

**FULL-TIME EMPLOYEE PAY STEP SCHEDULE - Rancho Simi Employee Association and Confidential Employee**  
**MONTHLY RATES OF PAY BY RANGE**  
**INCORPORATES PAY SCHEDULE ADJUSTMENT OF 5%**  
**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	3,701	3,796	3,893	3,993	4,095	4,200	4,308	4,418	4,532	4,648	4,767	0.0500
41.5	3,793	3,891	3,990	4,093	4,198	4,305	4,416	4,529	4,645	4,764	4,886	0.0500
42.0	3,890	3,990	4,092	4,197	4,305	4,415	4,528	4,644	4,764	4,886	5,011	0.0500
42.5	3,983	4,085	4,190	4,297	4,407	4,520	4,636	4,755	4,877	5,002	5,130	0.0500
43.0	4,080	4,184	4,291	4,402	4,514	4,630	4,749	4,871	4,995	5,124	5,255	0.0500
43.5	4,183	4,290	4,400	4,513	4,629	4,748	4,869	4,994	5,122	5,254	5,388	0.0500
44.0	4,286	4,396	4,509	4,624	4,743	4,864	4,989	5,117	5,248	5,383	5,521	0.0500
44.5	4,393	4,506	4,621	4,740	4,861	4,986	5,114	5,245	5,379	5,517	5,659	0.0500
45.0	4,501	4,616	4,735	4,856	4,981	5,108	5,239	5,374	5,511	5,653	5,798	0.0500
45.5	4,612	4,730	4,852	4,976	5,104	5,235	5,369	5,506	5,648	5,792	5,941	0.0500
46.0	4,726	4,847	4,971	5,099	5,230	5,364	5,501	5,642	5,787	5,935	6,088	0.0500
46.5	4,846	4,970	5,097	5,228	5,362	5,500	5,641	5,785	5,934	6,086	6,242	0.0500
47.0	4,965	5,092	5,223	5,356	5,494	5,635	5,779	5,927	6,079	6,235	6,395	0.0500
47.5	5,089	5,219	5,353	5,490	5,631	5,775	5,923	6,075	6,231	6,391	6,555	0.0500
48.0	5,216	5,350	5,487	5,628	5,772	5,920	6,072	6,227	6,387	6,551	6,719	0.0500
48.5	5,345	5,482	5,623	5,767	5,915	6,066	6,222	6,382	6,545	6,713	6,885	0.0500
49.0	5,477	5,617	5,761	5,909	6,061	6,216	6,375	6,539	6,706	6,878	7,055	0.0500
49.5	5,614	5,758	5,905	6,057	6,212	6,371	6,534	6,702	6,874	7,050	7,231	0.0500
50.0	5,751	5,899	6,050	6,205	6,364	6,527	6,695	6,866	7,042	7,223	7,408	0.0500
50.5	5,893	6,044	6,199	6,358	6,521	6,688	6,860	7,036	7,216	7,401	7,591	0.0500
51.0	6,036	6,190	6,349	6,512	6,679	6,850	7,026	7,206	7,391	7,580	7,775	0.0500
51.5	6,192	6,351	6,514	6,681	6,852	7,028	7,208	7,393	7,582	7,777	7,976	0.0500
52.0	6,347	6,509	6,676	6,847	7,023	7,203	7,388	7,577	7,771	7,971	8,175	0.0500
52.5	6,504	6,670	6,842	7,017	7,197	7,381	7,571	7,765	7,964	8,168	8,378	0.0500
53.0	6,665	6,836	7,011	7,191	7,375	7,565	7,759	7,957	8,161	8,371	8,585	0.0500
53.5	6,832	7,007	7,186	7,371	7,560	7,754	7,952	8,156	8,365	8,580	8,800	0.0500
54.0	6,999	7,178	7,362	7,551	7,745	7,943	8,147	8,356	8,570	8,790	9,015	0.0500
54.5	7,171	7,355	7,544	7,737	7,936	8,139	8,348	8,562	8,781	9,007	9,237	0.0500
55.0	7,354	7,543	7,736	7,934	8,138	8,346	8,560	8,780	9,005	9,236	9,473	0.0500
55.5	7,540	7,733	7,932	8,135	8,344	8,557	8,777	9,002	9,233	9,470	9,712	0.0500
56.0	7,723	7,921	8,124	8,332	8,546	8,765	8,989	9,220	9,456	9,699	9,948	0.0500
56.5	7,915	8,118	8,327	8,540	8,759	8,984	9,214	9,450	9,692	9,941	10,196	0.0500
57.0	8,112	8,320	8,533	8,752	8,976	9,206	9,442	9,684	9,933	10,187	10,449	0.0500
57.5	8,315	8,528	8,746	8,971	9,201	9,437	9,679	9,927	10,181	10,442	10,710	0.0500
58.0	8,518	8,737	8,961	9,191	9,426	9,668	9,916	10,170	10,431	10,698	10,973	0.0500
58.5	8,733	8,957	9,187	9,423	9,664	9,912	10,166	10,427	10,694	10,968	11,250	0.0500
59.0	8,950	9,179	9,415	9,656	9,904	10,158	10,418	10,685	10,959	11,240	11,529	0.0500
59.5	9,172	9,408	9,649	9,896	10,150	10,410	10,677	10,951	11,232	11,520	11,815	0.0500
60.0	9,402	9,643	9,890	10,144	10,404	10,671	10,944	11,225	11,513	11,808	12,111	0.0500
60.5	9,635	9,882	10,136	10,396	10,662	10,936	11,216	11,504	11,799	12,101	12,411	0.0500
61.0	9,876	10,129	10,389	10,655	10,928	11,209	11,496	11,791	12,093	12,403	12,721	0.0500
61.5	10,123	10,383	10,649	10,922	11,202	11,489	11,784	12,086	12,396	12,713	13,039	0.0500
62.0	10,374	10,639	10,912	11,192	11,479	11,773	12,075	12,385	12,702	13,028	13,362	0.0500
62.5	10,632	10,904	11,184	11,471	11,765	12,066	12,376	12,693	13,019	13,352	13,695	0.0500
63.0	10,899	11,179	11,465	11,759	12,061	12,370	12,687	13,013	13,346	13,689	14,039	0.0500
63.5	11,169	11,455	11,749	12,050	12,359	12,676	13,001	13,334	13,676	14,027	14,386	0.0500
64.0	11,448	11,742	12,043	12,351	12,668	12,993	13,326	13,668	14,018	14,378	14,746	0.0500
64.5	11,734	12,035	12,344	12,660	12,985	13,318	13,659	14,009	14,369	14,737	15,115	0.0500
65.0	12,024	12,332	12,648	12,973	13,305	13,646	13,996	14,355	14,723	15,101	15,488	0.0500
65.5	12,323	12,639	12,963	13,295	13,636	13,986	14,344	14,712	15,089	15,476	15,873	0.0500
66.0	12,632	12,956	13,288	13,629	13,978	14,337	14,704	15,081	15,468	15,865	16,271	0.0500

**NOTES:**

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