

Compensation Rates

01/08/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

MM1	<i>Middle Managers - SENA</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE		HOURLY	ANNUAL			
	3				28.40	43.04	51,683.36 78,338.70
	STEP	10	43.04	78,338.70			
	STEP	9	42.02	76,468.86			
	STEP	8	39.80	72,439.38			
	STEP	7	37.96	69,079.96			
	STEP	6	35.98	65,482.06			
	STEP	5	34.33	62,480.82			
	STEP	4	32.52	59,183.16			
	STEP	3	31.20	56,783.29			
	STEP	2	29.72	54,082.27			
	STEP	1	28.40	51,683.36			
	4				31.20	47.24	56,783.29 85,985.90
	STEP	10	47.24	85,985.90			
	STEP	9	46.12	83,929.54			
	STEP	8	43.78	79,682.66			
	STEP	7	41.75	75,978.36			
	STEP	6	39.77	72,381.43			
	STEP	5	37.96	69,079.96			
	STEP	4	35.98	65,482.06			
	STEP	3	34.33	62,480.82			
	STEP	2	32.52	59,183.16			
	STEP	1	31.20	56,783.29			
	5				34.33	51.81	62,480.82 94,299.69
	STEP	10	51.81	94,299.69			
	STEP	9	50.57	92,040.56			
	STEP	8	48.11	87,556.78			
	STEP	7	45.87	83,479.10			
	STEP	6	43.72	79,579.09			
	STEP	5	41.75	75,978.36			
	STEP	4	39.77	72,381.43			
	STEP	3	37.96	69,079.96			
	STEP	2	35.98	65,482.06			
	STEP	1	34.33	62,480.82			
	6				37.96	56.38	69,079.96 102,612.60
	STEP	10	56.38	102,612.60			
	STEP	9	55.03	100,150.71			
	STEP	8	52.44	95,431.84			
	STEP	7	49.99	90,974.15			
	STEP	6	47.52	86,477.50			

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	STEP	5	45.87	83,479.10				
	STEP	4	43.72	79,579.09				
	STEP	3	41.75	75,978.36				
	STEP	2	39.77	72,381.43				
	STEP	1	37.96	69,079.96				
	GRADE 7		HOURLY	ANNUAL	41.75	61.86	75,978.36	112,586.65
	STEP	10	61.86	112,586.65				
	STEP	9	60.37	109,881.50				
	STEP	8	57.63	104,879.26				
	STEP	7	54.93	99,975.03				
	STEP	6	52.46	95,478.39				
	STEP	5	49.99	90,974.15				
	STEP	4	47.52	86,477.50				
	STEP	3	45.87	83,479.10				
	STEP	2	43.72	79,579.09				
	STEP	1	41.75	75,978.36				
	GRADE 8		HOURLY	ANNUAL	45.87	67.53	83,479.11	122,895.80
	STEP	10	67.53	122,895.80				
	STEP	9	65.90	119,939.20				
	STEP	8	62.99	114,644.00				
	STEP	7	60.04	109,275.19				
	STEP	6	57.40	104,473.59				
	STEP	5	54.93	99,975.03				
	STEP	4	52.46	95,478.39				
	STEP	3	49.99	90,974.15				
	STEP	2	47.52	86,477.50				
	STEP	1	45.87	83,479.10				
	GRADE 9		HOURLY	ANNUAL	49.99	72.46	90,974.15	131,872.63
	STEP	10	72.46	131,872.63				
	STEP	9	70.71	128,697.09				
	STEP	8	67.66	123,146.11				
	STEP	7	64.49	117,371.63				
	STEP	6	61.85	112,572.86				
	STEP	5	60.04	109,275.19				
	STEP	4	57.40	104,473.59				
	STEP	3	54.93	99,975.03				
	STEP	2	52.46	95,478.39				
	STEP	1	49.99	90,974.15				
	GRADE 10		HOURLY	ANNUAL	54.93	78.31	99,975.03	142,515.97

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MM1	<i>Middle Managers - SENA</i>			Hourly Range		Annual Range	
	STEP	10	78.31	142,515.97			
	STEP	9	76.42	139,080.83			
	STEP	8	73.20	133,228.17			
	STEP	7	69.77	126,972.96			
	STEP	6	66.96	121,871.12			
	STEP	5	64.49	117,371.63			
	STEP	4	61.85	112,572.86			
	STEP	3	60.04	109,275.19			
	STEP	2	57.40	104,473.59			
	STEP	1	54.93	99,975.03			
	GRADE	11	HOURLY	ANNUAL	60.04	83.05	109,275.19 151,156.83
	STEP	10	83.05	151,156.83			
	STEP	9	81.05	147,510.93			
	STEP	8	77.70	141,412.01			
	STEP	7	74.05	134,769.17			
	STEP	6	71.58	130,271.58			
	STEP	5	69.77	126,972.96			
	STEP	4	66.96	121,871.12			
	STEP	3	64.49	117,371.63			
	STEP	2	61.85	112,572.86			
	STEP	1	60.04	109,275.19			
	GRADE	12	HOURLY	ANNUAL	64.49	86.16	117,371.63 156,808.69
	STEP	10	86.16	156,808.69			
	STEP	9	84.08	153,024.95			
	STEP	8	80.64	146,765.61			
	STEP	7	76.85	139,868.16			
	STEP	6	76.52	139,269.62			
	STEP	5	74.05	134,769.17			
	STEP	4	71.58	130,271.58			
	STEP	3	69.77	126,972.96			
	STEP	2	66.96	121,871.12			
	STEP	1	64.49	117,371.63			
	GRADE	13	HOURLY	ANNUAL	69.77	89.63	126,972.96 163,128.91
	STEP	10	89.63	163,128.91			
	STEP	9	87.47	159,191.01			
	STEP	8	83.93	152,751.01			
	STEP	7	79.98	145,568.54			
	STEP	6	77.34	140,764.06			
	STEP	5	76.85	139,868.16			

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MM1	Middle Managers - SENA				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	4	76.52	139,269.62				
	STEP	3	74.05	134,769.17				
	STEP	2	71.58	130,271.58				
	STEP	1	69.77	126,972.96				
	GRADE	14	HOURLY	ANNUAL	74.05	94.91	134,769.17	172,739.38
	STEP	10	94.91	172,739.38				
	STEP	9	92.62	168,567.09				
	STEP	8	88.93	161,854.50				
	STEP	7	84.75	154,235.96				
	STEP	6	82.78	150,668.46				
	STEP	5	79.98	145,568.54				
	STEP	4	77.34	140,764.06				
	STEP	3	76.85	139,868.16				
	STEP	2	76.52	139,269.62				
	STEP	1	74.05	134,769.17				