

**FULL-TIME EMPLOYEE PAY STEP SCHEDULE**  
**MONTHLY RATES OF PAY BY RANGE**  
**INCORPORATES PAY SCHEDULE ADJUSTMENT OF 5%**  
**Approved and Adopted by the Board of Directors on August 2, 2023**  
**Effective June 23, 2023**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Adjustment Percent	Previous Cap
41.0	3,712	3,807	3,904	4,005	4,107	4,213	4,321	4,431	4,545	4,662	4,781	0.0500	4,553
41.5	3,804	3,902	4,002	4,105	4,210	4,318	4,428	4,542	4,658	4,778	4,900	0.0500	4,667
42.0	3,902	4,002	4,104	4,209	4,317	4,428	4,542	4,658	4,778	4,900	5,026	0.0500	4,786
42.5	3,994	4,097	4,202	4,309	4,420	4,533	4,649	4,769	4,891	5,016	5,145	0.0500	4,900
43.0	4,091	4,196	4,304	4,414	4,528	4,644	4,763	4,885	5,010	5,138	5,270	0.0500	5,019
43.5	4,195	4,303	4,413	4,526	4,642	4,761	4,883	5,009	5,137	5,269	5,404	0.0500	5,147
44.0	4,298	4,408	4,521	4,637	4,756	4,878	5,003	5,131	5,263	5,398	5,536	0.0500	5,273
44.5	4,405	4,518	4,634	4,753	4,875	5,000	5,128	5,260	5,395	5,533	5,675	0.0500	5,405
45.0	4,514	4,630	4,748	4,870	4,995	5,123	5,254	5,389	5,527	5,669	5,814	0.0500	5,537
45.5	4,625	4,744	4,865	4,990	5,118	5,249	5,384	5,522	5,663	5,809	5,958	0.0500	5,674
46.0	4,740	4,861	4,986	5,114	5,245	5,380	5,517	5,659	5,804	5,953	6,105	0.0500	5,815
46.5	4,859	4,984	5,112	5,243	5,377	5,515	5,657	5,802	5,950	6,103	6,259	0.0500	5,961
47.0	4,979	5,107	5,237	5,372	5,509	5,651	5,796	5,944	6,097	6,253	6,413	0.0500	6,108
47.5	5,103	5,234	5,368	5,506	5,647	5,792	5,940	6,092	6,249	6,409	6,573	0.0500	6,260
48.0	5,231	5,365	5,502	5,644	5,788	5,937	6,089	6,245	6,405	6,569	6,738	0.0500	6,417
48.5	5,360	5,498	5,639	5,783	5,932	6,084	6,240	6,400	6,564	6,732	6,905	0.0500	6,576
49.0	5,493	5,634	5,778	5,926	6,078	6,234	6,394	6,558	6,726	6,899	7,076	0.0500	6,739
49.5	5,630	5,774	5,922	6,074	6,230	6,390	6,554	6,722	6,894	7,071	7,252	0.0500	6,907
50.0	5,768	5,916	6,068	6,223	6,383	6,546	6,714	6,886	7,063	7,244	7,430	0.0500	7,076
50.5	5,910	6,061	6,217	6,376	6,540	6,707	6,879	7,056	7,237	7,422	7,612	0.0500	7,250
51.0	6,053	6,209	6,368	6,531	6,698	6,870	7,046	7,227	7,412	7,602	7,797	0.0500	7,426
51.5	6,210	6,369	6,532	6,700	6,872	7,048	7,229	7,414	7,604	7,799	7,999	0.0500	7,618
52.0	6,365	6,528	6,695	6,867	7,043	7,223	7,409	7,599	7,794	7,993	8,198	0.0500	7,808
52.5	6,522	6,689	6,861	7,037	7,217	7,402	7,592	7,787	7,986	8,191	8,401	0.0500	8,001
53.0	6,684	6,856	7,031	7,212	7,397	7,586	7,781	7,980	8,185	8,395	8,610	0.0500	8,200
53.5	6,851	7,027	7,207	7,392	7,581	7,775	7,975	8,179	8,389	8,604	8,825	0.0500	8,404
54.0	7,019	7,199	7,384	7,573	7,768	7,967	8,171	8,381	8,595	8,816	9,042	0.0500	8,611
54.5	7,192	7,376	7,565	7,759	7,958	8,162	8,372	8,586	8,806	9,032	9,264	0.0500	8,823
55.0	7,375	7,564	7,758	7,957	8,161	8,370	8,585	8,805	9,031	9,263	9,500	0.0500	9,048
55.5	7,561	7,755	7,954	8,158	8,367	8,582	8,802	9,028	9,259	9,496	9,740	0.0500	9,276
56.0	7,745	7,943	8,147	8,356	8,570	8,790	9,015	9,246	9,484	9,727	9,976	0.0500	9,501
56.5	7,938	8,142	8,351	8,565	8,784	9,010	9,241	9,478	9,721	9,970	10,226	0.0500	9,739
57.0	8,135	8,343	8,557	8,777	9,002	9,233	9,469	9,712	9,961	10,216	10,478	0.0500	9,979
57.5	8,339	8,552	8,772	8,997	9,227	9,464	9,706	9,955	10,211	10,472	10,741	0.0500	10,229
58.0	8,543	8,762	8,987	9,217	9,454	9,696	9,945	10,200	10,461	10,730	11,005	0.0500	10,481
58.5	8,758	8,983	9,213	9,449	9,692	9,940	10,195	10,456	10,724	10,999	11,281	0.0500	10,744
59.0	8,976	9,206	9,442	9,684	9,932	10,187	10,448	10,716	10,991	11,273	11,562	0.0500	11,011
59.5	9,199	9,435	9,677	9,925	10,179	10,440	10,708	10,983	11,264	11,553	11,849	0.0500	11,285
60.0	9,429	9,671	9,918	10,173	10,434	10,701	10,976	11,257	11,546	11,842	12,145	0.0500	11,567
60.5	9,663	9,911	10,165	10,426	10,693	10,967	11,248	11,537	11,833	12,136	12,447	0.0500	11,854
61.0	9,904	10,158	10,418	10,686	10,959	11,241	11,529	11,824	12,128	12,438	12,757	0.0500	12,150
61.5	10,152	10,413	10,680	10,953	11,234	11,522	11,818	12,121	12,432	12,750	13,077	0.0500	12,454
62.0	10,403	10,670	10,944	11,224	11,512	11,807	12,110	12,420	12,739	13,066	13,401	0.0500	12,762
62.5	10,663	10,936	11,216	11,504	11,799	12,102	12,412	12,730	13,056	13,391	13,735	0.0500	13,081
63.0	10,930	11,211	11,498	11,793	12,095	12,405	12,723	13,050	13,384	13,727	14,079	0.0500	13,409
63.5	11,201	11,488	11,783	12,085	12,395	12,712	13,038	13,373	13,715	14,067	14,428	0.0500	13,741
64.0	11,481	11,775	12,077	12,386	12,704	13,030	13,364	13,707	14,058	14,418	14,788	0.0500	14,084
64.5	11,768	12,069	12,379	12,696	13,022	13,356	13,698	14,049	14,410	14,779	15,158	0.0500	14,436
65.0	12,059	12,368	12,685	13,010	13,344	13,686	14,037	14,397	14,766	15,144	15,533	0.0500	14,793
65.5	12,359	12,676	13,001	13,334	13,676	14,026	14,386	14,755	15,133	15,521	15,919	0.0500	15,161
66.0	12,668	12,993	13,326	13,668	14,018	14,378	14,746	15,124	15,512	15,910	16,318	0.0500	15,541

**NOTES:**

1. Each Step represents an approximate 2.5% increase.
2. Adjustments made from top of range down.
3. This document was printed on: