

# Compensation Rates

01/09/2025

Minimum and Maximums  
for Each Grade

Salary Plan Code:

MM4	<i>Middle Managers Sena</i>		<u>Hourly Range</u>		<u>Annual Range</u>			
	<b>GRADE 5</b>		<b>HOURLY</b>	<b>ANNUAL</b>	29.03	44.02	60,373.35	91,568.15
	STEP	10	44.02	91,568.15				
	STEP	9	42.96	89,353.32				
	STEP	8	40.85	84,957.62				
	STEP	7	38.92	80,959.90				
	STEP	6	37.08	77,136.37				
	STEP	5	35.39	73,606.23				
	STEP	4	33.69	70,079.82				
	STEP	3	32.14	66,843.09				
	STEP	2	30.44	63,315.76				
	STEP	1	29.03	60,373.35				
	<b>GRADE 6</b>		<b>HOURLY</b>	<b>ANNUAL</b>	32.14	47.94	66,843.09	99,718.24
	STEP	10	47.94	99,718.24				
	STEP	9	46.78	97,304.62				
	STEP	8	44.56	92,678.27				
	STEP	7	42.46	88,307.99				
	STEP	6	40.34	83,899.51				
	STEP	5	38.92	80,959.91				
	STEP	4	37.08	77,136.37				
	STEP	3	35.39	73,606.23				
	STEP	2	33.69	70,079.83				
	STEP	1	32.14	66,843.09				
	<b>GRADE 7</b>		<b>HOURLY</b>	<b>ANNUAL</b>	35.39	52.64	73,606.23	109,496.55
	STEP	10	52.64	109,496.55				
	STEP	9	51.37	106,844.44				
	STEP	8	49.01	101,940.44				
	STEP	7	46.70	97,132.38				
	STEP	6	44.58	92,723.91				
	STEP	5	42.46	88,307.98				
	STEP	4	40.34	83,899.51				
	STEP	3	38.92	80,959.90				
	STEP	2	37.08	77,136.37				
	STEP	1	35.39	73,606.23				
	<b>GRADE 8</b>		<b>HOURLY</b>	<b>ANNUAL</b>	38.92	57.50	80,959.90	119,603.56
	STEP	10	57.50	119,603.56				
	STEP	9	56.11	116,704.93				
	STEP	8	53.61	111,513.72				
	STEP	7	51.08	106,250.19				
	STEP	6	48.82	101,542.72				

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	STEP	5	46.70	97,132.38			
	STEP	4	44.58	92,723.91			
	STEP	3	42.46	88,307.98			
	STEP	2	40.34	83,899.51			
	STEP	1	38.92	80,959.90			
	<b>GRADE 9</b>		<b>HOURLY</b>	<b>ANNUAL</b>	42.46	61.73	88,308.00 128,404.53
	STEP	10	61.73	128,404.53			
	STEP	9	60.24	125,291.25			
	STEP	8	57.62	119,849.11			
	STEP	7	54.90	114,187.88			
	STEP	6	52.64	109,483.21			
	STEP	5	51.08	106,250.19			
	STEP	4	48.82	101,542.74			
	STEP	3	46.70	97,132.38			
	STEP	2	44.58	92,723.91			
	STEP	1	42.46	88,308.00			
	<b>GRADE 10</b>		<b>HOURLY</b>	<b>ANNUAL</b>	46.70	66.75	97,132.39 138,839.19
	STEP	10	66.75	138,839.19			
	STEP	9	65.13	135,471.41			
	STEP	8	62.37	129,733.51			
	STEP	7	59.42	123,600.94			
	STEP	6	57.02	118,599.14			
	STEP	5	54.90	114,187.87			
	STEP	4	52.64	109,483.20			
	STEP	3	51.08	106,250.19			
	STEP	2	48.82	101,542.72			
	STEP	1	46.70	97,132.38			
	<b>GRADE 11</b>		<b>HOURLY</b>	<b>ANNUAL</b>	51.08	70.82	106,250.18 147,310.54
	STEP	10	70.82	147,310.54			
	STEP	9	69.10	143,736.14			
	STEP	8	66.23	137,756.80			
	STEP	7	63.10	131,244.00			
	STEP	6	60.98	126,834.78			
	STEP	5	59.42	123,600.93			
	STEP	4	57.02	118,598.95			
	STEP	3	54.90	114,187.57			
	STEP	2	52.64	109,483.06			
	STEP	1	51.08	106,250.18			
	<b>GRADE 12</b>		<b>HOURLY</b>	<b>ANNUAL</b>	54.90	73.49	114,187.87 152,851.48

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	<b>STEP</b>	10	73.49	152,851.48
	<b>STEP</b>	9	71.70	149,141.92
	<b>STEP</b>	8	68.75	143,005.50
	<b>STEP</b>	7	65.50	136,243.29
	<b>STEP</b>	6	65.22	135,656.50
	<b>STEP</b>	5	63.10	131,244.28
	<b>STEP</b>	4	60.98	126,834.88
	<b>STEP</b>	3	59.42	123,600.94
	<b>STEP</b>	2	57.02	118,599.14
	<b>STEP</b>	1	54.90	114,187.87