

Schedule C – Pay Plan

Bi-weekly

Approximate Annual

Effective Date: August 1, 2025

Band	Minimum	Maximum
	80%	100%
1	\$1,459.19	\$1,823.97
2	\$1,603.64	\$2,004.56
3	\$1,762.40	\$2,202.99
4	\$1,936.87	\$2,421.07
5	\$2,128.63	\$2,660.78
6	\$2,339.37	\$2,924.21
7	\$2,570.94	\$3,213.69
8	\$2,825.47	\$3,531.85
9	\$3,105.22	\$3,881.54
10	\$3,412.61	\$4,265.76
11	\$3,750.49	\$4,688.10
12	\$4,121.78	\$5,152.22
13	\$4,418.53	\$5,523.17
14	\$4,736.69	\$5,920.87
15	\$5,077.73	\$6,347.15
16	\$5,443.32	\$6,804.13
17	\$5,835.20	\$7,294.01
18	\$6,127.00	\$7,658.75
19	\$6,433.32	\$8,041.65
20	\$6,755.02	\$8,443.77

Band	Minimum	Maximum
	80%	100%
1	\$37,939	\$47,423
2	\$41,695	\$52,119
3	\$45,822	\$57,278
4	\$50,359	\$62,948
5	\$55,344	\$69,180
6	\$60,824	\$76,029
7	\$66,844	\$83,556
8	\$73,462	\$91,828
9	\$80,736	\$100,920
10	\$88,728	\$110,910
11	\$97,513	\$121,891
12	\$107,166	\$133,958
13	\$114,882	\$143,602
14	\$123,154	\$153,943
15	\$132,021	\$165,026
16	\$141,526	\$176,907
17	\$151,715	\$189,644
18	\$159,302	\$199,128
19	\$167,266	\$209,083
20	\$175,631	\$219,538

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

1

	Minimum	Maximum
Approx. Annual	\$37,939	- \$47,423
Bi-weekly	\$1,459.19	- \$1,823.97
Hourly	\$20.85	- \$26.06

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$37,939	\$1,459.19	\$20.85
81%	\$38,413	\$1,477.43	\$21.11
82%	\$38,887	\$1,495.66	\$21.37
83%	\$39,361	\$1,513.89	\$21.63
84%	\$39,836	\$1,532.15	\$21.89
85%	\$40,310	\$1,550.38	\$22.15
86%	\$40,784	\$1,568.62	\$22.41
87%	\$41,258	\$1,586.84	\$22.67
88%	\$41,733	\$1,605.10	\$22.93
89%	\$42,207	\$1,623.34	\$23.19
90%	\$42,681	\$1,641.58	\$23.45
91%	\$43,156	\$1,659.83	\$23.71
92%	\$43,630	\$1,678.06	\$23.97
93%	\$44,104	\$1,696.30	\$24.23
94%	\$44,578	\$1,714.54	\$24.49
95%	\$45,053	\$1,732.79	\$24.75
96%	\$45,526	\$1,751.01	\$25.01
97%	\$46,001	\$1,769.26	\$25.28
98%	\$46,475	\$1,787.49	\$25.54
99%	\$46,949	\$1,805.74	\$25.80
100%	\$47,423	\$1,823.97	\$26.06

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

2

	Minimum	Maximum
Approx. Annual	\$41,695	- \$52,119
Bi-weekly	\$1,603.64	- \$2,004.56
Hourly	\$22.91	- \$28.64

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$41,695	\$1,603.64	\$22.91
81%	\$42,216	\$1,623.71	\$23.20
82%	\$42,737	\$1,643.74	\$23.48
83%	\$43,258	\$1,663.78	\$23.77
84%	\$43,780	\$1,683.83	\$24.05
85%	\$44,301	\$1,703.88	\$24.34
86%	\$44,822	\$1,723.92	\$24.63
87%	\$45,343	\$1,743.97	\$24.91
88%	\$45,864	\$1,764.01	\$25.20
89%	\$46,386	\$1,784.06	\$25.49
90%	\$46,907	\$1,804.10	\$25.77
91%	\$47,428	\$1,824.16	\$26.06
92%	\$47,949	\$1,844.19	\$26.35
93%	\$48,470	\$1,864.24	\$26.63
94%	\$48,992	\$1,884.29	\$26.92
95%	\$49,513	\$1,904.34	\$27.20
96%	\$50,034	\$1,924.37	\$27.49
97%	\$50,555	\$1,944.43	\$27.78
98%	\$51,076	\$1,964.47	\$28.06
99%	\$51,598	\$1,984.52	\$28.35
100%	\$52,119	\$2,004.56	\$28.64

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

3

	Minimum	Maximum
Approx. Annual	\$45,822	- \$57,278
Bi-weekly	\$1,762.40	- \$2,202.99
Hourly	\$25.18	- \$31.47

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$45,822	\$1,762.40	\$25.18
81%	\$46,395	\$1,784.41	\$25.49
82%	\$46,967	\$1,806.44	\$25.81
83%	\$47,540	\$1,828.47	\$26.12
84%	\$48,113	\$1,850.50	\$26.44
85%	\$48,686	\$1,872.54	\$26.75
86%	\$49,259	\$1,894.56	\$27.07
87%	\$49,831	\$1,916.59	\$27.38
88%	\$50,404	\$1,938.63	\$27.69
89%	\$50,977	\$1,960.65	\$28.01
90%	\$51,550	\$1,982.69	\$28.32
91%	\$52,122	\$2,004.71	\$28.64
92%	\$52,695	\$2,026.74	\$28.95
93%	\$53,268	\$2,048.76	\$29.27
94%	\$53,841	\$2,070.80	\$29.58
95%	\$54,414	\$2,092.84	\$29.90
96%	\$54,986	\$2,114.86	\$30.21
97%	\$55,559	\$2,136.89	\$30.53
98%	\$56,132	\$2,158.91	\$30.84
99%	\$56,705	\$2,180.96	\$31.16
100%	\$57,278	\$2,202.99	\$31.47

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

4

	Minimum	Maximum
Approx. Annual	\$50,359	- \$62,948
Bi-weekly	\$1,936.87	- \$2,421.07
Hourly	\$27.67	- \$34.59

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$50,359	\$1,936.87	\$27.67
81%	\$50,988	\$1,961.08	\$28.02
82%	\$51,617	\$1,985.28	\$28.36
83%	\$52,247	\$2,009.49	\$28.71
84%	\$52,876	\$2,033.70	\$29.05
85%	\$53,506	\$2,057.91	\$29.40
86%	\$54,135	\$2,082.13	\$29.74
87%	\$54,765	\$2,106.33	\$30.09
88%	\$55,394	\$2,130.55	\$30.44
89%	\$56,024	\$2,154.76	\$30.78
90%	\$56,653	\$2,178.98	\$31.13
91%	\$57,283	\$2,203.18	\$31.47
92%	\$57,912	\$2,227.39	\$31.82
93%	\$58,542	\$2,251.60	\$32.17
94%	\$59,171	\$2,275.81	\$32.51
95%	\$59,801	\$2,300.02	\$32.86
96%	\$60,430	\$2,324.23	\$33.20
97%	\$61,059	\$2,348.44	\$33.55
98%	\$61,689	\$2,372.65	\$33.90
99%	\$62,318	\$2,396.86	\$34.24
100%	\$62,948	\$2,421.07	\$34.59

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

5

	Minimum	Maximum
Approx. Annual	\$55,344	- \$69,180
Bi-weekly	\$2,128.63	- \$2,660.78
Hourly	\$30.41	- \$38.01

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$55,344	\$2,128.63	\$30.41
81%	\$56,036	\$2,155.24	\$30.79
82%	\$56,728	\$2,181.84	\$31.17
83%	\$57,420	\$2,208.45	\$31.55
84%	\$58,111	\$2,235.05	\$31.93
85%	\$58,803	\$2,261.67	\$32.31
86%	\$59,495	\$2,288.28	\$32.69
87%	\$60,187	\$2,314.88	\$33.07
88%	\$60,878	\$2,341.48	\$33.45
89%	\$61,570	\$2,368.08	\$33.83
90%	\$62,262	\$2,394.71	\$34.21
91%	\$62,954	\$2,421.32	\$34.59
92%	\$63,646	\$2,447.92	\$34.97
93%	\$64,338	\$2,474.53	\$35.35
94%	\$65,029	\$2,501.13	\$35.73
95%	\$65,721	\$2,527.74	\$36.11
96%	\$66,413	\$2,554.36	\$36.49
97%	\$67,105	\$2,580.96	\$36.87
98%	\$67,797	\$2,607.57	\$37.25
99%	\$68,488	\$2,634.17	\$37.63
100%	\$69,180	\$2,660.78	\$38.01

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

6

	Minimum	Maximum
Approx. Annual	\$60,824	- \$76,029
Bi-weekly	\$2,339.37	- \$2,924.21
Hourly	\$33.42	- \$41.77

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$60,824	\$2,339.37	\$33.42
81%	\$61,584	\$2,368.61	\$33.84
82%	\$62,344	\$2,397.85	\$34.26
83%	\$63,104	\$2,427.09	\$34.67
84%	\$63,865	\$2,456.33	\$35.09
85%	\$64,625	\$2,485.58	\$35.51
86%	\$65,385	\$2,514.81	\$35.93
87%	\$66,145	\$2,544.05	\$36.34
88%	\$66,906	\$2,573.31	\$36.76
89%	\$67,666	\$2,602.54	\$37.18
90%	\$68,426	\$2,631.77	\$37.60
91%	\$69,187	\$2,661.04	\$38.01
92%	\$69,947	\$2,690.27	\$38.43
93%	\$70,707	\$2,719.51	\$38.85
94%	\$71,468	\$2,748.75	\$39.27
95%	\$72,228	\$2,778.01	\$39.69
96%	\$72,988	\$2,807.23	\$40.10
97%	\$73,748	\$2,836.48	\$40.52
98%	\$74,508	\$2,865.71	\$40.94
99%	\$75,269	\$2,894.96	\$41.36
100%	\$76,029	\$2,924.21	\$41.77

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

7

	Minimum	Maximum
Approx. Annual	\$66,844	- \$83,556
Bi-weekly	\$2,570.94	- \$3,213.69
Hourly	\$36.73	- \$45.91

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$66,844	\$2,570.94	\$36.73
81%	\$67,680	\$2,603.09	\$37.19
82%	\$68,516	\$2,635.22	\$37.65
83%	\$69,351	\$2,667.36	\$38.11
84%	\$70,187	\$2,699.49	\$38.56
85%	\$71,023	\$2,731.64	\$39.02
86%	\$71,858	\$2,763.77	\$39.48
87%	\$72,694	\$2,795.91	\$39.94
88%	\$73,529	\$2,828.03	\$40.40
89%	\$74,364	\$2,860.17	\$40.86
90%	\$75,200	\$2,892.31	\$41.32
91%	\$76,036	\$2,924.45	\$41.78
92%	\$76,871	\$2,956.59	\$42.24
93%	\$77,706	\$2,988.71	\$42.70
94%	\$78,542	\$3,020.86	\$43.16
95%	\$79,378	\$3,053.00	\$43.61
96%	\$80,214	\$3,085.14	\$44.07
97%	\$81,049	\$3,117.26	\$44.53
98%	\$81,884	\$3,149.40	\$44.99
99%	\$82,720	\$3,181.55	\$45.45
100%	\$83,556	\$3,213.69	\$45.91

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

8

	Minimum	Maximum
Approx. Annual	\$73,462	- \$91,828
Bi-weekly	\$2,825.47	- \$3,531.85
Hourly	\$40.36	- \$50.46

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$73,462	\$2,825.47	\$40.36
81%	\$74,381	\$2,860.80	\$40.87
82%	\$75,299	\$2,896.11	\$41.37
83%	\$76,217	\$2,931.44	\$41.88
84%	\$77,136	\$2,966.76	\$42.38
85%	\$78,054	\$3,002.06	\$42.89
86%	\$78,972	\$3,037.39	\$43.39
87%	\$79,890	\$3,072.70	\$43.90
88%	\$80,809	\$3,108.02	\$44.40
89%	\$81,727	\$3,143.35	\$44.91
90%	\$82,645	\$3,178.66	\$45.41
91%	\$83,564	\$3,213.99	\$45.91
92%	\$84,482	\$3,249.30	\$46.42
93%	\$85,400	\$3,284.60	\$46.92
94%	\$86,318	\$3,319.94	\$47.43
95%	\$87,237	\$3,355.26	\$47.93
96%	\$88,155	\$3,390.57	\$48.44
97%	\$89,073	\$3,425.89	\$48.94
98%	\$89,991	\$3,461.21	\$49.45
99%	\$90,910	\$3,496.53	\$49.95
100%	\$91,828	\$3,531.85	\$50.46

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

9

	Minimum	Maximum
Approx. Annual	\$80,736	- \$100,920
Bi-weekly	\$3,105.22	- \$3,881.54
Hourly	\$44.36	- \$55.45

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$80,736	\$3,105.22	\$44.36
81%	\$81,745	\$3,144.04	\$44.91
82%	\$82,754	\$3,182.86	\$45.47
83%	\$83,764	\$3,221.68	\$46.02
84%	\$84,773	\$3,260.49	\$46.58
85%	\$85,782	\$3,299.30	\$47.13
86%	\$86,791	\$3,338.12	\$47.69
87%	\$87,800	\$3,376.93	\$48.24
88%	\$88,810	\$3,415.76	\$48.80
89%	\$89,819	\$3,454.57	\$49.35
90%	\$90,828	\$3,493.37	\$49.91
91%	\$91,837	\$3,532.19	\$50.46
92%	\$92,846	\$3,571.01	\$51.01
93%	\$93,855	\$3,609.82	\$51.57
94%	\$94,865	\$3,648.65	\$52.12
95%	\$95,874	\$3,687.46	\$52.68
96%	\$96,883	\$3,726.27	\$53.23
97%	\$97,892	\$3,765.09	\$53.79
98%	\$98,901	\$3,803.90	\$54.34
99%	\$99,911	\$3,842.72	\$54.90
100%	\$100,920	\$3,881.54	\$55.45

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

10

	Minimum	Maximum
Approx. Annual	\$88,728	- \$110,910
Bi-weekly	\$3,412.61	- \$4,265.76
Hourly	\$48.75	- \$60.94

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$88,728	\$3,412.61	\$48.75
81%	\$89,837	\$3,455.27	\$49.36
82%	\$90,946	\$3,497.92	\$49.97
83%	\$92,055	\$3,540.58	\$50.58
84%	\$93,165	\$3,583.25	\$51.19
85%	\$94,273	\$3,625.90	\$51.80
86%	\$95,382	\$3,668.55	\$52.41
87%	\$96,491	\$3,711.21	\$53.02
88%	\$97,601	\$3,753.88	\$53.63
89%	\$98,710	\$3,796.54	\$54.24
90%	\$99,819	\$3,839.19	\$54.85
91%	\$100,928	\$3,881.84	\$55.45
92%	\$102,037	\$3,924.50	\$56.06
93%	\$103,146	\$3,967.17	\$56.67
94%	\$104,255	\$4,009.81	\$57.28
95%	\$105,364	\$4,052.48	\$57.89
96%	\$106,474	\$4,095.14	\$58.50
97%	\$107,583	\$4,137.79	\$59.11
98%	\$108,692	\$4,180.45	\$59.72
99%	\$109,801	\$4,223.11	\$60.33
100%	\$110,910	\$4,265.76	\$60.94

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

11

	Minimum	Maximum
Approx. Annual	\$97,513	- \$121,891
Bi-weekly	\$3,750.49	- \$4,688.10
Hourly	\$53.58	- \$66.97

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$97,513	\$3,750.49	\$53.58
81%	\$98,732	\$3,797.37	\$54.25
82%	\$99,950	\$3,844.24	\$54.92
83%	\$101,170	\$3,891.14	\$55.59
84%	\$102,389	\$3,938.02	\$56.26
85%	\$103,607	\$3,984.90	\$56.93
86%	\$104,826	\$4,031.77	\$57.60
87%	\$106,045	\$4,078.65	\$58.27
88%	\$107,264	\$4,125.54	\$58.94
89%	\$108,483	\$4,172.41	\$59.61
90%	\$109,702	\$4,219.30	\$60.28
91%	\$110,920	\$4,266.17	\$60.95
92%	\$112,140	\$4,313.06	\$61.62
93%	\$113,358	\$4,359.94	\$62.28
94%	\$114,578	\$4,406.83	\$62.95
95%	\$115,796	\$4,453.71	\$63.62
96%	\$117,015	\$4,500.58	\$64.29
97%	\$118,234	\$4,547.46	\$64.96
98%	\$119,453	\$4,594.36	\$65.63
99%	\$120,672	\$4,641.22	\$66.30
100%	\$121,891	\$4,688.10	\$66.97

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

12

	Minimum	Maximum
Approx. Annual	\$107,166	- \$133,958
Bi-weekly	\$4,121.78	- \$5,152.22
Hourly	\$58.88	- \$73.60

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$107,166	\$4,121.78	\$58.88
81%	\$108,506	\$4,173.30	\$59.62
82%	\$109,845	\$4,224.82	\$60.35
83%	\$111,185	\$4,276.34	\$61.09
84%	\$112,524	\$4,327.86	\$61.83
85%	\$113,864	\$4,379.39	\$62.56
86%	\$115,204	\$4,430.91	\$63.30
87%	\$116,543	\$4,482.44	\$64.03
88%	\$117,883	\$4,533.96	\$64.77
89%	\$119,222	\$4,585.47	\$65.51
90%	\$120,562	\$4,637.00	\$66.24
91%	\$121,902	\$4,688.52	\$66.98
92%	\$123,241	\$4,740.04	\$67.71
93%	\$124,581	\$4,791.56	\$68.45
94%	\$125,920	\$4,843.08	\$69.19
95%	\$127,260	\$4,894.61	\$69.92
96%	\$128,599	\$4,946.13	\$70.66
97%	\$129,939	\$4,997.66	\$71.40
98%	\$131,278	\$5,049.17	\$72.13
99%	\$132,618	\$5,100.69	\$72.87
100%	\$133,958	\$5,152.22	\$73.60

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

13

	Minimum	Maximum
Approx. Annual	\$114,882	- \$143,602
Bi-weekly	\$4,418.53	- \$5,523.17
Hourly	\$63.12	- \$78.90

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$114,882	\$4,418.53	\$63.12
81%	\$116,318	\$4,473.76	\$63.91
82%	\$117,754	\$4,529.00	\$64.70
83%	\$119,190	\$4,584.23	\$65.49
84%	\$120,626	\$4,639.46	\$66.28
85%	\$122,062	\$4,694.68	\$67.07
86%	\$123,498	\$4,749.92	\$67.86
87%	\$124,934	\$4,805.15	\$68.65
88%	\$126,370	\$4,860.39	\$69.43
89%	\$127,806	\$4,915.62	\$70.22
90%	\$129,242	\$4,970.85	\$71.01
91%	\$130,678	\$5,026.08	\$71.80
92%	\$132,114	\$5,081.31	\$72.59
93%	\$133,550	\$5,136.54	\$73.38
94%	\$134,986	\$5,191.77	\$74.17
95%	\$136,422	\$5,247.01	\$74.96
96%	\$137,859	\$5,302.25	\$75.75
97%	\$139,294	\$5,357.47	\$76.54
98%	\$140,730	\$5,412.69	\$77.32
99%	\$142,166	\$5,467.93	\$78.11
100%	\$143,602	\$5,523.17	\$78.90

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

14

	Minimum	Maximum
Approx. Annual	\$123,154	- \$153,943
Bi-weekly	\$4,736.69	- \$5,920.87
Hourly	\$67.67	- \$84.58

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$123,154	\$4,736.69	\$67.67
81%	\$124,694	\$4,795.91	\$68.51
82%	\$126,233	\$4,855.11	\$69.36
83%	\$127,772	\$4,914.32	\$70.20
84%	\$129,312	\$4,973.52	\$71.05
85%	\$130,851	\$5,032.73	\$71.90
86%	\$132,390	\$5,091.93	\$72.74
87%	\$133,930	\$5,151.14	\$73.59
88%	\$135,469	\$5,210.35	\$74.43
89%	\$137,009	\$5,269.56	\$75.28
90%	\$138,548	\$5,328.78	\$76.13
91%	\$140,087	\$5,387.98	\$76.97
92%	\$141,627	\$5,447.21	\$77.82
93%	\$143,167	\$5,506.41	\$78.66
94%	\$144,706	\$5,565.62	\$79.51
95%	\$146,245	\$5,624.82	\$80.35
96%	\$147,785	\$5,684.03	\$81.20
97%	\$149,324	\$5,743.23	\$82.05
98%	\$150,864	\$5,802.45	\$82.89
99%	\$152,403	\$5,861.65	\$83.74
100%	\$153,943	\$5,920.87	\$84.58

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

15

	Minimum	Maximum
Approx. Annual	\$132,021	- \$165,026
Bi-weekly	\$5,077.73	- \$6,347.15
Hourly	\$72.54	- \$90.67

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$132,021	\$5,077.73	\$72.54
81%	\$133,671	\$5,141.21	\$73.45
82%	\$135,321	\$5,204.67	\$74.35
83%	\$136,972	\$5,268.14	\$75.26
84%	\$138,622	\$5,331.61	\$76.17
85%	\$140,272	\$5,395.09	\$77.07
86%	\$141,923	\$5,458.56	\$77.98
87%	\$143,573	\$5,522.03	\$78.89
88%	\$145,223	\$5,585.49	\$79.79
89%	\$146,873	\$5,648.96	\$80.70
90%	\$148,523	\$5,712.43	\$81.61
91%	\$150,173	\$5,775.90	\$82.51
92%	\$151,824	\$5,839.37	\$83.42
93%	\$153,474	\$5,902.85	\$84.33
94%	\$155,124	\$5,966.32	\$85.23
95%	\$156,775	\$6,029.79	\$86.14
96%	\$158,425	\$6,093.26	\$87.05
97%	\$160,076	\$6,156.75	\$87.95
98%	\$161,726	\$6,220.22	\$88.86
99%	\$163,376	\$6,283.68	\$89.77
100%	\$165,026	\$6,347.15	\$90.67

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

16

	Minimum	Maximum
Approx. Annual	\$141,526	- \$176,907
Bi-weekly	\$5,443.32	- \$6,804.13
Hourly	\$77.76	- \$97.20

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$141,526	\$5,443.32	\$77.76
81%	\$143,296	\$5,511.37	\$78.73
82%	\$145,064	\$5,579.39	\$79.71
83%	\$146,833	\$5,647.42	\$80.68
84%	\$148,603	\$5,715.49	\$81.65
85%	\$150,372	\$5,783.52	\$82.62
86%	\$152,141	\$5,851.56	\$83.59
87%	\$153,910	\$5,919.61	\$84.57
88%	\$155,679	\$5,987.64	\$85.54
89%	\$157,448	\$6,055.69	\$86.51
90%	\$159,217	\$6,123.72	\$87.48
91%	\$160,986	\$6,191.78	\$88.45
92%	\$162,755	\$6,259.81	\$89.43
93%	\$164,524	\$6,327.86	\$90.40
94%	\$166,293	\$6,395.90	\$91.37
95%	\$168,062	\$6,463.93	\$92.34
96%	\$169,831	\$6,531.97	\$93.31
97%	\$171,600	\$6,600.00	\$94.29
98%	\$173,370	\$6,668.07	\$95.26
99%	\$175,139	\$6,736.10	\$96.23
100%	\$176,907	\$6,804.13	\$97.20

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

17

	Minimum	Maximum
Approx. Annual	\$151,715	- \$189,644
Bi-weekly	\$5,835.20	- \$7,294.01
Hourly	\$83.36	- \$104.20

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$151,715	\$5,835.20	\$83.36
81%	\$153,612	\$5,908.16	\$84.40
82%	\$155,508	\$5,981.09	\$85.44
83%	\$157,405	\$6,054.04	\$86.49
84%	\$159,301	\$6,126.98	\$87.53
85%	\$161,198	\$6,199.91	\$88.57
86%	\$163,094	\$6,272.86	\$89.61
87%	\$164,991	\$6,345.79	\$90.65
88%	\$166,887	\$6,418.74	\$91.70
89%	\$168,784	\$6,491.68	\$92.74
90%	\$170,680	\$6,564.61	\$93.78
91%	\$172,577	\$6,637.56	\$94.82
92%	\$174,473	\$6,710.50	\$95.86
93%	\$176,369	\$6,783.43	\$96.91
94%	\$178,266	\$6,856.38	\$97.95
95%	\$180,162	\$6,929.31	\$98.99
96%	\$182,059	\$7,002.25	\$100.03
97%	\$183,955	\$7,075.19	\$101.07
98%	\$185,852	\$7,148.14	\$102.12
99%	\$187,748	\$7,221.09	\$103.16
100%	\$189,644	\$7,294.01	\$104.20

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

18

	Minimum	Maximum
Approx. Annual	\$159,302	- \$199,128
Bi-weekly	\$6,127.00	- \$7,658.75
Hourly	\$87.53	- \$109.41

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$159,302	\$6,127.00	\$87.53
81%	\$161,293	\$6,203.59	\$88.62
82%	\$163,285	\$6,280.18	\$89.72
83%	\$165,276	\$6,356.76	\$90.81
84%	\$167,267	\$6,433.36	\$91.91
85%	\$169,258	\$6,509.94	\$93.00
86%	\$171,250	\$6,586.53	\$94.09
87%	\$173,241	\$6,663.11	\$95.19
88%	\$175,232	\$6,739.70	\$96.28
89%	\$177,224	\$6,816.29	\$97.38
90%	\$179,215	\$6,892.87	\$98.47
91%	\$181,206	\$6,969.46	\$99.56
92%	\$183,197	\$7,046.05	\$100.66
93%	\$185,189	\$7,122.64	\$101.75
94%	\$187,180	\$7,199.22	\$102.85
95%	\$189,171	\$7,275.80	\$103.94
96%	\$191,162	\$7,352.40	\$105.03
97%	\$193,154	\$7,428.99	\$106.13
98%	\$195,145	\$7,505.57	\$107.22
99%	\$197,136	\$7,582.16	\$108.32
100%	\$199,128	\$7,658.75	\$109.41

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

19

	Minimum	Maximum
Approx. Annual	\$167,266	- \$209,083
Bi-weekly	\$6,433.32	- \$8,041.65
Hourly	\$91.90	- \$114.88

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$167,266	\$6,433.32	\$91.90
81%	\$169,357	\$6,513.74	\$93.05
82%	\$171,448	\$6,594.17	\$94.20
83%	\$173,539	\$6,674.57	\$95.35
84%	\$175,630	\$6,755.00	\$96.50
85%	\$177,721	\$6,835.42	\$97.65
86%	\$179,811	\$6,915.82	\$98.80
87%	\$181,902	\$6,996.24	\$99.95
88%	\$183,993	\$7,076.65	\$101.10
89%	\$186,084	\$7,157.06	\$102.24
90%	\$188,175	\$7,237.49	\$103.39
91%	\$190,265	\$7,317.90	\$104.54
92%	\$192,356	\$7,398.32	\$105.69
93%	\$194,447	\$7,478.74	\$106.84
94%	\$196,538	\$7,559.16	\$107.99
95%	\$198,629	\$7,639.59	\$109.14
96%	\$200,720	\$7,720.00	\$110.29
97%	\$202,811	\$7,800.41	\$111.43
98%	\$204,902	\$7,880.83	\$112.58
99%	\$206,992	\$7,961.23	\$113.73
100%	\$209,083	\$8,041.65	\$114.88

Non-Bargaining Pay Plan
Effective Date: August 1, 2025

20

	Minimum	Maximum
Approx. Annual	\$175,631	- \$219,538
Bi-weekly	\$6,755.02	- \$8,443.77
Hourly	\$96.50	- \$120.63

Compa-Ratio	Annual	Bi-weekly	Hourly
80%	\$175,631	\$6,755.02	\$96.50
81%	\$177,826	\$6,839.46	\$97.71
82%	\$180,021	\$6,923.88	\$98.91
83%	\$182,217	\$7,008.33	\$100.12
84%	\$184,412	\$7,092.76	\$101.33
85%	\$186,607	\$7,177.21	\$102.53
86%	\$188,803	\$7,261.65	\$103.74
87%	\$190,998	\$7,346.08	\$104.94
88%	\$193,194	\$7,430.52	\$106.15
89%	\$195,389	\$7,514.95	\$107.36
90%	\$197,584	\$7,599.40	\$108.56
91%	\$199,780	\$7,683.83	\$109.77
92%	\$201,975	\$7,768.27	\$110.98
93%	\$204,170	\$7,852.69	\$112.18
94%	\$206,366	\$7,937.15	\$113.39
95%	\$208,561	\$8,021.59	\$114.59
96%	\$210,757	\$8,106.02	\$115.80
97%	\$212,952	\$8,190.47	\$117.01
98%	\$215,147	\$8,274.89	\$118.21
99%	\$217,343	\$8,359.33	\$119.42
100%	\$219,538	\$8,443.77	\$120.63