

**FULL-TIME EMPLOYEE PAY STEP SCHEDULE**  
**MONTHLY RATES OF PAY BY RANGE**  
**INCORPORATES PAY SCHEDULE ADJUSTMENT OF 5% for Middle Management**  
**Approved and Adopted by the Board of Directors on June 21, 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
41.0	3,711	3,807	3,904	4,004	4,107	4,212	4,320	4,431	4,545	4,661	4,781	0.0500
41.5	3,804	3,902	4,002	4,104	4,210	4,318	4,428	4,542	4,658	4,778	4,900	0.0500
42.0	3,901	4,001	4,104	4,209	4,317	4,428	4,541	4,658	4,777	4,900	5,025	0.0500
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
43.0	4,091	4,196	4,304	4,414	4,527	4,643	4,763	4,885	5,010	5,138	5,270	0.0500
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
44.0	4,298	4,409	4,522	4,638	4,756	4,878	5,003	5,132	5,263	5,398	5,537	0.0500
44.5	4,406	4,519	4,634	4,753	4,875	5,000	5,128	5,260	5,395	5,533	5,675	0.0500
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
45.5	4,625	4,744	4,866	4,990	5,118	5,250	5,384	5,522	5,664	5,809	5,958	0.0500
46.0	4,740	4,861	4,986	5,114	5,245	5,379	5,517	5,659	5,804	5,952	6,105	0.0500
46.5	4,860	4,984	5,112	5,243	5,378	5,515	5,657	5,802	5,951	6,103	6,260	0.0500
47.0	4,979	5,107	5,238	5,372	5,510	5,651	5,796	5,944	6,097	6,253	6,413	0.0500
47.5	5,103	5,234	5,368	5,506	5,647	5,792	5,941	6,093	6,249	6,409	6,574	0.0500
48.0	5,231	5,365	5,503	5,644	5,789	5,937	6,089	6,245	6,406	6,570	6,738	0.0500
48.5	5,361	5,498	5,639	5,784	5,932	6,084	6,240	6,400	6,564	6,732	6,905	0.0500
49.0	5,493	5,633	5,778	5,926	6,078	6,234	6,394	6,558	6,726	6,898	7,075	0.0500
49.5	5,630	5,774	5,922	6,074	6,230	6,389	6,553	6,721	6,894	7,070	7,252	0.0500
50.0	5,768	5,916	6,067	6,223	6,382	6,546	6,714	6,886	7,063	7,244	7,429	0.0500
50.5	5,910	6,062	6,217	6,376	6,540	6,708	6,880	7,056	7,237	7,422	7,613	0.0500
51.0	6,053	6,208	6,367	6,531	6,698	6,870	7,046	7,227	7,412	7,602	7,797	0.0500
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
52.0	6,365	6,528	6,695	6,867	7,043	7,224	7,409	7,599	7,794	7,994	8,199	0.0500
52.5	6,522	6,690	6,861	7,037	7,218	7,403	7,592	7,787	7,987	8,192	8,402	0.0500
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
53.5	6,851	7,027	7,207	7,392	7,581	7,776	7,975	8,180	8,389	8,605	8,825	0.0500
54.0	7,019	7,199	7,384	7,573	7,767	7,966	8,171	8,380	8,595	8,815	9,041	0.0500
54.5	7,192	7,376	7,566	7,760	7,958	8,163	8,372	8,587	8,807	9,032	9,264	0.0500
55.0	7,375	7,564	7,758	7,957	8,161	8,370	8,585	8,805	9,031	9,262	9,500	0.0500
55.5	7,562	7,756	7,954	8,158	8,368	8,582	8,802	9,028	9,259	9,497	9,740	0.0500
56.0	7,745	7,943	8,147	8,356	8,570	8,790	9,015	9,247	9,484	9,727	9,976	0.0500
56.5	7,938	8,142	8,350	8,565	8,784	9,009	9,240	9,477	9,720	9,970	10,225	0.0500
57.0	8,135	8,344	8,557	8,777	9,002	9,233	9,470	9,712	9,961	10,217	10,479	0.0500
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
58.0	8,543	8,762	8,987	9,217	9,453	9,696	9,944	10,199	10,461	10,729	11,004	0.0500
58.5	8,758	8,983	9,213	9,450	9,692	9,940	10,195	10,457	10,725	11,000	11,282	0.0500
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
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
60.0	9,429	9,671	9,919	10,173	10,434	10,701	10,976	11,257	11,546	11,842	12,145	0.0500
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
61.0	9,904	10,158	10,419	10,686	10,960	11,241	11,529	11,825	12,128	12,439	12,758	0.0500
61.5	10,152	10,412	10,679	10,953	11,234	11,522	11,818	12,121	12,431	12,750	13,077	0.0500
62.0	10,403	10,670	10,944	11,224	11,512	11,807	12,110	12,421	12,739	13,066	13,401	0.0500
62.5	10,662	10,936	11,216	11,504	11,799	12,101	12,412	12,730	13,056	13,391	13,734	0.0500
63.0	10,931	11,211	11,498	11,793	12,096	12,406	12,724	13,050	13,385	13,728	14,080	0.0500
63.5	11,201	11,488	11,782	12,085	12,394	12,712	13,038	13,372	13,715	14,067	14,428	0.0500
64.0	11,481	11,775	12,077	12,387	12,705	13,030	13,364	13,707	14,059	14,419	14,789	0.0500
64.5	11,768	12,070	12,379	12,697	13,022	13,356	13,699	14,050	14,410	14,780	15,159	0.0500
65.0	12,058	12,368	12,685	13,010	13,344	13,686	14,037	14,397	14,766	15,144	15,533	0.0500
65.5	12,358	12,675	13,000	13,334	13,675	14,026	14,386	14,755	15,133	15,521	15,919	0.0500
66.0	12,668	12,993	13,326	13,668	14,019	14,378	14,747	15,125	15,513	15,910	16,318	0.0500

**NOTES:**

1. Each Step represents an approximate 2.5% increase.
2. Adjustments made from top of range down.