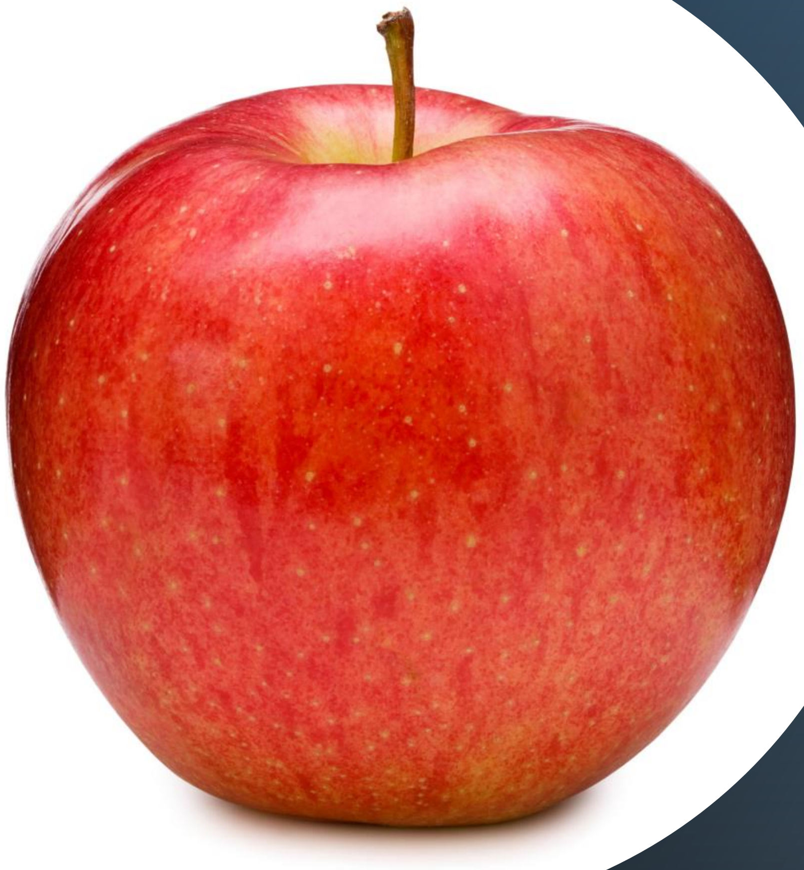
Non-Union Compensation Framework



Pay Band Salaries

2026

Band 1

August 1, 2026

	Minimum		Maximum
Approx. Annual	$38,698	-	$48,372
Bi-weekly	$1,488.37	-	$1,860.45

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$38,698	$1,488.37
81%	$39,181	$1,506.98
82%	$39,665	$1,525.57
83%	$40,148	$1,544.17
84%	$40,633	$1,562.79
85%	$41,116	$1,581.39
86%	$41,600	$1,599.99
87%	$42,083	$1,618.58
88%	$42,567	$1,637.20
89%	$43,051	$1,655.81
90%	$43,535	$1,674.41
91%	$44,019	$1,693.03
92%	$44,502	$1,711.62
93%	$44,986	$1,730.23
94%	$45,470	$1,748.83
95%	$45,954	$1,767.45
96%	$46,437	$1,786.03
97%	$46,921	$1,804.65
98%	$47,404	$1,823.24
99%	$47,888	$1,841.85
100%	$48,372	$1,860.45

Band 2

August 1, 2026

	Minimum		Maximum
Approx. Annual	$42,528	-	$53,161
Bi-weekly	$1,635.71	-	$2,044.65

August 1, 2026		
Compa-Ratio	**Annual**	**Bi-weekly**
80%	$42,528	$1,635.71
81%	$43,061	$1,656.18
82%	$43,592	$1,676.61
83%	$44,124	$1,697.06
84%	$44,655	$1,717.51
85%	$45,187	$1,737.96
86%	$45,718	$1,758.40
87%	$46,250	$1,778.85
88%	$46,782	$1,799.29
89%	$47,313	$1,819.74
90%	$47,845	$1,840.18
91%	$48,377	$1,860.64
92%	$48,908	$1,881.07
93%	$49,440	$1,901.52
94%	$49,971	$1,921.98
95%	$50,503	$1,942.43
96%	$51,034	$1,962.86
97%	$51,566	$1,983.32
98%	$52,098	$2,003.76
99%	$52,629	$2,024.21
100%	$53,161	$2,044.65

Band 3

August 1, 2026

	Minimum		Maximum
Approx. Annual	$46,739	-	$58,423
Bi-weekly	$1,797.65	-	$2,247.05

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$46,739	$1,797.65
81%	$47,323	$1,820.10
82%	$47,907	$1,842.57
83%	$48,491	$1,865.04
84%	$49,075	$1,887.51
85%	$49,660	$1,909.99
86%	$50,244	$1,932.45
87%	$50,828	$1,954.92
88%	$51,412	$1,977.40
89%	$51,996	$1,999.86
90%	$52,581	$2,022.34
91%	$53,165	$2,044.80
92%	$53,749	$2,067.27
93%	$54,333	$2,089.74
94%	$54,918	$2,112.22
95%	$55,502	$2,134.70
96%	$56,086	$2,157.16
97%	$56,670	$2,179.63
98%	$57,254	$2,202.09
99%	$57,839	$2,224.58
100%	$58,423	$2,247.05

Band 4

August 1, 2026

	Minimum		Maximum
Approx. Annual	$51,366	-	$64,207
Bi-weekly	$1,975.61	-	$2,469.49

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$51,366	$1,975.61
81%	$52,008	$2,000.30
82%	$52,650	$2,024.99
83%	$53,292	$2,049.68
84%	$53,934	$2,074.37
85%	$54,576	$2,099.07
86%	$55,218	$2,123.77
87%	$55,860	$2,148.46
88%	$56,502	$2,173.16
89%	$57,144	$2,197.86
90%	$57,787	$2,222.56
91%	$58,428	$2,247.24
92%	$59,070	$2,271.94
93%	$59,712	$2,296.63
94%	$60,355	$2,321.33
95%	$60,997	$2,346.02
96%	$61,638	$2,370.71
97%	$62,281	$2,395.41
98%	$62,923	$2,420.10
99%	$63,565	$2,444.80
100%	$64,207	$2,469.49

Band 5

August 1, 2026

	Minimum		Maximum
Approx. Annual	$56,451	-	$70,564
Bi-weekly	$2,171.20	-	$2,714.00

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$56,451	$2,171.20
81%	$57,157	$2,198.34
82%	$57,862	$2,225.48
83%	$58,568	$2,252.62
84%	$59,274	$2,279.75
85%	$59,979	$2,306.90
86%	$60,685	$2,334.05
87%	$61,391	$2,361.18
88%	$62,096	$2,388.31
89%	$62,801	$2,415.44
90%	$63,508	$2,442.60
91%	$64,214	$2,469.75
92%	$64,919	$2,496.88
93%	$65,625	$2,524.02
94%	$66,330	$2,551.15
95%	$67,036	$2,578.29
96%	$67,742	$2,605.45
97%	$68,447	$2,632.58
98%	$69,153	$2,659.72
99%	$69,858	$2,686.85
100%	$70,564	$2,714.00

Band 6

August 1, 2026

	Minimum		Maximum
Approx. Annual	$62,040	-	$77,550
Bi-weekly	$2,386.16	-	$2,982.69

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$62,040	$2,386.16
81%	$62,815	$2,415.98
82%	$63,591	$2,445.81
83%	$64,366	$2,475.63
84%	$65,142	$2,505.46
85%	$65,918	$2,535.29
86%	$66,693	$2,565.11
87%	$67,468	$2,594.93
88%	$68,244	$2,624.78
89%	$69,019	$2,654.59
90%	$69,795	$2,684.41
91%	$70,571	$2,714.26
92%	$71,346	$2,744.08
93%	$72,121	$2,773.90
94%	$72,897	$2,803.73
95%	$73,673	$2,833.57
96%	$74,448	$2,863.37
97%	$75,223	$2,893.21
98%	$75,999	$2,923.02
99%	$76,774	$2,952.86
100%	$77,550	$2,982.69

Band 7

August 1, 2026

	Minimum		Maximum
Approx. Annual	$68,181	-	$85,227
Bi-weekly	$2,622.36	-	$3,277.96

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$68,181	$2,622.36
81%	$69,034	$2,655.15
82%	$69,886	$2,687.92
83%	$70,738	$2,720.71
84%	$71,590	$2,753.48
85%	$72,443	$2,786.27
86%	$73,295	$2,819.05
87%	$74,148	$2,851.83
88%	$74,999	$2,884.59
89%	$75,852	$2,917.37
90%	$76,704	$2,950.16
91%	$77,556	$2,982.94
92%	$78,409	$3,015.72
93%	$79,260	$3,048.48
94%	$80,113	$3,081.28
95%	$80,966	$3,114.06
96%	$81,818	$3,146.84
97%	$82,670	$3,179.61
98%	$83,522	$3,212.39
99%	$84,375	$3,245.18
100%	$85,227	$3,277.96

Band 8

August 1, 2026

	Minimum		Maximum
Approx. Annual	$74,931	-	$93,665
Bi-weekly	$2,881.98	-	$3,602.49

August 1, 2026		
Compa-Ratio	**Annual**	**Bi-weekly**
80%	$74,931	$2,881.98
81%	$75,869	$2,918.02
82%	$76,805	$2,954.03
83%	$77,742	$2,990.07
84%	$78,679	$3,026.10
85%	$79,615	$3,062.10
86%	$80,552	$3,098.14
87%	$81,488	$3,134.15
88%	$82,425	$3,170.18
89%	$83,362	$3,206.22
90%	$84,298	$3,242.23
91%	$85,235	$3,278.27
92%	$86,172	$3,314.29
93%	$87,108	$3,350.29
94%	$88,045	$3,386.34
95%	$88,982	$3,422.37
96%	$89,918	$3,458.38
97%	$90,855	$3,494.41
98%	$91,791	$3,530.43
99%	$92,728	$3,566.46
100%	$93,665	$3,602.49

Band 9

August 1, 2026

	Minimum		Maximum
Approx. Annual	$82,350	-	$102,938
Bi-weekly	$3,167.32	-	$3,959.17

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$82,350	$3,167.32
81%	$83,380	$3,206.92
82%	$84,410	$3,246.52
83%	$85,439	$3,286.11
84%	$86,468	$3,325.70
85%	$87,498	$3,365.29
86%	$88,527	$3,404.88
87%	$89,556	$3,444.47
88%	$90,586	$3,484.08
89%	$91,615	$3,523.66
90%	$92,644	$3,563.24
91%	$93,674	$3,602.83
92%	$94,703	$3,642.43
93%	$95,733	$3,682.02
94%	$96,762	$3,721.62
95%	$97,791	$3,761.21
96%	$98,821	$3,800.80
97%	$99,850	$3,840.39
98%	$100,879	$3,879.98
99%	$101,909	$3,919.57
100%	$102,938	$3,959.17

Band 10

August 1, 2026

	Minimum		Maximum
Approx. Annual	$90,502	-	$113,128
Bi-weekly	$3,480.86	-	$4,351.08

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$90,502	$3,480.86
81%	$91,634	$3,524.38
82%	$92,765	$3,567.88
83%	$93,896	$3,611.39
84%	$95,028	$3,654.92
85%	$96,159	$3,698.42
86%	$97,290	$3,741.92
87%	$98,421	$3,785.43
88%	$99,553	$3,828.96
89%	$100,684	$3,872.47
90%	$101,815	$3,915.97
91%	$102,946	$3,959.48
92%	$104,078	$4,002.99
93%	$105,209	$4,046.51
94%	$106,340	$4,090.01
95%	$107,472	$4,133.53
96%	$108,603	$4,177.04
97%	$109,734	$4,220.55
98%	$110,866	$4,264.06
99%	$111,997	$4,307.57
100%	$113,128	$4,351.08

Band 11

August 1, 2026

	Minimum		Maximum
Approx. Annual	$99,463	-	$124,328
Bi-weekly	$3,825.50	-	$4,781.86

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$99,463	$3,825.50
81%	$100,706	$3,873.32
82%	$101,949	$3,921.12
83%	$103,193	$3,968.96
84%	$104,436	$4,016.78
85%	$105,680	$4,064.60
86%	$106,923	$4,112.41
87%	$108,166	$4,160.22
88%	$109,409	$4,208.05
89%	$110,652	$4,255.86
90%	$111,896	$4,303.69
91%	$113,139	$4,351.49
92%	$114,382	$4,399.32
93%	$115,626	$4,447.14
94%	$116,869	$4,494.97
95%	$118,112	$4,542.78
96%	$119,355	$4,590.59
97%	$120,599	$4,638.41
98%	$121,843	$4,686.25
99%	$123,085	$4,734.04
100%	$124,328	$4,781.86

Band 12

August 1, 2026

	Minimum		Maximum
Approx. Annual	$109,310	-	$136,637
Bi-weekly	$4,204.22	-	$5,255.26

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$109,310	$4,204.22
81%	$110,676	$4,256.77
82%	$112,042	$4,309.32
83%	$113,409	$4,361.87
84%	$114,775	$4,414.42
85%	$116,141	$4,466.98
86%	$117,508	$4,519.53
87%	$118,874	$4,572.09
88%	$120,241	$4,624.64
89%	$121,607	$4,677.18
90%	$122,973	$4,729.74
91%	$124,340	$4,782.29
92%	$125,706	$4,834.84
93%	$127,072	$4,887.39
94%	$128,438	$4,939.94
95%	$129,805	$4,992.50
96%	$131,171	$5,045.05
97%	$132,538	$5,097.61
98%	$133,904	$5,150.15
99%	$135,270	$5,202.70
100%	$136,637	$5,255.26

Band 13

August 1, 2026

	Minimum		Maximum
Approx. Annual	$117,179	-	$146,474
Bi-weekly	$4,506.90	-	$5,633.63

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$117,179	$4,506.90
81%	$118,644	$4,563.24
82%	$120,109	$4,619.58
83%	$121,574	$4,675.91
84%	$123,039	$4,732.25
85%	$124,503	$4,788.57
86%	$125,968	$4,844.92
87%	$127,433	$4,901.25
88%	$128,898	$4,957.60
89%	$130,362	$5,013.93
90%	$131,827	$5,070.27
91%	$133,292	$5,126.60
92%	$134,756	$5,182.94
93%	$136,221	$5,239.27
94%	$137,686	$5,295.61
95%	$139,151	$5,351.95
96%	$140,616	$5,408.30
97%	$142,080	$5,464.62
98%	$143,544	$5,520.94
99%	$145,010	$5,577.29
100%	$146,474	$5,633.63

Band 14

August 1, 2026

	Minimum		Maximum
Approx. Annual	$125,617	-	$157,022
Bi-weekly	$4,831.42	-	$6,039.29

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$125,617	$4,831.42
81%	$127,188	$4,891.83
82%	$128,757	$4,952.21
83%	$130,328	$5,012.61
84%	$131,898	$5,072.99
85%	$133,468	$5,133.38
86%	$135,038	$5,193.77
87%	$136,608	$5,254.16
88%	$138,179	$5,314.56
89%	$139,749	$5,374.95
90%	$141,319	$5,435.36
91%	$142,889	$5,495.74
92%	$144,460	$5,556.15
93%	$146,030	$5,616.54
94%	$147,600	$5,676.93
95%	$149,170	$5,737.32
96%	$150,740	$5,797.71
97%	$152,310	$5,858.09
98%	$153,881	$5,918.50
99%	$155,451	$5,978.88
100%	$157,022	$6,039.29

Band 15

August 1, 2026

	Minimum		Maximum
Approx. Annual	$134,661	-	$168,326
Bi-weekly	$5,179.28	-	$6,474.09

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$134,661	$5,179.28
81%	$136,345	$5,244.03
82%	$138,028	$5,308.76
83%	$139,711	$5,373.50
84%	$141,394	$5,438.24
85%	$143,078	$5,502.99
86%	$144,761	$5,567.73
87%	$146,444	$5,632.47
88%	$148,127	$5,697.20
89%	$149,810	$5,761.94
90%	$151,494	$5,826.68
91%	$153,177	$5,891.42
92%	$154,860	$5,956.16
93%	$156,544	$6,020.91
94%	$158,227	$6,085.65
95%	$159,910	$6,150.39
96%	$161,593	$6,215.13
97%	$163,277	$6,279.89
98%	$164,960	$6,344.62
99%	$166,643	$6,409.35
100%	$168,326	$6,474.09

Band 16

August 1, 2026

	Minimum		Maximum
Approx. Annual	$144,357	-	$180,445
Bi-weekly	$5,552.19	-	$6,940.21

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$144,357	$5,552.19
81%	$146,162	$5,621.60
82%	$147,965	$5,690.98
83%	$149,770	$5,760.37
84%	$151,575	$5,829.80
85%	$153,379	$5,899.19
86%	$155,183	$5,968.59
87%	$156,988	$6,038.00
88%	$158,792	$6,107.39
89%	$160,597	$6,176.80
90%	$162,401	$6,246.19
91%	$164,206	$6,315.62
92%	$166,010	$6,385.01
93%	$167,815	$6,454.42
94%	$169,619	$6,523.82
95%	$171,423	$6,593.21
96%	$173,228	$6,662.61
97%	$175,032	$6,732.00
98%	$176,837	$6,801.43
99%	$178,641	$6,870.82
100%	$180,445	$6,940.21

Band 17

August 1, 2026

	Minimum		Maximum
Approx. Annual	$154,749	-	$193,437
Bi-weekly	$5,951.90	-	$7,439.89

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$154,749	$5,951.90
81%	$156,684	$6,026.32
82%	$158,618	$6,100.71
83%	$160,553	$6,175.12
84%	$162,488	$6,249.52
85%	$164,422	$6,323.91
86%	$166,356	$6,398.32
87%	$168,290	$6,472.71
88%	$170,225	$6,547.11
89%	$172,159	$6,621.51
90%	$174,093	$6,695.90
91%	$176,028	$6,770.31
92%	$177,962	$6,844.71
93%	$179,897	$6,919.10
94%	$181,831	$6,993.51
95%	$183,765	$7,067.90
96%	$185,700	$7,142.30
97%	$187,634	$7,216.69
98%	$189,569	$7,291.10
99%	$191,503	$7,365.51
100%	$193,437	$7,439.89

Band 18

August 1, 2026

	Minimum		Maximum
Approx. Annual	$162,488	-	$203,110
Bi-weekly	$6,249.54	-	$7,811.93

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$162,488	$6,249.54
81%	$164,519	$6,327.66
82%	$166,550	$6,405.78
83%	$168,581	$6,483.90
84%	$170,613	$6,562.03
85%	$172,644	$6,640.14
86%	$174,675	$6,718.26
87%	$176,706	$6,796.37
88%	$178,737	$6,874.49
89%	$180,768	$6,952.62
90%	$182,799	$7,030.73
91%	$184,830	$7,108.85
92%	$186,861	$7,186.97
93%	$188,892	$7,265.09
94%	$190,923	$7,343.20
95%	$192,954	$7,421.32
96%	$194,986	$7,499.45
97%	$197,017	$7,577.57
98%	$199,048	$7,655.68
99%	$201,079	$7,733.80
100%	$203,110	$7,811.93

Band 19

August 1, 2026

	Minimum		Maximum
Approx. Annual	$170,612	-	$213,264
Bi-weekly	$6,561.99	-	$8,202.48

August 1, 2026		
Compa-Ratio	Annual	Bi-weekly
80%	$170,612	$6,561.99
81%	$172,744	$6,644.01
82%	$174,877	$6,726.05
83%	$177,010	$6,808.06
84%	$179,143	$6,890.10
85%	$181,275	$6,972.13
86%	$183,408	$7,054.14
87%	$185,540	$7,136.16
88%	$187,673	$7,218.18
89%	$189,805	$7,300.20
90%	$191,938	$7,382.24
91%	$194,071	$7,464.26
92%	$196,204	$7,546.29
93%	$198,336	$7,628.31
94%	$200,469	$7,710.34
95%	$202,602	$7,792.38
96%	$204,734	$7,874.40
97%	$206,867	$7,956.42
98%	$209,000	$8,038.45
99%	$211,132	$8,120.45
100%	$213,264	$8,202.48

Band 20

August 1, 2026

	Minimum		Maximum
Approx. Annual	$179,143	-	$223,929
Bi-weekly	$6,890.12	-	$8,612.65

August 1, 2026		
Compa-Ratio	**Annual**	**Bi-weekly**
80%	$179,143	$6,890.12
81%	$181,383	$6,976.25
82%	$183,621	$7,062.36
83%	$185,861	$7,148.50
84%	$188,100	$7,234.62
85%	$190,340	$7,320.75
86%	$192,579	$7,406.88
87%	$194,818	$7,493.00
88%	$197,057	$7,579.13
89%	$199,297	$7,665.25
90%	$201,536	$7,751.39
91%	$203,775	$7,837.51
92%	$206,015	$7,923.64
93%	$208,253	$8,009.74
94%	$210,493	$8,095.89
95%	$212,733	$8,182.02
96%	$214,972	$8,268.14
97%	$217,211	$8,354.28
98%	$219,450	$8,440.39
99%	$221,690	$8,526.52
100%	$223,929	$8,612.65