

Compensation Rates

01/08/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

MM4	<i>Middle Managers Sena</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE		HOURLY	ANNUAL			
	5				30.04	45.34	62,480.82 94,299.51
	STEP	10	45.34	94,299.51			
	STEP	9	44.25	92,040.38			
	STEP	8	42.09	87,556.77			
	STEP	7	40.13	83,479.10			
	STEP	6	38.26	79,579.09			
	STEP	5	36.53	75,978.35			
	STEP	4	34.80	72,381.42			
	STEP	3	33.21	69,079.96			
	STEP	2	31.48	65,482.07			
	STEP	1	30.04	62,480.82			
	6				33.21	49.33	69,079.96 102,612.60
	STEP	10	49.33	102,612.60			
	STEP	9	48.15	100,150.71			
	STEP	8	45.88	95,431.84			
	STEP	7	43.74	90,974.15			
	STEP	6	41.58	86,477.50			
	STEP	5	40.13	83,479.10			
	STEP	4	38.26	79,579.09			
	STEP	3	36.53	75,978.36			
	STEP	2	34.80	72,381.42			
	STEP	1	33.21	69,079.96			
	7				36.53	54.13	75,978.35 112,586.48
	STEP	10	54.13	112,586.48			
	STEP	9	52.83	109,881.33			
	STEP	8	50.42	104,879.25			
	STEP	7	48.06	99,975.03			
	STEP	6	45.90	95,478.39			
	STEP	5	43.74	90,974.14			
	STEP	4	41.58	86,477.50			
	STEP	3	40.13	83,479.10			
	STEP	2	38.26	79,579.10			
	STEP	1	36.53	75,978.35			
	8				40.13	59.08	83,479.10 122,895.63
	STEP	10	59.08	122,895.62			
	STEP	9	57.66	119,939.02			
	STEP	8	55.12	114,644.00			
	STEP	7	52.54	109,275.19			
	STEP	6	50.23	104,473.58			

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	STEP	5	48.06	99,975.03			
	STEP	4	45.90	95,478.39			
	STEP	3	43.74	90,974.14			
	STEP	2	41.58	86,477.50			
	STEP	1	40.13	83,479.10			
	GRADE 9		HOURLY	ANNUAL	43.74	63.40	90,974.16 131,872.62
	STEP	10	63.40	131,872.62			
	STEP	9	61.87	128,697.07			
	STEP	8	59.20	123,146.09			
	STEP	7	56.43	117,371.64			
	STEP	6	54.12	112,572.87			
	STEP	5	52.54	109,275.19			
	STEP	4	50.23	104,473.59			
	STEP	3	48.06	99,975.03			
	STEP	2	45.90	95,478.39			
	STEP	1	43.74	90,974.16			
	GRADE 10		HOURLY	ANNUAL	48.06	68.52	99,975.03 142,515.97
	STEP	10	68.52	142,515.97			
	STEP	9	66.87	139,080.83			
	STEP	8	64.05	133,228.18			
	STEP	7	61.04	126,972.95			
	STEP	6	58.59	121,871.12			
	STEP	5	56.43	117,371.63			
	STEP	4	54.12	112,572.86			
	STEP	3	52.54	109,275.19			
	STEP	2	50.23	104,473.58			
	STEP	1	48.06	99,975.03			
	GRADE 11		HOURLY	ANNUAL	52.54	72.67	109,275.18 151,156.75
	STEP	10	72.67	151,156.75			
	STEP	9	70.92	147,510.86			
	STEP	8	67.99	141,411.94			
	STEP	7	64.79	134,768.88			
	STEP	6	62.63	130,271.48			
	STEP	5	61.04	126,972.94			
	STEP	4	58.59	121,870.92			
	STEP	3	56.43	117,371.32			
	STEP	2	54.12	112,572.72			
	STEP	1	52.54	109,275.18			
	GRADE 12		HOURLY	ANNUAL	56.43	75.39	117,371.63 156,808.50

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MM4	Middle Managers Sena			Hourly Range	Annual Range
	STEP	10	75.39	156,808.50	
	STEP	9	73.57	153,024.76	
	STEP	8	70.56	146,765.60	
	STEP	7	67.24	139,868.15	
	STEP	6	66.96	139,269.62	
	STEP	5	64.79	134,769.17	
	STEP	4	62.63	130,271.58	
	STEP	3	61.04	126,972.95	
	STEP	2	58.59	121,871.12	
	STEP	1	56.43	117,371.63	