

# 2023-2024

## WAGE SCALE ---- EMPLOYER PAID RETIREMENT

### HOURLY

| STEP  |    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
|-------|----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| GRADE | 1  | \$10.67 | \$11.00 | \$11.34 | \$11.69 | \$12.01 | \$12.38 | \$12.75 | \$13.14 | \$13.53 | \$13.96 |
|       | 2  | \$11.75 | \$12.12 | \$12.46 | \$12.83 | \$13.22 | \$13.62 | \$14.03 | \$14.44 | \$14.88 | \$15.33 |
|       | 3  | \$12.92 | \$13.32 | \$13.71 | \$14.11 | \$14.54 | \$15.00 | \$15.43 | \$15.90 | \$16.36 | \$16.85 |
|       | 4  | \$14.21 | \$14.62 | \$15.08 | \$15.52 | \$15.99 | \$16.48 | \$16.98 | \$17.47 | \$17.99 | \$18.55 |
|       | 5  | \$15.63 | \$16.10 | \$16.60 | \$17.09 | \$17.62 | \$18.12 | \$18.68 | \$19.24 | \$19.80 | \$20.41 |
|       | 6  | \$17.19 | \$17.71 | \$18.26 | \$18.80 | \$19.36 | \$19.94 | \$20.55 | \$21.15 | \$21.81 | \$22.46 |
|       | 7  | \$18.93 | \$19.48 | \$20.06 | \$20.67 | \$21.29 | \$21.95 | \$22.58 | \$23.27 | \$23.96 | \$24.69 |
|       | 8  | \$20.82 | \$21.44 | \$22.07 | \$22.74 | \$23.45 | \$24.14 | \$24.83 | \$25.62 | \$26.34 | \$27.16 |
|       | 9  | \$22.91 | \$23.60 | \$24.29 | \$25.00 | \$25.77 | \$26.54 | \$27.35 | \$28.17 | \$28.99 | \$29.86 |
|       | 10 | \$25.20 | \$25.91 | \$26.70 | \$27.53 | \$28.33 | \$29.20 | \$30.06 | \$30.99 | \$31.90 | \$32.87 |

### MONTHLY

| STEP  |    | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         |
|-------|----|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| GRADE | 1  | \$1,851.27 | \$1,906.82 | \$1,964.01 | \$2,022.95 | \$2,083.64 | \$2,146.13 | \$2,210.50 | \$2,276.83 | \$2,345.15 | \$2,415.51 |
|       | 2  | \$2,036.40 | \$2,097.49 | \$2,160.41 | \$2,225.23 | \$2,292.00 | \$2,360.76 | \$2,431.57 | \$2,504.50 | \$2,579.66 | \$2,657.05 |
|       | 3  | \$2,240.03 | \$2,307.23 | \$2,376.47 | \$2,447.74 | \$2,521.18 | \$2,596.82 | \$2,674.74 | \$2,754.97 | \$2,837.63 | \$2,922.75 |
|       | 4  | \$2,464.05 | \$2,537.99 | \$2,614.11 | \$2,692.53 | \$2,773.31 | \$2,856.52 | \$2,942.20 | \$3,030.47 | \$3,121.38 | \$3,215.04 |
|       | 5  | \$2,710.44 | \$2,791.75 | \$2,875.50 | \$2,961.78 | \$3,050.64 | \$3,142.15 | \$3,236.44 | \$3,333.50 | \$3,433.51 | \$3,536.54 |
|       | 6  | \$2,981.49 | \$3,070.95 | \$3,163.08 | \$3,257.96 | \$3,355.70 | \$3,456.38 | \$3,560.07 | \$3,666.86 | \$3,776.88 | \$3,890.17 |
|       | 7  | \$3,279.64 | \$3,378.04 | \$3,479.36 | \$3,583.76 | \$3,691.28 | \$3,802.01 | \$3,916.06 | \$4,033.54 | \$4,154.55 | \$4,279.19 |
|       | 8  | \$3,607.58 | \$3,715.85 | \$3,827.32 | \$3,942.11 | \$4,060.39 | \$4,182.19 | \$4,307.68 | \$4,436.91 | \$4,570.01 | \$4,707.12 |
|       | 9  | \$3,968.36 | \$4,087.42 | \$4,210.03 | \$4,336.35 | \$4,466.45 | \$4,600.44 | \$4,738.45 | \$4,880.61 | \$5,027.03 | \$5,177.84 |
|       | 10 | \$4,365.20 | \$4,496.18 | \$4,631.05 | \$4,769.98 | \$4,913.09 | \$5,060.48 | \$5,212.29 | \$5,368.65 | \$5,529.71 | \$5,695.60 |

### ANNUALLY

| STEP  |    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          |
|-------|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| GRADE | 1  | \$22,215.31 | \$22,881.76 | \$23,568.21 | \$24,275.23 | \$25,003.51 | \$25,753.62 | \$26,526.23 | \$27,322.01 | \$28,141.64 | \$28,985.89 |
|       | 2  | \$24,436.83 | \$25,169.92 | \$25,925.03 | \$26,702.76 | \$27,503.85 | \$28,328.97 | \$29,178.84 | \$30,054.20 | \$30,955.82 | \$31,884.51 |
|       | 3  | \$26,880.51 | \$27,686.91 | \$28,517.53 | \$29,373.06 | \$30,254.27 | \$31,161.84 | \$32,096.72 | \$33,059.64 | \$34,051.40 | \$35,072.98 |
|       | 4  | \$29,568.56 | \$30,455.61 | \$31,369.28 | \$32,310.36 | \$33,279.67 | \$34,278.06 | \$35,306.40 | \$36,365.58 | \$37,456.56 | \$38,580.27 |
|       | 5  | \$32,525.41 | \$33,501.15 | \$34,506.21 | \$35,541.38 | \$36,607.64 | \$37,705.87 | \$38,837.05 | \$40,002.16 | \$41,202.22 | \$42,438.29 |
|       | 6  | \$35,777.96 | \$36,851.29 | \$37,956.82 | \$39,095.53 | \$40,268.40 | \$41,476.46 | \$42,720.75 | \$44,002.37 | \$45,322.42 | \$46,682.10 |
|       | 7  | \$39,355.73 | \$40,536.41 | \$41,752.51 | \$43,005.10 | \$44,295.23 | \$45,624.09 | \$46,992.84 | \$48,402.59 | \$49,854.67 | \$51,350.33 |
|       | 8  | \$43,291.32 | \$44,590.07 | \$45,927.77 | \$47,305.59 | \$48,724.77 | \$50,186.50 | \$51,692.11 | \$53,242.87 | \$54,840.14 | \$56,485.36 |
|       | 9  | \$47,620.47 | \$49,049.06 | \$50,520.53 | \$52,036.15 | \$53,597.24 | \$55,205.15 | \$56,861.30 | \$58,567.15 | \$60,324.18 | \$62,133.91 |
|       | 10 | \$52,382.51 | \$53,953.97 | \$55,572.59 | \$57,239.78 | \$58,956.97 | \$60,725.69 | \$62,547.44 | \$64,423.87 | \$66,356.60 | \$68,347.29 |

# 2023-2024

## WAGE SCALE ---- EMPLOYER/EMPLOYEE PAID RETIREMENT

### HOURLY

| STEP                  |    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
|-----------------------|----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| G<br>R<br>A<br>D<br>E | 1  | \$12.22 | \$12.57 | \$12.95 | \$13.34 | \$13.74 | \$14.16 | \$14.58 | \$14.99 | \$15.45 | \$15.93 |
|                       | 2  | \$13.43 | \$13.82 | \$14.25 | \$14.69 | \$15.13 | \$15.57 | \$16.03 | \$16.50 | \$17.02 | \$17.51 |
|                       | 3  | \$14.77 | \$15.21 | \$15.70 | \$16.16 | \$16.61 | \$17.12 | \$17.64 | \$18.18 | \$18.70 | \$19.28 |
|                       | 4  | \$16.26 | \$16.75 | \$17.25 | \$17.74 | \$18.32 | \$18.85 | \$19.42 | \$19.98 | \$20.59 | \$21.20 |
|                       | 5  | \$17.88 | \$18.43 | \$18.95 | \$19.54 | \$20.13 | \$20.73 | \$21.34 | \$22.00 | \$22.64 | \$23.32 |
|                       | 6  | \$19.68 | \$20.25 | \$20.84 | \$21.48 | \$22.16 | \$22.78 | \$23.48 | \$24.20 | \$24.93 | \$25.66 |
|                       | 7  | \$21.62 | \$22.28 | \$22.96 | \$23.64 | \$24.35 | \$25.07 | \$25.83 | \$26.59 | \$27.40 | \$28.21 |
|                       | 8  | \$23.80 | \$24.51 | \$25.24 | \$25.98 | \$26.78 | \$27.60 | \$28.40 | \$29.25 | \$30.14 | \$31.05 |
|                       | 9  | \$26.17 | \$26.95 | \$27.76 | \$28.59 | \$29.47 | \$30.34 | \$31.26 | \$32.19 | \$33.17 | \$34.17 |
|                       | 10 | \$28.81 | \$29.65 | \$30.55 | \$31.47 | \$32.39 | \$33.38 | \$34.37 | \$35.41 | \$36.47 | \$37.55 |

### MONTHLY

| STEP                  |    | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         |
|-----------------------|----|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| G<br>R<br>A<br>D<br>E | 1  | \$2,116.39 | \$2,179.90 | \$2,245.28 | \$2,312.63 | \$2,382.00 | \$2,453.48 | \$2,527.08 | \$2,602.88 | \$2,680.98 | \$2,761.41 |
|                       | 2  | \$2,328.02 | \$2,397.86 | \$2,469.80 | \$2,543.89 | \$2,620.22 | \$2,698.83 | \$2,779.80 | \$2,863.19 | \$2,949.07 | \$3,037.55 |
|                       | 3  | \$2,560.84 | \$2,637.65 | \$2,716.80 | \$2,798.29 | \$2,882.24 | \$2,968.73 | \$3,057.77 | \$3,149.51 | \$3,243.98 | \$3,341.32 |
|                       | 4  | \$2,816.90 | \$2,901.42 | \$2,988.46 | \$3,078.13 | \$3,170.46 | \$3,265.56 | \$3,363.56 | \$3,464.47 | \$3,568.38 | \$3,675.45 |
|                       | 5  | \$3,098.61 | \$3,191.55 | \$3,287.32 | \$3,385.94 | \$3,487.50 | \$3,592.13 | \$3,699.90 | \$3,810.89 | \$3,925.23 | \$4,042.97 |
|                       | 6  | \$3,408.47 | \$3,510.71 | \$3,616.06 | \$3,724.52 | \$3,836.27 | \$3,951.35 | \$4,069.89 | \$4,191.99 | \$4,317.76 | \$4,447.29 |
|                       | 7  | \$3,749.31 | \$3,861.80 | \$3,977.67 | \$4,096.98 | \$4,219.86 | \$4,346.49 | \$4,476.90 | \$4,611.21 | \$4,749.52 | \$4,892.01 |
|                       | 8  | \$4,124.26 | \$4,247.98 | \$4,375.43 | \$4,506.67 | \$4,641.88 | \$4,781.12 | \$4,924.58 | \$5,072.30 | \$5,224.47 | \$5,381.20 |
|                       | 9  | \$4,536.69 | \$4,672.79 | \$4,812.97 | \$4,957.35 | \$5,106.06 | \$5,259.25 | \$5,417.05 | \$5,579.55 | \$5,746.93 | \$5,919.33 |
|                       | 10 | \$4,990.33 | \$5,140.06 | \$5,294.25 | \$5,453.10 | \$5,616.69 | \$5,785.18 | \$5,958.73 | \$6,137.50 | \$6,321.62 | \$6,511.25 |

### ANNUALLY

| STEP                  |    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          |
|-----------------------|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| G<br>R<br>A<br>D<br>E | 1  | \$25,396.69 | \$26,158.62 | \$26,943.36 | \$27,751.67 | \$28,584.21 | \$29,441.73 | \$30,324.99 | \$31,234.73 | \$32,171.77 | \$33,136.93 |
|                       | 2  | \$27,936.37 | \$28,774.46 | \$29,637.71 | \$30,526.82 | \$31,442.62 | \$32,385.89 | \$33,357.49 | \$34,358.22 | \$35,388.97 | \$36,450.61 |
|                       | 3  | \$30,730.01 | \$31,651.92 | \$32,601.45 | \$33,579.51 | \$34,586.90 | \$35,624.48 | \$36,693.22 | \$37,794.02 | \$38,927.85 | \$40,095.70 |
|                       | 4  | \$33,803.00 | \$34,817.10 | \$35,861.59 | \$36,937.46 | \$38,045.58 | \$39,186.93 | \$40,362.56 | \$41,573.42 | \$42,820.65 | \$44,105.26 |
|                       | 5  | \$37,183.31 | \$38,298.81 | \$39,447.75 | \$40,631.20 | \$41,850.13 | \$43,105.62 | \$44,398.82 | \$45,730.77 | \$47,102.72 | \$48,515.78 |
|                       | 6  | \$40,901.64 | \$42,128.68 | \$43,392.53 | \$44,694.33 | \$46,035.15 | \$47,416.20 | \$48,838.67 | \$50,303.86 | \$51,812.99 | \$53,367.35 |
|                       | 7  | \$44,991.78 | \$46,341.56 | \$47,731.77 | \$49,163.75 | \$50,638.67 | \$52,157.84 | \$53,722.57 | \$55,334.24 | \$56,994.25 | \$58,704.12 |
|                       | 8  | \$49,490.96 | \$50,975.71 | \$52,504.96 | \$54,080.12 | \$55,702.54 | \$57,373.60 | \$59,094.81 | \$60,867.66 | \$62,693.66 | \$64,574.50 |
|                       | 9  | \$54,440.09 | \$56,073.25 | \$57,755.47 | \$59,488.14 | \$61,272.79 | \$63,110.97 | \$65,004.30 | \$66,954.42 | \$68,963.04 | \$71,031.94 |
|                       | 10 | \$59,884.08 | \$61,680.62 | \$63,531.02 | \$65,436.94 | \$67,400.06 | \$69,422.05 | \$71,504.71 | \$73,649.88 | \$75,859.38 | \$78,135.13 |