

PAY POLICY 02I
CBA CLASSIFIED ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

EFFECTIVE DATE: ** JULY 10, 2023

| HOURLY RATE | GRADE AND STEP | | | | | | | | | | APPROXIMATE SALARY | | | |
|-------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------------------|-----------|--------------|------------|
| | | | | | | | | | | | BI-WEEKLY | MONTHLY | SEMI-MONTHLY | ANNUAL |
| 9.45 | 10-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 756.00 | 1,644.30 | 822.15 | 19,731.60 |
| 9.77 | 10-02 | 11-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 781.60 | 1,699.98 | 849.99 | 20,399.76 |
| 10.12 | 10-03 | 11-02 | 12-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 809.60 | 1,760.88 | 880.44 | 21,130.56 |
| 10.48 | 10-04 | 11-03 | 12-02 | 13-01 | ..... | ..... | ..... | ..... | ..... | ..... | 838.40 | 1,823.52 | 911.76 | 21,882.24 |
| 10.81 | 10-05 | 11-04 | 12-03 | 13-02 | 14-01 | ..... | ..... | ..... | ..... | ..... | 864.80 | 1,880.94 | 940.47 | 22,571.28 |
| 11.19 | 10-06 | 11-05 | 12-04 | 13-03 | 14-02 | 15-01 | ..... | ..... | ..... | ..... | 895.20 | 1,947.06 | 973.53 | 23,364.72 |
| 11.57 | 10-07 | 11-06 | 12-05 | 13-04 | 14-03 | 15-02 | 16-01 | ..... | ..... | ..... | 925.60 | 2,013.18 | 1,006.59 | 24,158.16 |
| 12.01 | 10-08 | 11-07 | 12-06 | 13-05 | 14-04 | 15-03 | 16-02 | 17-01 | ..... | ..... | 960.80 | 2,089.74 | 1,044.87 | 25,076.88 |
| 12.44 | 10-09 | 11-08 | 12-07 | 13-06 | 14-05 | 15-04 | 16-03 | 17-02 | 18-01 | ..... | 995.20 | 2,164.56 | 1,082.28 | 25,974.72 |
| 12.93 | 10-10 | 11-09 | 12-08 | 13-07 | 14-06 | 15-05 | 16-04 | 17-03 | 18-02 | 19-01 | 1,034.40 | 2,249.82 | 1,124.91 | 26,997.84 |
| 13.38 | 20-01 | 11-10 | 12-09 | 13-08 | 14-07 | 15-06 | 16-05 | 17-04 | 18-03 | 19-02 | 1,070.40 | 2,328.12 | 1,164.06 | 27,937.44 |
| 13.92 | 20-02 | 21-01 | 12-10 | 13-09 | 14-08 | 15-07 | 16-06 | 17-05 | 18-04 | 19-03 | 1,113.60 | 2,422.08 | 1,211.04 | 29,064.96 |
| 14.42 | 20-03 | 21-02 | 22-01 | 13-10 | 14-09 | 15-08 | 16-07 | 17-06 | 18-05 | 19-04 | 1,153.60 | 2,509.08 | 1,254.54 | 30,108.96 |
| 14.99 | 20-04 | 21-03 | 22-02 | 23-01 | 14-10 | 15-09 | 16-08 | 17-07 | 18-06 | 19-05 | 1,199.20 | 2,608.26 | 1,304.13 | 31,299.12 |
| 15.62 | 20-05 | 21-04 | 22-03 | 23-02 | 24-01 | 15-10 | 16-09 | 17-08 | 18-07 | 19-06 | 1,249.60 | 2,717.88 | 1,358.94 | 32,614.56 |
| 16.22 | 20-06 | 21-05 | 22-04 | 23-03 | 24-02 | 25-01 | 16-10 | 17-09 | 18-08 | 19-07 | 1,297.60 | 2,822.28 | 1,411.14 | 33,867.36 |
| 16.87 | 20-07 | 21-06 | 22-05 | 23-04 | 24-03 | 25-02 | 26-01 | 17-10 | 18-09 | 19-08 | 1,349.60 | 2,935.38 | 1,467.69 | 35,224.56 |
| 17.57 | 20-08 | 21-07 | 22-06 | 23-05 | 24-04 | 25-03 | 26-02 | 27-01 | 18-10 | 19-09 | 1,405.60 | 3,057.18 | 1,528.59 | 36,686.16 |
| 18.30 | 20-09 | 21-08 | 22-07 | 23-06 | 24-05 | 25-04 | 26-03 | 27-02 | 28-01 | 19-10 | 1,464.00 | 3,184.20 | 1,592.10 | 38,210.40 |
| 19.07 | 20-10 | 21-09 | 22-08 | 23-07 | 24-06 | 25-05 | 26-04 | 27-03 | 28-02 | 29-01 | 1,525.60 | 3,318.18 | 1,659.09 | 39,818.16 |
| 19.85 | 30-01 | 21-10 | 22-09 | 23-08 | 24-07 | 25-06 | 26-05 | 27-04 | 28-03 | 29-02 | 1,588.00 | 3,453.90 | 1,726.95 | 41,446.80 |
| 20.69 | 30-02 | 31-01 | 22-10 | 23-09 | 24-08 | 25-07 | 26-06 | 27-05 | 28-04 | 29-03 | 1,655.20 | 3,600.06 | 1,800.03 | 43,200.72 |
| 21.56 | 30-03 | 31-02 | 32-01 | 23-10 | 24-09 | 25-08 | 26-07 | 27-06 | 28-05 | 29-04 | 1,724.80 | 3,751.44 | 1,875.72 | 45,017.28 |
| 22.54 | 30-04 | 31-03 | 32-02 | 33-01 | 24-10 | 25-09 | 26-08 | 27-07 | 28-06 | 29-05 | 1,803.20 | 3,921.96 | 1,960.98 | 47,063.52 |
| 23.47 | 30-05 | 31-04 | 32-03 | 33-02 | 34-01 | 25-10 | 26-09 | 27-08 | 28-07 | 29-06 | 1,877.60 | 4,083.78 | 2,041.89 | 49,005.36 |
| 24.49 | 30-06 | 31-05 | 32-04 | 33-03 | 34-02 | 35-01 | 26-10 | 27-09 | 28-08 | 29-07 | 1,959.20 | 4,261.26 | 2,130.63 | 51,135.12 |
| 25.59 | 30-07 | 31-06 | 32-05 | 33-04 | 34-03 | 35-02 | 36-01 | 27-10 | 28-09 | 29-08 | 2,047.20 | 4,452.66 | 2,226.33 | 53,431.92 |
| 26.72 | 30-08 | 31-07 | 32-06 | 33-05 | 34-04 | 35-03 | 36-02 | 37-01 | 28-10 | 29-09 | 2,137.60 | 4,649.28 | 2,324.64 | 55,791.36 |
| 27.87 | 30-09 | 31-08 | 32-07 | 33-06 | 34-05 | 35-04 | 36-03 | 37-02 | 38-01 | 29-10 | 2,229.60 | 4,849.38 | 2,424.69 | 58,192.56 |
| 29.13 | 30-10 | 31-09 | 32-08 | 33-07 | 34-06 | 35-05 | 36-04 | 37-03 | 38-02 | 39-01 | 2,330.40 | 5,068.62 | 2,534.31 | 60,823.44 |
| 30.44 | 40-01 | 31-10 | 32-09 | 33-08 | 34-07 | 35-06 | 36-05 | 37-04 | 38-03 | 39-02 | 2,435.20 | 5,296.56 | 2,648.28 | 63,558.72 |
| 31.81 | 40-02 | 41-01 | 32-10 | 33-09 | 34-08 | 35-07 | 36-06 | 37-05 | 38-04 | 39-03 | 2,544.80 | 5,534.94 | 2,767.47 | 66,419.28 |
| 33.29 | 40-03 | 41-02 | 42-01 | 33-10 | 34-09 | 35-08 | 36-07 | 37-06 | 38-05 | 39-04 | 2,663.20 | 5,792.46 | 2,896.23 | 69,509.52 |
| 34.79 | 40-04 | 41-03 | 42-02 | 43-01 | 34-10 | 35-09 | 36-08 | 37-07 | 38-06 | 39-05 | 2,783.20 | 6,053.46 | 3,026.73 | 72,641.52 |
| 36.36 | 40-05 | 41-04 | 42-03 | 43-02 | 44-01 | 35-10 | 36-09 | 37-08 | 38-07 | 39-06 | 2,908.80 | 6,326.64 | 3,163.32 | 75,919.68 |
| 38.06 | 40-06 | 41-05 | 42-04 | 43-03 | 44-02 | 45-01 | 36-10 | 37-09 | 38-08 | 39-07 | 3,044.80 | 6,622.44 | 3,311.22 | 79,469.28 |
| 39.82 | 40-07 | 41-06 | 42-05 | 43-04 | 44-03 | 45-02 | 46-01 | 37-10 | 38-09 | 39-08 | 3,185.60 | 6,928.68 | 3,464.34 | 83,144.16 |
| 41.69 | 40-08 | 41-07 | 42-06 | 43-05 | 44-04 | 45-03 | 46-02 | 47-01 | 38-10 | 39-09 | 3,335.20 | 7,254.06 | 3,627.03 | 87,048.72 |
| 43.61 | 40-09 | 41-08 | 42-07 | 43-06 | 44-05 | 45-04 | 46-03 | 47-02 | 48-01 | 39-10 | 3,488.80 | 7,588.14 | 3,794.07 | 91,057.68 |
| 45.67 | 40-10 | 41-09 | 42-08 | 43-07 | 44-06 | 45-05 | 46-04 | 47-03 | 48-02 | 49-01 | 3,653.60 | 7,946.58 | 3,973.29 | 95,358.96 |
| 47.82 | 50-01 | 41-10 | 42-09 | 43-08 | 44-07 | 45-06 | 46-05 | 47-04 | 48-03 | 49-02 | 3,825.60 | 8,320.68 | 4,160.34 | 99,848.16 |
| 50.09 | 50-02 | 51-01 | 42-10 | 43-09 | 44-08 | 45-07 | 46-06 | 47-05 | 48-04 | 49-03 | 4,007.20 | 8,715.66 | 4,357.83 | 104,587.92 |
| 52.45 | 50-03 | 51-02 | 52-01 | 43-10 | 44-09 | 45-08 | 46-07 | 47-06 | 48-05 | 49-04 | 4,196.00 | 9,126.30 | 4,563.15 | 109,515.60 |
| 54.95 | 50-04 | 51-03 | 52-02 | 53-01 | 44-10 | 45-09 | 46-08 | 47-07 | 48-06 | 49-05 | 4,396.00 | 9,561.30 | 4,780.65 | 114,735.60 |
| 57.57 | 50-05 | 51-04 | 52-03 | 53-02 | 54-01 | 45-10 | 46-09 | 47-08 | 48-07 | 49-06 | 4,605.60 | 10,017.18 | 5,008.59 | 120,206.16 |
| 60.35 | 50-06 | 51-05 | 52-04 | 53-03 | 54-02 | 55-01 | 46-10 | 47-09 | 48-08 | 49-07 | 4,828.00 | 10,500.90 | 5,250.45 | 126,010.80 |
| 63.23 | 50-07 | 51-06 | 52-05 | 53-04 | 54-03 | 55-02 | ..... | 47-10 | 48-09 | 49-08 | 5,058.40 | 11,002.02 | 5,501.01 | 132,024.24 |
| 66.26 | 50-08 | 51-07 | 52-06 | 53-05 | 54-04 | 55-03 | ..... | ..... | 48-10 | 49-09 | 5,300.80 | 11,529.24 | 5,764.62 | 138,350.88 |
| 69.46 | 50-09 | 51-08 | 52-07 | 53-06 | 54-05 | 55-04 | ..... | ..... | ..... | 49-10 | 5,556.80 | 12,086.04 | 6,043.02 | 145,032.48 |
| 72.77 | 50-10 | 51-09 | 52-08 | 53-07 | 54-06 | 55-05 | ..... | ..... | ..... | ..... | 5,821.60 | 12,661.98 | 6,330.99 | 151,943.76 |
| 76.33 | ..... | 51-10 | 52-09 | 53-08 | 54-07 | 55-06 | ..... | ..... | ..... | ..... | 6,106.40 | 13,281.42 | 6,640.71 | 159,377.04 |
| 80.03 | ..... | ..... | 52-10 | 53-09 | 54-08 | 55-07 | ..... | ..... | ..... | ..... | 6,402.40 | 13,925.22 | 6,962.61 | 167,102.64 |
| 83.91 | ..... | ..... | ..... | 53-10 | 54-09 | 55-08 | ..... | ..... | ..... | ..... | 6,712.80 | 14,600.34 | 7,300.17 | 175,204.08 |
| 87.95 | ..... | ..... | ..... | ..... | 54-10 | 55-09 | ..... | ..... | ..... | ..... | 7,036.00 | 15,303.30 | 7,651.65 | 183,639.60 |
| 92.03 | ..... | ..... | ..... | ..... | ..... | 55-10 | ..... | ..... | ..... | ..... | 7,362.40 | 16,013.22 | 8,006.61 | 192,158.64 |

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 33.50%.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .856530.

** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 10, 2023