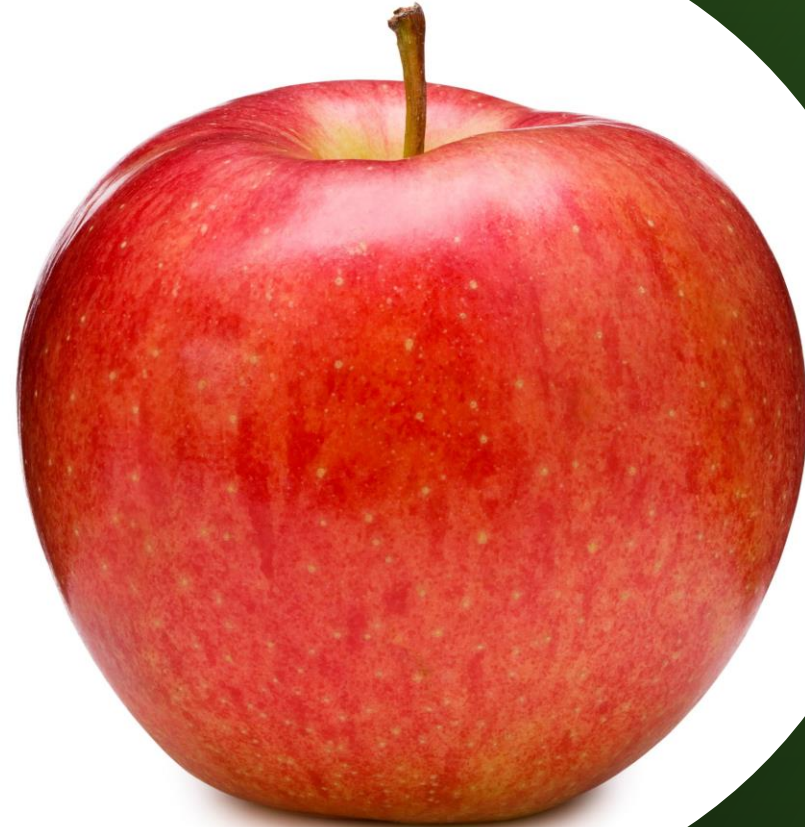


# Non-Union Compensation Framework

Pay Band Salaries  
2025



# Band 1

August 1, 2025

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

| August 1, 2025 |          |            |
|----------------|----------|------------|
| Compa-Ratio    | Annual   | Bi-weekly  |
| 80%            | \$37,939 | \$1,459.19 |
| 81%            | \$38,413 | \$1,477.43 |
| 82%            | \$38,887 | \$1,495.66 |
| 83%            | \$39,361 | \$1,513.89 |
| 84%            | \$39,836 | \$1,532.15 |
| 85%            | \$40,310 | \$1,550.38 |
| 86%            | \$40,784 | \$1,568.62 |
| 87%            | \$41,258 | \$1,586.84 |
| 88%            | \$41,733 | \$1,605.10 |
| 89%            | \$42,207 | \$1,623.34 |
| 90%            | \$42,681 | \$1,641.58 |
| 91%            | \$43,156 | \$1,659.83 |
| 92%            | \$43,630 | \$1,678.06 |
| 93%            | \$44,104 | \$1,696.30 |
| 94%            | \$44,578 | \$1,714.54 |
| 95%            | \$45,053 | \$1,732.79 |
| 96%            | \$45,526 | \$1,751.01 |
| 97%            | \$46,001 | \$1,769.26 |
| 98%            | \$46,475 | \$1,787.49 |
| 99%            | \$46,949 | \$1,805.74 |
| 100%           | \$47,423 | \$1,823.97 |

# Band 2

August 1, 2025

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

| August 1, 2025 |          |  |            |
|----------------|----------|--|------------|
| Compa-Ratio    | Annual   |  | Bi-weekly  |
| 80%            | \$41,695 |  | \$1,603.64 |
| 81%            | \$42,216 |  | \$1,623.71 |
| 82%            | \$42,737 |  | \$1,643.74 |
| 83%            | \$43,258 |  | \$1,663.78 |
| 84%            | \$43,780 |  | \$1,683.83 |
| 85%            | \$44,301 |  | \$1,703.88 |
| 86%            | \$44,822 |  | \$1,723.92 |
| 87%            | \$45,343 |  | \$1,743.97 |
| 88%            | \$45,864 |  | \$1,764.01 |
| 89%            | \$46,386 |  | \$1,784.06 |
| 90%            | \$46,907 |  | \$1,804.10 |
| 91%            | \$47,428 |  | \$1,824.16 |
| 92%            | \$47,949 |  | \$1,844.19 |
| 93%            | \$48,470 |  | \$1,864.24 |
| 94%            | \$48,992 |  | \$1,884.29 |
| 95%            | \$49,513 |  | \$1,904.34 |
| 96%            | \$50,034 |  | \$1,924.37 |
| 97%            | \$50,555 |  | \$1,944.43 |
| 98%            | \$51,076 |  | \$1,964.47 |
| 99%            | \$51,598 |  | \$1,984.52 |
| 100%           | \$52,119 |  | \$2,004.56 |

# Band 3

August 1, 2025

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

| August 1, 2025 |          |  |            |
|----------------|----------|--|------------|
| Compa-Ratio    | Annual   |  | Bi-weekly  |
| 80%            | \$45,822 |  | \$1,762.40 |
| 81%            | \$46,395 |  | \$1,784.41 |
| 82%            | \$46,967 |  | \$1,806.44 |
| 83%            | \$47,540 |  | \$1,828.47 |
| 84%            | \$48,113 |  | \$1,850.50 |
| 85%            | \$48,686 |  | \$1,872.54 |
| 86%            | \$49,259 |  | \$1,894.56 |
| 87%            | \$49,831 |  | \$1,916.59 |
| 88%            | \$50,404 |  | \$1,938.63 |
| 89%            | \$50,977 |  | \$1,960.65 |
| 90%            | \$51,550 |  | \$1,982.69 |
| 91%            | \$52,122 |  | \$2,004.71 |
| 92%            | \$52,695 |  | \$2,026.74 |
| 93%            | \$53,268 |  | \$2,048.76 |
| 94%            | \$53,841 |  | \$2,070.80 |
| 95%            | \$54,414 |  | \$2,092.84 |
| 96%            | \$54,986 |  | \$2,114.86 |
| 97%            | \$55,559 |  | \$2,136.89 |
| 98%            | \$56,132 |  | \$2,158.91 |
| 99%            | \$56,705 |  | \$2,180.96 |
| 100%           | \$57,278 |  | \$2,202.99 |

# Band 4

August 1, 2025

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

| August 1, 2025 |          |  |            |
|----------------|----------|--|------------|
| Compa-Ratio    | Annual   |  | Bi-weekly  |
| 80%            | \$50,359 |  | \$1,936.87 |
| 81%            | \$50,988 |  | \$1,961.08 |
| 82%            | \$51,617 |  | \$1,985.28 |
| 83%            | \$52,247 |  | \$2,009.49 |
| 84%            | \$52,876 |  | \$2,033.70 |
| 85%            | \$53,506 |  | \$2,057.91 |
| 86%            | \$54,135 |  | \$2,082.13 |
| 87%            | \$54,765 |  | \$2,106.33 |
| 88%            | \$55,394 |  | \$2,130.55 |
| 89%            | \$56,024 |  | \$2,154.76 |
| 90%            | \$56,653 |  | \$2,178.98 |
| 91%            | \$57,283 |  | \$2,203.18 |
| 92%            | \$57,912 |  | \$2,227.39 |
| 93%            | \$58,542 |  | \$2,251.60 |
| 94%            | \$59,171 |  | \$2,275.81 |
| 95%            | \$59,801 |  | \$2,300.02 |
| 96%            | \$60,430 |  | \$2,324.23 |
| 97%            | \$61,059 |  | \$2,348.44 |
| 98%            | \$61,689 |  | \$2,372.65 |
| 99%            | \$62,318 |  | \$2,396.86 |
| 100%           | \$62,948 |  | \$2,421.07 |

# Band 5

August 1, 2025

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

| August 1, 2025 |          |  |            |
|----------------|----------|--|------------|
| Compa-Ratio    | Annual   |  | Bi-weekly  |
| 80%            | \$55,344 |  | \$2,128.63 |
| 81%            | \$56,036 |  | \$2,155.24 |
| 82%            | \$56,728 |  | \$2,181.84 |
| 83%            | \$57,420 |  | \$2,208.45 |
| 84%            | \$58,111 |  | \$2,235.05 |
| 85%            | \$58,803 |  | \$2,261.67 |
| 86%            | \$59,495 |  | \$2,288.28 |
| 87%            | \$60,187 |  | \$2,314.88 |
| 88%            | \$60,878 |  | \$2,341.48 |
| 89%            | \$61,570 |  | \$2,368.08 |
| 90%            | \$62,262 |  | \$2,394.71 |
| 91%            | \$62,954 |  | \$2,421.32 |
| 92%            | \$63,646 |  | \$2,447.92 |
| 93%            | \$64,338 |  | \$2,474.53 |
| 94%            | \$65,029 |  | \$2,501.13 |
| 95%            | \$65,721 |  | \$2,527.74 |
| 96%            | \$66,413 |  | \$2,554.36 |
| 97%            | \$67,105 |  | \$2,580.96 |
| 98%            | \$67,797 |  | \$2,607.57 |
| 99%            | \$68,488 |  | \$2,634.17 |
| 100%           | \$69,180 |  | \$2,660.78 |

# Band 6

August 1, 2025

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

| August 1, 2025 |          |  |            |
|----------------|----------|--|------------|
| Compa-Ratio    | Annual   |  | Bi-weekly  |
| 80%            | \$60,824 |  | \$2,339.37 |
| 81%            | \$61,584 |  | \$2,368.61 |
| 82%            | \$62,344 |  | \$2,397.85 |
| 83%            | \$63,104 |  | \$2,427.09 |
| 84%            | \$63,865 |  | \$2,456.33 |
| 85%            | \$64,625 |  | \$2,485.58 |
| 86%            | \$65,385 |  | \$2,514.81 |
| 87%            | \$66,145 |  | \$2,544.05 |
| 88%            | \$66,906 |  | \$2,573.31 |
| 89%            | \$67,666 |  | \$2,602.54 |
| 90%            | \$68,426 |  | \$2,631.77 |
| 91%            | \$69,187 |  | \$2,661.04 |
| 92%            | \$69,947 |  | \$2,690.27 |
| 93%            | \$70,707 |  | \$2,719.51 |
| 94%            | \$71,468 |  | \$2,748.75 |
| 95%            | \$72,228 |  | \$2,778.01 |
| 96%            | \$72,988 |  | \$2,807.23 |
| 97%            | \$73,748 |  | \$2,836.48 |
| 98%            | \$74,508 |  | \$2,865.71 |
| 99%            | \$75,269 |  | \$2,894.96 |
| 100%           | \$76,029 |  | \$2,924.21 |

# Band 7

August 1, 2025

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

| August 1, 2025 |          |  |            |
|----------------|----------|--|------------|
| Compa-Ratio    | Annual   |  | Bi-weekly  |
| 80%            | \$66,844 |  | \$2,570.94 |
| 81%            | \$67,680 |  | \$2,603.09 |
| 82%            | \$68,516 |  | \$2,635.22 |
| 83%            | \$69,351 |  | \$2,667.36 |
| 84%            | \$70,187 |  | \$2,699.49 |
| 85%            | \$71,023 |  | \$2,731.64 |
| 86%            | \$71,858 |  | \$2,763.77 |
| 87%            | \$72,694 |  | \$2,795.91 |
| 88%            | \$73,529 |  | \$2,828.03 |
| 89%            | \$74,364 |  | \$2,860.17 |
| 90%            | \$75,200 |  | \$2,892.31 |
| 91%            | \$76,036 |  | \$2,924.45 |
| 92%            | \$76,871 |  | \$2,956.59 |
| 93%            | \$77,706 |  | \$2,988.71 |
| 94%            | \$78,542 |  | \$3,020.86 |
| 95%            | \$79,378 |  | \$3,053.00 |
| 96%            | \$80,214 |  | \$3,085.14 |
| 97%            | \$81,049 |  | \$3,117.26 |
| 98%            | \$81,884 |  | \$3,149.40 |
| 99%            | \$82,720 |  | \$3,181.55 |
| 100%           | \$83,556 |  | \$3,213.69 |



# Band 8

August 1, 2025

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

| August 1, 2025 |          |  |            |
|----------------|----------|--|------------|
| Compa-Ratio    | Annual   |  | Bi-weekly  |
| 80%            | \$73,462 |  | \$2,825.47 |
| 81%            | \$74,381 |  | \$2,860.80 |
| 82%            | \$75,299 |  | \$2,896.11 |
| 83%            | \$76,217 |  | \$2,931.44 |
| 84%            | \$77,136 |  | \$2,966.76 |
| 85%            | \$78,054 |  | \$3,002.06 |
| 86%            | \$78,972 |  | \$3,037.39 |
| 87%            | \$79,890 |  | \$3,072.70 |
| 88%            | \$80,809 |  | \$3,108.02 |
| 89%            | \$81,727 |  | \$3,143.35 |
| 90%            | \$82,645 |  | \$3,178.66 |
| 91%            | \$83,564 |  | \$3,213.99 |
| 92%            | \$84,482 |  | \$3,249.30 |
| 93%            | \$85,400 |  | \$3,284.60 |
| 94%            | \$86,318 |  | \$3,319.94 |
| 95%            | \$87,237 |  | \$3,355.26 |
| 96%            | \$88,155 |  | \$3,390.57 |
| 97%            | \$89,073 |  | \$3,425.89 |
| 98%            | \$89,991 |  | \$3,461.21 |
| 99%            | \$90,910 |  | \$3,496.53 |
| 100%           | \$91,828 |  | \$3,531.85 |

# Band 9

August 1, 2025

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

| August 1, 2025 |           |  |            |
|----------------|-----------|--|------------|
| Compa-Ratio    | Annual    |  | Bi-weekly  |
| 80%            | \$80,736  |  | \$3,105.22 |
| 81%            | \$81,745  |  | \$3,144.04 |
| 82%            | \$82,754  |  | \$3,182.86 |
| 83%            | \$83,764  |  | \$3,221.68 |
| 84%            | \$84,773  |  | \$3,260.49 |
| 85%            | \$85,782  |  | \$3,299.30 |
| 86%            | \$86,791  |  | \$3,338.12 |
| 87%            | \$87,800  |  | \$3,376.93 |
| 88%            | \$88,810  |  | \$3,415.76 |
| 89%            | \$89,819  |  | \$3,454.57 |
| 90%            | \$90,828  |  | \$3,493.37 |
| 91%            | \$91,837  |  | \$3,532.19 |
| 92%            | \$92,846  |  | \$3,571.01 |
| 93%            | \$93,855  |  | \$3,609.82 |
| 94%            | \$94,865  |  | \$3,648.65 |
| 95%            | \$95,874  |  | \$3,687.46 |
| 96%            | \$96,883  |  | \$3,726.27 |
| 97%            | \$97,892  |  | \$3,765.09 |
| 98%            | \$98,901  |  | \$3,803.90 |
| 99%            | \$99,911  |  | \$3,842.72 |
| 100%           | \$100,920 |  | \$3,881.54 |

# Band 10

August 1, 2025

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

| August 1, 2025 |           |            |
|----------------|-----------|------------|
| Compa-Ratio    | Annual    | Bi-weekly  |
| 80%            | \$88,728  | \$3,412.61 |
| 81%            | \$89,837  | \$3,455.27 |
| 82%            | \$90,946  | \$3,497.92 |
| 83%            | \$92,055  | \$3,540.58 |
| 84%            | \$93,165  | \$3,583.25 |
| 85%            | \$94,273  | \$3,625.90 |
| 86%            | \$95,382  | \$3,668.55 |
| 87%            | \$96,491  | \$3,711.21 |
| 88%            | \$97,601  | \$3,753.88 |
| 89%            | \$98,710  | \$3,796.54 |
| 90%            | \$99,819  | \$3,839.19 |
| 91%            | \$100,928 | \$3,881.84 |
| 92%            | \$102,037 | \$3,924.50 |
| 93%            | \$103,146 | \$3,967.17 |
| 94%            | \$104,255 | \$4,009.81 |
| 95%            | \$105,364 | \$4,052.48 |
| 96%            | \$106,474 | \$4,095.14 |
| 97%            | \$107,583 | \$4,137.79 |
| 98%            | \$108,692 | \$4,180.45 |
| 99%            | \$109,801 | \$4,223.11 |
| 100%           | \$110,910 | \$4,265.76 |

# Band 11

August 1, 2025

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

| August 1, 2025 |           |            |
|----------------|-----------|------------|
| Compa-Ratio    | Annual    | Bi-weekly  |
| 80%            | \$97,513  | \$3,750.49 |
| 81%            | \$98,732  | \$3,797.37 |
| 82%            | \$99,950  | \$3,844.24 |
| 83%            | \$101,170 | \$3,891.14 |
| 84%            | \$102,389 | \$3,938.02 |
| 85%            | \$103,607 | \$3,984.90 |
| 86%            | \$104,826 | \$4,031.77 |
| 87%            | \$106,045 | \$4,078.65 |
| 88%            | \$107,264 | \$4,125.54 |
| 89%            | \$108,483 | \$4,172.41 |
| 90%            | \$109,702 | \$4,219.30 |
| 91%            | \$110,920 | \$4,266.17 |
| 92%            | \$112,140 | \$4,313.06 |
| 93%            | \$113,358 | \$4,359.94 |
| 94%            | \$114,578 | \$4,406.83 |
| 95%            | \$115,796 | \$4,453.71 |
| 96%            | \$117,015 | \$4,500.58 |
| 97%            | \$118,234 | \$4,547.46 |
| 98%            | \$119,453 | \$4,594.36 |
| 99%            | \$120,672 | \$4,641.22 |
| 100%           | \$121,891 | \$4,688.10 |

# Band 12

August 1, 2025

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

| August 1, 2025 |           |  |            |
|----------------|-----------|--|------------|
| Compa-Ratio    | Annual    |  | Bi-weekly  |
| 80%            | \$107,166 |  | \$4,121.78 |
| 81%            | \$108,506 |  | \$4,173.30 |
| 82%            | \$109,845 |  | \$4,224.82 |
| 83%            | \$111,185 |  | \$4,276.34 |
| 84%            | \$112,524 |  | \$4,327.86 |
| 85%            | \$113,864 |  | \$4,379.39 |
| 86%            | \$115,204 |  | \$4,430.91 |
| 87%            | \$116,543 |  | \$4,482.44 |
| 88%            | \$117,883 |  | \$4,533.96 |
| 89%            | \$119,222 |  | \$4,585.47 |
| 90%            | \$120,562 |  | \$4,637.00 |
| 91%            | \$121,902 |  | \$4,688.52 |
| 92%            | \$123,241 |  | \$4,740.04 |
| 93%            | \$124,581 |  | \$4,791.56 |
| 94%            | \$125,920 |  | \$4,843.08 |
| 95%            | \$127,260 |  | \$4,894.61 |
| 96%            | \$128,599 |  | \$4,946.13 |
| 97%            | \$129,939 |  | \$4,997.66 |
| 98%            | \$131,278 |  | \$5,049.17 |
| 99%            | \$132,618 |  | \$5,100.69 |
| 100%           | \$133,958 |  | \$5,152.22 |

# Band 13

August 1, 2025

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

| August 1, 2025 |           |            |
|----------------|-----------|------------|
| Compa-Ratio    | Annual    | Bi-weekly  |
| 80%            | \$114,882 | \$4,418.53 |
| 81%            | \$116,318 | \$4,473.76 |
| 82%            | \$117,754 | \$4,529.00 |
| 83%            | \$119,190 | \$4,584.23 |
| 84%            | \$120,626 | \$4,639.46 |
| 85%            | \$122,062 | \$4,694.68 |
| 86%            | \$123,498 | \$4,749.92 |
| 87%            | \$124,934 | \$4,805.15 |
| 88%            | \$126,370 | \$4,860.39 |
| 89%            | \$127,806 | \$4,915.62 |
| 90%            | \$129,242 | \$4,970.85 |
| 91%            | \$130,678 | \$5,026.08 |
| 92%            | \$132,114 | \$5,081.31 |
| 93%            | \$133,550 | \$5,136.54 |
| 94%            | \$134,986 | \$5,191.77 |
| 95%            | \$136,422 | \$5,247.01 |
| 96%            | \$137,859 | \$5,302.25 |
| 97%            | \$139,294 | \$5,357.47 |
| 98%            | \$140,730 | \$5,412.69 |
| 99%            | \$142,166 | \$5,467.93 |
| 100%           | \$143,602 | \$5,523.17 |

# Band 14

August 1, 2025

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

| August 1, 2025 |           |  |            |
|----------------|-----------|--|------------|
| Compa-Ratio    | Annual    |  | Bi-weekly  |
| 80%            | \$123,154 |  | \$4,736.69 |
| 81%            | \$124,694 |  | \$4,795.91 |
| 82%            | \$126,233 |  | \$4,855.11 |
| 83%            | \$127,772 |  | \$4,914.32 |
| 84%            | \$129,312 |  | \$4,973.52 |
| 85%            | \$130,851 |  | \$5,032.73 |
| 86%            | \$132,390 |  | \$5,091.93 |
| 87%            | \$133,930 |  | \$5,151.14 |
| 88%            | \$135,469 |  | \$5,210.35 |
| 89%            | \$137,009 |  | \$5,269.56 |
| 90%            | \$138,548 |  | \$5,328.78 |
| 91%            | \$140,087 |  | \$5,387.98 |
| 92%            | \$141,627 |  | \$5,447.21 |
| 93%            | \$143,167 |  | \$5,506.41 |
| 94%            | \$144,706 |  | \$5,565.62 |
| 95%            | \$146,245 |  | \$5,624.82 |
| 96%            | \$147,785 |  | \$5,684.03 |
| 97%            | \$149,324 |  | \$5,743.23 |
| 98%            | \$150,864 |  | \$5,802.45 |
| 99%            | \$152,403 |  | \$5,861.65 |
| 100%           | \$153,943 |  | \$5,920.87 |

# Band 15

August 1, 2025

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

| August 1, 2025 |           |            |
|----------------|-----------|------------|
| Compa-Ratio    | Annual    | Bi-weekly  |
| 80%            | \$132,021 | \$5,077.73 |
| 81%            | \$133,671 | \$5,141.21 |
| 82%            | \$135,321 | \$5,204.67 |
| 83%            | \$136,972 | \$5,268.14 |
| 84%            | \$138,622 | \$5,331.61 |
| 85%            | \$140,272 | \$5,395.09 |
| 86%            | \$141,923 | \$5,458.56 |
| 87%            | \$143,573 | \$5,522.03 |
| 88%            | \$145,223 | \$5,585.49 |
| 89%            | \$146,873 | \$5,648.96 |
| 90%            | \$148,523 | \$5,712.43 |
| 91%            | \$150,173 | \$5,775.90 |
| 92%            | \$151,824 | \$5,839.37 |
| 93%            | \$153,474 | \$5,902.85 |
| 94%            | \$155,124 | \$5,966.32 |
| 95%            | \$156,775 | \$6,029.79 |
| 96%            | \$158,425 | \$6,093.26 |
| 97%            | \$160,076 | \$6,156.75 |
| 98%            | \$161,726 | \$6,220.22 |
| 99%            | \$163,376 | \$6,283.68 |
| 100%           | \$165,026 | \$6,347.15 |



# Band 16

August 1, 2025

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

| August 1, 2025 |           |  |            |
|----------------|-----------|--|------------|
| Compa-Ratio    | Annual    |  | Bi-weekly  |
| 80%            | \$141,526 |  | \$5,443.32 |
| 81%            | \$143,296 |  | \$5,511.37 |
| 82%            | \$145,064 |  | \$5,579.39 |
| 83%            | \$146,833 |  | \$5,647.42 |
| 84%            | \$148,603 |  | \$5,715.49 |
| 85%            | \$150,372 |  | \$5,783.52 |
| 86%            | \$152,141 |  | \$5,851.56 |
| 87%            | \$153,910 |  | \$5,919.61 |
| 88%            | \$155,679 |  | \$5,987.64 |
| 89%            | \$157,448 |  | \$6,055.69 |
| 90%            | \$159,217 |  | \$6,123.72 |
| 91%            | \$160,986 |  | \$6,191.78 |
| 92%            | \$162,755 |  | \$6,259.81 |
| 93%            | \$164,524 |  | \$6,327.86 |
| 94%            | \$166,293 |  | \$6,395.90 |
| 95%            | \$168,062 |  | \$6,463.93 |
| 96%            | \$169,831 |  | \$6,531.97 |
| 97%            | \$171,600 |  | \$6,600.00 |
| 98%            | \$173,370 |  | \$6,668.07 |
| 99%            | \$175,139 |  | \$6,736.10 |
| 100%           | \$176,907 |  | \$6,804.13 |

# Band 17

August 1, 2025

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

| August 1, 2025 |           |            |
|----------------|-----------|------------|
| Compa-Ratio    | Annual    | Bi-weekly  |
| 80%            | \$151,715 | \$5,835.20 |
| 81%            | \$153,612 | \$5,908.16 |
| 82%            | \$155,508 | \$5,981.09 |
| 83%            | \$157,405 | \$6,054.04 |
| 84%            | \$159,301 | \$6,126.98 |
| 85%            | \$161,198 | \$6,199.91 |
| 86%            | \$163,094 | \$6,272.86 |
| 87%            | \$164,991 | \$6,345.79 |
| 88%            | \$166,887 | \$6,418.74 |
| 89%            | \$168,784 | \$6,491.68 |
| 90%            | \$170,680 | \$6,564.61 |
| 91%            | \$172,577 | \$6,637.56 |
| 92%            | \$174,473 | \$6,710.50 |
| 93%            | \$176,369 | \$6,783.43 |
| 94%            | \$178,266 | \$6,856.38 |
| 95%            | \$180,162 | \$6,929.31 |
| 96%            | \$182,059 | \$7,002.25 |
| 97%            | \$183,955 | \$7,075.19 |
| 98%            | \$185,852 | \$7,148.14 |
| 99%            | \$187,748 | \$7,221.09 |
| 100%           | \$189,644 | \$7,294.01 |

# Band 18

August 1, 2025

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

| August 1, 2025 |           |            |
|----------------|-----------|------------|
| Compa-Ratio    | Annual    | Bi-weekly  |
| 80%            | \$159,302 | \$6,127.00 |
| 81%            | \$161,293 | \$6,203.59 |
| 82%            | \$163,285 | \$6,280.18 |
| 83%            | \$165,276 | \$6,356.76 |
| 84%            | \$167,267 | \$6,433.36 |
| 85%            | \$169,258 | \$6,509.94 |
| 86%            | \$171,250 | \$6,586.53 |
| 87%            | \$173,241 | \$6,663.11 |
| 88%            | \$175,232 | \$6,739.70 |
| 89%            | \$177,224 | \$6,816.29 |
| 90%            | \$179,215 | \$6,892.87 |
| 91%            | \$181,206 | \$6,969.46 |
| 92%            | \$183,197 | \$7,046.05 |
| 93%            | \$185,189 | \$7,122.64 |
| 94%            | \$187,180 | \$7,199.22 |
| 95%            | \$189,171 | \$7,275.80 |
| 96%            | \$191,162 | \$7,352.40 |
| 97%            | \$193,154 | \$7,428.99 |
| 98%            | \$195,145 | \$7,505.57 |
| 99%            | \$197,136 | \$7,582.16 |
| 100%           | \$199,128 | \$7,658.75 |

# Band 19

August 1, 2025

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

| August 1, 2025 |           |            |
|----------------|-----------|------------|
| Compa-Ratio    | Annual    | Bi-weekly  |
| 80%            | \$167,266 | \$6,433.32 |
| 81%            | \$169,357 | \$6,513.74 |
| 82%            | \$171,448 | \$6,594.17 |
| 83%            | \$173,539 | \$6,674.57 |
| 84%            | \$175,630 | \$6,755.00 |
| 85%            | \$177,721 | \$6,835.42 |
| 86%            | \$179,811 | \$6,915.82 |
| 87%            | \$181,902 | \$6,996.24 |
| 88%            | \$183,993 | \$7,076.65 |
| 89%            | \$186,084 | \$7,157.06 |
| 90%            | \$188,175 | \$7,237.49 |
| 91%            | \$190,265 | \$7,317.90 |
| 92%            | \$192,356 | \$7,398.32 |
| 93%            | \$194,447 | \$7,478.74 |
| 94%            | \$196,538 | \$7,559.16 |
| 95%            | \$198,629 | \$7,639.59 |
| 96%            | \$200,720 | \$7,720.00 |
| 97%            | \$202,811 | \$7,800.41 |
| 98%            | \$204,902 | \$7,880.83 |
| 99%            | \$206,992 | \$7,961.23 |
| 100%           | \$209,083 | \$8,041.65 |

# Band 20

August 1, 2025

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

| August 1, 2025 |           |  |            |
|----------------|-----------|--|------------|
| Compa-Ratio    | Annual    |  | Bi-weekly  |
| 80%            | \$175,631 |  | \$6,755.02 |
| 81%            | \$177,826 |  | \$6,839.46 |
| 82%            | \$180,021 |  | \$6,923.88 |
| 83%            | \$182,217 |  | \$7,008.33 |
| 84%            | \$184,412 |  | \$7,092.76 |
| 85%            | \$186,607 |  | \$7,177.21 |
| 86%            | \$188,803 |  | \$7,261.65 |
| 87%            | \$190,998 |  | \$7,346.08 |
| 88%            | \$193,194 |  | \$7,430.52 |
| 89%            | \$195,389 |  | \$7,514.95 |
| 90%            | \$197,584 |  | \$7,599.40 |
| 91%            | \$199,780 |  | \$7,683.83 |
| 92%            | \$201,975 |  | \$7,768.27 |
| 93%            | \$204,170 |  | \$7,852.69 |
| 94%            | \$206,366 |  | \$7,937.15 |
| 95%            | \$208,561 |  | \$8,021.59 |
| 96%            | \$210,757 |  | \$8,106.02 |
| 97%            | \$212,952 |  | \$8,190.47 |
| 98%            | \$215,147 |  | \$8,274.89 |
| 99%            | \$217,343 |  | \$8,359.33 |
| 100%           | \$219,538 |  | \$8,443.77 |