 2,918.51	\$ 75,881.26
0.88	\$ 2,952.07	\$ 76,753.82
0.89	\$ 2,985.61	\$ 77,625.86
0.90	\$ 3,019.17	\$ 78,498.42
0.91	\$ 3,052.71	\$ 79,370.46
0.92	\$ 3,086.27	\$ 80,243.02
0.93	\$ 3,119.78	\$ 81,114.28
0.94	\$ 3,153.34	\$ 81,986.84
0.95	\$ 3,186.93	\$ 82,860.18
0.96	\$ 3,220.46	\$ 83,731.96
0.97	\$ 3,253.98	\$ 84,603.48
0.98	\$ 3,287.54	\$ 85,476.04
0.99	\$ 3,321.09	\$ 86,348.34
1.00	\$ 3,354.62	\$ 87,220.12
1.01	\$ 3,388.19	\$ 88,092.94
1.02	\$ 3,421.75	\$ 88,965.50
1.03	\$ 3,455.26	\$ 89,836.76
1.04	\$ 3,488.83	\$ 90,709.58
1.05	\$ 3,522.36	\$ 91,581.36
1.06	\$ 3,555.90	\$ 92,453.40
1.07	\$ 3,589.46	\$ 93,325.96
1.08	\$ 3,623.01	\$ 94,198.26
1.09	\$ 3,656.55	\$ 95,070.30
1.10	\$ 3,690.12	\$ 95,943.12

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 10

Minimum	Policy	Maximum
\$ 2,952.07	\$ 3,690.12	\$ 4,059.12
\$ 76,753.82	\$ 95,943.12	\$ 105,537.12

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 2,952.07	\$ 76,753.82
0.81	\$ 2,988.98	\$ 77,713.48
0.82	\$ 3,025.88	\$ 78,672.88
0.83	\$ 3,062.79	\$ 79,632.54
0.84	\$ 3,099.67	\$ 80,591.42
0.85	\$ 3,136.59	\$ 81,551.34
0.86	\$ 3,173.49	\$ 82,510.74
0.87	\$ 3,210.38	\$ 83,469.88
0.88	\$ 3,247.28	\$ 84,429.28
0.89	\$ 3,284.21	\$ 85,389.46
0.90	\$ 3,321.09	\$ 86,348.34
0.91	\$ 3,357.96	\$ 87,306.96
0.92	\$ 3,394.91	\$ 88,267.66
0.93	\$ 3,431.80	\$ 89,226.80
0.94	\$ 3,468.68	\$ 90,185.68
0.95	\$ 3,505.61	\$ 91,145.86
0.96	\$ 3,542.52	\$ 92,105.52
0.97	\$ 3,579.38	\$ 93,063.88
0.98	\$ 3,616.30	\$ 94,023.80
0.99	\$ 3,653.20	\$ 94,983.20
1.00	\$ 3,690.12	\$ 95,943.12
1.01	\$ 3,727.00	\$ 96,902.00
1.02	\$ 3,763.88	\$ 97,860.88
1.03	\$ 3,800.82	\$ 98,821.32
1.04	\$ 3,837.69	\$ 99,779.94
1.05	\$ 3,874.59	\$ 100,739.34
1.06	\$ 3,911.51	\$ 101,699.26
1.07	\$ 3,948.41	\$ 102,658.66
1.08	\$ 3,985.30	\$ 103,617.80
1.09	\$ 4,022.22	\$ 104,577.72
1.10	\$ 4,059.12	\$ 105,537.12

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 11

Minimum	Policy	Maximum
\$ 3,247.28	\$ 4,059.12	\$ 4,465.03
\$ 84,429.28	\$ 105,537.12	\$ 116,090.78

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 3,247.28	\$ 84,429.28
0.81	\$ 3,287.84	\$ 85,483.84
0.82	\$ 3,328.44	\$ 86,539.44
0.83	\$ 3,369.05	\$ 87,595.30
0.84	\$ 3,409.64	\$ 88,650.64
0.85	\$ 3,450.24	\$ 89,706.24
0.86	\$ 3,490.84	\$ 90,761.84
0.87	\$ 3,531.39	\$ 91,816.14
0.88	\$ 3,571.99	\$ 92,871.74
0.89	\$ 3,612.60	\$ 93,927.60
0.90	\$ 3,653.20	\$ 94,983.20
0.91	\$ 3,693.79	\$ 96,038.54
0.92	\$ 3,734.35	\$ 97,093.10
0.93	\$ 3,774.95	\$ 98,148.70
0.94	\$ 3,815.57	\$ 99,204.82
0.95	\$ 3,856.16	\$ 100,260.16
0.96	\$ 3,896.75	\$ 101,315.50
0.97	\$ 3,937.33	\$ 102,370.58
0.98	\$ 3,977.92	\$ 103,425.92
0.99	\$ 4,018.49	\$ 104,480.74
1.00	\$ 4,059.12	\$ 105,537.12
1.01	\$ 4,099.70	\$ 106,592.20
1.02	\$ 4,140.28	\$ 107,647.28
1.03	\$ 4,180.88	\$ 108,702.88
1.04	\$ 4,221.45	\$ 109,757.70
1.05	\$ 4,262.05	\$ 110,813.30
1.06	\$ 4,302.67	\$ 111,869.42
1.07	\$ 4,343.24	\$ 112,924.24
1.08	\$ 4,383.84	\$ 113,979.84
1.09	\$ 4,424.41	\$ 115,034.66
1.10	\$ 4,465.03	\$ 116,090.78

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 12

Minimum	Policy	Maximum
\$ 3,571.99	\$ 4,465.03	\$ 4,911.52
\$ 92,871.74	\$ 116,090.78	\$ 127,699.52

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 3,571.99	\$ 92,871.74
0.81	\$ 3,616.63	\$ 94,032.38
0.82	\$ 3,661.31	\$ 95,194.06
0.83	\$ 3,705.97	\$ 96,355.22
0.84	\$ 3,750.62	\$ 97,516.12
0.85	\$ 3,795.25	\$ 98,676.50
0.86	\$ 3,839.90	\$ 99,837.40
0.87	\$ 3,884.58	\$ 100,999.08
0.88	\$ 3,929.22	\$ 102,159.72
0.89	\$ 3,973.87	\$ 103,320.62
0.90	\$ 4,018.49	\$ 104,480.74
0.91	\$ 4,063.17	\$ 105,642.42
0.92	\$ 4,107.82	\$ 106,803.32
0.93	\$ 4,152.45	\$ 107,963.70
0.94	\$ 4,197.12	\$ 109,125.12
0.95	\$ 4,241.77	\$ 110,286.02
0.96	\$ 4,286.43	\$ 111,447.18
0.97	\$ 4,331.06	\$ 112,607.56
0.98	\$ 4,375.72	\$ 113,768.72
0.99	\$ 4,420.41	\$ 114,930.66
1.00	\$ 4,465.03	\$ 116,090.78
1.01	\$ 4,509.66	\$ 117,251.16
1.02	\$ 4,554.31	\$ 118,412.06
1.03	\$ 4,598.99	\$ 119,573.74
1.04	\$ 4,643.62	\$ 120,734.12
1.05	\$ 4,688.27	\$ 121,895.02
1.06	\$ 4,732.92	\$ 123,055.92
1.07	\$ 4,777.58	\$ 124,217.08
1.08	\$ 4,822.22	\$ 125,377.72
1.09	\$ 4,866.88	\$ 126,538.88
1.10	\$ 4,911.52	\$ 127,699.52

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 13

Minimum	Policy	Maximum
\$ 3,929.22	\$ 4,911.52	\$ 5,402.66
\$ 102,159.72	\$ 127,699.52	\$ 140,469.16

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,929.22	\$ 102,159.72
0.81	\$ 3,978.34	\$ 103,436.84
0.82	\$ 4,027.43	\$ 104,713.18
0.83	\$ 4,076.57	\$ 105,990.82
0.84	\$ 4,125.68	\$ 107,267.68
0.85	\$ 4,174.78	\$ 108,544.28
0.86	\$ 4,223.90	\$ 109,821.40
0.87	\$ 4,273.00	\$ 111,098.00
0.88	\$ 4,322.15	\$ 112,375.90
0.89	\$ 4,371.24	\$ 113,652.24
0.90	\$ 4,420.41	\$ 114,930.66
0.91	\$ 4,469.49	\$ 116,206.74
0.92	\$ 4,518.59	\$ 117,483.34
0.93	\$ 4,567.68	\$ 118,759.68
0.94	\$ 4,616.84	\$ 120,037.84
0.95	\$ 4,665.94	\$ 121,314.44
0.96	\$ 4,715.04	\$ 122,591.04
0.97	\$ 4,764.15	\$ 123,867.90
0.98	\$ 4,813.32	\$ 125,146.32
0.99	\$ 4,862.40	\$ 126,422.40
1.00	\$ 4,911.52	\$ 127,699.52
1.01	\$ 4,960.62	\$ 128,976.12
1.02	\$ 5,009.73	\$ 130,252.98
1.03	\$ 5,058.85	\$ 131,530.10
1.04	\$ 5,107.97	\$ 132,807.22
1.05	\$ 5,157.11	\$ 134,084.86
1.06	\$ 5,206.21	\$ 135,361.46
1.07	\$ 5,255.36	\$ 136,639.36
1.08	\$ 5,304.44	\$ 137,915.44
1.09	\$ 5,353.54	\$ 139,192.04
1.10	\$ 5,402.66	\$ 140,469.16

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 14

Minimum	Policy	Maximum
\$ 4,322.15	\$ 5,402.66	\$ 5,942.94
\$ 112,375.90	\$ 140,469.16	\$ 154,516.44

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 4,322.15	\$ 112,375.90
0.81	\$ 4,376.14	\$ 113,779.64
0.82	\$ 4,430.17	\$ 115,184.42
0.83	\$ 4,484.21	\$ 116,589.46
0.84	\$ 4,538.25	\$ 117,994.50
0.85	\$ 4,592.25	\$ 119,398.50
0.86	\$ 4,646.30	\$ 120,803.80
0.87	\$ 4,700.34	\$ 122,208.84
0.88	\$ 4,754.34	\$ 123,612.84
0.89	\$ 4,808.37	\$ 125,017.62
0.90	\$ 4,862.40	\$ 126,422.40
0.91	\$ 4,916.41	\$ 127,826.66
0.92	\$ 4,970.45	\$ 129,231.70
0.93	\$ 5,024.49	\$ 130,636.74
0.94	\$ 5,078.48	\$ 132,040.48
0.95	\$ 5,132.52	\$ 133,445.52
0.96	\$ 5,186.55	\$ 134,850.30
0.97	\$ 5,240.58	\$ 136,255.08
0.98	\$ 5,294.61	\$ 137,659.86
0.99	\$ 5,348.63	\$ 139,064.38
1.00	\$ 5,402.66	\$ 140,469.16
1.01	\$ 5,456.70	\$ 141,874.20
1.02	\$ 5,510.71	\$ 143,278.46
1.03	\$ 5,564.74	\$ 144,683.24
1.04	\$ 5,618.78	\$ 146,088.28
1.05	\$ 5,672.78	\$ 147,492.28
1.06	\$ 5,726.84	\$ 148,897.84
1.07	\$ 5,780.86	\$ 150,302.36
1.08	\$ 5,834.88	\$ 151,706.88
1.09	\$ 5,888.90	\$ 153,111.40
1.10	\$ 5,942.94	\$ 154,516.44

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 15

Minimum	Policy	Maximum
\$ 4,754.33	\$ 5,942.94	\$ 6,537.21
\$ 123,612.58	\$ 154,516.44	\$ 169,967.46

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 4,754.33	\$ 123,612.58
0.81	\$ 4,813.77	\$ 125,158.02
0.82	\$ 4,873.19	\$ 126,702.94
0.83	\$ 4,932.66	\$ 128,249.16
0.84	\$ 4,992.05	\$ 129,793.30
0.85	\$ 5,051.49	\$ 131,338.74
0.86	\$ 5,110.93	\$ 132,884.18
0.87	\$ 5,170.36	\$ 134,429.36
0.88	\$ 5,229.78	\$ 135,974.28
0.89	\$ 5,289.20	\$ 137,519.20
0.90	\$ 5,348.63	\$ 139,064.38
0.91	\$ 5,408.05	\$ 140,609.30
0.92	\$ 5,467.47	\$ 142,154.22
0.93	\$ 5,526.91	\$ 143,699.66
0.94	\$ 5,586.36	\$ 145,245.36
0.95	\$ 5,645.77	\$ 146,790.02
0.96	\$ 5,705.21	\$ 148,335.46
0.97	\$ 5,764.66	\$ 149,881.16
0.98	\$ 5,824.06	\$ 151,425.56
0.99	\$ 5,883.49	\$ 152,970.74
1.00	\$ 5,942.94	\$ 154,516.44
1.01	\$ 6,002.36	\$ 156,061.36
1.02	\$ 6,061.78	\$ 157,606.28
1.03	\$ 6,121.20	\$ 159,151.20
1.04	\$ 6,180.63	\$ 160,696.38
1.05	\$ 6,240.06	\$ 162,241.56
1.06	\$ 6,299.50	\$ 163,787.00
1.07	\$ 6,358.91	\$ 165,331.66
1.08	\$ 6,418.36	\$ 166,877.36
1.09	\$ 6,477.80	\$ 168,422.80
1.10	\$ 6,537.21	\$ 169,967.46

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 16

Minimum	Policy	Maximum
\$ 5,277.34	\$ 6,596.67	\$ 7,256.31
\$ 137,210.84	\$ 171,513.42	\$ 188,664.06

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 5,277.34	\$ 137,210.84
0.81	\$ 5,343.29	\$ 138,925.54
0.82	\$ 5,409.25	\$ 140,640.50
0.83	\$ 5,475.21	\$ 142,355.46
0.84	\$ 5,541.19	\$ 144,070.94
0.85	\$ 5,607.13	\$ 145,785.38
0.86	\$ 5,673.14	\$ 147,501.64
0.87	\$ 5,739.08	\$ 149,216.08
0.88	\$ 5,805.06	\$ 150,931.56
0.89	\$ 5,871.01	\$ 152,646.26
0.90	\$ 5,936.98	\$ 154,361.48
0.91	\$ 6,002.97	\$ 156,077.22
0.92	\$ 6,068.93	\$ 157,792.18
0.93	\$ 6,134.90	\$ 159,507.40
0.94	\$ 6,200.86	\$ 161,222.36
0.95	\$ 6,266.85	\$ 162,938.10
0.96	\$ 6,332.79	\$ 164,652.54
0.97	\$ 6,398.76	\$ 166,367.76
0.98	\$ 6,464.74	\$ 168,083.24
0.99	\$ 6,530.68	\$ 169,797.68
1.00	\$ 6,596.67	\$ 171,513.42
1.01	\$ 6,662.62	\$ 173,228.12
1.02	\$ 6,728.59	\$ 174,943.34
1.03	\$ 6,794.57	\$ 176,658.82
1.04	\$ 6,860.52	\$ 178,373.52
1.05	\$ 6,926.50	\$ 180,089.00
1.06	\$ 6,992.44	\$ 181,803.44
1.07	\$ 7,058.43	\$ 183,519.18
1.08	\$ 7,124.38	\$ 185,233.88
1.09	\$ 7,190.36	\$ 186,949.36
1.10	\$ 7,256.31	\$ 188,664.06

**Excluded Classification (EC) Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

EC 17

Minimum	Policy	Maximum
\$ 5,857.86	\$ 7,322.31	\$ 8,054.54
\$ 152,304.36	\$ 190,380.06	\$ 209,418.04

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 5,857.86	\$ 152,304.36
0.81	\$ 5,931.03	\$ 154,206.78
0.82	\$ 6,004.31	\$ 156,112.06
0.83	\$ 6,077.51	\$ 158,015.26
0.84	\$ 6,150.73	\$ 159,918.98
0.85	\$ 6,223.97	\$ 161,823.22
0.86	\$ 6,297.18	\$ 163,726.68
0.87	\$ 6,370.39	\$ 165,630.14
0.88	\$ 6,443.64	\$ 167,534.64
0.89	\$ 6,516.86	\$ 169,438.36
0.90	\$ 6,590.09	\$ 171,342.34
0.91	\$ 6,663.30	\$ 173,245.80
0.92	\$ 6,736.53	\$ 175,149.78
0.93	\$ 6,809.74	\$ 177,053.24
0.94	\$ 6,882.97	\$ 178,957.22
0.95	\$ 6,956.20	\$ 180,861.20
0.96	\$ 7,029.41	\$ 182,764.66
0.97	\$ 7,102.64	\$ 184,668.64
0.98	\$ 7,175.85	\$ 186,572.10
0.99	\$ 7,249.08	\$ 188,476.08
1.00	\$ 7,322.31	\$ 190,380.06
1.01	\$ 7,395.53	\$ 192,283.78
1.02	\$ 7,468.76	\$ 194,187.76
1.03	\$ 7,541.99	\$ 196,091.74
1.04	\$ 7,615.22	\$ 197,995.72
1.05	\$ 7,688.39	\$ 199,898.14
1.06	\$ 7,761.62	\$ 201,802.12
1.07	\$ 7,834.84	\$ 203,705.84
1.08	\$ 7,908.07	\$ 205,609.82
1.09	\$ 7,981.33	\$ 207,514.58
1.10	\$ 8,054.54	\$ 209,418.04

**Excluded Classification (EC) Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

	Minimum		Policy		Maximum	
	0.80		1.00		1.10	
EC 01	\$	1,449.32	\$	1,811.65	\$	1,992.84
	\$	37,682.32	\$	47,102.90	\$	51,813.84
EC 02	\$	1,554.43	\$	1,943.04	\$	2,137.37
	\$	40,415.18	\$	50,519.04	\$	55,571.62
EC 03	\$	1,667.13	\$	2,083.89	\$	2,292.30
	\$	43,345.38	\$	54,181.14	\$	59,599.80
EC 04	\$	1,787.98	\$	2,234.95	\$	2,458.47
	\$	46,487.48	\$	58,108.70	\$	63,920.22
EC 05	\$	1,917.60	\$	2,397.03	\$	2,636.72
	\$	49,857.60	\$	62,322.78	\$	68,554.72
EC 06	\$	2,056.65	\$	2,570.78	\$	2,827.86
	\$	53,472.90	\$	66,840.28	\$	73,524.36
EC 07	\$	2,262.29	\$	2,827.86	\$	3,110.65
	\$	58,819.54	\$	73,524.36	\$	80,876.90
EC 08	\$	2,488.52	\$	3,110.65	\$	3,421.71
	\$	64,701.52	\$	80,876.90	\$	88,964.46
EC 09	\$	2,737.37	\$	3,421.71	\$	3,763.92
	\$	71,171.62	\$	88,964.46	\$	97,861.92
EC 10	\$	3,011.11	\$	3,763.92	\$	4,140.30
	\$	78,288.86	\$	97,861.92	\$	107,647.80
EC 11	\$	3,312.23	\$	4,140.30	\$	4,554.33
	\$	86,117.98	\$	107,647.80	\$	118,412.58
EC 12	\$	3,643.43	\$	4,554.33	\$	5,009.75
	\$	94,729.18	\$	118,412.58	\$	130,253.50
EC 13	\$	4,007.80	\$	5,009.75	\$	5,510.71
	\$	104,202.80	\$	130,253.50	\$	143,278.46
EC 14	\$	4,408.59	\$	5,510.71	\$	6,061.80
	\$	114,623.34	\$	143,278.46	\$	157,606.80
EC 15	\$	4,849.42	\$	6,061.80	\$	6,667.95
	\$	126,084.92	\$	157,606.80	\$	173,366.70
EC 16	\$	5,382.89	\$	6,728.60	\$	7,401.44
	\$	139,955.14	\$	174,943.60	\$	192,437.44
EC 17	\$	5,975.02	\$	7,468.76	\$	8,215.63
	\$	155,350.52	\$	194,187.76	\$	213,606.38

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 01

Minimum	Policy	Maximum
\$ 1,449.32	\$ 1,811.65	\$ 1,992.84
\$ 37,682.32	\$ 47,102.90	\$ 51,813.84

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 1,449.32	\$ 37,682.32
0.81	\$ 1,467.45	\$ 38,153.70
0.82	\$ 1,485.58	\$ 38,625.08
0.83	\$ 1,503.67	\$ 39,095.42
0.84	\$ 1,521.79	\$ 39,566.54
0.85	\$ 1,539.92	\$ 40,037.92
0.86	\$ 1,558.02	\$ 40,508.52
0.87	\$ 1,576.14	\$ 40,979.64
0.88	\$ 1,594.27	\$ 41,451.02
0.89	\$ 1,612.42	\$ 41,922.92
0.90	\$ 1,630.51	\$ 42,393.26
0.91	\$ 1,648.60	\$ 42,863.60
0.92	\$ 1,666.74	\$ 43,335.24
0.93	\$ 1,684.85	\$ 43,806.10
0.94	\$ 1,702.98	\$ 44,277.48
0.95	\$ 1,721.10	\$ 44,748.60
0.96	\$ 1,739.20	\$ 45,219.20
0.97	\$ 1,757.33	\$ 45,690.58
0.98	\$ 1,775.45	\$ 46,161.70
0.99	\$ 1,793.54	\$ 46,632.04
1.00	\$ 1,811.65	\$ 47,102.90
1.01	\$ 1,829.81	\$ 47,575.06
1.02	\$ 1,847.91	\$ 48,045.66
1.03	\$ 1,866.01	\$ 48,516.26
1.04	\$ 1,884.15	\$ 48,987.90
1.05	\$ 1,902.27	\$ 49,459.02
1.06	\$ 1,920.37	\$ 49,929.62
1.07	\$ 1,938.45	\$ 50,399.70
1.08	\$ 1,956.60	\$ 50,871.60
1.09	\$ 1,974.74	\$ 51,343.24
1.10	\$ 1,992.84	\$ 51,813.84

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 02

Minimum	Policy	Maximum
\$ 1,554.43	\$ 1,943.04	\$ 2,137.37
\$ 40,415.18	\$ 50,519.04	\$ 55,571.62

Compa-ratio	Bi-weekly	Approximate Annual
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0.80	\$ 1,554.43	\$ 40,415.18
0.81	\$ 1,573.85	\$ 40,920.10
0.82	\$ 1,593.30	\$ 41,425.80
0.83	\$ 1,612.73	\$ 41,930.98
0.84	\$ 1,632.15	\$ 42,435.90
0.85	\$ 1,651.57	\$ 42,940.82
0.86	\$ 1,671.02	\$ 43,446.52
0.87	\$ 1,690.47	\$ 43,952.22
0.88	\$ 1,709.86	\$ 44,456.36
0.89	\$ 1,729.31	\$ 44,962.06
0.90	\$ 1,748.74	\$ 45,467.24
0.91	\$ 1,768.16	\$ 45,972.16
0.92	\$ 1,787.60	\$ 46,477.60
0.93	\$ 1,807.04	\$ 46,983.04
0.94	\$ 1,826.45	\$ 47,487.70
0.95	\$ 1,845.87	\$ 47,992.62
0.96	\$ 1,865.30	\$ 48,497.80
0.97	\$ 1,884.75	\$ 49,003.50
0.98	\$ 1,904.17	\$ 49,508.42
0.99	\$ 1,923.61	\$ 50,013.86
1.00	\$ 1,943.04	\$ 50,519.04
1.01	\$ 1,962.48	\$ 51,024.48
1.02	\$ 1,981.90	\$ 51,529.40
1.03	\$ 2,001.34	\$ 52,034.84
1.04	\$ 2,020.76	\$ 52,539.76
1.05	\$ 2,040.19	\$ 53,044.94
1.06	\$ 2,059.62	\$ 53,550.12
1.07	\$ 2,079.06	\$ 54,055.56
1.08	\$ 2,098.47	\$ 54,560.22
1.09	\$ 2,117.91	\$ 55,065.66
1.10	\$ 2,137.37	\$ 55,571.62

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 03

Minimum	Policy	Maximum
\$ 1,667.13	\$ 2,083.89	\$ 2,292.30
\$ 43,345.38	\$ 54,181.14	\$ 59,599.80

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,667.13	\$ 43,345.38
0.81	\$ 1,687.96	\$ 43,886.96
0.82	\$ 1,708.80	\$ 44,428.80
0.83	\$ 1,729.64	\$ 44,970.64
0.84	\$ 1,750.47	\$ 45,512.22
0.85	\$ 1,771.33	\$ 46,054.58
0.86	\$ 1,792.16	\$ 46,596.16
0.87	\$ 1,813.01	\$ 47,138.26
0.88	\$ 1,833.83	\$ 47,679.58
0.89	\$ 1,854.66	\$ 48,221.16
0.90	\$ 1,875.50	\$ 48,763.00
0.91	\$ 1,896.35	\$ 49,305.10
0.92	\$ 1,917.18	\$ 49,846.68
0.93	\$ 1,938.04	\$ 50,389.04
0.94	\$ 1,958.86	\$ 50,930.36
0.95	\$ 1,979.71	\$ 51,472.46
0.96	\$ 2,000.55	\$ 52,014.30
0.97	\$ 2,021.41	\$ 52,556.66
0.98	\$ 2,042.24	\$ 53,098.24
0.99	\$ 2,063.07	\$ 53,639.82
1.00	\$ 2,083.89	\$ 54,181.14
1.01	\$ 2,104.73	\$ 54,722.98
1.02	\$ 2,125.57	\$ 55,264.82
1.03	\$ 2,146.44	\$ 55,807.44
1.04	\$ 2,167.26	\$ 56,348.76
1.05	\$ 2,188.08	\$ 56,890.08
1.06	\$ 2,208.95	\$ 57,432.70
1.07	\$ 2,229.76	\$ 57,973.76
1.08	\$ 2,250.61	\$ 58,515.86
1.09	\$ 2,271.49	\$ 59,058.74
1.10	\$ 2,292.30	\$ 59,599.80

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 04

Minimum	Policy	Maximum
\$ 1,787.98	\$ 2,234.95	\$ 2,458.47
\$ 46,487.48	\$ 58,108.70	\$ 63,920.22

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 1,787.98	\$ 46,487.48
0.81	\$ 1,810.34	\$ 47,068.84
0.82	\$ 1,832.69	\$ 47,649.94
0.83	\$ 1,855.05	\$ 48,231.30
0.84	\$ 1,877.39	\$ 48,812.14
0.85	\$ 1,899.76	\$ 49,393.76
0.86	\$ 1,922.12	\$ 49,975.12
0.87	\$ 1,944.43	\$ 50,555.18
0.88	\$ 1,966.79	\$ 51,136.54
0.89	\$ 1,989.15	\$ 51,717.90
0.90	\$ 2,011.49	\$ 52,298.74
0.91	\$ 2,033.83	\$ 52,879.58
0.92	\$ 2,056.19	\$ 53,460.94
0.93	\$ 2,078.53	\$ 54,041.78
0.94	\$ 2,100.87	\$ 54,622.62
0.95	\$ 2,123.24	\$ 55,204.24
0.96	\$ 2,145.59	\$ 55,785.34
0.97	\$ 2,167.92	\$ 56,365.92
0.98	\$ 2,190.28	\$ 56,947.28
0.99	\$ 2,212.62	\$ 57,528.12
1.00	\$ 2,234.95	\$ 58,108.70
1.01	\$ 2,257.33	\$ 58,690.58
1.02	\$ 2,279.67	\$ 59,271.42
1.03	\$ 2,302.01	\$ 59,852.26
1.04	\$ 2,324.39	\$ 60,434.14
1.05	\$ 2,346.71	\$ 61,014.46
1.06	\$ 2,369.08	\$ 61,596.08
1.07	\$ 2,391.41	\$ 62,176.66
1.08	\$ 2,413.79	\$ 62,758.54
1.09	\$ 2,436.12	\$ 63,339.12
1.10	\$ 2,458.47	\$ 63,920.22

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 05

Minimum	Policy	Maximum
\$ 1,917.60	\$ 2,397.03	\$ 2,636.72
\$ 49,857.60	\$ 62,322.78	\$ 68,554.72

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 1,917.60	\$ 49,857.60
0.81	\$ 1,941.58	\$ 50,481.08
0.82	\$ 1,965.54	\$ 51,104.04
0.83	\$ 1,989.53	\$ 51,727.78
0.84	\$ 2,013.50	\$ 52,351.00
0.85	\$ 2,037.47	\$ 52,974.22
0.86	\$ 2,061.45	\$ 53,597.70
0.87	\$ 2,085.40	\$ 54,220.40
0.88	\$ 2,109.37	\$ 54,843.62
0.89	\$ 2,133.33	\$ 55,466.58
0.90	\$ 2,157.31	\$ 56,090.06
0.91	\$ 2,181.31	\$ 56,714.06
0.92	\$ 2,205.28	\$ 57,337.28
0.93	\$ 2,229.26	\$ 57,960.76
0.94	\$ 2,253.18	\$ 58,582.68
0.95	\$ 2,277.18	\$ 59,206.68
0.96	\$ 2,301.16	\$ 59,830.16
0.97	\$ 2,325.12	\$ 60,453.12
0.98	\$ 2,349.07	\$ 61,075.82
0.99	\$ 2,373.05	\$ 61,699.30
1.00	\$ 2,397.03	\$ 62,322.78
1.01	\$ 2,420.99	\$ 62,945.74
1.02	\$ 2,444.97	\$ 63,569.22
1.03	\$ 2,468.94	\$ 64,192.44
1.04	\$ 2,492.90	\$ 64,815.40
1.05	\$ 2,516.85	\$ 65,438.10
1.06	\$ 2,540.83	\$ 66,061.58
1.07	\$ 2,564.83	\$ 66,685.58
1.08	\$ 2,588.79	\$ 67,308.54
1.09	\$ 2,612.74	\$ 67,931.24
1.10	\$ 2,636.72	\$ 68,554.72

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 06

Minimum	Policy	Maximum
\$ 2,056.65	\$ 2,570.78	\$ 2,827.86
\$ 53,472.90	\$ 66,840.28	\$ 73,524.36

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,056.65	\$ 53,472.90
0.81	\$ 2,082.36	\$ 54,141.36
0.82	\$ 2,108.03	\$ 54,808.78
0.83	\$ 2,133.75	\$ 55,477.50
0.84	\$ 2,159.48	\$ 56,146.48
0.85	\$ 2,185.17	\$ 56,814.42
0.86	\$ 2,210.87	\$ 57,482.62
0.87	\$ 2,236.58	\$ 58,151.08
0.88	\$ 2,262.29	\$ 58,819.54
0.89	\$ 2,288.00	\$ 59,488.00
0.90	\$ 2,313.73	\$ 60,156.98
0.91	\$ 2,339.43	\$ 60,825.18
0.92	\$ 2,365.13	\$ 61,493.38
0.93	\$ 2,390.84	\$ 62,161.84
0.94	\$ 2,416.53	\$ 62,829.78
0.95	\$ 2,442.27	\$ 63,499.02
0.96	\$ 2,467.96	\$ 64,166.96
0.97	\$ 2,493.69	\$ 64,835.94
0.98	\$ 2,519.39	\$ 65,504.14
0.99	\$ 2,545.09	\$ 66,172.34
1.00	\$ 2,570.78	\$ 66,840.28
1.01	\$ 2,596.51	\$ 67,509.26
1.02	\$ 2,622.23	\$ 68,177.98
1.03	\$ 2,647.91	\$ 68,845.66
1.04	\$ 2,673.63	\$ 69,514.38
1.05	\$ 2,699.35	\$ 70,183.10
1.06	\$ 2,725.02	\$ 70,850.52
1.07	\$ 2,750.76	\$ 71,519.76
1.08	\$ 2,776.43	\$ 72,187.18
1.09	\$ 2,802.16	\$ 72,856.16
1.10	\$ 2,827.86	\$ 73,524.36

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 07

Minimum	Policy	Maximum
\$ 2,262.29	\$ 2,827.86	\$ 3,110.65
\$ 58,819.54	\$ 73,524.36	\$ 80,876.90

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,262.29	\$ 58,819.54
0.81	\$ 2,290.58	\$ 59,555.08
0.82	\$ 2,318.87	\$ 60,290.62
0.83	\$ 2,347.15	\$ 61,025.90
0.84	\$ 2,375.42	\$ 61,760.92
0.85	\$ 2,403.69	\$ 62,495.94
0.86	\$ 2,431.94	\$ 63,230.44
0.87	\$ 2,460.24	\$ 63,966.24
0.88	\$ 2,488.52	\$ 64,701.52
0.89	\$ 2,516.80	\$ 65,436.80
0.90	\$ 2,545.09	\$ 66,172.34
0.91	\$ 2,573.35	\$ 66,907.10
0.92	\$ 2,601.65	\$ 67,642.90
0.93	\$ 2,629.95	\$ 68,378.70
0.94	\$ 2,658.20	\$ 69,113.20
0.95	\$ 2,686.49	\$ 69,848.74
0.96	\$ 2,714.75	\$ 70,583.50
0.97	\$ 2,743.04	\$ 71,319.04
0.98	\$ 2,771.32	\$ 72,054.32
0.99	\$ 2,799.59	\$ 72,789.34
1.00	\$ 2,827.86	\$ 73,524.36
1.01	\$ 2,856.14	\$ 74,259.64
1.02	\$ 2,884.43	\$ 74,995.18
1.03	\$ 2,912.69	\$ 75,729.94
1.04	\$ 2,941.00	\$ 76,466.00
1.05	\$ 2,969.25	\$ 77,200.50
1.06	\$ 2,997.53	\$ 77,935.78
1.07	\$ 3,025.83	\$ 78,671.58
1.08	\$ 3,054.11	\$ 79,406.86
1.09	\$ 3,082.36	\$ 80,141.36
1.10	\$ 3,110.65	\$ 80,876.90

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 08

Minimum	Policy	Maximum
\$ 2,488.52	\$ 3,110.65	\$ 3,421.71
\$ 64,701.52	\$ 80,876.90	\$ 88,964.46

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,488.52	\$ 64,701.52
0.81	\$ 2,519.62	\$ 65,510.12
0.82	\$ 2,550.73	\$ 66,318.98
0.83	\$ 2,581.83	\$ 67,127.58
0.84	\$ 2,612.94	\$ 67,936.44
0.85	\$ 2,644.06	\$ 68,745.56
0.86	\$ 2,675.17	\$ 69,554.42
0.87	\$ 2,706.25	\$ 70,362.50
0.88	\$ 2,737.37	\$ 71,171.62
0.89	\$ 2,768.49	\$ 71,980.74
0.90	\$ 2,799.59	\$ 72,789.34
0.91	\$ 2,830.71	\$ 73,598.46
0.92	\$ 2,861.78	\$ 74,406.28
0.93	\$ 2,892.91	\$ 75,215.66
0.94	\$ 2,924.00	\$ 76,024.00
0.95	\$ 2,955.12	\$ 76,833.12
0.96	\$ 2,986.23	\$ 77,641.98
0.97	\$ 3,017.33	\$ 78,450.58
0.98	\$ 3,048.43	\$ 79,259.18
0.99	\$ 3,079.55	\$ 80,068.30
1.00	\$ 3,110.65	\$ 80,876.90
1.01	\$ 3,141.75	\$ 81,685.50
1.02	\$ 3,172.87	\$ 82,494.62
1.03	\$ 3,203.97	\$ 83,303.22
1.04	\$ 3,235.07	\$ 84,111.82
1.05	\$ 3,266.18	\$ 84,920.68
1.06	\$ 3,297.27	\$ 85,729.02
1.07	\$ 3,328.39	\$ 86,538.14
1.08	\$ 3,359.50	\$ 87,347.00
1.09	\$ 3,390.63	\$ 88,156.38
1.10	\$ 3,421.71	\$ 88,964.46

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 09

	Minimum	Policy	Maximum
	\$ 2,737.37	\$ 3,421.71	\$ 3,763.92
	\$ 71,171.62	\$ 88,964.46	\$ 97,861.92

  

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,737.37	\$ 71,171.62
0.81	\$ 2,771.56	\$ 72,060.56
0.82	\$ 2,805.83	\$ 72,951.58
0.83	\$ 2,840.04	\$ 73,841.04
0.84	\$ 2,874.25	\$ 74,730.50
0.85	\$ 2,908.46	\$ 75,619.96
0.86	\$ 2,942.67	\$ 76,509.42
0.87	\$ 2,976.88	\$ 77,398.88
0.88	\$ 3,011.11	\$ 78,288.86
0.89	\$ 3,045.32	\$ 79,178.32
0.90	\$ 3,079.55	\$ 80,068.30
0.91	\$ 3,113.76	\$ 80,957.76
0.92	\$ 3,148.00	\$ 81,848.00
0.93	\$ 3,182.18	\$ 82,736.68
0.94	\$ 3,216.41	\$ 83,626.66
0.95	\$ 3,250.67	\$ 84,517.42
0.96	\$ 3,284.87	\$ 85,406.62
0.97	\$ 3,319.06	\$ 86,295.56
0.98	\$ 3,353.29	\$ 87,185.54
0.99	\$ 3,387.51	\$ 88,075.26
1.00	\$ 3,421.71	\$ 88,964.46
1.01	\$ 3,455.95	\$ 89,854.70
1.02	\$ 3,490.19	\$ 90,744.94
1.03	\$ 3,524.37	\$ 91,633.62
1.04	\$ 3,558.61	\$ 92,523.86
1.05	\$ 3,592.81	\$ 93,413.06
1.06	\$ 3,627.02	\$ 94,302.52
1.07	\$ 3,661.25	\$ 95,192.50
1.08	\$ 3,695.47	\$ 96,082.22
1.09	\$ 3,729.68	\$ 96,971.68
1.10	\$ 3,763.92	\$ 97,861.92

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 10

	Minimum	Policy	Maximum
	\$ 3,011.11	\$ 3,763.92	\$ 4,140.30
	\$ 78,288.86	\$ 97,861.92	\$ 107,647.80

  

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,011.11	\$ 78,288.86
0.81	\$ 3,048.76	\$ 79,267.76
0.82	\$ 3,086.40	\$ 80,246.40
0.83	\$ 3,124.05	\$ 81,225.30
0.84	\$ 3,161.66	\$ 82,203.16
0.85	\$ 3,199.32	\$ 83,182.32
0.86	\$ 3,236.96	\$ 84,160.96
0.87	\$ 3,274.59	\$ 85,139.34
0.88	\$ 3,312.23	\$ 86,117.98
0.89	\$ 3,349.89	\$ 87,097.14
0.90	\$ 3,387.51	\$ 88,075.26
0.91	\$ 3,425.12	\$ 89,053.12
0.92	\$ 3,462.81	\$ 90,033.06
0.93	\$ 3,500.44	\$ 91,011.44
0.94	\$ 3,538.05	\$ 91,989.30
0.95	\$ 3,575.72	\$ 92,968.72
0.96	\$ 3,613.37	\$ 93,947.62
0.97	\$ 3,650.97	\$ 94,925.22
0.98	\$ 3,688.63	\$ 95,904.38
0.99	\$ 3,726.26	\$ 96,882.76
1.00	\$ 3,763.92	\$ 97,861.92
1.01	\$ 3,801.54	\$ 98,840.04
1.02	\$ 3,839.16	\$ 99,818.16
1.03	\$ 3,876.84	\$ 100,797.84
1.04	\$ 3,914.44	\$ 101,775.44
1.05	\$ 3,952.08	\$ 102,754.08
1.06	\$ 3,989.74	\$ 103,733.24
1.07	\$ 4,027.38	\$ 104,711.88
1.08	\$ 4,065.01	\$ 105,690.26
1.09	\$ 4,102.66	\$ 106,669.16
1.10	\$ 4,140.30	\$ 107,647.80

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 11

Minimum	Policy	Maximum
\$ 3,312.23	\$ 4,140.30	\$ 4,554.33
\$ 86,117.98	\$ 107,647.80	\$ 118,412.58

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 3,312.23	\$ 86,117.98
0.81	\$ 3,353.60	\$ 87,193.60
0.82	\$ 3,395.01	\$ 88,270.26
0.83	\$ 3,436.43	\$ 89,347.18
0.84	\$ 3,477.83	\$ 90,423.58
0.85	\$ 3,519.24	\$ 91,500.24
0.86	\$ 3,560.66	\$ 92,577.16
0.87	\$ 3,602.02	\$ 93,652.52
0.88	\$ 3,643.43	\$ 94,729.18
0.89	\$ 3,684.85	\$ 95,806.10
0.90	\$ 3,726.26	\$ 96,882.76
0.91	\$ 3,767.67	\$ 97,959.42
0.92	\$ 3,809.04	\$ 99,035.04
0.93	\$ 3,850.45	\$ 100,111.70
0.94	\$ 3,891.88	\$ 101,188.88
0.95	\$ 3,933.28	\$ 102,265.28
0.96	\$ 3,974.69	\$ 103,341.94
0.97	\$ 4,016.08	\$ 104,418.08
0.98	\$ 4,057.48	\$ 105,494.48
0.99	\$ 4,098.86	\$ 106,570.36
1.00	\$ 4,140.30	\$ 107,647.80
1.01	\$ 4,181.69	\$ 108,723.94
1.02	\$ 4,223.09	\$ 109,800.34
1.03	\$ 4,264.50	\$ 110,877.00
1.04	\$ 4,305.88	\$ 111,952.88
1.05	\$ 4,347.29	\$ 113,029.54
1.06	\$ 4,388.72	\$ 114,106.72
1.07	\$ 4,430.10	\$ 115,182.60
1.08	\$ 4,471.52	\$ 116,259.52
1.09	\$ 4,512.90	\$ 117,335.40
1.10	\$ 4,554.33	\$ 118,412.58

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 12

Minimum	Policy	Maximum
\$ 3,643.43	\$ 4,554.33	\$ 5,009.75
\$ 94,729.18	\$ 118,412.58	\$ 130,253.50

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 3,643.43	\$ 94,729.18
0.81	\$ 3,688.96	\$ 95,912.96
0.82	\$ 3,734.54	\$ 97,098.04
0.83	\$ 3,780.09	\$ 98,282.34
0.84	\$ 3,825.63	\$ 99,466.38
0.85	\$ 3,871.16	\$ 100,650.16
0.86	\$ 3,916.70	\$ 101,834.20
0.87	\$ 3,962.27	\$ 103,019.02
0.88	\$ 4,007.80	\$ 104,202.80
0.89	\$ 4,053.35	\$ 105,387.10
0.90	\$ 4,098.86	\$ 106,570.36
0.91	\$ 4,144.43	\$ 107,755.18
0.92	\$ 4,189.98	\$ 108,939.48
0.93	\$ 4,235.50	\$ 110,123.00
0.94	\$ 4,281.06	\$ 111,307.56
0.95	\$ 4,326.61	\$ 112,491.86
0.96	\$ 4,372.16	\$ 113,676.16
0.97	\$ 4,417.68	\$ 114,859.68
0.98	\$ 4,463.23	\$ 116,043.98
0.99	\$ 4,508.82	\$ 117,229.32
1.00	\$ 4,554.33	\$ 118,412.58
1.01	\$ 4,599.85	\$ 119,596.10
1.02	\$ 4,645.40	\$ 120,780.40
1.03	\$ 4,690.97	\$ 121,965.22
1.04	\$ 4,736.49	\$ 123,148.74
1.05	\$ 4,782.04	\$ 124,333.04
1.06	\$ 4,827.58	\$ 125,517.08
1.07	\$ 4,873.13	\$ 126,701.38
1.08	\$ 4,918.66	\$ 127,885.16
1.09	\$ 4,964.22	\$ 129,069.72
1.10	\$ 5,009.75	\$ 130,253.50

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 13

Minimum	Policy	Maximum
\$ 4,007.80	\$ 5,009.75	\$ 5,510.71
\$ 104,202.80	\$ 130,253.50	\$ 143,278.46

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 4,007.80	\$ 104,202.80
0.81	\$ 4,057.91	\$ 105,505.66
0.82	\$ 4,107.98	\$ 106,807.48
0.83	\$ 4,158.10	\$ 108,110.60
0.84	\$ 4,208.19	\$ 109,412.94
0.85	\$ 4,258.28	\$ 110,715.28
0.86	\$ 4,308.38	\$ 112,017.88
0.87	\$ 4,358.46	\$ 113,319.96
0.88	\$ 4,408.59	\$ 114,623.34
0.89	\$ 4,458.66	\$ 115,925.16
0.90	\$ 4,508.82	\$ 117,229.32
0.91	\$ 4,558.88	\$ 118,530.88
0.92	\$ 4,608.96	\$ 119,832.96
0.93	\$ 4,659.03	\$ 121,134.78
0.94	\$ 4,709.18	\$ 122,438.68
0.95	\$ 4,759.26	\$ 123,740.76
0.96	\$ 4,809.34	\$ 125,042.84
0.97	\$ 4,859.43	\$ 126,345.18
0.98	\$ 4,909.59	\$ 127,649.34
0.99	\$ 4,959.65	\$ 128,950.90
1.00	\$ 5,009.75	\$ 130,253.50
1.01	\$ 5,059.83	\$ 131,555.58
1.02	\$ 5,109.92	\$ 132,857.92
1.03	\$ 5,160.03	\$ 134,160.78
1.04	\$ 5,210.13	\$ 135,463.38
1.05	\$ 5,260.25	\$ 136,766.50
1.06	\$ 5,310.33	\$ 138,068.58
1.07	\$ 5,360.47	\$ 139,372.22
1.08	\$ 5,410.53	\$ 140,673.78
1.09	\$ 5,460.61	\$ 141,975.86
1.10	\$ 5,510.71	\$ 143,278.46

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 14

Minimum	Policy	Maximum
\$ 4,408.59	\$ 5,510.71	\$ 6,061.80
\$ 114,623.34	\$ 143,278.46	\$ 157,606.80

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 4,408.59	\$ 114,623.34
0.81	\$ 4,463.66	\$ 116,055.16
0.82	\$ 4,518.77	\$ 117,488.02
0.83	\$ 4,573.89	\$ 118,921.14
0.84	\$ 4,629.02	\$ 120,354.52
0.85	\$ 4,684.10	\$ 121,786.60
0.86	\$ 4,739.23	\$ 123,219.98
0.87	\$ 4,794.35	\$ 124,653.10
0.88	\$ 4,849.43	\$ 126,085.18
0.89	\$ 4,904.54	\$ 127,518.04
0.90	\$ 4,959.65	\$ 128,950.90
0.91	\$ 5,014.74	\$ 130,383.24
0.92	\$ 5,069.86	\$ 131,816.36
0.93	\$ 5,124.98	\$ 133,249.48
0.94	\$ 5,180.05	\$ 134,681.30
0.95	\$ 5,235.17	\$ 136,114.42
0.96	\$ 5,290.28	\$ 137,547.28
0.97	\$ 5,345.39	\$ 138,980.14
0.98	\$ 5,400.50	\$ 140,413.00
0.99	\$ 5,455.60	\$ 141,845.60
1.00	\$ 5,510.71	\$ 143,278.46
1.01	\$ 5,565.83	\$ 144,711.58
1.02	\$ 5,620.92	\$ 146,143.92
1.03	\$ 5,676.03	\$ 147,576.78
1.04	\$ 5,731.16	\$ 149,010.16
1.05	\$ 5,786.24	\$ 150,442.24
1.06	\$ 5,841.38	\$ 151,875.88
1.07	\$ 5,896.48	\$ 153,308.48
1.08	\$ 5,951.58	\$ 154,741.08
1.09	\$ 6,006.68	\$ 156,173.68
1.10	\$ 6,061.80	\$ 157,606.80

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 15

Minimum	Policy	Maximum
\$ 4,849.42	\$ 6,061.80	\$ 6,667.95
\$ 126,084.92	\$ 157,606.80	\$ 173,366.70

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 4,849.42	\$ 126,084.92
0.81	\$ 4,910.05	\$ 127,661.30
0.82	\$ 4,970.65	\$ 129,236.90
0.83	\$ 5,031.31	\$ 130,814.06
0.84	\$ 5,091.89	\$ 132,389.14
0.85	\$ 5,152.52	\$ 133,965.52
0.86	\$ 5,213.15	\$ 135,541.90
0.87	\$ 5,273.77	\$ 137,118.02
0.88	\$ 5,334.38	\$ 138,693.88
0.89	\$ 5,394.98	\$ 140,269.48
0.90	\$ 5,455.60	\$ 141,845.60
0.91	\$ 5,516.21	\$ 143,421.46
0.92	\$ 5,576.82	\$ 144,997.32
0.93	\$ 5,637.45	\$ 146,573.70
0.94	\$ 5,698.09	\$ 148,150.34
0.95	\$ 5,758.69	\$ 149,725.94
0.96	\$ 5,819.31	\$ 151,302.06
0.97	\$ 5,879.95	\$ 152,878.70
0.98	\$ 5,940.54	\$ 154,454.04
0.99	\$ 6,001.16	\$ 156,030.16
1.00	\$ 6,061.80	\$ 157,606.80
1.01	\$ 6,122.41	\$ 159,182.66
1.02	\$ 6,183.02	\$ 160,758.52
1.03	\$ 6,243.62	\$ 162,334.12
1.04	\$ 6,304.24	\$ 163,910.24
1.05	\$ 6,364.86	\$ 165,486.36
1.06	\$ 6,425.49	\$ 167,062.74
1.07	\$ 6,486.09	\$ 168,638.34
1.08	\$ 6,546.73	\$ 170,214.98
1.09	\$ 6,607.36	\$ 171,791.36
1.10	\$ 6,667.95	\$ 173,366.70

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 16

Minimum	Policy	Maximum
\$ 5,382.89	\$ 6,728.60	\$ 7,401.44
\$ 139,955.14	\$ 174,943.60	\$ 192,437.44

Compa-ratio	Bi-weekly	Approximate Annual
-------------	-----------	--------------------

0.80	\$ 5,382.89	\$ 139,955.14
0.81	\$ 5,450.16	\$ 141,704.16
0.82	\$ 5,517.44	\$ 143,453.44
0.83	\$ 5,584.71	\$ 145,202.46
0.84	\$ 5,652.01	\$ 146,952.26
0.85	\$ 5,719.27	\$ 148,701.02
0.86	\$ 5,786.60	\$ 150,451.60
0.87	\$ 5,853.86	\$ 152,200.36
0.88	\$ 5,921.16	\$ 153,950.16
0.89	\$ 5,988.43	\$ 155,699.18
0.90	\$ 6,055.72	\$ 157,448.72
0.91	\$ 6,123.03	\$ 159,198.78
0.92	\$ 6,190.31	\$ 160,948.06
0.93	\$ 6,257.60	\$ 162,697.60
0.94	\$ 6,324.88	\$ 164,446.88
0.95	\$ 6,392.19	\$ 166,196.94
0.96	\$ 6,459.45	\$ 167,945.70
0.97	\$ 6,526.74	\$ 169,695.24
0.98	\$ 6,594.03	\$ 171,444.78
0.99	\$ 6,661.29	\$ 173,193.54
1.00	\$ 6,728.60	\$ 174,943.60
1.01	\$ 6,795.87	\$ 176,692.62
1.02	\$ 6,863.16	\$ 178,442.16
1.03	\$ 6,930.46	\$ 180,191.96
1.04	\$ 6,997.73	\$ 181,940.98
1.05	\$ 7,065.03	\$ 183,690.78
1.06	\$ 7,132.29	\$ 185,439.54
1.07	\$ 7,199.60	\$ 187,189.60
1.08	\$ 7,266.87	\$ 188,938.62
1.09	\$ 7,334.17	\$ 190,688.42
1.10	\$ 7,401.44	\$ 192,437.44

Excluded Classification (EC) Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

EC 17

Minimum	Policy	Maximum
\$ 5,975.02	\$ 7,468.76	\$ 8,215.63
\$ 155,350.52	\$ 194,187.76	\$ 213,606.38

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 5,975.02	\$ 155,350.52
0.81	\$ 6,049.65	\$ 157,290.90
0.82	\$ 6,124.40	\$ 159,234.40
0.83	\$ 6,199.06	\$ 161,175.56
0.84	\$ 6,273.74	\$ 163,117.24
0.85	\$ 6,348.45	\$ 165,059.70
0.86	\$ 6,423.12	\$ 167,001.12
0.87	\$ 6,497.80	\$ 168,942.80
0.88	\$ 6,572.51	\$ 170,885.26
0.89	\$ 6,647.20	\$ 172,827.20
0.90	\$ 6,721.89	\$ 174,769.14
0.91	\$ 6,796.57	\$ 176,710.82
0.92	\$ 6,871.26	\$ 178,652.76
0.93	\$ 6,945.93	\$ 180,594.18
0.94	\$ 7,020.63	\$ 182,536.38
0.95	\$ 7,095.32	\$ 184,478.32
0.96	\$ 7,170.00	\$ 186,420.00
0.97	\$ 7,244.69	\$ 188,361.94
0.98	\$ 7,319.37	\$ 190,303.62
0.99	\$ 7,394.06	\$ 192,245.56
1.00	\$ 7,468.76	\$ 194,187.76
1.01	\$ 7,543.44	\$ 196,129.44
1.02	\$ 7,618.14	\$ 198,071.64
1.03	\$ 7,692.83	\$ 200,013.58
1.04	\$ 7,767.52	\$ 201,955.52
1.05	\$ 7,842.16	\$ 203,896.16
1.06	\$ 7,916.85	\$ 205,838.10
1.07	\$ 7,991.54	\$ 207,780.04
1.08	\$ 8,066.23	\$ 209,721.98
1.09	\$ 8,140.96	\$ 211,664.96
1.10	\$ 8,215.63	\$ 213,606.38

## HSA – Health Services Classification and Pay Plan

### HEALTH SERVICES CLASSIFICATION AND PAY PLAN - HSA BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

	I	II	III	IV	V	VI
HSA 02						
01.04.2024	\$ 1,375.96	\$ 1,401.66	\$ 1,427.28	\$ 1,453.26	\$ 1,479.12	
01.04.2025	\$ 1,403.48	\$ 1,429.69	\$ 1,455.83	\$ 1,482.33	\$ 1,508.70	
01.04.2026	\$ 1,431.55	\$ 1,458.28	\$ 1,484.95	\$ 1,511.98	\$ 1,538.87	
01.04.2027	\$ 1,460.18	\$ 1,487.45	\$ 1,514.65	\$ 1,542.22	\$ 1,569.65	
HSA 03						
01.04.2024	\$ 1,460.57	\$ 1,485.36	\$ 1,510.42	\$ 1,535.39	\$ 1,572.80	
01.04.2025	\$ 1,489.78	\$ 1,515.07	\$ 1,540.63	\$ 1,566.10	\$ 1,604.26	
01.04.2026	\$ 1,519.58	\$ 1,545.37	\$ 1,571.44	\$ 1,597.42	\$ 1,636.35	
01.04.2027	\$ 1,549.97	\$ 1,576.28	\$ 1,602.87	\$ 1,629.37	\$ 1,669.08	
HSA 04						
01.04.2024	\$ 1,375.96	\$ 1,421.01	\$ 1,467.91	\$ 1,516.71	\$ 1,567.50	\$ 1,620.98
01.04.2025	\$ 1,403.48	\$ 1,449.43	\$ 1,497.27	\$ 1,547.04	\$ 1,598.85	\$ 1,653.40
01.04.2026	\$ 1,431.55	\$ 1,478.42	\$ 1,527.22	\$ 1,577.98	\$ 1,630.83	\$ 1,686.47
01.04.2027	\$ 1,460.18	\$ 1,507.99	\$ 1,557.76	\$ 1,609.54	\$ 1,663.45	\$ 1,720.20
HSA 05						
01.04.2024	\$ 1,414.63	\$ 1,460.06	\$ 1,507.38	\$ 1,556.54	\$ 1,607.79	\$ 1,659.63
01.04.2025	\$ 1,442.92	\$ 1,489.26	\$ 1,537.53	\$ 1,587.67	\$ 1,639.95	\$ 1,692.82
01.04.2026	\$ 1,471.78	\$ 1,519.05	\$ 1,568.28	\$ 1,619.42	\$ 1,672.75	\$ 1,726.68
01.04.2027	\$ 1,501.22	\$ 1,549.43	\$ 1,599.65	\$ 1,651.81	\$ 1,706.21	\$ 1,761.21
HSA 06						
01.04.2024	\$ 1,504.90	\$ 1,546.07	\$ 1,588.57	\$ 1,632.50	\$ 1,677.90	\$ 1,724.12
01.04.2025	\$ 1,535.00	\$ 1,576.99	\$ 1,620.34	\$ 1,665.15	\$ 1,711.46	\$ 1,758.60
01.04.2026	\$ 1,565.70	\$ 1,608.53	\$ 1,652.75	\$ 1,698.45	\$ 1,745.69	\$ 1,793.77
01.04.2027	\$ 1,597.01	\$ 1,640.70	\$ 1,685.81	\$ 1,732.42	\$ 1,780.60	\$ 1,829.65
HSA 07						
01.04.2024	\$ 1,514.78	\$ 1,566.80	\$ 1,620.95	\$ 1,677.39	\$ 1,736.13	\$ 1,798.61
01.04.2025	\$ 1,545.08	\$ 1,598.14	\$ 1,653.37	\$ 1,710.94	\$ 1,770.85	\$ 1,834.58
01.04.2026	\$ 1,575.98	\$ 1,630.10	\$ 1,686.44	\$ 1,745.16	\$ 1,806.27	\$ 1,871.27
01.04.2027	\$ 1,607.50	\$ 1,662.70	\$ 1,720.17	\$ 1,780.06	\$ 1,842.40	\$ 1,908.70
HSA 08						
01.04.2024	\$ 1,530.60	\$ 1,582.66	\$ 1,636.74	\$ 1,693.22	\$ 1,751.99	\$ 1,814.45
01.04.2025	\$ 1,561.21	\$ 1,614.31	\$ 1,669.47	\$ 1,727.08	\$ 1,787.03	\$ 1,850.74
01.04.2026	\$ 1,592.43	\$ 1,646.60	\$ 1,702.86	\$ 1,761.62	\$ 1,822.77	\$ 1,887.75
01.04.2027	\$ 1,624.28	\$ 1,679.53	\$ 1,736.92	\$ 1,796.85	\$ 1,859.23	\$ 1,925.51
HSA 09						
01.04.2024	\$ 1,553.69	\$ 1,607.96	\$ 1,664.47	\$ 1,723.48	\$ 1,784.84	\$ 1,850.34
01.04.2025	\$ 1,584.76	\$ 1,640.12	\$ 1,697.76	\$ 1,757.95	\$ 1,820.54	\$ 1,887.35
01.04.2026	\$ 1,616.46	\$ 1,672.92	\$ 1,731.72	\$ 1,793.11	\$ 1,856.95	\$ 1,925.10
01.04.2027	\$ 1,648.79	\$ 1,706.38	\$ 1,766.35	\$ 1,828.97	\$ 1,894.09	\$ 1,963.60

HSA 10												
01.04.2024	\$	1,569.48	\$	1,623.77	\$	1,680.32	\$	1,739.26	\$	1,800.70	\$	1,866.16
01.04.2025	\$	1,600.87	\$	1,656.25	\$	1,713.93	\$	1,774.05	\$	1,836.71	\$	1,903.48
01.04.2026	\$	1,632.89	\$	1,689.38	\$	1,748.21	\$	1,809.53	\$	1,873.44	\$	1,941.55
01.04.2027	\$	1,665.55	\$	1,723.17	\$	1,783.17	\$	1,845.72	\$	1,910.91	\$	1,980.38
HSA 11												
01.04.2024	\$	1,608.18	\$	1,656.16	\$	1,705.68	\$	1,757.18	\$	1,810.43	\$	1,866.16
01.04.2025	\$	1,640.34	\$	1,689.28	\$	1,739.79	\$	1,792.32	\$	1,846.64	\$	1,903.48
01.04.2026	\$	1,673.15	\$	1,723.07	\$	1,774.59	\$	1,828.17	\$	1,883.57	\$	1,941.55
01.04.2027	\$	1,706.61	\$	1,757.53	\$	1,810.08	\$	1,864.73	\$	1,921.24	\$	1,980.38
HSA 12												
01.04.2024	\$	1,569.48	\$	1,634.73	\$	1,703.26	\$	1,775.33	\$	1,851.00	\$	1,929.18
01.04.2025	\$	1,600.87	\$	1,667.42	\$	1,737.33	\$	1,810.84	\$	1,888.02	\$	1,967.76
01.04.2026	\$	1,632.89	\$	1,700.77	\$	1,772.08	\$	1,847.06	\$	1,925.78	\$	2,007.12
01.04.2027	\$	1,665.55	\$	1,734.79	\$	1,807.52	\$	1,884.00	\$	1,964.30	\$	2,047.26
HSA 13												
01.04.2024	\$	1,724.12	\$	1,763.05	\$	1,814.45	\$	1,866.16	\$	1,929.18		
01.04.2025	\$	1,758.60	\$	1,798.31	\$	1,850.74	\$	1,903.48	\$	1,967.76		
01.04.2026	\$	1,793.77	\$	1,834.28	\$	1,887.75	\$	1,941.55	\$	2,007.12		
01.04.2027	\$	1,829.65	\$	1,870.97	\$	1,925.51	\$	1,980.38	\$	2,047.26		
HSA 14												
01.04.2024	\$	1,763.05	\$	1,814.45	\$	1,866.16	\$	1,929.18	\$	1,977.01		
01.04.2025	\$	1,798.31	\$	1,850.74	\$	1,903.48	\$	1,967.76	\$	2,016.55		
01.04.2026	\$	1,834.28	\$	1,887.75	\$	1,941.55	\$	2,007.12	\$	2,056.88		
01.04.2027	\$	1,870.97	\$	1,925.51	\$	1,980.38	\$	2,047.26	\$	2,098.02		
HSA 15												
01.04.2024	\$	1,866.16	\$	1,929.18	\$	1,977.01	\$	2,032.80	\$	2,096.58		
01.04.2025	\$	1,903.48	\$	1,967.76	\$	2,016.55	\$	2,073.46	\$	2,138.51		
01.04.2026	\$	1,941.55	\$	2,007.12	\$	2,056.88	\$	2,114.93	\$	2,181.28		
01.04.2027	\$	1,980.38	\$	2,047.26	\$	2,098.02	\$	2,157.23	\$	2,224.91		
HSA 16												
01.04.2024	\$	1,929.18	\$	1,977.01	\$	2,032.80	\$	2,096.58	\$	2,191.33		
01.04.2025	\$	1,967.76	\$	2,016.55	\$	2,073.46	\$	2,138.51	\$	2,235.16		
01.04.2026	\$	2,007.12	\$	2,056.88	\$	2,114.93	\$	2,181.28	\$	2,279.86		
01.04.2027	\$	2,047.26	\$	2,098.02	\$	2,157.23	\$	2,224.91	\$	2,325.46		
HSA 17												
01.04.2024	\$	1,977.01	\$	2,032.80	\$	2,096.58	\$	2,191.33	\$	2,290.92		
01.04.2025	\$	2,016.55	\$	2,073.46	\$	2,138.51	\$	2,235.16	\$	2,336.74		
01.04.2026	\$	2,056.88	\$	2,114.93	\$	2,181.28	\$	2,279.86	\$	2,383.47		
01.04.2027	\$	2,098.02	\$	2,157.23	\$	2,224.91	\$	2,325.46	\$	2,431.14		

## HSB – Health Services Classification and Pay Plan

### HEALTH SERVICES CLASSIFICATION AND PAY PLAN - HSB BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

	I	II	III	IV
HSB 01				
01.04.2024	\$ 1,639.45	\$ 1,681.44	\$ 1,705.89	\$ 1,739.13
01.04.2025	\$ 1,672.24	\$ 1,715.07	\$ 1,740.01	\$ 1,773.91
01.04.2026	\$ 1,705.68	\$ 1,749.37	\$ 1,774.81	\$ 1,809.39
01.04.2027	\$ 1,739.79	\$ 1,784.36	\$ 1,810.31	\$ 1,845.58
HSB 02				
01.04.2024	\$ 1,681.44	\$ 1,705.89	\$ 1,739.13	\$ 1,770.61
01.04.2025	\$ 1,715.07	\$ 1,740.01	\$ 1,773.91	\$ 1,806.02
01.04.2026	\$ 1,749.37	\$ 1,774.81	\$ 1,809.39	\$ 1,842.14
01.04.2027	\$ 1,784.36	\$ 1,810.31	\$ 1,845.58	\$ 1,878.98
HSB 03				
01.04.2024	\$ 1,705.89	\$ 1,739.13	\$ 1,770.61	\$ 1,805.58
01.04.2025	\$ 1,740.01	\$ 1,773.91	\$ 1,806.02	\$ 1,841.69
01.04.2026	\$ 1,774.81	\$ 1,809.39	\$ 1,842.14	\$ 1,878.52
01.04.2027	\$ 1,810.31	\$ 1,845.58	\$ 1,878.98	\$ 1,916.09
HSB 04				
01.04.2024	\$ 1,739.13	\$ 1,770.61	\$ 1,805.58	\$ 1,856.39
01.04.2025	\$ 1,773.91	\$ 1,806.02	\$ 1,841.69	\$ 1,893.52
01.04.2026	\$ 1,809.39	\$ 1,842.14	\$ 1,878.52	\$ 1,931.39
01.04.2027	\$ 1,845.58	\$ 1,878.98	\$ 1,916.09	\$ 1,970.02
HSB 05				
01.04.2024	\$ 1,770.61	\$ 1,805.58	\$ 1,856.39	\$ 1,903.61
01.04.2025	\$ 1,806.02	\$ 1,841.69	\$ 1,893.52	\$ 1,941.68
01.04.2026	\$ 1,842.14	\$ 1,878.52	\$ 1,931.39	\$ 1,980.51
01.04.2027	\$ 1,878.98	\$ 1,916.09	\$ 1,970.02	\$ 2,020.12
HSB 06				
01.04.2024	\$ 1,805.58	\$ 1,856.39	\$ 1,903.61	\$ 1,954.37
01.04.2025	\$ 1,841.69	\$ 1,893.52	\$ 1,941.68	\$ 1,993.46
01.04.2026	\$ 1,878.52	\$ 1,931.39	\$ 1,980.51	\$ 2,033.33
01.04.2027	\$ 1,916.09	\$ 1,970.02	\$ 2,020.12	\$ 2,074.00
HSB 07				
01.04.2024	\$ 1,856.39	\$ 1,903.61	\$ 1,954.37	\$ 2,003.31
01.04.2025	\$ 1,893.52	\$ 1,941.68	\$ 1,993.46	\$ 2,043.38
01.04.2026	\$ 1,931.39	\$ 1,980.51	\$ 2,033.33	\$ 2,084.25
01.04.2027	\$ 1,970.02	\$ 2,020.12	\$ 2,074.00	\$ 2,125.94
HSB 08				
01.04.2024	\$ 1,903.61	\$ 1,954.37	\$ 2,003.31	\$ 2,054.11
01.04.2025	\$ 1,941.68	\$ 1,993.46	\$ 2,043.38	\$ 2,095.19
01.04.2026	\$ 1,980.51	\$ 2,033.33	\$ 2,084.25	\$ 2,137.09
01.04.2027	\$ 2,020.12	\$ 2,074.00	\$ 2,125.94	\$ 2,179.83

HSB 09

01.04.2024	\$	1,954.37	\$	2,003.31	\$	2,054.11	\$	2,103.11
01.04.2025	\$	1,993.46	\$	2,043.38	\$	2,095.19	\$	2,145.17
01.04.2026	\$	2,033.33	\$	2,084.25	\$	2,137.09	\$	2,188.07
01.04.2027	\$	2,074.00	\$	2,125.94	\$	2,179.83	\$	2,231.83

HSB 10

01.04.2024	\$	2,003.31	\$	2,054.11	\$	2,103.11	\$	2,152.09
01.04.2025	\$	2,043.38	\$	2,095.19	\$	2,145.17	\$	2,195.13
01.04.2026	\$	2,084.25	\$	2,137.09	\$	2,188.07	\$	2,239.03
01.04.2027	\$	2,125.94	\$	2,179.83	\$	2,231.83	\$	2,283.81

HSB 11

01.04.2024	\$	2,054.11	\$	2,103.11	\$	2,152.09	\$	2,202.77
01.04.2025	\$	2,095.19	\$	2,145.17	\$	2,195.13	\$	2,246.83
01.04.2026	\$	2,137.09	\$	2,188.07	\$	2,239.03	\$	2,291.77
01.04.2027	\$	2,179.83	\$	2,231.83	\$	2,283.81	\$	2,337.61

HSB 12

01.04.2024	\$	2,152.09	\$	2,202.77	\$	2,253.54	\$	2,302.47
01.04.2025	\$	2,195.13	\$	2,246.83	\$	2,298.61	\$	2,348.52
01.04.2026	\$	2,239.03	\$	2,291.77	\$	2,344.58	\$	2,395.49
01.04.2027	\$	2,283.81	\$	2,337.61	\$	2,391.47	\$	2,443.40

HSB 13

01.04.2024	\$	2,202.77	\$	2,253.54	\$	2,302.47	\$	2,367.24
01.04.2025	\$	2,246.83	\$	2,298.61	\$	2,348.52	\$	2,414.58
01.04.2026	\$	2,291.77	\$	2,344.58	\$	2,395.49	\$	2,462.87
01.04.2027	\$	2,337.61	\$	2,391.47	\$	2,443.40	\$	2,512.13

HSB 14

01.04.2024	\$	2,253.54	\$	2,302.47	\$	2,367.24	\$	2,433.73
01.04.2025	\$	2,298.61	\$	2,348.52	\$	2,414.58	\$	2,482.40
01.04.2026	\$	2,344.58	\$	2,395.49	\$	2,462.87	\$	2,532.05
01.04.2027	\$	2,391.47	\$	2,443.40	\$	2,512.13	\$	2,582.69

HSB 15

01.04.2024	\$	2,302.47	\$	2,367.24	\$	2,433.73	\$	2,517.70
01.04.2025	\$	2,348.52	\$	2,414.58	\$	2,482.40	\$	2,568.05
01.04.2026	\$	2,395.49	\$	2,462.87	\$	2,532.05	\$	2,619.41
01.04.2027	\$	2,443.40	\$	2,512.13	\$	2,582.69	\$	2,671.80

HSB 16

01.04.2024	\$	2,367.24	\$	2,433.73	\$	2,517.70	\$	2,599.93
01.04.2025	\$	2,414.58	\$	2,482.40	\$	2,568.05	\$	2,651.93
01.04.2026	\$	2,462.87	\$	2,532.05	\$	2,619.41	\$	2,704.97
01.04.2027	\$	2,512.13	\$	2,582.69	\$	2,671.80	\$	2,759.07

HSB 17

01.04.2024	\$	2,433.73	\$	2,517.70	\$	2,599.93	\$	2,682.00
01.04.2025	\$	2,482.40	\$	2,568.05	\$	2,651.93	\$	2,735.64
01.04.2026	\$	2,532.05	\$	2,619.41	\$	2,704.97	\$	2,790.35
01.04.2027	\$	2,582.69	\$	2,671.80	\$	2,759.07	\$	2,846.16

HSB 18								
01.04.2024	\$	2,517.70	\$	2,599.93	\$	2,682.00	\$	2,766.15
01.04.2025	\$	2,568.05	\$	2,651.93	\$	2,735.64	\$	2,821.47
01.04.2026	\$	2,619.41	\$	2,704.97	\$	2,790.35	\$	2,877.90
01.04.2027	\$	2,671.80	\$	2,759.07	\$	2,846.16	\$	2,935.46
HSB 19								
01.04.2024	\$	2,599.93	\$	2,682.00	\$	2,766.15	\$	2,848.44
01.04.2025	\$	2,651.93	\$	2,735.64	\$	2,821.47	\$	2,905.41
01.04.2026	\$	2,704.97	\$	2,790.35	\$	2,877.90	\$	2,963.52
01.04.2027	\$	2,759.07	\$	2,846.16	\$	2,935.46	\$	3,022.79
HSB 20								
01.04.2024	\$	2,682.00	\$	2,766.15	\$	2,848.44	\$	2,948.12
01.04.2025	\$	2,735.64	\$	2,821.47	\$	2,905.41	\$	3,007.08
01.04.2026	\$	2,790.35	\$	2,877.90	\$	2,963.52	\$	3,067.22
01.04.2027	\$	2,846.16	\$	2,935.46	\$	3,022.79	\$	3,128.56
HSB 21								
01.04.2024	\$	2,766.15	\$	2,848.44	\$	2,948.12	\$	3,053.11
01.04.2025	\$	2,821.47	\$	2,905.41	\$	3,007.08	\$	3,114.17
01.04.2026	\$	2,877.90	\$	2,963.52	\$	3,067.22	\$	3,176.45
01.04.2027	\$	2,935.46	\$	3,022.79	\$	3,128.56	\$	3,239.98
HSB 22								
01.04.2024	\$	2,848.44	\$	2,948.12	\$	3,053.11	\$	3,156.36
01.04.2025	\$	2,905.41	\$	3,007.08	\$	3,114.17	\$	3,219.49
01.04.2026	\$	2,963.52	\$	3,067.22	\$	3,176.45	\$	3,283.88
01.04.2027	\$	3,022.79	\$	3,128.56	\$	3,239.98	\$	3,349.56
HSB 23								
01.04.2024	\$	2,948.12	\$	3,053.11	\$	3,156.36	\$	3,257.83
01.04.2025	\$	3,007.08	\$	3,114.17	\$	3,219.49	\$	3,322.99
01.04.2026	\$	3,067.22	\$	3,176.45	\$	3,283.88	\$	3,389.45
01.04.2027	\$	3,128.56	\$	3,239.98	\$	3,349.56	\$	3,457.24
HSB 24								
01.04.2024	\$	3,053.11	\$	3,156.36	\$	3,257.83	\$	3,362.81
01.04.2025	\$	3,114.17	\$	3,219.49	\$	3,322.99	\$	3,430.07
01.04.2026	\$	3,176.45	\$	3,283.88	\$	3,389.45	\$	3,498.67
01.04.2027	\$	3,239.98	\$	3,349.56	\$	3,457.24	\$	3,568.64
HSB 25								
01.04.2024	\$	3,156.36	\$	3,257.83	\$	3,362.81	\$	3,483.49
01.04.2025	\$	3,219.49	\$	3,322.99	\$	3,430.07	\$	3,553.16
01.04.2026	\$	3,283.88	\$	3,389.45	\$	3,498.67	\$	3,624.22
01.04.2027	\$	3,349.56	\$	3,457.24	\$	3,568.64	\$	3,696.70
HSB 26								
01.04.2024	\$	3,257.83	\$	3,362.81	\$	3,483.49	\$	3,605.52
01.04.2025	\$	3,322.99	\$	3,430.07	\$	3,553.16	\$	3,677.63
01.04.2026	\$	3,389.45	\$	3,498.67	\$	3,624.22	\$	3,751.18
01.04.2027	\$	3,457.24	\$	3,568.64	\$	3,696.70	\$	3,826.20

## HSN – Health Services Classification and Pay Plan

HEALTH SERVICES CLASSIFICATION AND PAY PLAN - HSN  
 BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

	I	II	III	IV	V	VI
<b>HSN 20</b>						
24-Apr-01	\$ 2,310.78	\$ 2,371.34	\$ 2,442.02	\$ 2,522.79	\$ 2,613.68	\$ 2,714.58
25-Apr-01	\$ 2,357.00	\$ 2,418.77	\$ 2,490.86	\$ 2,573.25	\$ 2,665.95	\$ 2,768.87
26-Apr-01	\$ 2,404.14	\$ 2,467.15	\$ 2,540.68	\$ 2,624.72	\$ 2,719.27	\$ 2,824.25
27-Apr-01	\$ 2,452.22	\$ 2,516.49	\$ 2,591.49	\$ 2,677.21	\$ 2,773.66	\$ 2,880.74
<b>HSN 21</b>						
24-Apr-01	\$ 2,342.36	\$ 2,402.97	\$ 2,473.55	\$ 2,554.48	\$ 2,645.29	\$ 2,746.23
25-Apr-01	\$ 2,389.21	\$ 2,451.03	\$ 2,523.02	\$ 2,605.57	\$ 2,698.20	\$ 2,801.15
26-Apr-01	\$ 2,436.99	\$ 2,500.05	\$ 2,573.48	\$ 2,657.68	\$ 2,752.16	\$ 2,857.17
27-Apr-01	\$ 2,485.73	\$ 2,550.05	\$ 2,624.95	\$ 2,710.83	\$ 2,807.20	\$ 2,914.31
<b>HSN 22</b>						
24-Apr-01	\$ 2,442.35	\$ 2,512.95	\$ 2,593.84	\$ 2,684.63	\$ 2,785.67	
25-Apr-01	\$ 2,491.20	\$ 2,563.21	\$ 2,645.72	\$ 2,738.32	\$ 2,841.38	
26-Apr-01	\$ 2,541.02	\$ 2,614.47	\$ 2,698.63	\$ 2,793.09	\$ 2,898.21	
27-Apr-01	\$ 2,591.84	\$ 2,666.76	\$ 2,752.60	\$ 2,848.95	\$ 2,956.17	
<b>HSN 23</b>						
24-Apr-01	\$ 2,524.14	\$ 2,584.73	\$ 2,655.44	\$ 2,736.23	\$ 2,827.01	
25-Apr-01	\$ 2,574.62	\$ 2,636.42	\$ 2,708.55	\$ 2,790.95	\$ 2,883.55	
26-Apr-01	\$ 2,626.11	\$ 2,689.15	\$ 2,762.72	\$ 2,846.77	\$ 2,941.22	
27-Apr-01	\$ 2,678.63	\$ 2,742.93	\$ 2,817.97	\$ 2,903.71	\$ 3,000.04	
<b>HSN 24</b>						
24-Apr-01	\$ 2,524.14	\$ 2,584.73	\$ 2,655.44	\$ 2,736.23	\$ 2,827.01	\$ 2,928.07
25-Apr-01	\$ 2,574.62	\$ 2,636.42	\$ 2,708.55	\$ 2,790.95	\$ 2,883.55	\$ 2,986.63
26-Apr-01	\$ 2,626.11	\$ 2,689.15	\$ 2,762.72	\$ 2,846.77	\$ 2,941.22	\$ 3,046.36
27-Apr-01	\$ 2,678.63	\$ 2,742.93	\$ 2,817.97	\$ 2,903.71	\$ 3,000.04	\$ 3,107.29
<b>HSN 25</b>						
24-Apr-01	\$ 2,584.73	\$ 2,655.44	\$ 2,736.23	\$ 2,827.01	\$ 2,928.07	\$ 3,032.66
25-Apr-01	\$ 2,636.42	\$ 2,708.55	\$ 2,790.95	\$ 2,883.55	\$ 2,986.63	\$ 3,093.31
26-Apr-01	\$ 2,689.15	\$ 2,762.72	\$ 2,846.77	\$ 2,941.22	\$ 3,046.36	\$ 3,155.18
27-Apr-01	\$ 2,742.93	\$ 2,817.97	\$ 2,903.71	\$ 3,000.04	\$ 3,107.29	\$ 3,218.28
<b>HSN 26</b>						
24-Apr-01	\$ 2,655.44	\$ 2,736.23	\$ 2,827.01	\$ 2,928.07	\$ 3,032.66	\$ 3,137.61
25-Apr-01	\$ 2,708.55	\$ 2,790.95	\$ 2,883.55	\$ 2,986.63	\$ 3,093.31	\$ 3,200.36
26-Apr-01	\$ 2,762.72	\$ 2,846.77	\$ 2,941.22	\$ 3,046.36	\$ 3,155.18	\$ 3,264.37
27-Apr-01	\$ 2,817.97	\$ 2,903.71	\$ 3,000.04	\$ 3,107.29	\$ 3,218.28	\$ 3,329.66
<b>HSN 27</b>						
24-Apr-01	\$ 2,827.01	\$ 2,928.07	\$ 3,032.66	\$ 3,137.61	\$ 3,242.64	
25-Apr-01	\$ 2,883.55	\$ 2,986.63	\$ 3,093.31	\$ 3,200.36	\$ 3,307.49	
26-Apr-01	\$ 2,941.22	\$ 3,046.36	\$ 3,155.18	\$ 3,264.37	\$ 3,373.64	
27-Apr-01	\$ 3,000.04	\$ 3,107.29	\$ 3,218.28	\$ 3,329.66	\$ 3,441.11	

HSN 28

24-Apr-01	\$ 2,928.07	\$ 3,032.66	\$ 3,137.61	\$ 3,242.64	\$ 3,347.60
25-Apr-01	\$ 2,986.63	\$ 3,093.31	\$ 3,200.36	\$ 3,307.49	\$ 3,414.55
26-Apr-01	\$ 3,046.36	\$ 3,155.18	\$ 3,264.37	\$ 3,373.64	\$ 3,482.84
27-Apr-01	\$ 3,107.29	\$ 3,218.28	\$ 3,329.66	\$ 3,441.11	\$ 3,552.50

HSN 29

24-Apr-01	\$ 3,032.66	\$ 3,137.61	\$ 3,242.64	\$ 3,347.60	\$ 3,452.76	\$ 3,567.04
25-Apr-01	\$ 3,093.31	\$ 3,200.36	\$ 3,307.49	\$ 3,414.55	\$ 3,521.82	\$ 3,638.38
26-Apr-01	\$ 3,155.18	\$ 3,264.37	\$ 3,373.64	\$ 3,482.84	\$ 3,592.26	\$ 3,711.15
27-Apr-01	\$ 3,218.28	\$ 3,329.66	\$ 3,441.11	\$ 3,552.50	\$ 3,664.11	\$ 3,785.37

HSN 30

24-Apr-01	\$ 3,137.61	\$ 3,242.63	\$ 3,347.60	\$ 3,452.76	\$ 3,611.57
25-Apr-01	\$ 3,200.36	\$ 3,307.48	\$ 3,414.55	\$ 3,521.82	\$ 3,683.80
26-Apr-01	\$ 3,264.37	\$ 3,373.63	\$ 3,482.84	\$ 3,592.26	\$ 3,757.48
27-Apr-01	\$ 3,329.66	\$ 3,441.10	\$ 3,552.50	\$ 3,664.11	\$ 3,832.63

HSN 31

24-Apr-01	\$ 3,322.65	\$ 3,393.33	\$ 3,474.12	\$ 3,564.94	\$ 3,666.00	\$ 3,770.50
25-Apr-01	\$ 3,389.10	\$ 3,461.20	\$ 3,543.60	\$ 3,636.24	\$ 3,739.32	\$ 3,845.91
26-Apr-01	\$ 3,456.88	\$ 3,530.42	\$ 3,614.47	\$ 3,708.96	\$ 3,814.11	\$ 3,922.83
27-Apr-01	\$ 3,526.02	\$ 3,601.03	\$ 3,686.76	\$ 3,783.14	\$ 3,890.39	\$ 4,001.29

## LAW – Lawyer

### Legal Services Pay Plan

#### Bi-weekly and Approximate Annual Rates

Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods

Effective April 1, 2024

Title	YRE	Step	Bi-Weekly	Annual
Lawyer I	0	1	\$3,498.58	\$90,963
Lawyer I	1	2	\$3,699.45	\$96,186
Lawyer I	2	3	\$3,911.85	\$101,708
Lawyer I	3	4	\$4,136.45	\$107,548
Lawyer II	4	5	\$4,373.94	\$113,722
Lawyer II	5	6	\$4,625.06	\$120,252
Lawyer III	6	7	\$4,890.61	\$127,156
Lawyer III	7	8	\$5,097.34	\$132,531
Lawyer III	8	9	\$5,312.82	\$138,133
Lawyer III	9	10	\$5,537.41	\$143,973
Lawyer III	10	11	\$5,771.49	\$150,059
Lawyer III	11	12	\$6,015.46	\$156,402
Lawyer III	12	13	\$6,269.75	\$163,014
Lawyer III	13	14	\$6,534.79	\$169,905
Lawyer III	14	15	\$6,811.03	\$177,087
Lawyer III	15	16	\$7,098.95	\$184,573

#### Restricted Classification

Lawyer IV	10	1	\$6,015.46	\$156,402
Lawyer IV	11	2	\$6,269.75	\$163,014
Lawyer IV	12	3	\$6,534.79	\$169,905
Lawyer IV	13	4	\$6,811.03	\$177,087
Lawyer IV	14	5	\$7,098.95	\$184,573
Lawyer IV	15	6	\$7,399.04	\$192,375

Legal Services Pay Plan  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

Title	YRE	Step	Bi-Weekly	Annual
Lawyer I	0	1	\$3,568.55	\$92,782
Lawyer I	1	2	\$3,773.44	\$98,109
Lawyer I	2	3	\$3,990.09	\$103,742
Lawyer I	3	4	\$4,219.18	\$109,699
Lawyer II	4	5	\$4,461.42	\$115,997
Lawyer II	5	6	\$4,717.56	\$122,657
Lawyer III	6	7	\$4,988.42	\$129,699
Lawyer III	7	8	\$5,199.29	\$135,182
Lawyer III	8	9	\$5,419.08	\$140,896
Lawyer III	9	10	\$5,648.16	\$146,852
Lawyer III	10	11	\$5,886.92	\$153,060
Lawyer III	11	12	\$6,135.77	\$159,530
Lawyer III	12	13	\$6,395.15	\$166,274
Lawyer III	13	14	\$6,665.49	\$173,303
Lawyer III	14	15	\$6,947.25	\$180,629
Lawyer III	15	16	\$7,240.93	\$188,264
<b>Restricted Classification</b>				
Lawyer IV	10	1	\$6,135.77	\$159,530
Lawyer IV	11	2	\$6,395.15	\$166,274
Lawyer IV	12	3	\$6,665.49	\$173,303
Lawyer IV	13	4	\$6,947.25	\$180,629
Lawyer IV	14	5	\$7,240.93	\$188,264
Lawyer IV	15	6	\$7,547.03	\$196,223

Legal Services Pay Plan  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

Title	YRE	Step	Bi-Weekly	Annual
Lawyer I	0	1	\$3,639.93	\$94,638
Lawyer I	1	2	\$3,848.91	\$100,072
Lawyer I	2	3	\$4,069.89	\$105,817
Lawyer I	3	4	\$4,303.56	\$111,893
Lawyer II	4	5	\$4,550.64	\$118,317
Lawyer II	5	6	\$4,811.91	\$125,110
Lawyer III	6	7	\$5,088.19	\$132,293
Lawyer III	7	8	\$5,303.28	\$137,885
Lawyer III	8	9	\$5,527.46	\$143,714
Lawyer III	9	10	\$5,761.12	\$149,789
Lawyer III	10	11	\$6,004.66	\$156,121
Lawyer III	11	12	\$6,258.49	\$162,721
Lawyer III	12	13	\$6,523.05	\$169,599
Lawyer III	13	14	\$6,798.80	\$176,769
Lawyer III	14	15	\$7,086.20	\$184,241
Lawyer III	15	16	\$7,385.75	\$192,030
<b>Restricted Classification</b>				
Lawyer IV	10	1	\$6,258.49	\$162,721
Lawyer IV	11	2	\$6,523.05	\$169,599
Lawyer IV	12	3	\$6,798.80	\$176,769
Lawyer IV	13	4	\$7,086.20	\$184,241
Lawyer IV	14	5	\$7,385.75	\$192,030
Lawyer IV	15	6	\$7,697.97	\$200,147

# LM - Liability Management and Treasury Services Pay Plan

Liability Management and Treasury Services Pay Plan  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

	<u>Minimum</u>		<u>Policy</u>	
	<b>0.80</b>		<b>1.00</b>	
LM 01	\$	2,123.07	\$	2,653.83
	\$	55,199.82	\$	68,999.58
LM 02	\$	2,377.85	\$	2,972.29
	\$	61,824.10	\$	77,279.54
LM 03	\$	2,663.20	\$	3,328.99
	\$	69,243.20	\$	86,553.74
LM 04	\$	2,982.78	\$	3,728.43
	\$	77,552.28	\$	96,939.18
LM 05	\$	3,340.89	\$	4,175.86
	\$	86,857.94	\$	108,572.36
LM 06	\$	3,741.58	\$	4,676.98
	\$	97,281.08	\$	121,601.48
LM 07	\$	4,190.58	\$	5,238.20
	\$	108,955.08	\$	136,193.20
LM 08	\$	4,882.02	\$	6,102.52
	\$	126,932.52	\$	158,665.52
LM 09	\$	5,687.57	\$	7,109.44
	\$	147,876.82	\$	184,845.44
LM 10	\$	6,625.99	\$	8,282.47
	\$	172,275.74	\$	215,344.22

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

LM 01	Minimum	Policy
	\$ 2,123.07	\$ 2,653.83
	\$ 55,199.82	\$ 68,999.58

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,123.07	\$ 55,199.82
0.81	\$ 2,149.63	\$ 55,890.38
0.82	\$ 2,176.14	\$ 56,579.64
0.83	\$ 2,202.70	\$ 57,270.20
0.84	\$ 2,229.23	\$ 57,959.98
0.85	\$ 2,255.76	\$ 58,649.76
0.86	\$ 2,282.30	\$ 59,339.80
0.87	\$ 2,308.84	\$ 60,029.84
0.88	\$ 2,335.36	\$ 60,719.36
0.89	\$ 2,361.91	\$ 61,409.66
0.90	\$ 2,388.45	\$ 62,099.70
0.91	\$ 2,414.99	\$ 62,789.74
0.92	\$ 2,441.53	\$ 63,479.78
0.93	\$ 2,468.07	\$ 64,169.82
0.94	\$ 2,494.60	\$ 64,859.60
0.95	\$ 2,521.15	\$ 65,549.90
0.96	\$ 2,547.70	\$ 66,240.20
0.97	\$ 2,574.20	\$ 66,929.20
0.98	\$ 2,600.74	\$ 67,619.24
0.99	\$ 2,627.31	\$ 68,310.06
1.00	\$ 2,653.83	\$ 68,999.58

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

LM 02	Minimum	Policy
	\$ 2,377.85	\$ 2,972.29
	\$ 61,824.10	\$ 77,279.54

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,377.85	\$ 61,824.10
0.81	\$ 2,407.58	\$ 62,597.08
0.82	\$ 2,437.29	\$ 63,369.54
0.83	\$ 2,466.99	\$ 64,141.74
0.84	\$ 2,496.74	\$ 64,915.24
0.85	\$ 2,526.45	\$ 65,687.70
0.86	\$ 2,556.17	\$ 66,460.42
0.87	\$ 2,585.90	\$ 67,233.40
0.88	\$ 2,615.64	\$ 68,006.64
0.89	\$ 2,645.35	\$ 68,779.10
0.90	\$ 2,675.08	\$ 69,552.08
0.91	\$ 2,704.80	\$ 70,324.80
0.92	\$ 2,734.53	\$ 71,097.78
0.93	\$ 2,764.26	\$ 71,870.76
0.94	\$ 2,793.96	\$ 72,642.96
0.95	\$ 2,823.72	\$ 73,416.72
0.96	\$ 2,853.42	\$ 74,188.92
0.97	\$ 2,883.14	\$ 74,961.64
0.98	\$ 2,912.88	\$ 75,734.88
0.99	\$ 2,942.58	\$ 76,507.08
1.00	\$ 2,972.29	\$ 77,279.54

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

LM 03	Minimum	Policy
	\$ 2,663.20	\$ 3,328.99
	\$ 69,243.20	\$ 86,553.74

LM 04	Minimum	Policy
	\$ 2,982.78	\$ 3,728.43
	\$ 77,552.28	\$ 96,939.18

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,663.20	\$ 69,243.20
0.81	\$ 2,696.49	\$ 70,108.74
0.82	\$ 2,729.77	\$ 70,974.02
0.83	\$ 2,763.07	\$ 71,839.82
0.84	\$ 2,796.35	\$ 72,705.10
0.85	\$ 2,829.64	\$ 73,570.64
0.86	\$ 2,862.94	\$ 74,436.44
0.87	\$ 2,896.23	\$ 75,301.98
0.88	\$ 2,929.51	\$ 76,167.26
0.89	\$ 2,962.78	\$ 77,032.28
0.90	\$ 2,996.08	\$ 77,898.08
0.91	\$ 3,029.38	\$ 78,763.88
0.92	\$ 3,062.67	\$ 79,629.42
0.93	\$ 3,095.98	\$ 80,495.48
0.94	\$ 3,129.26	\$ 81,360.76
0.95	\$ 3,162.53	\$ 82,225.78
0.96	\$ 3,195.84	\$ 83,091.84
0.97	\$ 3,229.12	\$ 83,957.12
0.98	\$ 3,262.42	\$ 84,822.92
0.99	\$ 3,295.70	\$ 85,688.20
1.00	\$ 3,328.99	\$ 86,553.74

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,982.78	\$ 77,552.28
0.81	\$ 3,020.02	\$ 78,520.52
0.82	\$ 3,057.33	\$ 79,490.58
0.83	\$ 3,094.62	\$ 80,460.12
0.84	\$ 3,131.90	\$ 81,429.40
0.85	\$ 3,169.19	\$ 82,398.94
0.86	\$ 3,206.46	\$ 83,367.96
0.87	\$ 3,243.76	\$ 84,337.76
0.88	\$ 3,281.02	\$ 85,306.52
0.89	\$ 3,318.31	\$ 86,276.06
0.90	\$ 3,355.61	\$ 87,245.86
0.91	\$ 3,392.87	\$ 88,214.62
0.92	\$ 3,430.18	\$ 89,184.68
0.93	\$ 3,467.46	\$ 90,153.96
0.94	\$ 3,504.76	\$ 91,123.76
0.95	\$ 3,542.00	\$ 92,092.00
0.96	\$ 3,579.33	\$ 93,062.58
0.97	\$ 3,616.60	\$ 94,031.60
0.98	\$ 3,653.89	\$ 95,001.14
0.99	\$ 3,691.16	\$ 95,970.16
1.00	\$ 3,728.43	\$ 96,939.18

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

LM 05	Minimum	Policy
	\$ 3,340.69	\$ 4,175.86
	\$ 86,857.94	\$ 108,572.36

LM 06	Minimum	Policy
	\$ 3,741.58	\$ 4,676.98
	\$ 97,281.08	\$ 121,601.48

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,340.69	\$ 86,857.94
0.81	\$ 3,382.46	\$ 87,943.96
0.82	\$ 3,424.19	\$ 89,028.94
0.83	\$ 3,465.96	\$ 90,114.96
0.84	\$ 3,507.74	\$ 91,201.24
0.85	\$ 3,549.48	\$ 92,286.48
0.86	\$ 3,591.24	\$ 93,372.24
0.87	\$ 3,633.01	\$ 94,458.26
0.88	\$ 3,674.78	\$ 95,544.28
0.89	\$ 3,716.50	\$ 96,629.00
0.90	\$ 3,758.28	\$ 97,715.28
0.91	\$ 3,800.04	\$ 98,801.04
0.92	\$ 3,841.79	\$ 99,886.54
0.93	\$ 3,883.55	\$ 100,972.30
0.94	\$ 3,925.30	\$ 102,057.80
0.95	\$ 3,967.07	\$ 103,143.82
0.96	\$ 4,008.84	\$ 104,229.84
0.97	\$ 4,050.58	\$ 105,315.08
0.98	\$ 4,092.36	\$ 106,401.36
0.99	\$ 4,134.11	\$ 107,486.86
1.00	\$ 4,175.86	\$ 108,572.36

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,741.58	\$ 97,281.08
0.81	\$ 3,788.34	\$ 98,496.84
0.82	\$ 3,835.14	\$ 99,713.64
0.83	\$ 3,881.90	\$ 100,929.40
0.84	\$ 3,928.67	\$ 102,145.42
0.85	\$ 3,975.43	\$ 103,361.18
0.86	\$ 4,022.22	\$ 104,577.72
0.87	\$ 4,068.97	\$ 105,793.22
0.88	\$ 4,115.73	\$ 107,008.98
0.89	\$ 4,162.51	\$ 108,225.26
0.90	\$ 4,209.27	\$ 109,441.02
0.91	\$ 4,256.06	\$ 110,657.56
0.92	\$ 4,302.83	\$ 111,873.58
0.93	\$ 4,349.58	\$ 113,089.08
0.94	\$ 4,396.35	\$ 114,305.10
0.95	\$ 4,443.14	\$ 115,521.64
0.96	\$ 4,489.89	\$ 116,737.14
0.97	\$ 4,536.65	\$ 117,952.90
0.98	\$ 4,583.45	\$ 119,169.70
0.99	\$ 4,630.21	\$ 120,385.46
1.00	\$ 4,676.98	\$ 121,601.48

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

LM 07	Minimum	Policy
	\$ 4,190.58	\$ 5,238.20
	\$ 108,955.08	\$ 136,193.20

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 4,190.58	\$ 108,955.08
0.81	\$ 4,242.94	\$ 110,316.44
0.82	\$ 4,295.32	\$ 111,678.32
0.83	\$ 4,347.71	\$ 113,040.46
0.84	\$ 4,400.09	\$ 114,402.34
0.85	\$ 4,452.47	\$ 115,764.22
0.86	\$ 4,504.85	\$ 117,126.10
0.87	\$ 4,557.24	\$ 118,488.24
0.88	\$ 4,609.63	\$ 119,850.38
0.89	\$ 4,661.99	\$ 121,211.74
0.90	\$ 4,714.39	\$ 122,574.14
0.91	\$ 4,766.74	\$ 123,935.24
0.92	\$ 4,819.15	\$ 125,297.90
0.93	\$ 4,871.53	\$ 126,659.78
0.94	\$ 4,923.90	\$ 128,021.40
0.95	\$ 4,976.31	\$ 129,384.06
0.96	\$ 5,028.67	\$ 130,745.42
0.97	\$ 5,081.06	\$ 132,107.56
0.98	\$ 5,133.44	\$ 133,469.44
0.99	\$ 5,185.83	\$ 134,831.58
1.00	\$ 5,238.20	\$ 136,193.20

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

LM 08	Minimum	Policy
	\$ 4,882.02	\$ 6,102.52
	\$ 126,932.52	\$ 158,665.52

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 4,882.02	\$ 126,932.52
0.81	\$ 4,943.05	\$ 128,519.30
0.82	\$ 5,004.09	\$ 130,106.34
0.83	\$ 5,065.10	\$ 131,692.60
0.84	\$ 5,126.13	\$ 133,279.38
0.85	\$ 5,187.15	\$ 134,865.90
0.86	\$ 5,248.17	\$ 136,452.42
0.87	\$ 5,309.22	\$ 138,039.72
0.88	\$ 5,370.21	\$ 139,625.46
0.89	\$ 5,431.26	\$ 141,212.76
0.90	\$ 5,492.28	\$ 142,799.28
0.91	\$ 5,553.30	\$ 144,385.80
0.92	\$ 5,614.33	\$ 145,972.58
0.93	\$ 5,675.36	\$ 147,559.36
0.94	\$ 5,736.38	\$ 149,145.88
0.95	\$ 5,797.40	\$ 150,732.40
0.96	\$ 5,858.44	\$ 152,319.44
0.97	\$ 5,919.46	\$ 153,905.96
0.98	\$ 5,980.48	\$ 155,492.48
0.99	\$ 6,041.51	\$ 157,079.26
1.00	\$ 6,102.52	\$ 158,665.52

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

LM 09	Minimum	Policy
	\$ 5,687.57	\$ 7,109.44
	\$ 147,876.82	\$ 184,845.44

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 5,687.57	\$ 147,876.82
0.81	\$ 5,758.63	\$ 149,724.38
0.82	\$ 5,829.71	\$ 151,572.46
0.83	\$ 5,900.84	\$ 153,421.84
0.84	\$ 5,971.93	\$ 155,270.18
0.85	\$ 6,043.03	\$ 157,118.78
0.86	\$ 6,114.12	\$ 158,967.12
0.87	\$ 6,185.20	\$ 160,815.20
0.88	\$ 6,256.31	\$ 162,664.06
0.89	\$ 6,327.42	\$ 164,512.92
0.90	\$ 6,398.50	\$ 166,361.00
0.91	\$ 6,469.60	\$ 168,209.60
0.92	\$ 6,540.68	\$ 170,057.68
0.93	\$ 6,611.79	\$ 171,906.54
0.94	\$ 6,682.87	\$ 173,754.62
0.95	\$ 6,753.99	\$ 175,603.74
0.96	\$ 6,825.08	\$ 177,452.08
0.97	\$ 6,896.14	\$ 179,299.64
0.98	\$ 6,967.24	\$ 181,148.24
0.99	\$ 7,038.35	\$ 182,997.10
1.00	\$ 7,109.44	\$ 184,845.44

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

LM 10	Minimum	Policy
	\$ 6,625.99	\$ 8,282.47
	\$ 172,275.74	\$ 215,344.22

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 6,625.99	\$ 172,275.74
0.81	\$ 6,708.82	\$ 174,429.32
0.82	\$ 6,791.65	\$ 176,582.90
0.83	\$ 6,874.45	\$ 178,735.70
0.84	\$ 6,957.29	\$ 180,889.54
0.85	\$ 7,040.12	\$ 183,043.12
0.86	\$ 7,122.94	\$ 185,196.44
0.87	\$ 7,205.76	\$ 187,349.76
0.88	\$ 7,288.58	\$ 189,503.08
0.89	\$ 7,371.41	\$ 191,656.66
0.90	\$ 7,454.23	\$ 193,809.98
0.91	\$ 7,537.07	\$ 195,963.82
0.92	\$ 7,619.86	\$ 198,116.36
0.93	\$ 7,702.68	\$ 200,269.68
0.94	\$ 7,785.54	\$ 202,424.04
0.95	\$ 7,868.36	\$ 204,577.36
0.96	\$ 7,951.20	\$ 206,731.20
0.97	\$ 8,034.03	\$ 208,884.78
0.98	\$ 8,116.83	\$ 211,037.58
0.99	\$ 8,199.67	\$ 213,191.42
1.00	\$ 8,282.47	\$ 215,344.22

**Liability Management and Treasury Services Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

	<u>Minimum</u>	<u>Policy</u>
	<u>0.80</u>	<u>1.00</u>
LM 01	\$ 2,165.53	\$ 2,706.91
	\$ 56,303.78	\$ 70,379.66
LM 02	\$ 2,425.41	\$ 3,031.74
	\$ 63,060.66	\$ 78,825.24
LM 03	\$ 2,716.46	\$ 3,395.57
	\$ 70,627.96	\$ 88,284.82
LM 04	\$ 3,042.44	\$ 3,803.00
	\$ 79,103.44	\$ 98,878.00
LM 05	\$ 3,407.50	\$ 4,259.38
	\$ 88,595.00	\$ 110,743.88
LM 06	\$ 3,816.41	\$ 4,770.52
	\$ 99,226.66	\$ 124,033.52
LM 07	\$ 4,274.39	\$ 5,342.96
	\$ 111,134.14	\$ 138,916.96
LM 08	\$ 4,979.66	\$ 6,224.57
	\$ 129,471.16	\$ 161,838.82
LM 09	\$ 5,801.32	\$ 7,251.63
	\$ 150,834.32	\$ 188,542.38
LM 10	\$ 6,758.51	\$ 8,448.12
	\$ 175,721.26	\$ 219,651.12

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

LM 01	Minimum	Policy
	\$ 2,165.53	\$ 2,706.91
	\$ 56,303.78	\$ 70,379.66

  

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,165.53	\$ 56,303.78
0.81	\$ 2,192.62	\$ 57,008.12
0.82	\$ 2,219.66	\$ 57,711.16
0.83	\$ 2,246.75	\$ 58,415.50
0.84	\$ 2,273.81	\$ 59,119.06
0.85	\$ 2,300.88	\$ 59,822.88
0.86	\$ 2,327.95	\$ 60,526.70
0.87	\$ 2,355.02	\$ 61,230.52
0.88	\$ 2,382.07	\$ 61,933.82
0.89	\$ 2,409.15	\$ 62,637.90
0.90	\$ 2,436.22	\$ 63,341.72
0.91	\$ 2,463.29	\$ 64,045.54
0.92	\$ 2,490.36	\$ 64,749.36
0.93	\$ 2,517.43	\$ 65,453.18
0.94	\$ 2,544.49	\$ 66,156.74
0.95	\$ 2,571.57	\$ 66,860.82
0.96	\$ 2,598.65	\$ 67,564.90
0.97	\$ 2,625.68	\$ 68,267.68
0.98	\$ 2,652.75	\$ 68,971.50
0.99	\$ 2,679.86	\$ 69,676.36
1.00	\$ 2,706.91	\$ 70,379.66

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

LM 02	Minimum	Policy
	\$ 2,425.41	\$ 3,031.74
	\$ 63,060.66	\$ 78,825.24

  

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,425.41	\$ 63,060.66
0.81	\$ 2,455.73	\$ 63,848.98
0.82	\$ 2,486.04	\$ 64,637.04
0.83	\$ 2,516.33	\$ 65,424.58
0.84	\$ 2,546.67	\$ 66,213.42
0.85	\$ 2,576.98	\$ 67,001.48
0.86	\$ 2,607.29	\$ 67,789.54
0.87	\$ 2,637.62	\$ 68,578.12
0.88	\$ 2,667.95	\$ 69,366.70
0.89	\$ 2,698.26	\$ 70,154.76
0.90	\$ 2,728.58	\$ 70,943.08
0.91	\$ 2,758.90	\$ 71,731.40
0.92	\$ 2,789.22	\$ 72,519.72
0.93	\$ 2,819.55	\$ 73,308.30
0.94	\$ 2,849.84	\$ 74,095.84
0.95	\$ 2,880.19	\$ 74,884.94
0.96	\$ 2,910.49	\$ 75,672.74
0.97	\$ 2,940.80	\$ 76,460.80
0.98	\$ 2,971.14	\$ 77,249.64
0.99	\$ 3,001.43	\$ 78,037.18
1.00	\$ 3,031.74	\$ 78,825.24

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

LM 03	Minimum	Policy
	\$ 2,716.46	\$ 3,395.57
	\$ 70,627.96	\$ 88,284.82

  

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,716.46	\$ 70,627.96
0.81	\$ 2,750.42	\$ 71,510.92
0.82	\$ 2,784.37	\$ 72,393.62
0.83	\$ 2,818.33	\$ 73,276.58
0.84	\$ 2,852.28	\$ 74,159.28
0.85	\$ 2,886.23	\$ 75,041.98
0.86	\$ 2,920.20	\$ 75,925.20
0.87	\$ 2,954.15	\$ 76,807.90
0.88	\$ 2,988.10	\$ 77,690.60
0.89	\$ 3,022.04	\$ 78,573.04
0.90	\$ 3,056.00	\$ 79,456.00
0.91	\$ 3,089.97	\$ 80,339.22
0.92	\$ 3,123.92	\$ 81,221.92
0.93	\$ 3,157.90	\$ 82,105.40
0.94	\$ 3,191.85	\$ 82,988.10
0.95	\$ 3,225.78	\$ 83,870.28
0.96	\$ 3,259.76	\$ 84,753.76
0.97	\$ 3,293.70	\$ 85,636.20
0.98	\$ 3,327.67	\$ 86,519.42
0.99	\$ 3,361.61	\$ 87,401.86
1.00	\$ 3,395.57	\$ 88,284.82

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

LM 04	Minimum	Policy
	\$ 3,042.44	\$ 3,803.00
	\$ 79,103.44	\$ 98,878.00

  

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,042.44	\$ 79,103.44
0.81	\$ 3,080.42	\$ 80,090.92
0.82	\$ 3,118.48	\$ 81,080.48
0.83	\$ 3,156.51	\$ 82,069.26
0.84	\$ 3,194.54	\$ 83,058.04
0.85	\$ 3,232.57	\$ 84,046.82
0.86	\$ 3,270.59	\$ 85,035.34
0.87	\$ 3,308.64	\$ 86,024.64
0.88	\$ 3,346.64	\$ 87,012.64
0.89	\$ 3,384.68	\$ 88,001.68
0.90	\$ 3,422.72	\$ 88,990.72
0.91	\$ 3,460.73	\$ 89,978.98
0.92	\$ 3,498.78	\$ 90,968.28
0.93	\$ 3,536.81	\$ 91,957.06
0.94	\$ 3,574.86	\$ 92,946.36
0.95	\$ 3,612.84	\$ 93,933.84
0.96	\$ 3,650.92	\$ 94,923.92
0.97	\$ 3,688.93	\$ 95,912.18
0.98	\$ 3,726.97	\$ 96,901.22
0.99	\$ 3,764.98	\$ 97,889.48
1.00	\$ 3,803.00	\$ 98,878.00

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

LM 05	Minimum	Policy
	\$ 3,407.50	\$ 4,259.38
	\$ 88,595.00	\$ 110,743.88

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,407.50	\$ 88,595.00
0.81	\$ 3,450.11	\$ 89,702.86
0.82	\$ 3,492.67	\$ 90,809.42
0.83	\$ 3,535.28	\$ 91,917.28
0.84	\$ 3,577.89	\$ 93,025.14
0.85	\$ 3,620.47	\$ 94,132.22
0.86	\$ 3,663.06	\$ 95,239.56
0.87	\$ 3,705.67	\$ 96,347.42
0.88	\$ 3,748.28	\$ 97,455.28
0.89	\$ 3,790.83	\$ 98,561.58
0.90	\$ 3,833.45	\$ 99,669.70
0.91	\$ 3,876.04	\$ 100,777.04
0.92	\$ 3,918.63	\$ 101,884.38
0.93	\$ 3,961.22	\$ 102,991.72
0.94	\$ 4,003.81	\$ 104,099.06
0.95	\$ 4,046.41	\$ 105,206.66
0.96	\$ 4,089.02	\$ 106,314.52
0.97	\$ 4,131.59	\$ 107,421.34
0.98	\$ 4,174.21	\$ 108,529.46
0.99	\$ 4,216.79	\$ 109,636.54
1.00	\$ 4,259.38	\$ 110,743.88

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

LM 06	Minimum	Policy
	\$ 3,816.41	\$ 4,770.52
	\$ 99,226.66	\$ 124,033.52

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,816.41	\$ 99,226.66
0.81	\$ 3,864.11	\$ 100,466.86
0.82	\$ 3,911.84	\$ 101,707.84
0.83	\$ 3,959.54	\$ 102,948.04
0.84	\$ 4,007.24	\$ 104,188.24
0.85	\$ 4,054.94	\$ 105,428.44
0.86	\$ 4,102.66	\$ 106,669.16
0.87	\$ 4,150.35	\$ 107,909.10
0.88	\$ 4,198.04	\$ 109,149.04
0.89	\$ 4,245.76	\$ 110,389.76
0.90	\$ 4,293.46	\$ 111,629.96
0.91	\$ 4,341.18	\$ 112,870.68
0.92	\$ 4,388.89	\$ 114,111.14
0.93	\$ 4,436.57	\$ 115,350.82
0.94	\$ 4,484.28	\$ 116,591.28
0.95	\$ 4,532.00	\$ 117,832.00
0.96	\$ 4,579.69	\$ 119,071.94
0.97	\$ 4,627.38	\$ 120,311.88
0.98	\$ 4,675.12	\$ 121,553.12
0.99	\$ 4,722.81	\$ 122,793.06
1.00	\$ 4,770.52	\$ 124,033.52

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

LM 07	Minimum	Policy
	\$ 4,274.39	\$ 5,342.96
	\$ 111,134.14	\$ 138,916.96

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 4,274.39	\$ 111,134.14
0.81	\$ 4,327.80	\$ 112,522.80
0.82	\$ 4,381.23	\$ 113,911.98
0.83	\$ 4,434.66	\$ 115,301.16
0.84	\$ 4,488.09	\$ 116,690.34
0.85	\$ 4,541.52	\$ 118,079.52
0.86	\$ 4,594.95	\$ 119,468.70
0.87	\$ 4,648.38	\$ 120,857.88
0.88	\$ 4,701.82	\$ 122,247.32
0.89	\$ 4,755.23	\$ 123,635.98
0.90	\$ 4,808.68	\$ 125,025.68
0.91	\$ 4,862.07	\$ 126,413.82
0.92	\$ 4,915.53	\$ 127,803.78
0.93	\$ 4,968.96	\$ 129,192.96
0.94	\$ 5,022.38	\$ 130,581.88
0.95	\$ 5,075.84	\$ 131,971.84
0.96	\$ 5,129.24	\$ 133,360.24
0.97	\$ 5,182.68	\$ 134,749.68
0.98	\$ 5,236.11	\$ 136,138.86
0.99	\$ 5,289.55	\$ 137,528.30
1.00	\$ 5,342.96	\$ 138,916.96

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

LM 08	Minimum	Policy
	\$ 4,979.66	\$ 6,224.57
	\$ 129,471.16	\$ 161,838.82

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 4,979.66	\$ 129,471.16
0.81	\$ 5,041.91	\$ 131,089.66
0.82	\$ 5,104.17	\$ 132,708.42
0.83	\$ 5,166.40	\$ 134,326.40
0.84	\$ 5,228.65	\$ 135,944.90
0.85	\$ 5,290.89	\$ 137,563.14
0.86	\$ 5,353.13	\$ 139,181.38
0.87	\$ 5,415.40	\$ 140,800.40
0.88	\$ 5,477.61	\$ 142,417.86
0.89	\$ 5,539.89	\$ 144,037.14
0.90	\$ 5,602.13	\$ 145,655.38
0.91	\$ 5,664.37	\$ 147,273.62
0.92	\$ 5,726.62	\$ 148,892.12
0.93	\$ 5,788.87	\$ 150,510.62
0.94	\$ 5,851.11	\$ 152,128.86
0.95	\$ 5,913.35	\$ 153,747.10
0.96	\$ 5,975.61	\$ 155,365.86
0.97	\$ 6,037.85	\$ 156,984.10
0.98	\$ 6,100.09	\$ 158,602.34
0.99	\$ 6,162.34	\$ 160,220.84
1.00	\$ 6,224.57	\$ 161,838.82

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

LM 09	Minimum	Policy
	\$ 5,801.32	\$ 7,251.63
	\$ 150,834.32	\$ 188,542.38

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 5,801.32	\$ 150,834.32
0.81	\$ 5,873.80	\$ 152,718.80
0.82	\$ 5,946.30	\$ 154,603.80
0.83	\$ 6,018.86	\$ 156,490.36
0.84	\$ 6,091.37	\$ 158,375.62
0.85	\$ 6,163.89	\$ 160,261.14
0.86	\$ 6,236.40	\$ 162,146.40
0.87	\$ 6,308.90	\$ 164,031.40
0.88	\$ 6,381.44	\$ 165,917.44
0.89	\$ 6,453.97	\$ 167,803.22
0.90	\$ 6,526.47	\$ 169,688.22
0.91	\$ 6,598.99	\$ 171,573.74
0.92	\$ 6,671.49	\$ 173,458.74
0.93	\$ 6,744.03	\$ 175,344.78
0.94	\$ 6,816.53	\$ 177,229.78
0.95	\$ 6,889.07	\$ 179,115.82
0.96	\$ 6,961.58	\$ 181,001.08
0.97	\$ 7,034.06	\$ 182,885.56
0.98	\$ 7,106.58	\$ 184,771.08
0.99	\$ 7,179.12	\$ 186,657.12
1.00	\$ 7,251.63	\$ 188,542.38

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

LM 10	Minimum	Policy
	\$ 6,758.51	\$ 8,448.12
	\$ 175,721.26	\$ 219,651.12

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 6,758.51	\$ 175,721.26
0.81	\$ 6,843.00	\$ 177,918.00
0.82	\$ 6,927.48	\$ 180,114.48
0.83	\$ 7,011.94	\$ 182,310.44
0.84	\$ 7,096.44	\$ 184,507.44
0.85	\$ 7,180.92	\$ 186,703.92
0.86	\$ 7,265.40	\$ 188,900.40
0.87	\$ 7,349.88	\$ 191,096.88
0.88	\$ 7,434.35	\$ 193,293.10
0.89	\$ 7,518.84	\$ 195,489.84
0.90	\$ 7,603.31	\$ 197,686.06
0.91	\$ 7,687.81	\$ 199,883.06
0.92	\$ 7,772.26	\$ 202,078.76
0.93	\$ 7,856.73	\$ 204,274.98
0.94	\$ 7,941.25	\$ 206,472.50
0.95	\$ 8,025.73	\$ 208,668.98
0.96	\$ 8,110.22	\$ 210,865.72
0.97	\$ 8,194.71	\$ 213,062.46
0.98	\$ 8,279.17	\$ 215,258.42
0.99	\$ 8,363.66	\$ 217,455.16
1.00	\$ 8,448.12	\$ 219,651.12

**Liability Management and Treasury Services Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

	<u>Minimum</u>	<u>Policy</u>
	0.80	1.00
LM 01	\$ 2,208.84	\$ 2,761.05
	\$ 57,429.84	\$ 71,787.30
LM 02	\$ 2,473.92	\$ 3,092.37
	\$ 64,321.92	\$ 80,401.62
LM 03	\$ 2,770.79	\$ 3,463.48
	\$ 72,040.54	\$ 90,050.48
LM 04	\$ 3,103.29	\$ 3,879.06
	\$ 80,685.54	\$ 100,855.56
LM 05	\$ 3,475.65	\$ 4,344.57
	\$ 90,366.90	\$ 112,958.82
LM 06	\$ 3,892.74	\$ 4,865.93
	\$ 101,211.24	\$ 126,514.18
LM 07	\$ 4,359.88	\$ 5,449.82
	\$ 113,356.88	\$ 141,695.32
LM 08	\$ 5,079.25	\$ 6,349.06
	\$ 132,060.50	\$ 165,075.56
LM 09	\$ 5,917.35	\$ 7,396.66
	\$ 153,851.10	\$ 192,313.16
LM 10	\$ 6,893.68	\$ 8,617.08
	\$ 179,235.68	\$ 224,044.08

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

LM 01	Minimum	Policy
	\$ 2,208.84	\$ 2,761.05
	\$ 57,429.84	\$ 71,787.30

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,208.84	\$ 57,429.84
0.81	\$ 2,236.47	\$ 58,148.22
0.82	\$ 2,264.05	\$ 58,865.30
0.83	\$ 2,291.69	\$ 59,583.94
0.84	\$ 2,319.29	\$ 60,301.54
0.85	\$ 2,346.90	\$ 61,019.40
0.86	\$ 2,374.51	\$ 61,737.26
0.87	\$ 2,402.12	\$ 62,455.12
0.88	\$ 2,429.71	\$ 63,172.46
0.89	\$ 2,457.33	\$ 63,890.58
0.90	\$ 2,484.94	\$ 64,608.44
0.91	\$ 2,512.56	\$ 65,326.56
0.92	\$ 2,540.17	\$ 66,044.42
0.93	\$ 2,567.78	\$ 66,762.28
0.94	\$ 2,595.38	\$ 67,479.88
0.95	\$ 2,623.00	\$ 68,198.00
0.96	\$ 2,650.62	\$ 68,916.12
0.97	\$ 2,678.19	\$ 69,632.94
0.98	\$ 2,705.81	\$ 70,351.06
0.99	\$ 2,733.46	\$ 71,069.96
1.00	\$ 2,761.05	\$ 71,787.30

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

LM 02	Minimum	Policy
	\$ 2,473.92	\$ 3,092.37
	\$ 64,321.92	\$ 80,401.62

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,473.92	\$ 64,321.92
0.81	\$ 2,504.84	\$ 65,125.84
0.82	\$ 2,535.76	\$ 65,929.76
0.83	\$ 2,566.66	\$ 66,733.16
0.84	\$ 2,597.60	\$ 67,537.60
0.85	\$ 2,628.52	\$ 68,341.52
0.86	\$ 2,659.44	\$ 69,145.44
0.87	\$ 2,690.37	\$ 69,949.62
0.88	\$ 2,721.31	\$ 70,754.06
0.89	\$ 2,752.23	\$ 71,557.98
0.90	\$ 2,783.15	\$ 72,361.90
0.91	\$ 2,814.08	\$ 73,166.08
0.92	\$ 2,845.00	\$ 73,970.00
0.93	\$ 2,875.94	\$ 74,774.44
0.94	\$ 2,906.84	\$ 75,577.84
0.95	\$ 2,937.79	\$ 76,382.54
0.96	\$ 2,968.70	\$ 77,186.20
0.97	\$ 2,999.62	\$ 77,990.12
0.98	\$ 3,030.56	\$ 78,794.56
0.99	\$ 3,061.46	\$ 79,597.96
1.00	\$ 3,092.37	\$ 80,401.62

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

LM 03	Minimum	Policy
	\$ 2,770.79	\$ 3,463.48
	\$ 72,040.54	\$ 90,050.48

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,770.79	\$ 72,040.54
0.81	\$ 2,805.43	\$ 72,941.18
0.82	\$ 2,840.06	\$ 73,841.56
0.83	\$ 2,874.70	\$ 74,742.20
0.84	\$ 2,909.33	\$ 75,642.58
0.85	\$ 2,943.95	\$ 76,542.70
0.86	\$ 2,978.60	\$ 77,443.60
0.87	\$ 3,013.23	\$ 78,343.98
0.88	\$ 3,047.86	\$ 79,244.36
0.89	\$ 3,082.48	\$ 80,144.48
0.90	\$ 3,117.12	\$ 81,045.12
0.91	\$ 3,151.77	\$ 81,946.02
0.92	\$ 3,186.40	\$ 82,846.40
0.93	\$ 3,221.06	\$ 83,747.56
0.94	\$ 3,255.69	\$ 84,647.94
0.95	\$ 3,290.30	\$ 85,547.80
0.96	\$ 3,324.96	\$ 86,448.96
0.97	\$ 3,359.57	\$ 87,348.82
0.98	\$ 3,394.22	\$ 88,249.72
0.99	\$ 3,428.84	\$ 89,149.84
1.00	\$ 3,463.48	\$ 90,050.48

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

LM 04	Minimum	Policy
	\$ 3,103.29	\$ 3,879.06
	\$ 80,685.54	\$ 100,855.56

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,103.29	\$ 80,685.54
0.81	\$ 3,142.03	\$ 81,692.78
0.82	\$ 3,180.85	\$ 82,702.10
0.83	\$ 3,219.64	\$ 83,710.64
0.84	\$ 3,258.43	\$ 84,719.18
0.85	\$ 3,297.22	\$ 85,727.72
0.86	\$ 3,336.00	\$ 86,736.00
0.87	\$ 3,374.81	\$ 87,745.06
0.88	\$ 3,413.57	\$ 88,752.82
0.89	\$ 3,452.37	\$ 89,761.62
0.90	\$ 3,491.17	\$ 90,770.42
0.91	\$ 3,529.94	\$ 91,778.44
0.92	\$ 3,568.76	\$ 92,787.76
0.93	\$ 3,607.55	\$ 93,796.30
0.94	\$ 3,646.36	\$ 94,805.36
0.95	\$ 3,685.10	\$ 95,812.60
0.96	\$ 3,723.94	\$ 96,822.44
0.97	\$ 3,762.71	\$ 97,830.46
0.98	\$ 3,801.51	\$ 98,839.26
0.99	\$ 3,840.28	\$ 99,847.28
1.00	\$ 3,879.06	\$ 100,855.56

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

LM 05	Minimum	Policy
	\$ 3,475.65	\$ 4,344.57
	\$ 90,366.90	\$ 112,958.82

  

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,475.65	\$ 90,366.90
0.81	\$ 3,519.11	\$ 91,496.86
0.82	\$ 3,562.52	\$ 92,625.52
0.83	\$ 3,605.99	\$ 93,755.74
0.84	\$ 3,649.45	\$ 94,885.70
0.85	\$ 3,692.88	\$ 96,014.88
0.86	\$ 3,736.32	\$ 97,144.32
0.87	\$ 3,779.78	\$ 98,274.28
0.88	\$ 3,823.25	\$ 99,404.50
0.89	\$ 3,866.65	\$ 100,532.90
0.90	\$ 3,910.12	\$ 101,663.12
0.91	\$ 3,953.56	\$ 102,792.56
0.92	\$ 3,997.00	\$ 103,922.00
0.93	\$ 4,040.44	\$ 105,051.44
0.94	\$ 4,083.89	\$ 106,181.14
0.95	\$ 4,127.34	\$ 107,310.84
0.96	\$ 4,170.80	\$ 108,440.80
0.97	\$ 4,214.22	\$ 109,569.72
0.98	\$ 4,257.69	\$ 110,699.94
0.99	\$ 4,301.13	\$ 111,829.38
1.00	\$ 4,344.57	\$ 112,958.82

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

LM 06	Minimum	Policy
	\$ 3,892.74	\$ 4,865.93
	\$ 101,211.24	\$ 126,514.18

  

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,892.74	\$ 101,211.24
0.81	\$ 3,941.39	\$ 102,476.14
0.82	\$ 3,990.08	\$ 103,742.08
0.83	\$ 4,038.73	\$ 105,006.98
0.84	\$ 4,087.38	\$ 106,271.88
0.85	\$ 4,136.04	\$ 107,537.04
0.86	\$ 4,184.71	\$ 108,802.46
0.87	\$ 4,233.36	\$ 110,067.36
0.88	\$ 4,282.00	\$ 111,332.00
0.89	\$ 4,330.68	\$ 112,597.68
0.90	\$ 4,379.33	\$ 113,862.58
0.91	\$ 4,428.00	\$ 115,128.00
0.92	\$ 4,476.67	\$ 116,393.42
0.93	\$ 4,525.30	\$ 117,657.80
0.94	\$ 4,573.97	\$ 118,923.22
0.95	\$ 4,622.64	\$ 120,188.64
0.96	\$ 4,671.28	\$ 121,453.28
0.97	\$ 4,719.93	\$ 122,718.18
0.98	\$ 4,768.62	\$ 123,984.12
0.99	\$ 4,817.27	\$ 125,249.02
1.00	\$ 4,865.93	\$ 126,514.18

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

LM 07	Minimum	Policy
	\$ 4,359.88	\$ 5,449.82
	\$ 113,356.88	\$ 141,695.32

LM 08	Minimum	Policy
	\$ 5,079.25	\$ 6,349.06
	\$ 132,060.50	\$ 165,075.56

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 4,359.88	\$ 113,356.88
0.81	\$ 4,414.36	\$ 114,773.36
0.82	\$ 4,468.85	\$ 116,190.10
0.83	\$ 4,523.35	\$ 117,607.10
0.84	\$ 4,577.85	\$ 119,024.10
0.85	\$ 4,632.35	\$ 120,441.10
0.86	\$ 4,686.85	\$ 121,858.10
0.87	\$ 4,741.35	\$ 123,275.10
0.88	\$ 4,795.86	\$ 124,692.36
0.89	\$ 4,850.33	\$ 126,108.58
0.90	\$ 4,904.85	\$ 127,526.10
0.91	\$ 4,959.31	\$ 128,942.06
0.92	\$ 5,013.84	\$ 130,359.84
0.93	\$ 5,068.34	\$ 131,776.84
0.94	\$ 5,122.83	\$ 133,193.58
0.95	\$ 5,177.36	\$ 134,611.36
0.96	\$ 5,231.82	\$ 136,027.32
0.97	\$ 5,286.33	\$ 137,444.58
0.98	\$ 5,340.83	\$ 138,861.58
0.99	\$ 5,395.34	\$ 140,278.84
1.00	\$ 5,449.82	\$ 141,695.32

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 5,079.25	\$ 132,060.50
0.81	\$ 5,142.75	\$ 133,711.50
0.82	\$ 5,206.25	\$ 135,362.50
0.83	\$ 5,269.73	\$ 137,012.98
0.84	\$ 5,333.22	\$ 138,663.72
0.85	\$ 5,396.71	\$ 140,314.46
0.86	\$ 5,460.19	\$ 141,964.94
0.87	\$ 5,523.71	\$ 143,616.46
0.88	\$ 5,587.16	\$ 145,266.16
0.89	\$ 5,650.69	\$ 146,917.94
0.90	\$ 5,714.17	\$ 148,568.42
0.91	\$ 5,777.66	\$ 150,219.16
0.92	\$ 5,841.15	\$ 151,869.90
0.93	\$ 5,904.65	\$ 153,520.90
0.94	\$ 5,968.13	\$ 155,171.38
0.95	\$ 6,031.62	\$ 156,822.12
0.96	\$ 6,095.12	\$ 158,473.12
0.97	\$ 6,158.61	\$ 160,123.86
0.98	\$ 6,222.09	\$ 161,774.34
0.99	\$ 6,285.59	\$ 163,425.34
1.00	\$ 6,349.06	\$ 165,075.56

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

LM 09	Minimum	Policy
	\$ 5,917.35	\$ 7,396.66
	\$ 153,851.10	\$ 192,313.16

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 5,917.35	\$ 153,851.10
0.81	\$ 5,991.28	\$ 155,773.28
0.82	\$ 6,065.23	\$ 157,695.98
0.83	\$ 6,139.24	\$ 159,620.24
0.84	\$ 6,213.20	\$ 161,543.20
0.85	\$ 6,287.17	\$ 163,466.42
0.86	\$ 6,361.13	\$ 165,389.38
0.87	\$ 6,435.08	\$ 167,312.08
0.88	\$ 6,509.07	\$ 169,235.82
0.89	\$ 6,583.05	\$ 171,159.30
0.90	\$ 6,657.00	\$ 173,082.00
0.91	\$ 6,730.97	\$ 175,005.22
0.92	\$ 6,804.92	\$ 176,927.92
0.93	\$ 6,878.91	\$ 178,851.66
0.94	\$ 6,952.86	\$ 180,774.36
0.95	\$ 7,026.85	\$ 182,698.10
0.96	\$ 7,100.81	\$ 184,621.06
0.97	\$ 7,174.74	\$ 186,543.24
0.98	\$ 7,248.71	\$ 188,466.46
0.99	\$ 7,322.70	\$ 190,390.20
1.00	\$ 7,396.66	\$ 192,313.16

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

LM 10	Minimum	Policy
	\$ 6,893.68	\$ 8,617.08
	\$ 179,235.68	\$ 224,044.08

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 6,893.68	\$ 179,235.68
0.81	\$ 6,979.86	\$ 181,476.36
0.82	\$ 7,066.03	\$ 183,716.78
0.83	\$ 7,152.18	\$ 185,956.68
0.84	\$ 7,238.37	\$ 188,197.62
0.85	\$ 7,324.54	\$ 190,438.04
0.86	\$ 7,410.71	\$ 192,678.46
0.87	\$ 7,496.88	\$ 194,918.88
0.88	\$ 7,583.04	\$ 197,159.04
0.89	\$ 7,669.22	\$ 199,399.72
0.90	\$ 7,755.38	\$ 201,639.88
0.91	\$ 7,841.57	\$ 203,880.82
0.92	\$ 7,927.71	\$ 206,120.46
0.93	\$ 8,013.86	\$ 208,360.36
0.94	\$ 8,100.08	\$ 210,602.08
0.95	\$ 8,186.24	\$ 212,842.24
0.96	\$ 8,272.42	\$ 215,082.92
0.97	\$ 8,358.60	\$ 217,323.60
0.98	\$ 8,444.75	\$ 219,563.50
0.99	\$ 8,530.93	\$ 221,804.18
1.00	\$ 8,617.08	\$ 224,044.08

**Liability Management and Treasury Services Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
**Effective April 1, 2027**

	<u>Minimum</u>	<u>Policy</u>
	0.80	1.00
LM 01	\$ 2,253.02	\$ 2,816.27
	\$ 58,578.52	\$ 73,223.02
LM 02	\$ 2,523.40	\$ 3,154.22
	\$ 65,608.40	\$ 82,009.72
LM 03	\$ 2,826.21	\$ 3,532.75
	\$ 73,481.46	\$ 91,851.50
LM 04	\$ 3,165.36	\$ 3,956.64
	\$ 82,299.36	\$ 102,872.64
LM 05	\$ 3,545.16	\$ 4,431.46
	\$ 92,174.16	\$ 115,217.96
LM 06	\$ 3,970.59	\$ 4,963.25
	\$ 103,235.34	\$ 129,044.50
LM 07	\$ 4,447.08	\$ 5,558.82
	\$ 115,624.08	\$ 144,529.32
LM 08	\$ 5,180.84	\$ 6,476.04
	\$ 134,701.84	\$ 168,377.04
LM 09	\$ 6,035.70	\$ 7,544.59
	\$ 156,928.20	\$ 196,159.34
LM 10	\$ 7,031.55	\$ 8,789.42
	\$ 182,820.30	\$ 228,524.92

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

LM 01	Minimum	Policy
	\$ 2,253.02	\$ 2,816.27
	\$ 58,578.52	\$ 73,223.02

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,253.02	\$ 58,578.52
0.81	\$ 2,281.20	\$ 59,311.20
0.82	\$ 2,309.33	\$ 60,042.58
0.83	\$ 2,337.52	\$ 60,775.52
0.84	\$ 2,365.68	\$ 61,507.68
0.85	\$ 2,393.84	\$ 62,239.84
0.86	\$ 2,422.00	\$ 62,972.00
0.87	\$ 2,450.16	\$ 63,704.16
0.88	\$ 2,478.30	\$ 64,435.80
0.89	\$ 2,506.48	\$ 65,168.48
0.90	\$ 2,534.64	\$ 65,900.64
0.91	\$ 2,562.81	\$ 66,633.06
0.92	\$ 2,590.97	\$ 67,365.22
0.93	\$ 2,619.14	\$ 68,097.64
0.94	\$ 2,647.29	\$ 68,829.54
0.95	\$ 2,675.46	\$ 69,561.96
0.96	\$ 2,703.63	\$ 70,294.38
0.97	\$ 2,731.75	\$ 71,025.50
0.98	\$ 2,759.93	\$ 71,758.18
0.99	\$ 2,788.13	\$ 72,491.38
1.00	\$ 2,816.27	\$ 73,223.02

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

LM 02	Minimum	Policy
	\$ 2,523.40	\$ 3,154.22
	\$ 65,608.40	\$ 82,009.72

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,523.40	\$ 65,608.40
0.81	\$ 2,554.94	\$ 66,428.44
0.82	\$ 2,586.48	\$ 67,248.48
0.83	\$ 2,617.99	\$ 68,067.74
0.84	\$ 2,649.55	\$ 68,888.30
0.85	\$ 2,681.09	\$ 69,708.34
0.86	\$ 2,712.63	\$ 70,528.38
0.87	\$ 2,744.18	\$ 71,348.68
0.88	\$ 2,775.74	\$ 72,169.24
0.89	\$ 2,807.27	\$ 72,989.02
0.90	\$ 2,838.81	\$ 73,809.06
0.91	\$ 2,870.36	\$ 74,629.36
0.92	\$ 2,901.90	\$ 75,449.40
0.93	\$ 2,933.46	\$ 76,269.96
0.94	\$ 2,964.98	\$ 77,089.48
0.95	\$ 2,996.55	\$ 77,910.30
0.96	\$ 3,028.07	\$ 78,729.82
0.97	\$ 3,059.61	\$ 79,549.86
0.98	\$ 3,091.17	\$ 80,370.42
0.99	\$ 3,122.69	\$ 81,189.94
1.00	\$ 3,154.22	\$ 82,009.72

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

LM 03	Minimum	Policy
	\$ 2,826.21	\$ 3,532.75
	\$ 73,481.46	\$ 91,851.50

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 2,826.21	\$ 73,481.46
0.81	\$ 2,861.54	\$ 74,400.04
0.82	\$ 2,896.86	\$ 75,318.36
0.83	\$ 2,932.19	\$ 76,236.94
0.84	\$ 2,967.52	\$ 77,155.52
0.85	\$ 3,002.83	\$ 78,073.58
0.86	\$ 3,038.17	\$ 78,992.42
0.87	\$ 3,073.49	\$ 79,910.74
0.88	\$ 3,108.82	\$ 80,829.32
0.89	\$ 3,144.13	\$ 81,747.38
0.90	\$ 3,179.46	\$ 82,665.96
0.91	\$ 3,214.81	\$ 83,585.06
0.92	\$ 3,250.13	\$ 84,503.38
0.93	\$ 3,285.48	\$ 85,422.48
0.94	\$ 3,320.80	\$ 86,340.80
0.95	\$ 3,356.11	\$ 87,258.86
0.96	\$ 3,391.46	\$ 88,177.96
0.97	\$ 3,426.76	\$ 89,095.76
0.98	\$ 3,462.10	\$ 90,014.60
0.99	\$ 3,497.42	\$ 90,932.92
1.00	\$ 3,532.75	\$ 91,851.50

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

LM 04	Minimum	Policy
	\$ 3,165.36	\$ 3,956.64
	\$ 82,299.36	\$ 102,872.64

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 3,165.36	\$ 82,299.36
0.81	\$ 3,204.87	\$ 83,326.62
0.82	\$ 3,244.47	\$ 84,356.22
0.83	\$ 3,284.03	\$ 85,384.78
0.84	\$ 3,323.60	\$ 86,413.60
0.85	\$ 3,363.16	\$ 87,442.16
0.86	\$ 3,402.72	\$ 88,470.72
0.87	\$ 3,442.31	\$ 89,500.06
0.88	\$ 3,481.84	\$ 90,527.84
0.89	\$ 3,521.42	\$ 91,556.92
0.90	\$ 3,560.99	\$ 92,585.74
0.91	\$ 3,600.54	\$ 93,614.04
0.92	\$ 3,640.14	\$ 94,643.64
0.93	\$ 3,679.70	\$ 95,672.20
0.94	\$ 3,719.29	\$ 96,701.54
0.95	\$ 3,758.80	\$ 97,728.80
0.96	\$ 3,798.42	\$ 98,758.92
0.97	\$ 3,837.96	\$ 99,786.96
0.98	\$ 3,877.54	\$ 100,816.04
0.99	\$ 3,917.09	\$ 101,844.34
1.00	\$ 3,956.64	\$ 102,872.64

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

LM 05	Minimum		Policy	
	\$	3,545.16	\$	4,431.46
	\$	92,174.16	\$	115,217.96

  

Compa-ratio	Bi-weekly	Approximate Annual	
0.80	\$ 3,545.16	\$	92,174.16
0.81	\$ 3,589.49	\$	93,326.74
0.82	\$ 3,633.77	\$	94,478.02
0.83	\$ 3,678.11	\$	95,630.86
0.84	\$ 3,722.44	\$	96,783.44
0.85	\$ 3,766.74	\$	97,935.24
0.86	\$ 3,811.05	\$	99,087.30
0.87	\$ 3,855.38	\$	100,239.88
0.88	\$ 3,899.72	\$	101,392.72
0.89	\$ 3,943.98	\$	102,543.48
0.90	\$ 3,988.32	\$	103,696.32
0.91	\$ 4,032.63	\$	104,848.38
0.92	\$ 4,076.94	\$	106,000.44
0.93	\$ 4,121.25	\$	107,152.50
0.94	\$ 4,165.57	\$	108,304.82
0.95	\$ 4,209.89	\$	109,457.14
0.96	\$ 4,254.22	\$	110,609.72
0.97	\$ 4,298.50	\$	111,761.00
0.98	\$ 4,342.84	\$	112,913.84
0.99	\$ 4,387.15	\$	114,065.90
1.00	\$ 4,431.46	\$	115,217.96

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

LM 06	Minimum		Policy	
	\$	3,970.59	\$	4,963.25
	\$	103,235.34	\$	129,044.50

  

Compa-ratio	Bi-weekly	Approximate Annual	
0.80	\$ 3,970.59	\$	103,235.34
0.81	\$ 4,020.22	\$	104,525.72
0.82	\$ 4,069.88	\$	105,816.88
0.83	\$ 4,119.50	\$	107,107.00
0.84	\$ 4,169.13	\$	108,397.38
0.85	\$ 4,218.76	\$	109,687.76
0.86	\$ 4,268.40	\$	110,978.40
0.87	\$ 4,318.03	\$	112,268.78
0.88	\$ 4,367.64	\$	113,558.64
0.89	\$ 4,417.29	\$	114,849.54
0.90	\$ 4,466.92	\$	116,139.92
0.91	\$ 4,516.56	\$	117,430.56
0.92	\$ 4,566.20	\$	118,721.20
0.93	\$ 4,615.81	\$	120,011.06
0.94	\$ 4,665.45	\$	121,301.70
0.95	\$ 4,715.09	\$	122,592.34
0.96	\$ 4,764.71	\$	123,882.46
0.97	\$ 4,814.33	\$	125,172.58
0.98	\$ 4,863.99	\$	126,463.74
0.99	\$ 4,913.62	\$	127,754.12
1.00	\$ 4,963.25	\$	129,044.50

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

LM 07	Minimum	Policy
	\$ 4,447.08	\$ 5,558.82
	\$ 115,624.08	\$ 144,529.32

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 4,447.08	\$ 115,624.08
0.81	\$ 4,502.65	\$ 117,068.90
0.82	\$ 4,558.23	\$ 118,513.98
0.83	\$ 4,613.82	\$ 119,959.32
0.84	\$ 4,669.41	\$ 121,404.66
0.85	\$ 4,725.00	\$ 122,850.00
0.86	\$ 4,780.59	\$ 124,295.34
0.87	\$ 4,836.18	\$ 125,740.68
0.88	\$ 4,891.78	\$ 127,186.28
0.89	\$ 4,947.34	\$ 128,630.84
0.90	\$ 5,002.95	\$ 130,076.70
0.91	\$ 5,058.50	\$ 131,521.00
0.92	\$ 5,114.12	\$ 132,967.12
0.93	\$ 5,169.71	\$ 134,412.46
0.94	\$ 5,225.29	\$ 135,857.54
0.95	\$ 5,280.91	\$ 137,303.66
0.96	\$ 5,336.46	\$ 138,747.96
0.97	\$ 5,392.06	\$ 140,193.56
0.98	\$ 5,447.65	\$ 141,638.90
0.99	\$ 5,503.25	\$ 143,084.50
1.00	\$ 5,558.82	\$ 144,529.32

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

LM 08	Minimum	Policy
	\$ 5,180.84	\$ 6,476.04
	\$ 134,701.84	\$ 168,377.04

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 5,180.84	\$ 134,701.84
0.81	\$ 5,245.61	\$ 136,385.86
0.82	\$ 5,310.38	\$ 138,069.88
0.83	\$ 5,375.12	\$ 139,753.12
0.84	\$ 5,439.88	\$ 141,436.88
0.85	\$ 5,504.64	\$ 143,120.64
0.86	\$ 5,569.39	\$ 144,804.14
0.87	\$ 5,634.18	\$ 146,488.68
0.88	\$ 5,698.90	\$ 148,171.40
0.89	\$ 5,763.70	\$ 149,856.20
0.90	\$ 5,828.45	\$ 151,539.70
0.91	\$ 5,893.21	\$ 153,223.46
0.92	\$ 5,957.97	\$ 154,907.22
0.93	\$ 6,022.74	\$ 156,591.24
0.94	\$ 6,087.49	\$ 158,274.74
0.95	\$ 6,152.25	\$ 159,958.50
0.96	\$ 6,217.02	\$ 161,642.52
0.97	\$ 6,281.78	\$ 163,326.28
0.98	\$ 6,346.53	\$ 165,009.78
0.99	\$ 6,411.30	\$ 166,693.80
1.00	\$ 6,476.04	\$ 168,377.04

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

LM 09	Minimum	Policy
	\$ 6,035.70	\$ 7,544.59
	\$ 156,928.20	\$ 196,159.34

  

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 6,035.70	\$ 156,928.20
0.81	\$ 6,111.11	\$ 158,888.86
0.82	\$ 6,186.53	\$ 160,849.78
0.83	\$ 6,262.02	\$ 162,812.52
0.84	\$ 6,337.46	\$ 164,773.96
0.85	\$ 6,412.91	\$ 166,735.66
0.86	\$ 6,488.35	\$ 168,697.10
0.87	\$ 6,563.78	\$ 170,658.28
0.88	\$ 6,639.25	\$ 172,620.50
0.89	\$ 6,714.71	\$ 174,582.46
0.90	\$ 6,790.14	\$ 176,543.64
0.91	\$ 6,865.59	\$ 178,505.34
0.92	\$ 6,941.02	\$ 180,466.52
0.93	\$ 7,016.49	\$ 182,428.74
0.94	\$ 7,091.92	\$ 184,389.92
0.95	\$ 7,167.39	\$ 186,352.14
0.96	\$ 7,242.83	\$ 188,313.58
0.97	\$ 7,318.23	\$ 190,273.98
0.98	\$ 7,393.68	\$ 192,235.68
0.99	\$ 7,469.15	\$ 194,197.90
1.00	\$ 7,544.59	\$ 196,159.34

Liability Management and Treasury Services Pay Plan  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2027

LM 10	Minimum	Policy
	\$ 7,031.55	\$ 8,789.42
	\$ 182,820.30	\$ 228,524.92

  

Compa-ratio	Bi-weekly	Approximate Annual
0.80	\$ 7,031.55	\$ 182,820.30
0.81	\$ 7,119.46	\$ 185,105.96
0.82	\$ 7,207.35	\$ 187,391.10
0.83	\$ 7,295.22	\$ 189,675.72
0.84	\$ 7,383.14	\$ 191,961.64
0.85	\$ 7,471.03	\$ 194,246.78
0.86	\$ 7,558.92	\$ 196,531.92
0.87	\$ 7,646.82	\$ 198,817.32
0.88	\$ 7,734.70	\$ 201,102.20
0.89	\$ 7,822.60	\$ 203,387.60
0.90	\$ 7,910.49	\$ 205,672.74
0.91	\$ 7,998.40	\$ 207,958.40
0.92	\$ 8,086.26	\$ 210,242.76
0.93	\$ 8,174.14	\$ 212,527.64
0.94	\$ 8,262.08	\$ 214,814.08
0.95	\$ 8,349.96	\$ 217,098.96
0.96	\$ 8,437.87	\$ 219,384.62
0.97	\$ 8,525.77	\$ 221,670.02
0.98	\$ 8,613.65	\$ 223,954.90
0.99	\$ 8,701.55	\$ 226,240.30
1.00	\$ 8,789.42	\$ 228,524.92

## LSM – Legal Services Management

**Legal Services Managers Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
**Effective April 1, 2024**

	1	2	3	4	5
LSM 1	\$ 7,132.12	\$ 7,317.43	\$ 7,507.59	\$ 7,702.68	
	\$ 185,435.06	\$ 190,253.16	\$ 195,197.40	\$ 200,269.76	
LSM 2	\$ 7,507.36	\$ 7,702.51	\$ 7,902.72	\$ 8,108.14	\$ 8,318.89
	\$ 195,191.39	\$ 200,265.20	\$ 205,470.84	\$ 210,811.75	\$ 216,291.06
LSM 3	\$ 8,107.94	\$ 8,318.71	\$ 8,534.93	\$ 8,756.79	\$ 8,984.40
	\$ 210,806.51	\$ 216,286.38	\$ 221,908.07	\$ 227,676.45	\$ 233,594.50

**Legal Services Managers Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
**Effective April 1, 2025**

	1	2	3	4	5
LSM 1	\$ 7,274.76	\$ 7,463.78	\$ 7,657.74	\$ 7,856.74	
	\$ 189,143.76	\$ 194,058.23	\$ 199,101.35	\$ 204,275.15	
LSM 2	\$ 7,657.51	\$ 7,856.56	\$ 8,060.78	\$ 8,270.31	\$ 8,485.26
	\$ 199,095.22	\$ 204,270.50	\$ 209,580.26	\$ 215,027.98	\$ 220,616.88
LSM 3	\$ 8,270.10	\$ 8,485.08	\$ 8,705.62	\$ 8,931.92	\$ 9,164.09
	\$ 215,022.64	\$ 220,612.10	\$ 226,346.24	\$ 232,229.98	\$ 238,266.39

**Legal Services Managers Pay Plan**  
**Bi-weekly and Approximate Annual Rates**  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
**Effective April 1, 2026**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
LSM 1	\$ 7,420.26	\$ 7,613.05	\$ 7,810.90	\$ 8,013.87	
	\$ 192,926.64	\$ 197,939.39	\$ 203,083.37	\$ 208,360.65	
LSM 2	\$ 7,810.66	\$ 8,013.69	\$ 8,221.99	\$ 8,435.71	\$ 8,654.97
	\$ 203,077.12	\$ 208,355.91	\$ 213,771.86	\$ 219,328.54	\$ 225,029.22
LSM 3	\$ 8,435.50	\$ 8,654.78	\$ 8,879.74	\$ 9,110.56	\$ 9,347.37
	\$ 219,323.09	\$ 225,024.35	\$ 230,873.16	\$ 236,874.58	\$ 243,031.72

## MCL – Legal Services Pay Plan

MCL (Legal Services Pay Plan)

### Bi-weekly and Approximate Annual Rates

Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods

Effective April 1, 2024

	Title	YRE	Step	Bi-Weekly	Annual
MCL 01	Lawyer I	0	1	\$3,498.58	\$90,963
MCL 01	Lawyer I	1	2	\$3,699.45	\$96,186
MCL 01	Lawyer I	2	3	\$3,911.85	\$101,708
MCL 01	Lawyer I	3	4	\$4,136.45	\$107,548
MCL 02	Lawyer II	4	5	\$4,373.94	\$113,722
MCL 02	Lawyer II	5	6	\$4,625.06	\$120,252
MCL 03	Lawyer III	6	7	\$4,890.61	\$127,156
MCL 03	Lawyer III	7	8	\$5,097.34	\$132,531
MCL 03	Lawyer III	8	9	\$5,312.82	\$138,133
MCL 03	Lawyer III	9	10	\$5,537.41	\$143,973
MCL 03	Lawyer III	10	11	\$5,771.49	\$150,059
MCL 03	Lawyer III	11	12	\$6,015.46	\$156,402
MCL 03	Lawyer III	12	13	\$6,269.75	\$163,014
MCL 03	Lawyer III	13	14	\$6,534.79	\$169,905
MCL 03	Lawyer III	14	15	\$6,811.03	\$177,087
MCL 03	Lawyer III	15	16	\$7,098.95	\$184,573
<b>Restricted Classification</b>					
MCL 04	Lawyer IV	10	1	\$6,015.46	\$156,402
MCL 04	Lawyer IV	11	2	\$6,269.75	\$163,014
MCL 04	Lawyer IV	12	3	\$6,534.79	\$169,905
MCL 04	Lawyer IV	13	4	\$6,811.03	\$177,087
MCL 04	Lawyer IV	14	5	\$7,098.95	\$184,573
MCL 04	Lawyer IV	15	6	\$7,399.04	\$192,375

MCL (Legal Services Pay Plan)

**Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods

**Effective April 1, 2025**

	Title	YRE	Step	Bi-Weekly	Annual
MCL 01	Lawyer I	0	1	\$3,568.55	\$92,782
MCL 01	Lawyer I	1	2	\$3,773.44	\$98,109
MCL 01	Lawyer I	2	3	\$3,990.09	\$103,742
MCL 01	Lawyer I	3	4	\$4,219.18	\$109,699
MCL 02	Lawyer II	4	5	\$4,461.42	\$115,997
MCL 02	Lawyer II	5	6	\$4,717.56	\$122,657
MCL 03	Lawyer III	6	7	\$4,988.42	\$129,699
MCL 03	Lawyer III	7	8	\$5,199.29	\$135,182
MCL 03	Lawyer III	8	9	\$5,419.08	\$140,896
MCL 03	Lawyer III	9	10	\$5,648.16	\$146,852
MCL 03	Lawyer III	10	11	\$5,886.92	\$153,060
MCL 03	Lawyer III	11	12	\$6,135.77	\$159,530
MCL 03	Lawyer III	12	13	\$6,395.15	\$166,274
MCL 03	Lawyer III	13	14	\$6,665.49	\$173,303
MCL 03	Lawyer III	14	15	\$6,947.25	\$180,629
MCL 03	Lawyer III	15	16	\$7,240.93	\$188,264

**Restricted Classification**

MCL 04	Lawyer IV	10	1	\$6,135.77	\$159,530
MCL 04	Lawyer IV	11	2	\$6,395.15	\$166,274
MCL 04	Lawyer IV	12	3	\$6,665.49	\$173,303
MCL 04	Lawyer IV	13	4	\$6,947.25	\$180,629
MCL 04	Lawyer IV	14	5	\$7,240.93	\$188,264
MCL 04	Lawyer IV	15	6	\$7,547.03	\$196,223

MCL (Legal Services Pay Plan)

**Bi-weekly and Approximate Annual Rates**

Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods

**Effective April 1, 2026**

	<b>Title</b>	<b>YRE</b>	<b>Step</b>	<b>Bi-Weekly</b>	<b>Annual</b>
MCL 01	Lawyer I	0	1	\$3,639.93	\$94,638
MCL 01	Lawyer I	1	2	\$3,848.91	\$100,072
MCL 01	Lawyer I	2	3	\$4,069.89	\$105,817
MCL 01	Lawyer I	3	4	\$4,303.56	\$111,893
MCL 02	Lawyer II	4	5	\$4,550.64	\$118,317
MCL 02	Lawyer II	5	6	\$4,811.91	\$125,110
MCL 03	Lawyer III	6	7	\$5,088.19	\$132,293
MCL 03	Lawyer III	7	8	\$5,303.28	\$137,885
MCL 03	Lawyer III	8	9	\$5,527.46	\$143,714
MCL 03	Lawyer III	9	10	\$5,761.12	\$149,789
MCL 03	Lawyer III	10	11	\$6,004.66	\$156,121
MCL 03	Lawyer III	11	12	\$6,258.49	\$162,721
MCL 03	Lawyer III	12	13	\$6,523.05	\$169,599
MCL 03	Lawyer III	13	14	\$6,798.80	\$176,769
MCL 03	Lawyer III	14	15	\$7,086.20	\$184,241
MCL 03	Lawyer III	15	16	\$7,385.75	\$192,030

**Restricted Classification**

MCL 04	Lawyer IV	10	1	\$6,258.49	\$162,721
MCL 04	Lawyer IV	11	2	\$6,523.05	\$169,599
MCL 04	Lawyer IV	12	3	\$6,798.80	\$176,769
MCL 04	Lawyer IV	13	4	\$7,086.20	\$184,241
MCL 04	Lawyer IV	14	5	\$7,385.75	\$192,030
MCL 04	Lawyer IV	15	6	\$7,697.97	\$200,147

## MKT – Market Adjustment Pay Plan

MARKET ADJUSTMENT CLASSIFICATION AND PAY PLAN - MKT  
BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

	I	II	III	IV	V	VI	VII
<b>PRVE 19</b>							
01.04.2024	\$ 3,985.73	\$ 4,154.13	\$ 4,322.63	\$ 4,501.59	\$ 4,691.18		
01.04.2025	\$ 4,065.44	\$ 4,237.21	\$ 4,409.08	\$ 4,591.62	\$ 4,785.00		
01.04.2026	\$ 4,146.75	\$ 4,321.95	\$ 4,497.26	\$ 4,683.45	\$ 4,880.70		
01.04.2027	\$ 4,229.69	\$ 4,408.39	\$ 4,587.21	\$ 4,777.12	\$ 4,978.31		
<b>PREP 15</b>							
01.04.2024	\$ 3,070.69	\$ 3,189.37	\$ 3,317.92	\$ 3,456.40	\$ 3,594.81	\$ 3,743.11	
01.04.2025	\$ 3,132.10	\$ 3,253.16	\$ 3,384.28	\$ 3,525.53	\$ 3,666.71	\$ 3,817.97	
01.04.2026	\$ 3,194.74	\$ 3,318.22	\$ 3,451.97	\$ 3,596.04	\$ 3,740.04	\$ 3,894.33	
01.04.2027	\$ 3,258.63	\$ 3,384.58	\$ 3,521.01	\$ 3,667.96	\$ 3,814.84	\$ 3,972.22	
<b>PREP 17</b>							
01.04.2024	\$ 3,456.40	\$ 3,594.81	\$ 3,743.11	\$ 3,901.28	\$ 4,059.52		
01.04.2025	\$ 3,525.53	\$ 3,666.71	\$ 3,817.97	\$ 3,979.31	\$ 4,140.71		
01.04.2026	\$ 3,596.04	\$ 3,740.04	\$ 3,894.33	\$ 4,058.90	\$ 4,223.52		
01.04.2027	\$ 3,667.96	\$ 3,814.84	\$ 3,972.22	\$ 4,140.08	\$ 4,307.99		
<b>PREP 20</b>							
01.04.2024	\$ 3,901.28	\$ 4,059.52	\$ 4,227.58	\$ 4,405.63	\$ 4,593.42		
01.04.2025	\$ 3,979.31	\$ 4,140.71	\$ 4,312.13	\$ 4,493.74	\$ 4,685.29		
01.04.2026	\$ 4,058.90	\$ 4,223.52	\$ 4,398.37	\$ 4,583.61	\$ 4,779.00		
01.04.2027	\$ 4,140.08	\$ 4,307.99	\$ 4,486.34	\$ 4,675.28	\$ 4,874.58		
<b>PRCW 13</b>							
01.04.2024	\$ 2,738.09	\$ 2,842.80	\$ 2,956.97	\$ 3,071.24	\$ 3,195.04	\$ 3,328.39	
01.04.2025	\$ 2,792.85	\$ 2,899.66	\$ 3,016.11	\$ 3,132.66	\$ 3,258.94	\$ 3,394.96	
01.04.2026	\$ 2,848.71	\$ 2,957.65	\$ 3,076.43	\$ 3,195.31	\$ 3,324.12	\$ 3,462.86	
01.04.2027	\$ 2,905.68	\$ 3,016.80	\$ 3,137.96	\$ 3,259.22	\$ 3,390.60	\$ 3,532.12	
<b>PRCW 16</b>							
01.04.2024	\$ 3,130.31	\$ 3,256.48	\$ 3,392.40	\$ 3,528.23	\$ 3,673.79	\$ 3,829.03	
01.04.2025	\$ 3,192.92	\$ 3,321.61	\$ 3,460.25	\$ 3,598.79	\$ 3,747.27	\$ 3,905.61	
01.04.2026	\$ 3,256.78	\$ 3,388.04	\$ 3,529.46	\$ 3,670.77	\$ 3,822.22	\$ 3,983.72	
01.04.2027	\$ 3,321.92	\$ 3,455.80	\$ 3,600.05	\$ 3,744.19	\$ 3,898.66	\$ 4,063.39	
<b>PRCS 18</b>							
01.04.2024	\$ 3,461.67	\$ 3,604.49	\$ 3,756.78	\$ 3,909.16	\$ 4,071.01		
01.04.2025	\$ 3,530.90	\$ 3,676.58	\$ 3,831.92	\$ 3,987.34	\$ 4,152.43		
01.04.2026	\$ 3,601.52	\$ 3,750.11	\$ 3,908.56	\$ 4,067.09	\$ 4,235.48		
01.04.2027	\$ 3,673.55	\$ 3,825.11	\$ 3,986.73	\$ 4,148.43	\$ 4,320.19		
<b>TEBP 27</b>							
01.04.2024	\$ 2,984.59	\$ 3,105.13	\$ 3,225.54	\$ 3,346.16	\$ 3,466.57		
01.04.2025	\$ 3,044.28	\$ 3,167.23	\$ 3,290.05	\$ 3,413.08	\$ 3,535.90		
01.04.2026	\$ 3,105.17	\$ 3,230.57	\$ 3,355.85	\$ 3,481.34	\$ 3,606.62		
01.04.2027	\$ 3,167.27	\$ 3,295.18	\$ 3,422.97	\$ 3,550.97	\$ 3,678.75		
<b>TEAI 29</b>							
01.04.2024	\$ 3,225.54	\$ 3,346.16	\$ 3,466.57	\$ 3,600.50	\$ 3,747.93		
01.04.2025	\$ 3,290.05	\$ 3,413.08	\$ 3,535.90	\$ 3,672.51	\$ 3,822.89		

01.04.2026	\$ 3,355.85	\$ 3,481.34	\$ 3,606.62	\$ 3,745.96	\$ 3,899.35				
01.04.2027	\$ 3,422.97	\$ 3,550.97	\$ 3,678.75	\$ 3,820.88	\$ 3,977.34				
TEEL 30									
01.04.2024	\$ 3,383.75	\$ 3,520.50	\$ 3,657.05	\$ 3,793.79	\$ 3,930.34				
01.04.2025	\$ 3,451.43	\$ 3,590.91	\$ 3,730.19	\$ 3,869.67	\$ 4,008.95				
01.04.2026	\$ 3,520.46	\$ 3,662.73	\$ 3,804.79	\$ 3,947.06	\$ 4,089.13				
01.04.2027	\$ 3,590.87	\$ 3,735.98	\$ 3,880.89	\$ 4,026.00	\$ 4,170.91				
TRA 11									
01.04.2024	\$ 18.15	\$ 19.65	\$ 21.17	\$ 22.68	\$ 24.19	\$ 25.71	\$ 27.21		
01.04.2025	\$ 18.51	\$ 20.04	\$ 21.59	\$ 23.13	\$ 24.67	\$ 26.22	\$ 27.75		
01.04.2026	\$ 18.88	\$ 20.44	\$ 22.02	\$ 23.59	\$ 25.16	\$ 26.74	\$ 28.31		
01.04.2027	\$ 19.26	\$ 20.85	\$ 22.46	\$ 24.06	\$ 25.66	\$ 27.27	\$ 28.88		
TRA 14									
01.04.2024	\$ 19.78	\$ 21.42	\$ 23.07	\$ 24.72	\$ 26.37	\$ 28.02	\$ 29.66		
01.04.2025	\$ 20.18	\$ 21.85	\$ 23.53	\$ 25.21	\$ 26.90	\$ 28.58	\$ 30.25		
01.04.2026	\$ 20.58	\$ 22.29	\$ 24.00	\$ 25.71	\$ 27.44	\$ 29.15	\$ 30.86		
01.04.2027	\$ 20.99	\$ 22.74	\$ 24.48	\$ 26.22	\$ 27.99	\$ 29.73	\$ 31.48		

## MOS – Maintenance and Operational Services Pay Plan

MAINTENANCE AND OPERATIONAL SERVICES CLASSIFICATION AND PAY PLAN - MOS  
 BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

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		I		II
MOS 01				
01.04.2024	\$	1,538.52	\$	1,569.54
01.04.2025	\$	1,569.29	\$	1,600.93
01.04.2026	\$	1,600.68	\$	1,632.95
01.04.2027	\$	1,632.69	\$	1,665.61
MOS 03				
01.04.2024	\$	1,600.42	\$	1,631.36
01.04.2025	\$	1,632.43	\$	1,663.99
01.04.2026	\$	1,665.08	\$	1,697.27
01.04.2027	\$	1,698.38	\$	1,731.22
MOS 04				
01.04.2024	\$	1,631.36	\$	1,662.31
01.04.2025	\$	1,663.99	\$	1,695.56
01.04.2026	\$	1,697.27	\$	1,729.47
01.04.2027	\$	1,731.22	\$	1,764.06
MOS 05				
01.04.2024	\$	1,662.31	\$	1,693.32
01.04.2025	\$	1,695.56	\$	1,727.19
01.04.2026	\$	1,729.47	\$	1,761.73
01.04.2027	\$	1,764.06	\$	1,796.96
MOS 06				
01.04.2024	\$	1,693.32	\$	1,735.78
01.04.2025	\$	1,727.19	\$	1,770.50
01.04.2026	\$	1,761.73	\$	1,805.91
01.04.2027	\$	1,796.96	\$	1,842.03
MOS 07				
01.04.2024	\$	1,735.78	\$	1,779.52
01.04.2025	\$	1,770.50	\$	1,815.11
01.04.2026	\$	1,805.91	\$	1,851.41
01.04.2027	\$	1,842.03	\$	1,888.44
MOS 08				
01.04.2024	\$	1,779.52	\$	1,823.24
01.04.2025	\$	1,815.11	\$	1,859.70
01.04.2026	\$	1,851.41	\$	1,896.89
01.04.2027	\$	1,888.44	\$	1,934.83
MOS 09				
01.04.2024	\$	1,823.24	\$	1,866.93
01.04.2025	\$	1,859.70	\$	1,904.27
01.04.2026	\$	1,896.89	\$	1,942.36
01.04.2027	\$	1,934.83	\$	1,981.21

MOS 10			
01.04.2024	\$	1,866.93	\$ 1,910.72
01.04.2025	\$	1,904.27	\$ 1,948.93
01.04.2026	\$	1,942.36	\$ 1,987.91
01.04.2027	\$	1,981.21	\$ 2,027.67
MOS 11			
01.04.2024	\$	1,910.72	\$ 1,965.42
01.04.2025	\$	1,948.93	\$ 2,004.73
01.04.2026	\$	1,987.91	\$ 2,044.82
01.04.2027	\$	2,027.67	\$ 2,085.72
MOS 12			
01.04.2024	\$	1,965.42	\$ 2,020.03
01.04.2025	\$	2,004.73	\$ 2,060.43
01.04.2026	\$	2,044.82	\$ 2,101.64
01.04.2027	\$	2,085.72	\$ 2,143.67
MOS 13			
01.04.2024	\$	2,020.03	\$ 2,074.70
01.04.2025	\$	2,060.43	\$ 2,116.19
01.04.2026	\$	2,101.64	\$ 2,158.51
01.04.2027	\$	2,143.67	\$ 2,201.68
MOS 14			
01.04.2024	\$	2,074.70	\$ 2,140.35
01.04.2025	\$	2,116.19	\$ 2,183.16
01.04.2026	\$	2,158.51	\$ 2,226.82
01.04.2027	\$	2,201.68	\$ 2,271.36
MOS 15			
01.04.2024	\$	2,140.35	\$ 2,249.59
01.04.2025	\$	2,183.16	\$ 2,294.58
01.04.2026	\$	2,226.82	\$ 2,340.47
01.04.2027	\$	2,271.36	\$ 2,387.28
MOS 16			
01.04.2024	\$	2,249.59	\$ 2,326.17
01.04.2025	\$	2,294.58	\$ 2,372.69
01.04.2026	\$	2,340.47	\$ 2,420.14
01.04.2027	\$	2,387.28	\$ 2,468.54
MOS 17			
01.04.2024	\$	2,326.17	\$ 2,402.65
01.04.2025	\$	2,372.69	\$ 2,450.70
01.04.2026	\$	2,420.14	\$ 2,499.71
01.04.2027	\$	2,468.54	\$ 2,549.70
MOS 18			
01.04.2024	\$	2,402.65	\$ 2,479.27
01.04.2025	\$	2,450.70	\$ 2,528.86
01.04.2026	\$	2,499.71	\$ 2,579.44
01.04.2027	\$	2,549.70	\$ 2,631.03

MOS 19			
01.04.2024	\$	2,479.27	\$ 2,555.77
01.04.2025	\$	2,528.86	\$ 2,606.89
01.04.2026	\$	2,579.44	\$ 2,659.03
01.04.2027	\$	2,631.03	\$ 2,712.21
MOS 20			
01.04.2024	\$	2,555.77	\$ 2,632.25
01.04.2025	\$	2,606.89	\$ 2,684.90
01.04.2026	\$	2,659.03	\$ 2,738.60
01.04.2027	\$	2,712.21	\$ 2,793.37
MOS 21			
01.04.2024	\$	2,632.25	\$ 2,721.11
01.04.2025	\$	2,684.90	\$ 2,775.53
01.04.2026	\$	2,738.60	\$ 2,831.04
01.04.2027	\$	2,793.37	\$ 2,887.66
MOS 22			
01.04.2024	\$	2,721.11	\$ 2,813.15
01.04.2025	\$	2,775.53	\$ 2,869.41
01.04.2026	\$	2,831.04	\$ 2,926.80
01.04.2027	\$	2,887.66	\$ 2,985.34
MOS 23			
01.04.2024	\$	2,813.15	\$ 2,932.70
01.04.2025	\$	2,869.41	\$ 2,991.35
01.04.2026	\$	2,926.80	\$ 3,051.18
01.04.2027	\$	2,985.34	\$ 3,112.20
MOS 24			
01.04.2024	\$	2,932.70	\$ 3,057.34
01.04.2025	\$	2,991.35	\$ 3,118.49
01.04.2026	\$	3,051.18	\$ 3,180.86
01.04.2027	\$	3,112.20	\$ 3,244.48
MOS 25			
01.04.2024	\$	3,057.34	\$ 3,187.29
01.04.2025	\$	3,118.49	\$ 3,251.04
01.04.2026	\$	3,180.86	\$ 3,316.06
01.04.2027	\$	3,244.48	\$ 3,382.38
MOS 26			
01.04.2024	\$	3,187.29	\$ 3,322.75
01.04.2025	\$	3,251.04	\$ 3,389.21
01.04.2026	\$	3,316.06	\$ 3,456.99
01.04.2027	\$	3,382.38	\$ 3,526.13

# MS - Medical Services Pay Plan

**Medical Services Pay Plan**  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2024

	1	2	3	4	5	6
MS 01	\$ 6,485.29 \$ 168,617.54	\$ 6,809.55 \$ 177,048.30	\$ 7,133.83 \$ 185,479.58	\$ 7,458.09 \$ 193,910.34	\$ 7,782.34 \$ 202,340.84	\$ 8,106.62 \$ 210,772.12
MS 02	\$ 6,679.86 \$ 173,676.36	\$ 7,013.85 \$ 182,360.10	\$ 7,347.84 \$ 191,043.84	\$ 7,681.83 \$ 199,727.58	\$ 8,015.83 \$ 208,411.58	\$ 8,349.82 \$ 217,095.32
MS 03	\$ 6,880.25 \$ 178,886.50	\$ 7,224.26 \$ 187,830.76	\$ 7,568.27 \$ 196,775.02	\$ 7,912.28 \$ 205,719.28	\$ 8,256.29 \$ 214,663.54	\$ 8,600.31 \$ 223,608.06
MS 04	\$ 7,086.66 \$ 184,253.16	\$ 7,440.99 \$ 193,465.74	\$ 7,795.32 \$ 202,678.32	\$ 8,149.64 \$ 211,890.64	\$ 8,503.99 \$ 221,103.74	\$ 8,858.32 \$ 230,316.32
MS 05	\$ 7,299.25 \$ 189,780.50	\$ 7,664.22 \$ 199,269.72	\$ 8,029.18 \$ 208,758.68	\$ 8,394.14 \$ 218,247.64	\$ 8,759.12 \$ 227,737.12	\$ 9,124.07 \$ 237,225.82
MS 06	\$ 7,518.23 \$ 195,473.98	\$ 7,894.15 \$ 205,247.90	\$ 8,270.05 \$ 215,021.30	\$ 8,645.97 \$ 224,795.22	\$ 9,021.90 \$ 234,569.40	\$ 9,397.79 \$ 244,342.54
MS 07	\$ 7,743.77 \$ 201,338.02	\$ 8,130.97 \$ 211,405.22	\$ 8,518.16 \$ 221,472.16	\$ 8,905.35 \$ 231,539.10	\$ 9,292.53 \$ 241,605.78	\$ 9,679.73 \$ 251,672.98
MS 08	\$ 7,976.10 \$ 207,378.60	\$ 8,374.90 \$ 217,747.40	\$ 8,773.70 \$ 228,116.20	\$ 9,172.51 \$ 238,485.26	\$ 9,571.32 \$ 248,854.32	\$ 9,970.12 \$ 259,223.12
MS 09	\$ 8,215.38 \$ 213,599.88	\$ 8,626.14 \$ 224,279.64	\$ 9,036.92 \$ 234,959.92	\$ 9,447.68 \$ 245,639.68	\$ 9,858.46 \$ 256,319.96	\$ 10,269.22 \$ 266,999.72
MS 10	\$ 8,461.84 \$ 220,007.84	\$ 8,884.93 \$ 231,008.18	\$ 9,308.02 \$ 242,008.52	\$ 9,731.12 \$ 253,009.12	\$ 10,154.20 \$ 264,009.20	\$ 10,577.29 \$ 275,009.54
MS 11	\$ 8,715.69 \$ 226,607.94	\$ 9,151.49 \$ 237,938.74	\$ 9,587.27 \$ 249,269.02	\$ 10,023.06 \$ 260,599.56	\$ 10,458.83 \$ 271,929.58	\$ 10,894.62 \$ 283,260.12
MS 12	\$ 8,977.16 \$ 233,406.16	\$ 9,426.02 \$ 245,076.52	\$ 9,874.88 \$ 256,746.88	\$ 10,323.73 \$ 268,416.98	\$ 10,772.59 \$ 280,087.34	\$ 11,221.45 \$ 291,757.70
MS 13	\$ 9,246.47 \$ 240,408.22	\$ 9,708.81 \$ 252,429.06	\$ 10,171.13 \$ 264,449.38	\$ 10,633.45 \$ 276,469.70	\$ 11,095.78 \$ 288,490.28	\$ 11,558.11 \$ 300,510.86
MS 14	\$ 9,505.39 \$ 247,140.14	\$ 9,980.65 \$ 259,496.90	\$ 10,455.93 \$ 271,854.18	\$ 10,931.18 \$ 284,210.68	\$ 11,406.46 \$ 296,567.96	\$ 11,881.73 \$ 308,924.98
MS 15	\$ 9,771.54 \$ 254,060.04	\$ 10,260.11 \$ 266,762.86	\$ 10,748.69 \$ 279,465.94	\$ 11,237.26 \$ 292,168.76	\$ 11,725.84 \$ 304,871.84	\$ 12,214.42 \$ 317,574.92
MS 16	\$ 10,045.13 \$ 261,173.38	\$ 10,547.39 \$ 274,232.14	\$ 11,049.65 \$ 287,290.90	\$ 11,551.91 \$ 300,349.66	\$ 12,054.16 \$ 313,408.16	\$ 12,556.41 \$ 326,466.66
MS 17	\$ 10,326.40 \$ 268,486.40	\$ 10,842.71 \$ 281,910.46	\$ 11,359.05 \$ 295,335.30	\$ 11,875.35 \$ 308,759.10	\$ 12,391.67 \$ 322,183.42	\$ 12,908.00 \$ 335,608.00
MS 18	\$ 10,615.54 \$ 276,004.04	\$ 11,146.31 \$ 289,804.06	\$ 11,677.09 \$ 303,604.34	\$ 12,207.87 \$ 317,404.62	\$ 12,738.65 \$ 331,204.90	\$ 13,269.43 \$ 345,005.18

### Medical Services Pay Plan

Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2025

	1	2	3	4	5	6
MS 01	\$ 6,615.00 \$ 171,990.00	\$ 6,945.74 \$ 180,589.24	\$ 7,276.51 \$ 189,189.26	\$ 7,607.25 \$ 197,788.50	\$ 7,937.99 \$ 206,387.74	\$ 8,268.75 \$ 214,987.50
MS 02	\$ 6,813.46 \$ 177,149.96	\$ 7,154.13 \$ 186,007.38	\$ 7,494.80 \$ 194,864.80	\$ 7,835.47 \$ 203,722.22	\$ 8,176.15 \$ 212,579.90	\$ 8,516.82 \$ 221,437.32
MS 03	\$ 7,017.86 \$ 182,464.36	\$ 7,368.75 \$ 191,587.50	\$ 7,719.64 \$ 200,710.64	\$ 8,070.53 \$ 209,833.78	\$ 8,421.42 \$ 218,956.92	\$ 8,772.32 \$ 228,080.32
MS 04	\$ 7,228.39 \$ 187,938.14	\$ 7,589.81 \$ 197,335.06	\$ 7,951.23 \$ 206,731.98	\$ 8,312.63 \$ 216,128.38	\$ 8,674.07 \$ 225,525.82	\$ 9,035.49 \$ 234,922.74
MS 05	\$ 7,445.24 \$ 193,576.24	\$ 7,817.50 \$ 203,255.00	\$ 8,189.76 \$ 212,933.76	\$ 8,562.02 \$ 222,612.52	\$ 8,934.30 \$ 232,291.80	\$ 9,306.55 \$ 241,970.30
MS 06	\$ 7,668.59 \$ 199,383.34	\$ 8,052.03 \$ 209,352.78	\$ 8,435.45 \$ 219,321.70	\$ 8,818.89 \$ 229,291.14	\$ 9,202.34 \$ 239,260.84	\$ 9,585.75 \$ 249,229.50
MS 07	\$ 7,898.65 \$ 205,364.90	\$ 8,293.59 \$ 215,633.34	\$ 8,688.52 \$ 225,901.52	\$ 9,083.46 \$ 236,169.96	\$ 9,478.38 \$ 246,437.88	\$ 9,873.32 \$ 256,706.32
MS 08	\$ 8,135.62 \$ 211,526.12	\$ 8,542.40 \$ 222,102.40	\$ 8,949.17 \$ 232,678.42	\$ 9,355.96 \$ 243,254.96	\$ 9,762.75 \$ 253,831.50	\$ 10,169.52 \$ 264,407.52
MS 09	\$ 8,379.69 \$ 217,871.94	\$ 8,798.66 \$ 228,765.16	\$ 9,217.66 \$ 239,659.16	\$ 9,636.63 \$ 250,552.38	\$ 10,055.63 \$ 261,446.38	\$ 10,474.60 \$ 272,339.60
MS 10	\$ 8,631.08 \$ 224,408.08	\$ 9,062.63 \$ 235,628.38	\$ 9,494.18 \$ 246,848.68	\$ 9,925.74 \$ 258,069.24	\$ 10,357.28 \$ 269,289.28	\$ 10,788.84 \$ 280,509.84
MS 11	\$ 8,890.00 \$ 231,140.00	\$ 9,334.52 \$ 242,697.52	\$ 9,779.02 \$ 254,254.52	\$ 10,223.52 \$ 265,811.52	\$ 10,668.01 \$ 277,368.26	\$ 11,112.51 \$ 288,925.26
MS 12	\$ 9,156.70 \$ 238,074.20	\$ 9,614.54 \$ 249,978.04	\$ 10,072.38 \$ 261,881.88	\$ 10,530.20 \$ 273,785.20	\$ 10,988.04 \$ 285,689.04	\$ 11,445.88 \$ 297,592.88
MS 13	\$ 9,431.40 \$ 245,216.40	\$ 9,902.99 \$ 257,477.74	\$ 10,374.55 \$ 269,738.30	\$ 10,846.12 \$ 281,999.12	\$ 11,317.70 \$ 294,260.20	\$ 11,789.27 \$ 306,521.02
MS 14	\$ 9,695.50 \$ 252,083.00	\$ 10,180.26 \$ 264,686.76	\$ 10,665.05 \$ 277,291.30	\$ 11,149.80 \$ 289,894.80	\$ 11,634.59 \$ 302,499.34	\$ 12,119.36 \$ 315,103.36
MS 15	\$ 9,966.97 \$ 259,141.22	\$ 10,465.31 \$ 272,098.06	\$ 10,963.66 \$ 285,055.16	\$ 11,462.01 \$ 298,012.26	\$ 11,960.36 \$ 310,969.36	\$ 12,458.71 \$ 323,926.46
MS 16	\$ 10,246.03 \$ 266,396.78	\$ 10,758.34 \$ 279,716.84	\$ 11,270.64 \$ 293,036.64	\$ 11,782.95 \$ 306,356.70	\$ 12,295.24 \$ 319,676.24	\$ 12,807.54 \$ 332,996.04
MS 17	\$ 10,532.93 \$ 273,856.18	\$ 11,059.56 \$ 287,548.56	\$ 11,586.23 \$ 301,241.98	\$ 12,112.86 \$ 314,934.36	\$ 12,639.50 \$ 328,627.00	\$ 13,166.16 \$ 342,320.16
MS 18	\$ 10,827.85 \$ 281,524.10	\$ 11,369.24 \$ 295,600.24	\$ 11,910.63 \$ 309,676.38	\$ 12,452.03 \$ 323,752.78	\$ 12,993.42 \$ 337,828.92	\$ 13,534.82 \$ 351,905.32

**Medical Services Pay Plan**  
 Bi-weekly and Approximate Annual Rates  
 Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods  
 Effective April 1, 2026

	1	2	3	4	5	6
MS 01	\$ 6,747.30 \$ 175,429.80	\$ 7,084.65 \$ 184,200.90	\$ 7,422.04 \$ 192,973.04	\$ 7,759.40 \$ 201,744.40	\$ 8,096.75 \$ 210,515.50	\$ 8,434.13 \$ 219,287.38
MS 02	\$ 6,949.73 \$ 180,692.98	\$ 7,297.21 \$ 189,727.46	\$ 7,644.70 \$ 198,762.20	\$ 7,992.18 \$ 207,796.68	\$ 8,339.67 \$ 216,831.42	\$ 8,687.16 \$ 225,866.16
MS 03	\$ 7,158.22 \$ 186,113.72	\$ 7,516.13 \$ 195,419.38	\$ 7,874.03 \$ 204,724.78	\$ 8,231.94 \$ 214,030.44	\$ 8,589.85 \$ 223,336.10	\$ 8,947.77 \$ 232,642.02
MS 04	\$ 7,372.96 \$ 191,696.96	\$ 7,741.61 \$ 201,281.86	\$ 8,110.25 \$ 210,866.50	\$ 8,478.88 \$ 220,450.88	\$ 8,847.55 \$ 230,036.30	\$ 9,216.20 \$ 239,621.20
MS 05	\$ 7,594.14 \$ 197,447.64	\$ 7,973.85 \$ 207,320.10	\$ 8,353.56 \$ 217,192.56	\$ 8,733.26 \$ 227,064.76	\$ 9,112.99 \$ 236,937.74	\$ 9,492.68 \$ 246,809.68
MS 06	\$ 7,821.96 \$ 203,370.96	\$ 8,213.07 \$ 213,539.82	\$ 8,604.16 \$ 223,708.16	\$ 8,995.27 \$ 233,877.02	\$ 9,386.39 \$ 244,046.14	\$ 9,777.47 \$ 254,214.22
MS 07	\$ 8,056.62 \$ 209,472.12	\$ 8,459.46 \$ 219,945.96	\$ 8,862.29 \$ 230,419.54	\$ 9,265.13 \$ 240,893.38	\$ 9,667.95 \$ 251,366.70	\$ 10,070.79 \$ 261,840.54
MS 08	\$ 8,298.33 \$ 215,756.58	\$ 8,713.25 \$ 226,544.50	\$ 9,128.15 \$ 237,331.90	\$ 9,543.08 \$ 248,120.08	\$ 9,958.01 \$ 258,908.26	\$ 10,372.91 \$ 269,695.66
MS 09	\$ 8,547.28 \$ 222,229.28	\$ 8,974.63 \$ 233,340.38	\$ 9,402.01 \$ 244,452.26	\$ 9,829.36 \$ 255,563.36	\$ 10,256.74 \$ 266,675.24	\$ 10,684.09 \$ 277,786.34
MS 10	\$ 8,803.70 \$ 228,896.20	\$ 9,243.88 \$ 240,340.88	\$ 9,684.06 \$ 251,785.56	\$ 10,124.25 \$ 263,230.50	\$ 10,564.43 \$ 274,675.18	\$ 11,004.62 \$ 286,120.12
MS 11	\$ 9,067.80 \$ 235,762.80	\$ 9,521.21 \$ 247,551.46	\$ 9,974.60 \$ 259,339.60	\$ 10,427.99 \$ 271,127.74	\$ 10,881.37 \$ 282,915.62	\$ 11,334.76 \$ 294,703.76
MS 12	\$ 9,339.83 \$ 242,835.58	\$ 9,806.83 \$ 254,977.58	\$ 10,273.83 \$ 267,119.58	\$ 10,740.80 \$ 279,260.80	\$ 11,207.80 \$ 291,402.80	\$ 11,674.80 \$ 303,544.80
MS 13	\$ 9,620.03 \$ 250,120.78	\$ 10,101.05 \$ 262,627.30	\$ 10,582.04 \$ 275,133.04	\$ 11,063.04 \$ 287,639.04	\$ 11,544.05 \$ 300,145.30	\$ 12,025.06 \$ 312,651.56
MS 14	\$ 9,889.41 \$ 257,124.66	\$ 10,383.87 \$ 269,980.62	\$ 10,878.35 \$ 282,837.10	\$ 11,372.80 \$ 295,692.80	\$ 11,867.28 \$ 308,549.28	\$ 12,361.75 \$ 321,405.50
MS 15	\$ 10,166.31 \$ 264,324.06	\$ 10,674.62 \$ 277,540.12	\$ 11,182.93 \$ 290,756.18	\$ 11,691.25 \$ 303,972.50	\$ 12,199.57 \$ 317,188.82	\$ 12,707.88 \$ 330,404.88
MS 16	\$ 10,450.95 \$ 271,724.70	\$ 10,973.51 \$ 285,311.26	\$ 11,496.05 \$ 298,897.30	\$ 12,018.61 \$ 312,483.86	\$ 12,541.14 \$ 326,069.64	\$ 13,063.69 \$ 339,655.94
MS 17	\$ 10,743.59 \$ 279,333.34	\$ 11,280.75 \$ 293,299.50	\$ 11,817.95 \$ 307,266.70	\$ 12,355.12 \$ 321,233.12	\$ 12,892.29 \$ 335,199.54	\$ 13,429.48 \$ 349,166.48
MS 18	\$ 11,044.41 \$ 287,154.66	\$ 11,596.62 \$ 301,512.12	\$ 12,148.84 \$ 315,869.84	\$ 12,701.07 \$ 330,227.82	\$ 13,253.29 \$ 344,585.54	\$ 13,805.52 \$ 358,943.52

## Medical Services Pay Plan

Bi-weekly and Approximate Annual Rates

Approximate Annual Salary = Bi-weekly Salary \* 26 Pay Periods

Effective April 1, 2027

	1	2	3	4	5	6
MS 01	\$ 6,882.25 \$ 178,938.50	\$ 7,226.34 \$ 187,884.84	\$ 7,570.48 \$ 196,832.48	\$ 7,914.59 \$ 205,779.34	\$ 8,258.69 \$ 214,725.94	\$ 8,602.81 \$ 223,673.06
MS 02	\$ 7,088.72 \$ 184,306.72	\$ 7,443.15 \$ 193,521.90	\$ 7,797.59 \$ 202,737.34	\$ 8,152.02 \$ 211,952.52	\$ 8,506.46 \$ 221,167.96	\$ 8,860.90 \$ 230,383.40
MS 03	\$ 7,301.38 \$ 189,835.88	\$ 7,666.45 \$ 199,327.70	\$ 8,031.51 \$ 208,819.26	\$ 8,396.58 \$ 218,311.08	\$ 8,761.65 \$ 227,802.90	\$ 9,126.73 \$ 237,294.98
MS 04	\$ 7,520.42 \$ 195,530.92	\$ 7,896.44 \$ 205,307.44	\$ 8,272.46 \$ 215,083.96	\$ 8,648.46 \$ 224,859.96	\$ 9,024.50 \$ 234,637.00	\$ 9,400.52 \$ 244,413.52
MS 05	\$ 7,746.02 \$ 201,396.52	\$ 8,133.33 \$ 211,466.58	\$ 8,520.63 \$ 221,536.38	\$ 8,907.93 \$ 231,606.18	\$ 9,295.25 \$ 241,676.50	\$ 9,682.53 \$ 251,745.78
MS 06	\$ 7,978.40 \$ 207,438.40	\$ 8,377.33 \$ 217,810.58	\$ 8,776.24 \$ 228,182.24	\$ 9,175.18 \$ 238,554.68	\$ 9,574.12 \$ 248,927.12	\$ 9,973.02 \$ 259,298.52
MS 07	\$ 8,217.75 \$ 213,661.50	\$ 8,628.65 \$ 224,344.90	\$ 9,039.54 \$ 235,028.04	\$ 9,450.43 \$ 245,711.18	\$ 9,861.31 \$ 256,394.06	\$ 10,272.21 \$ 267,077.46
MS 08	\$ 8,464.30 \$ 220,071.80	\$ 8,887.52 \$ 231,075.52	\$ 9,310.71 \$ 242,078.46	\$ 9,733.94 \$ 253,082.44	\$ 10,157.17 \$ 264,086.42	\$ 10,580.37 \$ 275,089.62
MS 09	\$ 8,718.23 \$ 226,673.98	\$ 9,154.12 \$ 238,007.12	\$ 9,590.05 \$ 249,341.30	\$ 10,025.95 \$ 260,674.70	\$ 10,461.87 \$ 272,008.62	\$ 10,897.77 \$ 283,342.02
MS 10	\$ 8,979.77 \$ 233,474.02	\$ 9,428.76 \$ 245,147.76	\$ 9,877.74 \$ 256,821.24	\$ 10,326.74 \$ 268,495.24	\$ 10,775.72 \$ 280,168.72	\$ 11,224.71 \$ 291,842.46
MS 11	\$ 9,249.16 \$ 240,478.16	\$ 9,711.63 \$ 252,502.38	\$ 10,174.09 \$ 264,526.34	\$ 10,636.55 \$ 276,550.30	\$ 11,099.00 \$ 288,574.00	\$ 11,561.46 \$ 300,597.96
MS 12	\$ 9,526.63 \$ 247,692.38	\$ 10,002.97 \$ 260,077.22	\$ 10,479.31 \$ 272,462.06	\$ 10,955.62 \$ 284,846.12	\$ 11,431.96 \$ 297,230.96	\$ 11,908.30 \$ 309,615.80
MS 13	\$ 9,812.43 \$ 255,123.18	\$ 10,303.07 \$ 267,879.82	\$ 10,793.68 \$ 280,635.68	\$ 11,284.30 \$ 293,391.80	\$ 11,774.93 \$ 306,148.18	\$ 12,265.56 \$ 318,904.56
MS 14	\$ 10,087.20 \$ 262,267.20	\$ 10,591.55 \$ 275,380.30	\$ 11,095.92 \$ 288,493.92	\$ 11,600.26 \$ 301,606.76	\$ 12,104.63 \$ 314,720.38	\$ 12,608.99 \$ 327,833.74
MS 15	\$ 10,369.64 \$ 269,610.64	\$ 10,888.11 \$ 283,090.86	\$ 11,406.59 \$ 296,571.34	\$ 11,925.08 \$ 310,052.08	\$ 12,443.56 \$ 323,532.56	\$ 12,962.04 \$ 337,013.04
MS 16	\$ 10,659.97 \$ 277,159.22	\$ 11,192.98 \$ 291,017.48	\$ 11,725.97 \$ 304,875.22	\$ 12,258.98 \$ 318,733.48	\$ 12,791.96 \$ 332,590.96	\$ 13,324.96 \$ 346,448.96
MS 17	\$ 10,958.46 \$ 284,919.96	\$ 11,506.37 \$ 299,165.62	\$ 12,054.31 \$ 313,412.06	\$ 12,602.22 \$ 327,657.72	\$ 13,150.14 \$ 341,903.64	\$ 13,698.07 \$ 356,149.82
MS 18	\$ 11,265.30 \$ 292,897.80	\$ 11,828.55 \$ 307,542.30	\$ 12,391.82 \$ 322,187.32	\$ 12,955.09 \$ 336,832.34	\$ 13,518.36 \$ 351,477.36	\$ 14,081.63 \$ 366,122.38

## PR – Professional Classification Pay Plan

PROFESSIONAL CLASSIFICATION AND PAY PLAN - PR  
 BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

	I	II	III	IV	V
<b>PR 01</b>					
01.04.2024	\$ 1,674.54	\$ 1,740.06	\$ 1,805.71	\$ 1,871.31	\$ 1,946.44
01.04.2025	\$ 1,708.03	\$ 1,774.86	\$ 1,841.82	\$ 1,908.74	\$ 1,985.37
01.04.2026	\$ 1,742.19	\$ 1,810.36	\$ 1,878.66	\$ 1,946.91	\$ 2,025.08
01.04.2027	\$ 1,777.03	\$ 1,846.57	\$ 1,916.23	\$ 1,985.85	\$ 2,065.58
<b>PR 02</b>					
01.04.2024	\$ 1,740.06	\$ 1,805.71	\$ 1,871.31	\$ 1,946.44	\$ 2,030.82
01.04.2025	\$ 1,774.86	\$ 1,841.82	\$ 1,908.74	\$ 1,985.37	\$ 2,071.44
01.04.2026	\$ 1,810.36	\$ 1,878.66	\$ 1,946.91	\$ 2,025.08	\$ 2,112.87
01.04.2027	\$ 1,846.57	\$ 1,916.23	\$ 1,985.85	\$ 2,065.58	\$ 2,155.13
<b>PR 03</b>					
01.04.2024	\$ 1,805.71	\$ 1,871.31	\$ 1,946.44	\$ 2,030.82	\$ 2,115.23
01.04.2025	\$ 1,841.82	\$ 1,908.74	\$ 1,985.37	\$ 2,071.44	\$ 2,157.53
01.04.2026	\$ 1,878.66	\$ 1,946.91	\$ 2,025.08	\$ 2,112.87	\$ 2,200.68
01.04.2027	\$ 1,916.23	\$ 1,985.85	\$ 2,065.58	\$ 2,155.13	\$ 2,244.69
<b>PR 04</b>					
01.04.2024	\$ 1,871.31	\$ 1,946.44	\$ 2,030.82	\$ 2,115.23	\$ 2,199.66
01.04.2025	\$ 1,908.74	\$ 1,985.37	\$ 2,071.44	\$ 2,157.53	\$ 2,243.65
01.04.2026	\$ 1,946.91	\$ 2,025.08	\$ 2,112.87	\$ 2,200.68	\$ 2,288.52
01.04.2027	\$ 1,985.85	\$ 2,065.58	\$ 2,155.13	\$ 2,244.69	\$ 2,334.29
<b>PR 05</b>					
01.04.2024	\$ 1,946.44	\$ 2,030.82	\$ 2,115.23	\$ 2,199.66	\$ 2,293.33
01.04.2025	\$ 1,985.37	\$ 2,071.44	\$ 2,157.53	\$ 2,243.65	\$ 2,339.20
01.04.2026	\$ 2,025.08	\$ 2,112.87	\$ 2,200.68	\$ 2,288.52	\$ 2,385.98
01.04.2027	\$ 2,065.58	\$ 2,155.13	\$ 2,244.69	\$ 2,334.29	\$ 2,433.70
<b>PR 06</b>					
01.04.2024	\$ 2,030.82	\$ 2,115.23	\$ 2,199.66	\$ 2,293.33	\$ 2,387.19
01.04.2025	\$ 2,071.44	\$ 2,157.53	\$ 2,243.65	\$ 2,339.20	\$ 2,434.93
01.04.2026	\$ 2,112.87	\$ 2,200.68	\$ 2,288.52	\$ 2,385.98	\$ 2,483.63
01.04.2027	\$ 2,155.13	\$ 2,244.69	\$ 2,334.29	\$ 2,433.70	\$ 2,533.30
<b>PR 07</b>					
01.04.2024	\$ 2,115.23	\$ 2,199.66	\$ 2,293.33	\$ 2,387.19	\$ 2,490.29
01.04.2025	\$ 2,157.53	\$ 2,243.65	\$ 2,339.20	\$ 2,434.93	\$ 2,540.10
01.04.2026	\$ 2,200.68	\$ 2,288.52	\$ 2,385.98	\$ 2,483.63	\$ 2,590.90
01.04.2027	\$ 2,244.69	\$ 2,334.29	\$ 2,433.70	\$ 2,533.30	\$ 2,642.72
<b>PR 08</b>					
01.04.2024	\$ 2,199.66	\$ 2,293.33	\$ 2,387.19	\$ 2,490.29	\$ 2,593.44
01.04.2025	\$ 2,243.65	\$ 2,339.20	\$ 2,434.93	\$ 2,540.10	\$ 2,645.31
01.04.2026	\$ 2,288.52	\$ 2,385.98	\$ 2,483.63	\$ 2,590.90	\$ 2,698.22
01.04.2027	\$ 2,334.29	\$ 2,433.70	\$ 2,533.30	\$ 2,642.72	\$ 2,752.18

## PR 09

01.04.2024	\$	2,293.33	\$	2,387.19	\$	2,490.29	\$	2,593.44	\$	2,696.69
01.04.2025	\$	2,339.20	\$	2,434.93	\$	2,540.10	\$	2,645.31	\$	2,750.62
01.04.2026	\$	2,385.98	\$	2,483.63	\$	2,590.90	\$	2,698.22	\$	2,805.63
01.04.2027	\$	2,433.70	\$	2,533.30	\$	2,642.72	\$	2,752.18	\$	2,861.74

## PR 10

01.04.2024	\$	2,387.19	\$	2,490.29	\$	2,593.44	\$	2,696.69	\$	2,799.81
01.04.2025	\$	2,434.93	\$	2,540.10	\$	2,645.31	\$	2,750.62	\$	2,855.81
01.04.2026	\$	2,483.63	\$	2,590.90	\$	2,698.22	\$	2,805.63	\$	2,912.93
01.04.2027	\$	2,533.30	\$	2,642.72	\$	2,752.18	\$	2,861.74	\$	2,971.19

## PR 11

01.04.2024	\$	2,490.29	\$	2,593.44	\$	2,696.69	\$	2,799.81	\$	2,912.24
01.04.2025	\$	2,540.10	\$	2,645.31	\$	2,750.62	\$	2,855.81	\$	2,970.48
01.04.2026	\$	2,590.90	\$	2,698.22	\$	2,805.63	\$	2,912.93	\$	3,029.89
01.04.2027	\$	2,642.72	\$	2,752.18	\$	2,861.74	\$	2,971.19	\$	3,090.49

## PR 12

01.04.2024	\$	2,593.44	\$	2,696.69	\$	2,799.81	\$	2,912.24	\$	3,024.80
01.04.2025	\$	2,645.31	\$	2,750.62	\$	2,855.81	\$	2,970.48	\$	3,085.30
01.04.2026	\$	2,698.22	\$	2,805.63	\$	2,912.93	\$	3,029.89	\$	3,147.01
01.04.2027	\$	2,752.18	\$	2,861.74	\$	2,971.19	\$	3,090.49	\$	3,209.95

## PR 13

01.04.2024	\$	2,696.69	\$	2,799.81	\$	2,912.24	\$	3,024.80	\$	3,146.72
01.04.2025	\$	2,750.62	\$	2,855.81	\$	2,970.48	\$	3,085.30	\$	3,209.65
01.04.2026	\$	2,805.63	\$	2,912.93	\$	3,029.89	\$	3,147.01	\$	3,273.84
01.04.2027	\$	2,861.74	\$	2,971.19	\$	3,090.49	\$	3,209.95	\$	3,339.32

## PR 14

01.04.2024	\$	2,799.81	\$	2,912.24	\$	3,024.80	\$	3,146.72	\$	3,278.05
01.04.2025	\$	2,855.81	\$	2,970.48	\$	3,085.30	\$	3,209.65	\$	3,343.61
01.04.2026	\$	2,912.93	\$	3,029.89	\$	3,147.01	\$	3,273.84	\$	3,410.48
01.04.2027	\$	2,971.19	\$	3,090.49	\$	3,209.95	\$	3,339.32	\$	3,478.69

## PR 15

01.04.2024	\$	2,912.24	\$	3,024.80	\$	3,146.72	\$	3,278.05	\$	3,409.32
01.04.2025	\$	2,970.48	\$	3,085.30	\$	3,209.65	\$	3,343.61	\$	3,477.51
01.04.2026	\$	3,029.89	\$	3,147.01	\$	3,273.84	\$	3,410.48	\$	3,547.06
01.04.2027	\$	3,090.49	\$	3,209.95	\$	3,339.32	\$	3,478.69	\$	3,618.00

## PR 16

01.04.2024	\$	3,024.80	\$	3,146.72	\$	3,278.05	\$	3,409.32	\$	3,549.97
01.04.2025	\$	3,085.30	\$	3,209.65	\$	3,343.61	\$	3,477.51	\$	3,620.97
01.04.2026	\$	3,147.01	\$	3,273.84	\$	3,410.48	\$	3,547.06	\$	3,693.39
01.04.2027	\$	3,209.95	\$	3,339.32	\$	3,478.69	\$	3,618.00	\$	3,767.26

## PR 17

01.04.2024	\$	3,278.05	\$	3,409.32	\$	3,549.97	\$	3,699.97	\$	3,850.04
01.04.2025	\$	3,343.61	\$	3,477.51	\$	3,620.97	\$	3,773.97	\$	3,927.04
01.04.2026	\$	3,410.48	\$	3,547.06	\$	3,693.39	\$	3,849.45	\$	4,005.58
01.04.2027	\$	3,478.69	\$	3,618.00	\$	3,767.26	\$	3,926.44	\$	4,085.69

PR 18

01.04.2024	\$	3,409.32	\$	3,549.97	\$	3,699.97	\$	3,850.04	\$	4,009.44
01.04.2025	\$	3,477.51	\$	3,620.97	\$	3,773.97	\$	3,927.04	\$	4,089.63
01.04.2026	\$	3,547.06	\$	3,693.39	\$	3,849.45	\$	4,005.58	\$	4,171.42
01.04.2027	\$	3,618.00	\$	3,767.26	\$	3,926.44	\$	4,085.69	\$	4,254.85

PR 19

01.04.2024	\$	3,549.97	\$	3,699.97	\$	3,850.04	\$	4,009.44	\$	4,178.30
01.04.2025	\$	3,620.97	\$	3,773.97	\$	3,927.04	\$	4,089.63	\$	4,261.87
01.04.2026	\$	3,693.39	\$	3,849.45	\$	4,005.58	\$	4,171.42	\$	4,347.11
01.04.2027	\$	3,767.26	\$	3,926.44	\$	4,085.69	\$	4,254.85	\$	4,434.05

PR 20

01.04.2024	\$	3,699.97	\$	3,850.04	\$	4,009.44	\$	4,178.30	\$	4,356.40
01.04.2025	\$	3,773.97	\$	3,927.04	\$	4,089.63	\$	4,261.87	\$	4,443.53
01.04.2026	\$	3,849.45	\$	4,005.58	\$	4,171.42	\$	4,347.11	\$	4,532.40
01.04.2027	\$	3,926.44	\$	4,085.69	\$	4,254.85	\$	4,434.05	\$	4,623.05

## SE – Service Classification Pay Plan

### SERVICE CLASSIFICATION AND PAY PLAN - SE

BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

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		I	II	III
SE 02				
01.04.2024	\$	1,314.69	\$ 1,332.32	\$ 1,340.73
01.04.2025	\$	1,340.98	\$ 1,358.97	\$ 1,367.54
01.04.2026	\$	1,367.80	\$ 1,386.15	\$ 1,394.89
01.04.2027	\$	1,395.16	\$ 1,413.87	\$ 1,422.79
SE 04	\$	-	\$ -	\$ -
01.04.2024	\$	1,349.91	\$ 1,367.54	\$ 1,375.95
01.04.2025	\$	1,376.91	\$ 1,394.89	\$ 1,403.47
01.04.2026	\$	1,404.45	\$ 1,422.79	\$ 1,431.54
01.04.2027	\$	1,432.54	\$ 1,451.25	\$ 1,460.17
SE 05	\$	-	\$ -	\$ -
01.04.2024	\$	1,367.54	\$ 1,385.00	\$ 1,402.66
01.04.2025	\$	1,394.89	\$ 1,412.70	\$ 1,430.71
01.04.2026	\$	1,422.79	\$ 1,440.95	\$ 1,459.32
01.04.2027	\$	1,451.25	\$ 1,469.77	\$ 1,488.51
SE 06	\$	-	\$ -	\$ -
01.04.2024	\$	1,385.00	\$ 1,402.66	\$ 1,429.00
01.04.2025	\$	1,412.70	\$ 1,430.71	\$ 1,457.58
01.04.2026	\$	1,440.95	\$ 1,459.32	\$ 1,486.73
01.04.2027	\$	1,469.77	\$ 1,488.51	\$ 1,516.46
SE 07	\$	-	\$ -	\$ -
01.04.2024	\$	1,411.51	\$ 1,437.82	\$ 1,455.41
01.04.2025	\$	1,439.74	\$ 1,466.58	\$ 1,484.52
01.04.2026	\$	1,468.53	\$ 1,495.91	\$ 1,514.21
01.04.2027	\$	1,497.90	\$ 1,525.83	\$ 1,544.49
SE 08	\$	-	\$ -	\$ -
01.04.2024	\$	1,446.58	\$ 1,464.19	\$ 1,481.81
01.04.2025	\$	1,475.51	\$ 1,493.47	\$ 1,511.45
01.04.2026	\$	1,505.02	\$ 1,523.34	\$ 1,541.68
01.04.2027	\$	1,535.12	\$ 1,553.81	\$ 1,572.51
SE 10	\$	-	\$ -	\$ -
01.04.2024	\$	1,490.62	\$ 1,508.20	\$ 1,534.58
01.04.2025	\$	1,520.43	\$ 1,538.36	\$ 1,565.27
01.04.2026	\$	1,550.84	\$ 1,569.13	\$ 1,596.58
01.04.2027	\$	1,581.86	\$ 1,600.51	\$ 1,628.51
SE 11	\$	-	\$ -	\$ -
01.04.2024	\$	1,434.35	\$ 1,460.73	\$ 1,487.06
01.04.2025	\$	1,463.04	\$ 1,489.94	\$ 1,516.80
01.04.2026	\$	1,492.30	\$ 1,519.74	\$ 1,547.14
01.04.2027	\$	1,522.15	\$ 1,550.13	\$ 1,578.08

SE 12	\$	-	\$	-	\$	-
01.04.2024	\$	1,460.73	\$	1,487.06	\$	1,513.57
01.04.2025	\$	1,489.94	\$	1,516.80	\$	1,543.84
01.04.2026	\$	1,519.74	\$	1,547.14	\$	1,574.72
01.04.2027	\$	1,550.13	\$	1,578.08	\$	1,606.21
SE 13	\$	-	\$	-	\$	-
01.04.2024	\$	1,487.06	\$	1,522.32	\$	1,557.48
01.04.2025	\$	1,516.80	\$	1,552.77	\$	1,588.63
01.04.2026	\$	1,547.14	\$	1,583.83	\$	1,620.40
01.04.2027	\$	1,578.08	\$	1,615.51	\$	1,652.81
SE 14	\$	-	\$	-	\$	-
01.04.2024	\$	1,522.32	\$	1,557.48	\$	1,583.87
01.04.2025	\$	1,552.77	\$	1,588.63	\$	1,615.55
01.04.2026	\$	1,583.83	\$	1,620.40	\$	1,647.86
01.04.2027	\$	1,615.51	\$	1,652.81	\$	1,680.82
SE 15	\$	-	\$	-	\$	-
01.04.2024	\$	1,557.48	\$	1,583.87	\$	1,619.19
01.04.2025	\$	1,588.63	\$	1,615.55	\$	1,651.57
01.04.2026	\$	1,620.40	\$	1,647.86	\$	1,684.60
01.04.2027	\$	1,652.81	\$	1,680.82	\$	1,718.29
SE 17	\$	-	\$	-	\$	-
01.04.2024	\$	1,619.19	\$	1,665.80	\$	1,703.05
01.04.2025	\$	1,651.57	\$	1,699.12	\$	1,737.11
01.04.2026	\$	1,684.60	\$	1,733.10	\$	1,771.85
01.04.2027	\$	1,718.29	\$	1,767.76	\$	1,807.29
SE 18	\$	-	\$	-	\$	-
01.04.2024	\$	1,665.80	\$	1,703.05	\$	1,740.39
01.04.2025	\$	1,699.12	\$	1,737.11	\$	1,775.20
01.04.2026	\$	1,733.10	\$	1,771.85	\$	1,810.70
01.04.2027	\$	1,767.76	\$	1,807.29	\$	1,846.91
SE 20	\$	-	\$	-	\$	-
01.04.2024	\$	1,740.39	\$	1,787.00	\$	1,833.60
01.04.2025	\$	1,775.20	\$	1,822.74	\$	1,870.27
01.04.2026	\$	1,810.70	\$	1,859.19	\$	1,907.68
01.04.2027	\$	1,846.91	\$	1,896.37	\$	1,945.83
SE 21	\$	-	\$	-	\$	-
01.04.2024	\$	1,787.00	\$	1,833.60	\$	1,903.31
01.04.2025	\$	1,822.74	\$	1,870.27	\$	1,941.38
01.04.2026	\$	1,859.19	\$	1,907.68	\$	1,980.21
01.04.2027	\$	1,896.37	\$	1,945.83	\$	2,019.81
SE 22	\$	-	\$	-	\$	-
01.04.2024	\$	1,833.60	\$	1,903.31	\$	1,975.61
01.04.2025	\$	1,870.27	\$	1,941.38	\$	2,015.12
01.04.2026	\$	1,907.68	\$	1,980.21	\$	2,055.42
01.04.2027	\$	1,945.83	\$	2,019.81	\$	2,096.53

SE 23	\$	-	\$	-	\$	-
01.04.2024	\$	1,903.31	\$	1,975.61	\$	2,050.85
01.04.2025	\$	1,941.38	\$	2,015.12	\$	2,091.87
01.04.2026	\$	1,980.21	\$	2,055.42	\$	2,133.71
01.04.2027	\$	2,019.81	\$	2,096.53	\$	2,176.38
SE 24	\$	-	\$	-	\$	-
01.04.2024	\$	1,975.61	\$	2,050.85	\$	2,128.68
01.04.2025	\$	2,015.12	\$	2,091.87	\$	2,171.25
01.04.2026	\$	2,055.42	\$	2,133.71	\$	2,214.68
01.04.2027	\$	2,096.53	\$	2,176.38	\$	2,258.97
SE 25	\$	-	\$	-	\$	-
01.04.2024	\$	2,128.68	\$	2,176.75	\$	2,256.39
01.04.2025	\$	2,171.25	\$	2,220.29	\$	2,301.52
01.04.2026	\$	2,214.68	\$	2,264.70	\$	2,347.55
01.04.2027	\$	2,258.97	\$	2,309.99	\$	2,394.50
SE 26	\$	-	\$	-	\$	-
01.04.2024	\$	2,176.75	\$	2,256.39	\$	2,291.55
01.04.2025	\$	2,220.29	\$	2,301.52	\$	2,337.38
01.04.2026	\$	2,264.70	\$	2,347.55	\$	2,384.13
01.04.2027	\$	2,309.99	\$	2,394.50	\$	2,431.81
SE 27	\$	-	\$	-	\$	-
01.04.2024	\$	2,256.39	\$	2,291.55	\$	2,357.25
01.04.2025	\$	2,301.52	\$	2,337.38	\$	2,404.40
01.04.2026	\$	2,347.55	\$	2,384.13	\$	2,452.49
01.04.2027	\$	2,394.50	\$	2,431.81	\$	2,501.54

# SO - Senior Official Pay Plan

## Senior Official Pay Plan

Annual and Bi-weekly Salary Rates

Effective: April 1, 2024

(Approximate Annual Salary = Bi-Weekly Salary \* 26 Pay Periods)

### BI-WEEKLY RATES

	Minimum		Maximum
SO 1	\$ 6,786.74	-	\$ 8,483.42
	\$ 176,455.24		\$ 220,568.92
SO 2	\$ 7,295.75	-	\$ 9,119.68
	\$ 189,689.50		\$ 237,111.68
SO 3	\$ 7,842.92	-	\$ 9,803.66
	\$ 203,915.92		\$ 254,895.16
SO 4	\$ 8,431.15	-	\$ 10,538.93
	\$ 219,209.90		\$ 274,012.18
SO 5	\$ 9,063.48	-	\$ 11,329.35
	\$ 235,650.48		\$ 294,563.10

### SO 1

Compa	Bi-weekly	Annual
80%	\$ 6,786.74	\$ 176,455.24
81%	\$ 6,862.88	\$ 178,434.88
82%	\$ 6,939.88	\$ 180,436.88
83%	\$ 7,017.74	\$ 182,461.24
84%	\$ 7,096.48	\$ 184,508.48
85%	\$ 7,176.10	\$ 186,578.60
86%	\$ 7,256.62	\$ 188,672.12
87%	\$ 7,338.03	\$ 190,788.78
88%	\$ 7,420.36	\$ 192,929.36
89%	\$ 7,503.61	\$ 195,093.86
90%	\$ 7,587.80	\$ 197,282.80
91%	\$ 7,672.94	\$ 199,496.44
92%	\$ 7,759.03	\$ 201,734.78
93%	\$ 7,846.08	\$ 203,998.08
94%	\$ 7,934.11	\$ 206,286.86
95%	\$ 8,023.13	\$ 208,601.38
96%	\$ 8,113.14	\$ 210,941.64
97%	\$ 8,204.17	\$ 213,308.42
98%	\$ 8,296.21	\$ 215,701.46
99%	\$ 8,389.30	\$ 218,121.80
100%	\$ 8,483.42	\$ 220,568.92

SO 2

Compa	Bi-weekly	Annual
80%	\$ 7,295.75	\$ 189,689.50
81%	\$ 7,377.60	\$ 191,817.60
82%	\$ 7,460.37	\$ 193,969.62
83%	\$ 7,544.07	\$ 196,145.82
84%	\$ 7,628.72	\$ 198,346.72
85%	\$ 7,714.31	\$ 200,572.06
86%	\$ 7,800.86	\$ 202,822.36
87%	\$ 7,888.38	\$ 205,097.88
88%	\$ 7,976.89	\$ 207,399.14
89%	\$ 8,066.39	\$ 209,726.14
90%	\$ 8,156.89	\$ 212,079.14
91%	\$ 8,248.41	\$ 214,458.66
92%	\$ 8,340.96	\$ 216,864.96
93%	\$ 8,434.54	\$ 219,298.04
94%	\$ 8,529.17	\$ 221,758.42
95%	\$ 8,624.86	\$ 224,246.36
96%	\$ 8,721.63	\$ 226,762.38
97%	\$ 8,819.48	\$ 229,306.48
98%	\$ 8,918.43	\$ 231,879.18
99%	\$ 9,018.50	\$ 234,481.00
100%	\$ 9,119.68	\$ 237,111.68

SO 3

Compa	Bi-weekly	Annual
80%	\$ 7,842.92	\$ 203,915.92
81%	\$ 7,930.92	\$ 206,203.92
82%	\$ 8,019.90	\$ 208,517.40
83%	\$ 8,109.88	\$ 210,856.88
84%	\$ 8,200.87	\$ 213,222.62
85%	\$ 8,292.88	\$ 215,614.88
86%	\$ 8,385.93	\$ 218,034.18
87%	\$ 8,480.02	\$ 220,480.52
88%	\$ 8,575.16	\$ 222,954.16
89%	\$ 8,671.37	\$ 225,455.62
90%	\$ 8,768.65	\$ 227,984.90
91%	\$ 8,867.04	\$ 230,543.04
92%	\$ 8,966.52	\$ 233,129.52
93%	\$ 9,067.12	\$ 235,745.12
94%	\$ 9,168.86	\$ 238,390.36
95%	\$ 9,271.73	\$ 241,064.98
96%	\$ 9,375.75	\$ 243,769.50
97%	\$ 9,480.95	\$ 246,504.70
98%	\$ 9,587.31	\$ 249,270.06
99%	\$ 9,694.88	\$ 252,066.88
100%	\$ 9,803.66	\$ 254,895.16

## SO 4

Compa	Bi-weekly	Annual
80%	\$ 8,431.15	\$ 219,209.90
81%	\$ 8,525.74	\$ 221,669.24
82%	\$ 8,621.40	\$ 224,156.40
83%	\$ 8,718.12	\$ 226,671.12
84%	\$ 8,815.94	\$ 229,214.44
85%	\$ 8,914.84	\$ 231,785.84
86%	\$ 9,014.87	\$ 234,386.62
87%	\$ 9,116.01	\$ 237,016.26
88%	\$ 9,218.29	\$ 239,675.54
89%	\$ 9,321.72	\$ 242,364.72
90%	\$ 9,426.31	\$ 245,084.06
91%	\$ 9,532.06	\$ 247,833.56
92%	\$ 9,639.01	\$ 250,614.26
93%	\$ 9,747.16	\$ 253,426.16
94%	\$ 9,856.52	\$ 256,269.52
95%	\$ 9,967.10	\$ 259,144.60
96%	\$ 10,078.93	\$ 262,052.18
97%	\$ 10,192.02	\$ 264,992.52
98%	\$ 10,306.37	\$ 267,965.62
99%	\$ 10,422.00	\$ 270,972.00
100%	\$ 10,538.93	\$ 274,012.18

## SO 5

Compa	Bi-weekly	Annual
80%	\$ 9,063.48	\$ 235,650.48
81%	\$ 9,165.16	\$ 238,294.16
82%	\$ 9,268.00	\$ 240,968.00
83%	\$ 9,371.99	\$ 243,671.74
84%	\$ 9,477.13	\$ 246,405.38
85%	\$ 9,583.46	\$ 249,169.96
86%	\$ 9,690.99	\$ 251,965.74
87%	\$ 9,799.72	\$ 254,792.72
88%	\$ 9,909.67	\$ 257,651.42
89%	\$ 10,020.84	\$ 260,541.84
90%	\$ 10,133.28	\$ 263,465.28
91%	\$ 10,246.97	\$ 266,421.22
92%	\$ 10,361.94	\$ 269,410.44
93%	\$ 10,478.20	\$ 272,433.20
94%	\$ 10,595.76	\$ 275,489.76
95%	\$ 10,714.63	\$ 278,580.38
96%	\$ 10,834.85	\$ 281,706.10
97%	\$ 10,956.42	\$ 284,866.92
98%	\$ 11,079.35	\$ 288,063.10
99%	\$ 11,203.65	\$ 291,294.90
100%	\$ 11,329.35	\$ 294,563.10

## Senior Official Pay Plan

Annual and Bi-weekly Salary Rates

Effective: April 1, 2025

(Approximate Annual Salary = Bi-Weekly Salary \* 26 Pay Periods)

### BI-WEEKLY RATES

	Minimum	-	Maximum
SO 1	\$ 6,922.47		\$ 8,653.09
	\$ 179,984.22		\$ 224,980.34
SO 2	\$ 7,441.67		\$ 9,302.07
	\$ 193,483.42		\$ 241,853.82
SO 3	\$ 7,999.78		\$ 9,999.73
	\$ 207,994.28		\$ 259,992.98
SO 4	\$ 8,599.77		\$ 10,749.71
	\$ 223,594.02		\$ 279,492.46
SO 5	\$ 9,244.75		\$ 11,555.94
	\$ 240,363.50		\$ 300,454.44

### SO 1

Compa	Bi-weekly	Annual
80%	\$ 6,922.47	\$ 179,984.22
81%	\$ 7,000.14	\$ 182,003.64
82%	\$ 7,078.68	\$ 184,045.68
83%	\$ 7,158.09	\$ 186,110.34
84%	\$ 7,238.41	\$ 188,198.66
85%	\$ 7,319.62	\$ 190,310.12
86%	\$ 7,401.75	\$ 192,445.50
87%	\$ 7,484.79	\$ 194,604.54
88%	\$ 7,568.77	\$ 196,788.02
89%	\$ 7,653.68	\$ 198,995.68
90%	\$ 7,739.56	\$ 201,228.56
91%	\$ 7,826.40	\$ 203,486.40
92%	\$ 7,914.21	\$ 205,769.46
93%	\$ 8,003.00	\$ 208,078.00
94%	\$ 8,092.79	\$ 210,412.54
95%	\$ 8,183.59	\$ 212,773.34
96%	\$ 8,275.40	\$ 215,160.40
97%	\$ 8,368.25	\$ 217,574.50
98%	\$ 8,462.13	\$ 220,015.38
99%	\$ 8,557.09	\$ 222,484.34
100%	\$ 8,653.09	\$ 224,980.34

## SO 2

Compa	Bi-weekly	Annual
80%	\$ 7,441.67	\$ 193,483.42
81%	\$ 7,525.15	\$ 195,653.90
82%	\$ 7,609.58	\$ 197,849.08
83%	\$ 7,694.95	\$ 200,068.70
84%	\$ 7,781.29	\$ 202,313.54
85%	\$ 7,868.60	\$ 204,583.60
86%	\$ 7,956.88	\$ 206,878.88
87%	\$ 8,046.15	\$ 209,199.90
88%	\$ 8,136.43	\$ 211,547.18
89%	\$ 8,227.72	\$ 213,920.72
90%	\$ 8,320.03	\$ 216,320.78
91%	\$ 8,413.38	\$ 218,747.88
92%	\$ 8,507.78	\$ 221,202.28
93%	\$ 8,603.23	\$ 223,683.98
94%	\$ 8,699.75	\$ 226,193.50
95%	\$ 8,797.36	\$ 228,731.36
96%	\$ 8,896.06	\$ 231,297.56
97%	\$ 8,995.87	\$ 233,892.62
98%	\$ 9,096.80	\$ 236,516.80
99%	\$ 9,198.87	\$ 239,170.62
100%	\$ 9,302.07	\$ 241,853.82

## SO 3

Compa	Bi-weekly	Annual
80%	\$ 7,999.78	\$ 207,994.28
81%	\$ 8,089.54	\$ 210,328.04
82%	\$ 8,180.30	\$ 212,687.80
83%	\$ 8,272.08	\$ 215,074.08
84%	\$ 8,364.89	\$ 217,487.14
85%	\$ 8,458.74	\$ 219,927.24
86%	\$ 8,553.65	\$ 222,394.90
87%	\$ 8,649.62	\$ 224,890.12
88%	\$ 8,746.66	\$ 227,413.16
89%	\$ 8,844.80	\$ 229,964.80
90%	\$ 8,944.02	\$ 232,544.52
91%	\$ 9,044.38	\$ 235,153.88
92%	\$ 9,145.85	\$ 237,792.10
93%	\$ 9,248.46	\$ 240,459.96
94%	\$ 9,352.24	\$ 243,158.24
95%	\$ 9,457.16	\$ 245,886.16
96%	\$ 9,563.27	\$ 248,645.02
97%	\$ 9,670.57	\$ 251,434.82
98%	\$ 9,779.06	\$ 254,255.56
99%	\$ 9,888.78	\$ 257,108.28
100%	\$ 9,999.73	\$ 259,992.98

## SO 4

Compa	Bi-weekly	Annual
80%	\$ 8,599.77	\$ 223,594.02
81%	\$ 8,696.25	\$ 226,102.50
82%	\$ 8,793.83	\$ 228,639.58
83%	\$ 8,892.48	\$ 231,204.48
84%	\$ 8,992.26	\$ 233,798.76
85%	\$ 9,093.14	\$ 236,421.64
86%	\$ 9,195.17	\$ 239,074.42
87%	\$ 9,298.33	\$ 241,756.58
88%	\$ 9,402.66	\$ 244,469.16
89%	\$ 9,508.15	\$ 247,211.90
90%	\$ 9,614.84	\$ 249,985.84
91%	\$ 9,722.70	\$ 252,790.20
92%	\$ 9,831.79	\$ 255,626.54
93%	\$ 9,942.10	\$ 258,494.60
94%	\$ 10,053.65	\$ 261,394.90
95%	\$ 10,166.44	\$ 264,327.44
96%	\$ 10,280.51	\$ 267,293.26
97%	\$ 10,395.86	\$ 270,292.36
98%	\$ 10,512.50	\$ 273,325.00
99%	\$ 10,630.44	\$ 276,391.44
100%	\$ 10,749.71	\$ 279,492.46

## SO 5

Compa	Bi-weekly	Annual
80%	\$ 9,244.75	\$ 240,363.50
81%	\$ 9,348.46	\$ 243,059.96
82%	\$ 9,453.36	\$ 245,787.36
83%	\$ 9,559.43	\$ 248,545.18
84%	\$ 9,666.67	\$ 251,333.42
85%	\$ 9,775.13	\$ 254,153.38
86%	\$ 9,884.81	\$ 257,005.06
87%	\$ 9,995.71	\$ 259,888.46
88%	\$ 10,107.86	\$ 262,804.36
89%	\$ 10,221.26	\$ 265,752.76
90%	\$ 10,335.95	\$ 268,734.70
91%	\$ 10,451.91	\$ 271,749.66
92%	\$ 10,569.18	\$ 274,798.68
93%	\$ 10,687.76	\$ 277,881.76
94%	\$ 10,807.68	\$ 280,999.68
95%	\$ 10,928.92	\$ 284,151.92
96%	\$ 11,051.55	\$ 287,340.30
97%	\$ 11,175.55	\$ 290,564.30
98%	\$ 11,300.94	\$ 293,824.44
99%	\$ 11,427.72	\$ 297,120.72
100%	\$ 11,555.94	\$ 300,454.44

## Senior Official Pay Plan

Annual and Bi-weekly Salary Rates

Effective: April 1, 2026

(Approximate Annual Salary = Bi-Weekly Salary \* 26 Pay Periods)

### BI-WEEKLY RATES

	Minimum		Maximum
SO 1	\$ 7,060.92	-	\$ 8,826.15
	\$ 183,583.92		\$ 229,479.90
SO 2	\$ 7,590.50	-	\$ 9,488.11
	\$ 197,353.00		\$ 246,690.86
SO 3	\$ 8,159.78	-	\$ 10,199.72
	\$ 212,154.28		\$ 265,192.72
SO 4	\$ 8,771.77	-	\$ 10,964.70
	\$ 228,066.02		\$ 285,082.20
SO 5	\$ 9,429.65	-	\$ 11,787.06
	\$ 245,170.90		\$ 306,463.56

### SO 1

Compa	Bi-weekly		Annual
80%	\$ 7,060.92		\$ 183,583.92
81%	\$ 7,140.14		\$ 185,643.64
82%	\$ 7,220.25		\$ 187,726.50
83%	\$ 7,301.25		\$ 189,832.50
84%	\$ 7,383.18		\$ 191,962.68
85%	\$ 7,466.01		\$ 194,116.26
86%	\$ 7,549.79		\$ 196,294.54
87%	\$ 7,634.49		\$ 198,496.74
88%	\$ 7,720.15		\$ 200,723.90
89%	\$ 7,806.75		\$ 202,975.50
90%	\$ 7,894.35		\$ 205,253.10
91%	\$ 7,982.93		\$ 207,556.18
92%	\$ 8,072.49		\$ 209,884.74
93%	\$ 8,163.06		\$ 212,239.56
94%	\$ 8,254.65		\$ 214,620.90
95%	\$ 8,347.26		\$ 217,028.76
96%	\$ 8,440.91		\$ 219,463.66
97%	\$ 8,535.62		\$ 221,926.12
98%	\$ 8,631.37		\$ 224,415.62
99%	\$ 8,728.23		\$ 226,933.98
100%	\$ 8,826.15		\$ 229,479.90

SO 2

Compa	Bi-weekly	Annual
80%	\$ 7,590.50	\$ 197,353.00
81%	\$ 7,675.65	\$ 199,566.90
82%	\$ 7,761.77	\$ 201,806.02
83%	\$ 7,848.85	\$ 204,070.10
84%	\$ 7,936.92	\$ 206,359.92
85%	\$ 8,025.97	\$ 208,675.22
86%	\$ 8,116.02	\$ 211,016.52
87%	\$ 8,207.07	\$ 213,383.82
88%	\$ 8,299.16	\$ 215,778.16
89%	\$ 8,392.27	\$ 218,199.02
90%	\$ 8,486.43	\$ 220,647.18
91%	\$ 8,581.65	\$ 223,122.90
92%	\$ 8,677.94	\$ 225,626.44
93%	\$ 8,775.29	\$ 228,157.54
94%	\$ 8,873.75	\$ 230,717.50
95%	\$ 8,973.31	\$ 233,306.06
96%	\$ 9,073.98	\$ 235,923.48
97%	\$ 9,175.79	\$ 238,570.54
98%	\$ 9,278.74	\$ 241,247.24
99%	\$ 9,382.85	\$ 243,954.10
100%	\$ 9,488.11	\$ 246,690.86

SO 3

Compa	Bi-weekly	Annual
80%	\$ 8,159.78	\$ 212,154.28
81%	\$ 8,251.33	\$ 214,534.58
82%	\$ 8,343.91	\$ 216,941.66
83%	\$ 8,437.52	\$ 219,375.52
84%	\$ 8,532.19	\$ 221,836.94
85%	\$ 8,627.91	\$ 224,325.66
86%	\$ 8,724.72	\$ 226,842.72
87%	\$ 8,822.61	\$ 229,387.86
88%	\$ 8,921.59	\$ 231,961.34
89%	\$ 9,021.70	\$ 234,564.20
90%	\$ 9,122.90	\$ 237,195.40
91%	\$ 9,225.27	\$ 239,857.02
92%	\$ 9,328.77	\$ 242,548.02
93%	\$ 9,433.43	\$ 245,269.18
94%	\$ 9,539.28	\$ 248,021.28
95%	\$ 9,646.30	\$ 250,803.80
96%	\$ 9,754.54	\$ 253,618.04
97%	\$ 9,863.98	\$ 256,463.48
98%	\$ 9,974.64	\$ 259,340.64
99%	\$ 10,086.56	\$ 262,250.56
100%	\$ 10,199.72	\$ 265,192.72

## SO 4

Compa	Bi-weekly	Annual
80%	\$ 8,771.77	\$ 228,066.02
81%	\$ 8,870.18	\$ 230,624.68
82%	\$ 8,969.71	\$ 233,212.46
83%	\$ 9,070.33	\$ 235,828.58
84%	\$ 9,172.11	\$ 238,474.86
85%	\$ 9,275.00	\$ 241,150.00
86%	\$ 9,379.07	\$ 243,855.82
87%	\$ 9,484.30	\$ 246,591.80
88%	\$ 9,590.71	\$ 249,358.46
89%	\$ 9,698.31	\$ 252,156.06
90%	\$ 9,807.14	\$ 254,985.64
91%	\$ 9,917.15	\$ 257,845.90
92%	\$ 10,028.43	\$ 260,739.18
93%	\$ 10,140.94	\$ 263,664.44
94%	\$ 10,254.72	\$ 266,622.72
95%	\$ 10,369.77	\$ 269,614.02
96%	\$ 10,486.12	\$ 272,639.12
97%	\$ 10,603.78	\$ 275,698.28
98%	\$ 10,722.75	\$ 278,791.50
99%	\$ 10,843.05	\$ 281,919.30
100%	\$ 10,964.70	\$ 285,082.20

## SO 5

Compa	Bi-weekly	Annual
80%	\$ 9,429.65	\$ 245,170.90
81%	\$ 9,535.43	\$ 247,921.18
82%	\$ 9,642.43	\$ 250,703.18
83%	\$ 9,750.62	\$ 253,516.12
84%	\$ 9,860.00	\$ 256,360.00
85%	\$ 9,970.63	\$ 259,236.38
86%	\$ 10,082.51	\$ 262,145.26
87%	\$ 10,195.62	\$ 265,086.12
88%	\$ 10,310.02	\$ 268,060.52
89%	\$ 10,425.69	\$ 271,067.94
90%	\$ 10,542.67	\$ 274,109.42
91%	\$ 10,660.95	\$ 277,184.70
92%	\$ 10,780.56	\$ 280,294.56
93%	\$ 10,901.52	\$ 283,439.52
94%	\$ 11,023.83	\$ 286,619.58
95%	\$ 11,147.50	\$ 289,835.00
96%	\$ 11,272.58	\$ 293,087.08
97%	\$ 11,399.06	\$ 296,375.56
98%	\$ 11,526.96	\$ 299,700.96
99%	\$ 11,656.27	\$ 303,063.02
100%	\$ 11,787.06	\$ 306,463.56

## Senior Official Pay Plan

Annual and Bi-weekly Salary Rates

Effective: April 1, 2027

(Approximate Annual Salary = Bi-Weekly Salary \* 26 Pay Periods)

### BI-WEEKLY RATES

	Minimum		Maximum
SO 1	\$ 7,202.14	-	\$ 9,002.67
	\$ 187,255.64		\$ 234,069.42
SO 2	\$ 7,742.31	-	\$ 9,677.87
	\$ 201,300.06		\$ 251,624.62
SO 3	\$ 8,322.98	-	\$ 10,403.71
	\$ 216,397.48		\$ 270,496.46
SO 4	\$ 8,947.21	-	\$ 11,183.99
	\$ 232,627.46		\$ 290,783.74
SO 5	\$ 9,618.24	-	\$ 12,022.80
	\$ 250,074.24		\$ 312,592.80

### SO 1

Compa	Bi-weekly	Annual
80%	\$ 7,202.14	\$ 187,255.64
81%	\$ 7,282.94	\$ 189,356.44
82%	\$ 7,364.66	\$ 191,481.16
83%	\$ 7,447.28	\$ 193,629.28
84%	\$ 7,530.84	\$ 195,801.84
85%	\$ 7,615.33	\$ 197,998.58
86%	\$ 7,700.79	\$ 200,220.54
87%	\$ 7,787.18	\$ 202,466.68
88%	\$ 7,874.55	\$ 204,738.30
89%	\$ 7,962.89	\$ 207,035.14
90%	\$ 8,052.24	\$ 209,358.24
91%	\$ 8,142.59	\$ 211,707.34
92%	\$ 8,233.94	\$ 214,082.44
93%	\$ 8,326.32	\$ 216,484.32
94%	\$ 8,419.74	\$ 218,913.24
95%	\$ 8,514.21	\$ 221,369.46
96%	\$ 8,609.73	\$ 223,852.98
97%	\$ 8,706.33	\$ 226,364.58
98%	\$ 8,804.00	\$ 228,904.00
99%	\$ 8,902.79	\$ 231,472.54
100%	\$ 9,002.67	\$ 234,069.42

## SO 2

Compa	Bi-weekly	Annual
80%	\$ 7,742.31	\$ 201,300.06
81%	\$ 7,829.16	\$ 203,558.16
82%	\$ 7,917.01	\$ 205,842.26
83%	\$ 8,005.83	\$ 208,151.58
84%	\$ 8,095.66	\$ 210,487.16
85%	\$ 8,186.49	\$ 212,848.74
86%	\$ 8,278.34	\$ 215,236.84
87%	\$ 8,371.21	\$ 217,651.46
88%	\$ 8,465.14	\$ 220,093.64
89%	\$ 8,560.12	\$ 222,563.12
90%	\$ 8,656.16	\$ 225,060.16
91%	\$ 8,753.28	\$ 227,585.28
92%	\$ 8,851.50	\$ 230,139.00
93%	\$ 8,950.80	\$ 232,720.80
94%	\$ 9,051.23	\$ 235,331.98
95%	\$ 9,152.78	\$ 237,972.28
96%	\$ 9,255.46	\$ 240,641.96
97%	\$ 9,359.31	\$ 243,342.06
98%	\$ 9,464.31	\$ 246,072.06
99%	\$ 9,570.51	\$ 248,833.26
100%	\$ 9,677.87	\$ 251,624.62

## SO 3

Compa	Bi-weekly	Annual
80%	\$ 8,322.98	\$ 216,397.48
81%	\$ 8,416.36	\$ 218,825.36
82%	\$ 8,510.79	\$ 221,280.54
83%	\$ 8,606.27	\$ 223,763.02
84%	\$ 8,702.83	\$ 226,273.58
85%	\$ 8,800.47	\$ 228,812.22
86%	\$ 8,899.21	\$ 231,379.46
87%	\$ 8,999.06	\$ 233,975.56
88%	\$ 9,100.02	\$ 236,600.52
89%	\$ 9,202.13	\$ 239,255.38
90%	\$ 9,305.36	\$ 241,939.36
91%	\$ 9,409.78	\$ 244,654.28
92%	\$ 9,515.35	\$ 247,399.10
93%	\$ 9,622.10	\$ 250,174.60
94%	\$ 9,730.07	\$ 252,981.82
95%	\$ 9,839.23	\$ 255,819.98
96%	\$ 9,949.63	\$ 258,690.38
97%	\$ 10,061.26	\$ 261,592.76
98%	\$ 10,174.13	\$ 264,527.38
99%	\$ 10,288.29	\$ 267,495.54
100%	\$ 10,403.71	\$ 270,496.46

## SO 4

Compa	Bi-weekly	Annual
80%	\$ 8,947.21	\$ 232,627.46
81%	\$ 9,047.58	\$ 235,237.08
82%	\$ 9,149.10	\$ 237,876.60
83%	\$ 9,251.74	\$ 240,545.24
84%	\$ 9,355.55	\$ 243,244.30
85%	\$ 9,460.50	\$ 245,973.00
86%	\$ 9,566.65	\$ 248,732.90
87%	\$ 9,673.99	\$ 251,523.74
88%	\$ 9,782.52	\$ 254,345.52
89%	\$ 9,892.28	\$ 257,199.28
90%	\$ 10,003.28	\$ 260,085.28
91%	\$ 10,115.49	\$ 263,002.74
92%	\$ 10,229.00	\$ 265,954.00
93%	\$ 10,343.76	\$ 268,937.76
94%	\$ 10,459.81	\$ 271,955.06
95%	\$ 10,577.17	\$ 275,006.42
96%	\$ 10,695.84	\$ 278,091.84
97%	\$ 10,815.86	\$ 281,212.36
98%	\$ 10,937.21	\$ 284,367.46
99%	\$ 11,059.91	\$ 287,557.66
100%	\$ 11,183.99	\$ 290,783.74

## SO 5

Compa	Bi-weekly	Annual
80%	\$ 9,618.24	\$ 250,074.24
81%	\$ 9,726.14	\$ 252,879.64
82%	\$ 9,835.28	\$ 255,717.28
83%	\$ 9,945.63	\$ 258,586.38
84%	\$ 10,057.20	\$ 261,487.20
85%	\$ 10,170.04	\$ 264,421.04
86%	\$ 10,284.16	\$ 267,388.16
87%	\$ 10,399.53	\$ 270,387.78
88%	\$ 10,516.22	\$ 273,421.72
89%	\$ 10,634.20	\$ 276,489.20
90%	\$ 10,753.52	\$ 279,591.52
91%	\$ 10,874.17	\$ 282,728.42
92%	\$ 10,996.17	\$ 285,900.42
93%	\$ 11,119.55	\$ 289,108.30
94%	\$ 11,244.31	\$ 292,352.06
95%	\$ 11,370.45	\$ 295,631.70
96%	\$ 11,498.03	\$ 298,948.78
97%	\$ 11,627.04	\$ 302,303.04
98%	\$ 11,757.50	\$ 305,695.00
99%	\$ 11,889.40	\$ 309,124.40
100%	\$ 12,022.80	\$ 312,592.80

## TE – Technical Classification Pay Plan

### TECHNICAL CLASSIFICATION AND PAY PLAN - TE

BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

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		I	II	III	IV	V
TE 02						
01.04.2024	\$	1,351.95	\$ 1,374.56	\$ 1,397.29	\$ 1,420.06	\$ 1,454.13
01.04.2025	\$	1,378.99	\$ 1,402.05	\$ 1,425.24	\$ 1,448.46	\$ 1,483.21
01.04.2026	\$	1,406.57	\$ 1,430.09	\$ 1,453.74	\$ 1,477.43	\$ 1,512.87
01.04.2027	\$	1,434.70	\$ 1,458.69	\$ 1,482.81	\$ 1,506.98	\$ 1,543.13
TE 03						
01.04.2024	\$	1,374.56	\$ 1,397.29	\$ 1,420.06	\$ 1,454.13	\$ 1,488.26
01.04.2025	\$	1,402.05	\$ 1,425.24	\$ 1,448.46	\$ 1,483.21	\$ 1,518.03
01.04.2026	\$	1,430.09	\$ 1,453.74	\$ 1,477.43	\$ 1,512.87	\$ 1,548.39
01.04.2027	\$	1,458.69	\$ 1,482.81	\$ 1,506.98	\$ 1,543.13	\$ 1,579.36
TE 04						
01.04.2024	\$	1,397.29	\$ 1,420.06	\$ 1,454.13	\$ 1,488.26	\$ 1,522.25
01.04.2025	\$	1,425.24	\$ 1,448.46	\$ 1,483.21	\$ 1,518.03	\$ 1,552.70
01.04.2026	\$	1,453.74	\$ 1,477.43	\$ 1,512.87	\$ 1,548.39	\$ 1,583.75
01.04.2027	\$	1,482.81	\$ 1,506.98	\$ 1,543.13	\$ 1,579.36	\$ 1,615.43
TE 05						
01.04.2024	\$	1,346.21	\$ 1,380.28	\$ 1,414.41	\$ 1,448.40	\$ 1,482.45
01.04.2025	\$	1,373.13	\$ 1,407.89	\$ 1,442.70	\$ 1,477.37	\$ 1,512.10
01.04.2026	\$	1,400.59	\$ 1,436.05	\$ 1,471.55	\$ 1,506.92	\$ 1,542.34
01.04.2027	\$	1,428.60	\$ 1,464.77	\$ 1,500.98	\$ 1,537.06	\$ 1,573.19
TE 06						
01.04.2024	\$	1,380.28	\$ 1,414.41	\$ 1,448.40	\$ 1,482.45	\$ 1,516.52
01.04.2025	\$	1,407.89	\$ 1,442.70	\$ 1,477.37	\$ 1,512.10	\$ 1,546.85
01.04.2026	\$	1,436.05	\$ 1,471.55	\$ 1,506.92	\$ 1,542.34	\$ 1,577.79
01.04.2027	\$	1,464.77	\$ 1,500.98	\$ 1,537.06	\$ 1,573.19	\$ 1,609.35
TE 07						
01.04.2024	\$	1,414.41	\$ 1,448.40	\$ 1,482.45	\$ 1,516.52	\$ 1,561.94
01.04.2025	\$	1,442.70	\$ 1,477.37	\$ 1,512.10	\$ 1,546.85	\$ 1,593.18
01.04.2026	\$	1,471.55	\$ 1,506.92	\$ 1,542.34	\$ 1,577.79	\$ 1,625.04
01.04.2027	\$	1,500.98	\$ 1,537.06	\$ 1,573.19	\$ 1,609.35	\$ 1,657.54
TE 08						
01.04.2024	\$	1,448.40	\$ 1,482.45	\$ 1,516.52	\$ 1,561.94	\$ 1,607.46
01.04.2025	\$	1,477.37	\$ 1,512.10	\$ 1,546.85	\$ 1,593.18	\$ 1,639.61
01.04.2026	\$	1,506.92	\$ 1,542.34	\$ 1,577.79	\$ 1,625.04	\$ 1,672.40
01.04.2027	\$	1,537.06	\$ 1,573.19	\$ 1,609.35	\$ 1,657.54	\$ 1,705.85
TE 09						
01.04.2024	\$	1,482.45	\$ 1,516.52	\$ 1,561.94	\$ 1,607.46	\$ 1,652.83
01.04.2025	\$	1,512.10	\$ 1,546.85	\$ 1,593.18	\$ 1,639.61	\$ 1,685.89
01.04.2026	\$	1,542.34	\$ 1,577.79	\$ 1,625.04	\$ 1,672.40	\$ 1,719.61
01.04.2027	\$	1,573.19	\$ 1,609.35	\$ 1,657.54	\$ 1,705.85	\$ 1,754.00

## TE 10

01.04.2024	\$	1,516.52	\$	1,561.94	\$	1,607.46	\$	1,652.83	\$	1,713.31
01.04.2025	\$	1,546.85	\$	1,593.18	\$	1,639.61	\$	1,685.89	\$	1,747.58
01.04.2026	\$	1,577.79	\$	1,625.04	\$	1,672.40	\$	1,719.61	\$	1,782.53
01.04.2027	\$	1,609.35	\$	1,657.54	\$	1,705.85	\$	1,754.00	\$	1,818.18

## TE 11

01.04.2024	\$	1,561.94	\$	1,607.46	\$	1,652.83	\$	1,713.31	\$	1,770.82
01.04.2025	\$	1,593.18	\$	1,639.61	\$	1,685.89	\$	1,747.58	\$	1,806.24
01.04.2026	\$	1,625.04	\$	1,672.40	\$	1,719.61	\$	1,782.53	\$	1,842.36
01.04.2027	\$	1,657.54	\$	1,705.85	\$	1,754.00	\$	1,818.18	\$	1,879.21

## TE 12

01.04.2024	\$	1,607.46	\$	1,652.83	\$	1,713.31	\$	1,770.82	\$	1,831.06
01.04.2025	\$	1,639.61	\$	1,685.89	\$	1,747.58	\$	1,806.24	\$	1,867.68
01.04.2026	\$	1,672.40	\$	1,719.61	\$	1,782.53	\$	1,842.36	\$	1,905.03
01.04.2027	\$	1,705.85	\$	1,754.00	\$	1,818.18	\$	1,879.21	\$	1,943.13

## TE 13

01.04.2024	\$	1,652.83	\$	1,713.31	\$	1,770.82	\$	1,831.06	\$	1,891.22
01.04.2025	\$	1,685.89	\$	1,747.58	\$	1,806.24	\$	1,867.68	\$	1,929.04
01.04.2026	\$	1,719.61	\$	1,782.53	\$	1,842.36	\$	1,905.03	\$	1,967.62
01.04.2027	\$	1,754.00	\$	1,818.18	\$	1,879.21	\$	1,943.13	\$	2,006.97

## TE 14

01.04.2024	\$	1,713.31	\$	1,770.82	\$	1,831.06	\$	1,891.22	\$	1,966.82
01.04.2025	\$	1,747.58	\$	1,806.24	\$	1,867.68	\$	1,929.04	\$	2,006.16
01.04.2026	\$	1,782.53	\$	1,842.36	\$	1,905.03	\$	1,967.62	\$	2,046.28
01.04.2027	\$	1,818.18	\$	1,879.21	\$	1,943.13	\$	2,006.97	\$	2,087.21

## TE 15

01.04.2024	\$	1,770.82	\$	1,831.06	\$	1,891.22	\$	1,966.82	\$	2,043.00
01.04.2025	\$	1,806.24	\$	1,867.68	\$	1,929.04	\$	2,006.16	\$	2,083.86
01.04.2026	\$	1,842.36	\$	1,905.03	\$	1,967.62	\$	2,046.28	\$	2,125.54
01.04.2027	\$	1,879.21	\$	1,943.13	\$	2,006.97	\$	2,087.21	\$	2,168.05

## TE 16

01.04.2024	\$	1,831.06	\$	1,891.22	\$	1,966.82	\$	2,043.00	\$	2,131.97
01.04.2025	\$	1,867.68	\$	1,929.04	\$	2,006.16	\$	2,083.86	\$	2,174.61
01.04.2026	\$	1,905.03	\$	1,967.62	\$	2,046.28	\$	2,125.54	\$	2,218.10
01.04.2027	\$	1,943.13	\$	2,006.97	\$	2,087.21	\$	2,168.05	\$	2,262.46

## TE 17

01.04.2024	\$	1,891.22	\$	1,966.82	\$	2,043.00	\$	2,131.97	\$	2,220.82
01.04.2025	\$	1,929.04	\$	2,006.16	\$	2,083.86	\$	2,174.61	\$	2,265.24
01.04.2026	\$	1,967.62	\$	2,046.28	\$	2,125.54	\$	2,218.10	\$	2,310.54
01.04.2027	\$	2,006.97	\$	2,087.21	\$	2,168.05	\$	2,262.46	\$	2,356.75

## TE 18

01.04.2024	\$	1,966.82	\$	2,043.00	\$	2,131.97	\$	2,220.82	\$	2,309.73
01.04.2025	\$	2,006.16	\$	2,083.86	\$	2,174.61	\$	2,265.24	\$	2,355.92
01.04.2026	\$	2,046.28	\$	2,125.54	\$	2,218.10	\$	2,310.54	\$	2,403.04
01.04.2027	\$	2,087.21	\$	2,168.05	\$	2,262.46	\$	2,356.75	\$	2,451.10

## TE 19

01.04.2024	\$	2,043.00	\$	2,131.97	\$	2,220.82	\$	2,309.73	\$	2,398.74
01.04.2025	\$	2,083.86	\$	2,174.61	\$	2,265.24	\$	2,355.92	\$	2,446.71
01.04.2026	\$	2,125.54	\$	2,218.10	\$	2,310.54	\$	2,403.04	\$	2,495.64
01.04.2027	\$	2,168.05	\$	2,262.46	\$	2,356.75	\$	2,451.10	\$	2,545.55

## TE 20

01.04.2024	\$	2,131.97	\$	2,220.82	\$	2,309.73	\$	2,398.74	\$	2,500.36
01.04.2025	\$	2,174.61	\$	2,265.24	\$	2,355.92	\$	2,446.71	\$	2,550.37
01.04.2026	\$	2,218.10	\$	2,310.54	\$	2,403.04	\$	2,495.64	\$	2,601.38
01.04.2027	\$	2,262.46	\$	2,356.75	\$	2,451.10	\$	2,545.55	\$	2,653.41

## TE 21

01.04.2024	\$	2,220.82	\$	2,309.73	\$	2,398.74	\$	2,500.36	\$	2,601.90
01.04.2025	\$	2,265.24	\$	2,355.92	\$	2,446.71	\$	2,550.37	\$	2,653.94
01.04.2026	\$	2,310.54	\$	2,403.04	\$	2,495.64	\$	2,601.38	\$	2,707.02
01.04.2027	\$	2,356.75	\$	2,451.10	\$	2,545.55	\$	2,653.41	\$	2,761.16

## TE 22

01.04.2024	\$	2,309.73	\$	2,398.74	\$	2,500.36	\$	2,601.90	\$	2,716.27
01.04.2025	\$	2,355.92	\$	2,446.71	\$	2,550.37	\$	2,653.94	\$	2,770.60
01.04.2026	\$	2,403.04	\$	2,495.64	\$	2,601.38	\$	2,707.02	\$	2,826.01
01.04.2027	\$	2,451.10	\$	2,545.55	\$	2,653.41	\$	2,761.16	\$	2,882.53

## TE 23

01.04.2024	\$	2,398.74	\$	2,500.36	\$	2,601.90	\$	2,716.27	\$	2,830.59
01.04.2025	\$	2,446.71	\$	2,550.37	\$	2,653.94	\$	2,770.60	\$	2,887.20
01.04.2026	\$	2,495.64	\$	2,601.38	\$	2,707.02	\$	2,826.01	\$	2,944.94
01.04.2027	\$	2,545.55	\$	2,653.41	\$	2,761.16	\$	2,882.53	\$	3,003.84

## TE 24

01.04.2024	\$	2,500.36	\$	2,601.90	\$	2,716.27	\$	2,830.59	\$	2,944.91
01.04.2025	\$	2,550.37	\$	2,653.94	\$	2,770.60	\$	2,887.20	\$	3,003.81
01.04.2026	\$	2,601.38	\$	2,707.02	\$	2,826.01	\$	2,944.94	\$	3,063.89
01.04.2027	\$	2,653.41	\$	2,761.16	\$	2,882.53	\$	3,003.84	\$	3,125.17

## TE 25

01.04.2024	\$	2,601.90	\$	2,716.27	\$	2,830.59	\$	2,944.91	\$	3,059.10
01.04.2025	\$	2,653.94	\$	2,770.60	\$	2,887.20	\$	3,003.81	\$	3,120.28
01.04.2026	\$	2,707.02	\$	2,826.01	\$	2,944.94	\$	3,063.89	\$	3,182.69
01.04.2027	\$	2,761.16	\$	2,882.53	\$	3,003.84	\$	3,125.17	\$	3,246.34

## TE 26

01.04.2024	\$	2,716.27	\$	2,830.59	\$	2,944.91	\$	3,059.10	\$	3,173.50
01.04.2025	\$	2,770.60	\$	2,887.20	\$	3,003.81	\$	3,120.28	\$	3,236.97
01.04.2026	\$	2,826.01	\$	2,944.94	\$	3,063.89	\$	3,182.69	\$	3,301.71
01.04.2027	\$	2,882.53	\$	3,003.84	\$	3,125.17	\$	3,246.34	\$	3,367.74

## TE 27

01.04.2024	\$	2,830.59	\$	2,944.91	\$	3,059.10	\$	3,173.50	\$	3,287.70
01.04.2025	\$	2,887.20	\$	3,003.81	\$	3,120.28	\$	3,236.97	\$	3,353.45
01.04.2026	\$	2,944.94	\$	3,063.89	\$	3,182.69	\$	3,301.71	\$	3,420.52
01.04.2027	\$	3,003.84	\$	3,125.17	\$	3,246.34	\$	3,367.74	\$	3,488.93

TE 28

01.04.2024	\$	2,944.91	\$	3,059.10	\$	3,173.50	\$	3,287.70	\$	3,414.71
01.04.2025	\$	3,003.81	\$	3,120.28	\$	3,236.97	\$	3,353.45	\$	3,483.00
01.04.2026	\$	3,063.89	\$	3,182.69	\$	3,301.71	\$	3,420.52	\$	3,552.66
01.04.2027	\$	3,125.17	\$	3,246.34	\$	3,367.74	\$	3,488.93	\$	3,623.71

TE 29

01.04.2024	\$	3,059.10	\$	3,173.50	\$	3,287.70	\$	3,414.71	\$	3,554.54
01.04.2025	\$	3,120.28	\$	3,236.97	\$	3,353.45	\$	3,483.00	\$	3,625.63
01.04.2026	\$	3,182.69	\$	3,301.71	\$	3,420.52	\$	3,552.66	\$	3,698.14
01.04.2027	\$	3,246.34	\$	3,367.74	\$	3,488.93	\$	3,623.71	\$	3,772.10

TE 30

01.04.2024	\$	3,234.82	\$	3,365.56	\$	3,496.09	\$	3,626.82	\$	3,757.35
01.04.2025	\$	3,299.52	\$	3,432.87	\$	3,566.01	\$	3,699.36	\$	3,832.50
01.04.2026	\$	3,365.51	\$	3,501.53	\$	3,637.33	\$	3,773.35	\$	3,909.15
01.04.2027	\$	3,432.82	\$	3,571.56	\$	3,710.08	\$	3,848.82	\$	3,987.33

## TR – Trades Classification Pay Plan

### TRADES CLASSIFICATION AND PAY PLAN - TR BI-WEEKLY RATES EFFECTIVE APRIL 1, 2024 TO MARCH 31, 2028

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		I		II		III
TR 01						
01.04.2024	\$	23.26	\$	23.95	\$	24.64
01.04.2025	\$	23.73	\$	24.43	\$	25.13
01.04.2026	\$	24.20	\$	24.92	\$	25.63
01.04.2027	\$	24.68	\$	25.42	\$	26.14
TR 02						
01.04.2024	\$	23.95	\$	24.64	\$	25.35
01.04.2025	\$	24.43	\$	25.13	\$	25.86
01.04.2026	\$	24.92	\$	25.63	\$	26.38
01.04.2027	\$	25.42	\$	26.14	\$	26.91
TR 03						
01.04.2024	\$	24.64	\$	25.35	\$	26.10
01.04.2025	\$	25.13	\$	25.86	\$	26.62
01.04.2026	\$	25.63	\$	26.38	\$	27.15
01.04.2027	\$	26.14	\$	26.91	\$	27.69
TR 04						
01.04.2024	\$	25.35	\$	26.10	\$	26.86
01.04.2025	\$	25.86	\$	26.62	\$	27.40
01.04.2026	\$	26.38	\$	27.15	\$	27.95
01.04.2027	\$	26.91	\$	27.69	\$	28.51
TR 05						
01.04.2024	\$	26.10	\$	26.86	\$	27.64
01.04.2025	\$	26.62	\$	27.40	\$	28.19
01.04.2026	\$	27.15	\$	27.95	\$	28.75
01.04.2027	\$	27.69	\$	28.51	\$	29.33
TR 06						
01.04.2024	\$	26.86	\$	27.64	\$	28.43
01.04.2025	\$	27.40	\$	28.19	\$	29.00
01.04.2026	\$	27.95	\$	28.75	\$	29.58
01.04.2027	\$	28.51	\$	29.33	\$	30.17
TR 07						
01.04.2024	\$	27.64	\$	28.43	\$	29.24
01.04.2025	\$	28.19	\$	29.00	\$	29.82
01.04.2026	\$	28.75	\$	29.58	\$	30.42
01.04.2027	\$	29.33	\$	30.17	\$	31.03
TR 08						
01.04.2024	\$	28.43	\$	29.24	\$	30.11
01.04.2025	\$	29.00	\$	29.82	\$	30.71
01.04.2026	\$	29.58	\$	30.42	\$	31.32
01.04.2027	\$	30.17	\$	31.03	\$	31.95

TR 09						
01.04.2024	\$	29.24	\$	30.11	\$	30.97
01.04.2025	\$	29.82	\$	30.71	\$	31.59
01.04.2026	\$	30.42	\$	31.32	\$	32.22
01.04.2027	\$	31.03	\$	31.95	\$	32.86
TR 10						
	\$	-	\$	-	\$	-
01.04.2024	\$	30.11	\$	30.97	\$	31.89
01.04.2025	\$	30.71	\$	31.59	\$	32.53
01.04.2026	\$	31.32	\$	32.22	\$	33.18
01.04.2027	\$	31.95	\$	32.86	\$	33.84
TR 11						
01.04.2024	\$	30.97	\$	31.89	\$	32.80
01.04.2025	\$	31.59	\$	32.53	\$	33.46
01.04.2026	\$	32.22	\$	33.18	\$	34.13
01.04.2027	\$	32.86	\$	33.84	\$	34.81
TR 12						
01.04.2024	\$	31.89	\$	32.80	\$	33.76
01.04.2025	\$	32.53	\$	33.46	\$	34.44
01.04.2026	\$	33.18	\$	34.13	\$	35.13
01.04.2027	\$	33.84	\$	34.81	\$	35.83
TR 13						
01.04.2024	\$	32.80	\$	33.76	\$	34.73
01.04.2025	\$	33.46	\$	34.44	\$	35.42
01.04.2026	\$	34.13	\$	35.13	\$	36.13
01.04.2027	\$	34.81	\$	35.83	\$	36.85
TR 14						
01.04.2024	\$	33.76	\$	34.73	\$	35.76
01.04.2025	\$	34.44	\$	35.42	\$	36.48
01.04.2026	\$	35.13	\$	36.13	\$	37.21
01.04.2027	\$	35.83	\$	36.85	\$	37.95
TR 15						
01.04.2024	\$	34.73	\$	35.76	\$	36.77
01.04.2025	\$	35.42	\$	36.48	\$	37.51
01.04.2026	\$	36.13	\$	37.21	\$	38.26
01.04.2027	\$	36.85	\$	37.95	\$	39.03
TR 16						
01.04.2024	\$	35.76	\$	36.77	\$	37.85
01.04.2025	\$	36.48	\$	37.51	\$	38.61
01.04.2026	\$	37.21	\$	38.26	\$	39.38
01.04.2027	\$	37.95	\$	39.03	\$	40.17
TR 17						
01.04.2024	\$	36.77	\$	37.85	\$	38.96
01.04.2025	\$	37.51	\$	38.61	\$	39.74
01.04.2026	\$	38.26	\$	39.38	\$	40.53
01.04.2027	\$	39.03	\$	40.17	\$	41.34

TR 18						
01.04.2024	\$	37.85	\$	38.96	\$	40.06
01.04.2025	\$	38.61	\$	39.74	\$	40.86
01.04.2026	\$	39.38	\$	40.53	\$	41.68
01.04.2027	\$	40.17	\$	41.34	\$	42.51
TR 19						
01.04.2024	\$	38.96	\$	40.06	\$	41.25
01.04.2025	\$	39.74	\$	40.86	\$	42.08
01.04.2026	\$	40.53	\$	41.68	\$	42.92
01.04.2027	\$	41.34	\$	42.51	\$	43.78
TR 20						
01.04.2024	\$	40.06	\$	41.25	\$	42.43
01.04.2025	\$	40.86	\$	42.08	\$	43.28
01.04.2026	\$	41.68	\$	42.92	\$	44.15
01.04.2027	\$	42.51	\$	43.78	\$	45.03
TR 21						
01.04.2024	\$	41.25	\$	42.43	\$	43.68
01.04.2025	\$	42.08	\$	43.28	\$	44.55
01.04.2026	\$	42.92	\$	44.15	\$	45.44
01.04.2027	\$	43.78	\$	45.03	\$	46.35