

PAY POLICY 01F  
CBA CLASSIFIED ON EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (EEs/ERs)  
COMPENSATION SCHEDULE

EFFECTIVE DATE: JULY 01, 2024

| HOURLY RATE | <----- GRADE AND STEP -----> |       |       |       |       |       |       |       |       |       | APPROXIMATE SALARY |           |              |            |
|-------------|------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------------------|-----------|--------------|------------|
|             |                              |       |       |       |       |       |       |       |       |       | BI-WEEKLY          | MONTHLY   | SEMI-MONTHLY | ANNUAL     |
| 12.24       | 10-01                        | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 979.20             | 2,129.76  | 1,064.88     | 25,557.12  |
| 12.67       | 10-02                        | 11-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1,013.60           | 2,204.58  | 1,102.29     | 26,454.96  |
| 13.11       | 10-03                        | 11-02 | 12-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1,048.80           | 2,281.14  | 1,140.57     | 27,373.68  |
| 13.58       | 10-04                        | 11-03 | 12-02 | 13-01 | ..... | ..... | ..... | ..... | ..... | ..... | 1,086.40           | 2,362.92  | 1,181.46     | 28,355.04  |
| 14.01       | 10-05                        | 11-04 | 12-03 | 13-02 | 14-01 | ..... | ..... | ..... | ..... | ..... | 1,120.80           | 2,437.74  | 1,218.87     | 29,252.88  |
| 14.51       | 10-06                        | 11-05 | 12-04 | 13-03 | 14-02 | 15-01 | ..... | ..... | ..... | ..... | 1,160.80           | 2,524.74  | 1,262.37     | 30,296.88  |
| 15.00       | 10-07                        | 11-06 | 12-05 | 13-04 | 14-03 | 15-02 | 16-01 | ..... | ..... | ..... | 1,200.00           | 2,610.00  | 1,305.00     | 31,320.00  |
| 15.56       | 10-08                        | 11-07 | 12-06 | 13-05 | 14-04 | 15-03 | 16-02 | 17-01 | ..... | ..... | 1,244.80           | 2,707.44  | 1,353.72     | 32,489.28  |
| 16.12       | 10-09                        | 11-08 | 12-07 | 13-06 | 14-05 | 15-04 | 16-03 | 17-02 | 18-01 | ..... | 1,289.60           | 2,804.88  | 1,402.44     | 33,658.56  |
| 16.75       | 10-10                        | 11-09 | 12-08 | 13-07 | 14-06 | 15-05 | 16-04 | 17-03 | 18-02 | 19-01 | 1,340.00           | 2,914.50  | 1,457.25     | 34,974.00  |
| 17.34       | 20-01                        | 11-10 | 12-09 | 13-08 | 14-07 | 15-06 | 16-05 | 17-04 | 18-03 | 19-02 | 1,387.20           | 3,017.16  | 1,508.58     | 36,205.92  |
| 18.04       | 20-02                        | 21-01 | 12-10 | 13-09 | 14-08 | 15-07 | 16-06 | 17-05 | 18-04 | 19-03 | 1,443.20           | 3,138.96  | 1,569.48     | 37,667.52  |
| 18.69       | 20-03                        | 21-02 | 22-01 | 13-10 | 14-09 | 15-08 | 16-07 | 17-06 | 18-05 | 19-04 | 1,495.20           | 3,252.06  | 1,626.03     | 39,024.72  |
| 19.43       | 20-04                        | 21-03 | 22-02 | 23-01 | 14-10 | 15-09 | 16-08 | 17-07 | 18-06 | 19-05 | 1,554.40           | 3,380.82  | 1,690.41     | 40,569.84  |
| 20.25       | 20-05                        | 21-04 | 22-03 | 23-02 | 24-01 | 15-10 | 16-09 | 17-08 | 18-07 | 19-06 | 1,620.00           | 3,523.50  | 1,761.75     | 42,282.00  |
| 21.02       | 20-06                        | 21-05 | 22-04 | 23-03 | 24-02 | 25-01 | 16-10 | 17-09 | 18-08 | 19-07 | 1,681.60           | 3,657.48  | 1,828.74     | 43,889.76  |
| 21.87       | 20-07                        | 21-06 | 22-05 | 23-04 | 24-03 | 25-02 | 26-01 | 17-10 | 18-09 | 19-08 | 1,749.60           | 3,805.38  | 1,902.69     | 45,664.56  |
| 22.77       | 20-08                        | 21-07 | 22-06 | 23-05 | 24-04 | 25-03 | 26-02 | 27-01 | 18-10 | 19-09 | 1,821.60           | 3,961.98  | 1,980.99     | 47,543.76  |
| 23.71       | 20-09                        | 21-08 | 22-07 | 23-06 | 24-05 | 25-04 | 26-03 | 27-02 | 28-01 | 19-10 | 1,896.80           | 4,125.54  | 2,062.77     | 49,506.68  |
| 24.71       | 20-10                        | 21-09 | 22-08 | 23-07 | 24-06 | 25-05 | 26-04 | 27-03 | 28-02 | 29-01 | 1,976.80           | 4,299.54  | 2,149.77     | 51,594.48  |
| 25.73       | 30-01                        | 21-10 | 22-09 | 23-08 | 24-07 | 25-06 | 26-05 | 27-04 | 28-03 | 29-02 | 2,058.40           | 4,477.02  | 2,238.51     | 53,724.24  |
| 26.82       | 30-02                        | 31-01 | 22-10 | 23-09 | 24-08 | 25-07 | 26-06 | 27-05 | 28-04 | 29-03 | 2,145.60           | 4,666.68  | 2,333.34     | 56,000.16  |
| 27.94       | 30-03                        | 31-02 | 32-01 | 23-10 | 24-09 | 25-08 | 26-07 | 27-06 | 28-05 | 29-04 | 2,235.20           | 4,861.56  | 2,430.78     | 58,338.72  |
| 29.20       | 30-04                        | 31-03 | 32-02 | 33-01 | 24-10 | 25-09 | 26-08 | 27-07 | 28-06 | 29-05 | 2,336.00           | 5,080.80  | 2,540.40     | 60,969.60  |
| 30.41       | 30-05                        | 31-04 | 32-03 | 33-02 | 34-01 | 25-10 | 26-09 | 27-08 | 28-07 | 29-06 | 2,432.80           | 5,291.34  | 2,645.67     | 63,496.08  |
| 31.73       | 30-06                        | 31-05 | 32-04 | 33-03 | 34-02 | 35-01 | 26-10 | 27-09 | 28-08 | 29-07 | 2,538.40           | 5,521.02  | 2,760.51     | 66,252.24  |
| 33.17       | 30-07                        | 31-06 | 32-05 | 33-04 | 34-03 | 35-02 | 36-01 | 27-10 | 28-09 | 29-08 | 2,653.60           | 5,771.58  | 2,885.79     | 69,258.96  |
| 34.62       | 30-08                        | 31-07 | 32-06 | 33-05 | 34-04 | 35-03 | 36-02 | 37-01 | 28-10 | 29-09 | 2,769.60           | 6,023.88  | 3,011.94     | 72,286.56  |
| 36.12       | 30-09                        | 31-08 | 32-07 | 33-06 | 34-05 | 35-04 | 36-03 | 37-02 | 38-01 | 29-10 | 2,889.60           | 6,284.88  | 3,142.44     | 75,418.56  |
| 37.75       | 30-10                        | 31-09 | 32-08 | 33-07 | 34-06 | 35-05 | 36-04 | 37-03 | 38-02 | 39-01 | 3,020.00           | 6,568.50  | 3,284.25     | 78,822.00  |
| 39.45       | 40-01                        | 31-10 | 32-09 | 33-08 | 34-07 | 35-06 | 36-05 | 37-04 | 38-03 | 39-02 | 3,156.00           | 6,864.30  | 3,432.15     | 82,371.60  |
| 41.23       | 40-02                        | 41-01 | 32-10 | 33-09 | 34-08 | 35-07 | 36-06 | 37-05 | 38-04 | 39-03 | 3,298.40           | 7,174.02  | 3,587.01     | 86,088.24  |
| 43.15       | 40-03                        | 41-02 | 42-01 | 33-10 | 34-09 | 35-08 | 36-07 | 37-06 | 38-05 | 39-04 | 3,452.00           | 7,508.10  | 3,754.05     | 90,097.20  |
| 45.09       | 40-04                        | 41-03 | 42-02 | 43-01 | 34-10 | 35-09 | 36-08 | 37-07 | 38-06 | 39-05 | 3,607.20           | 7,845.66  | 3,922.83     | 94,147.92  |
| 47.12       | 40-05                        | 41-04 | 42-03 | 43-02 | 44-01 | 35-10 | 36-09 | 37-08 | 38-07 | 39-06 | 3,769.60           | 8,198.88  | 4,099.44     | 98,386.56  |
| 49.33       | 40-06                        | 41-05 | 42-04 | 43-03 | 44-02 | 45-01 | 36-10 | 37-09 | 38-08 | 39-07 | 3,946.40           | 8,583.42  | 4,291.71     | 103,001.04 |
| 51.60       | 40-07                        | 41-06 | 42-05 | 43-04 | 44-03 | 45-02 | 46-01 | 37-10 | 38-09 | 39-08 | 4,128.00           | 8,978.40  | 4,489.20     | 107,740.80 |
| 54.02       | 40-08                        | 41-07 | 42-06 | 43-05 | 44-04 | 45-03 | 46-02 | 47-01 | 38-10 | 39-09 | 4,321.60           | 9,399.48  | 4,699.74     | 112,793.76 |
| 56.52       | 40-09                        | 41-08 | 42-07 | 43-06 | 44-05 | 45-04 | 46-03 | 47-02 | 48-01 | 39-10 | 4,521.60           | 9,834.48  | 4,917.24     | 118,013.76 |
| 59.19       | 40-10                        | 41-09 | 42-08 | 43-07 | 44-06 | 45-05 | 46-04 | 47-03 | 48-02 | 49-01 | 4,735.20           | 10,299.06 | 5,149.53     | 123,588.72 |
| 61.97       | 50-01                        | 41-10 | 42-09 | 43-08 | 44-07 | 45-06 | 46-05 | 47-04 | 48-03 | 49-02 | 4,957.60           | 10,782.78 | 5,391.39     | 129,393.36 |
| 64.91       | 50-02                        | 51-01 | 42-10 | 43-09 | 44-08 | 45-07 | 46-06 | 47-05 | 48-04 | 49-03 | 5,192.80           | 11,294.34 | 5,647.17     | 135,532.08 |
| 67.97       | 50-03                        | 51-02 | 52-01 | 43-10 | 44-09 | 45-08 | 46-07 | 47-06 | 48-05 | 49-04 | 5,437.60           | 11,826.78 | 5,913.39     | 141,921.36 |
| 71.21       | 50-04                        | 51-03 | 52-02 | 53-01 | 44-10 | 45-09 | 46-08 | 47-07 | 48-06 | 49-05 | 5,696.80           | 12,390.54 | 6,195.27     | 148,686.48 |
| 74.60       | 50-05                        | 51-04 | 52-03 | 53-02 | 54-01 | 45-10 | 46-09 | 47-08 | 48-07 | 49-06 | 5,968.00           | 12,980.40 | 6,490.20     | 155,764.80 |
| 78.21       | 50-06                        | 51-05 | 52-04 | 53-03 | 54-02 | 55-01 | 46-10 | 47-09 | 48-08 | 49-07 | 6,256.80           | 13,608.54 | 6,804.27     | 163,302.48 |
| 81.94       | 50-07                        | 51-06 | 52-05 | 53-04 | 54-03 | 55-02 | ..... | 47-10 | 48-09 | 49-08 | 6,555.20           | 14,257.56 | 7,128.78     | 171,090.72 |
| 85.87       | 50-08                        | 51-07 | 52-06 | 53-05 | 54-04 | 55-03 | ..... | ..... | 48-10 | 49-09 | 6,869.60           | 14,941.38 | 7,470.69     | 179,296.56 |
| 90.01       | 50-09                        | 51-08 | 52-07 | 53-06 | 54-05 | 55-04 | ..... | ..... | ..... | 49-10 | 7,200.80           | 15,661.74 | 7,830.87     | 187,940.88 |
| 94.31       | 50-10                        | 51-09 | 52-08 | 53-07 | 54-06 | 55-05 | ..... | ..... | ..... | ..... | 7,544.80           | 16,409.94 | 8,204.97     | 196,919.28 |
| 98.92       | .....                        | 51-10 | 52-09 | 53-08 | 54-07 | 55-06 | ..... | ..... | ..... | ..... | 7,913.60           | 17,212.08 | 8,606.04     | 206,544.96 |
| 103.71      | .....                        | ..... | 52-10 | 53-09 | 54-08 | 55-07 | ..... | ..... | ..... | ..... | 8,296.80           | 18,045.54 | 9,022.77     | 216,546.48 |
| 108.75      | .....                        | ..... | ..... | 53-10 | 54-09 | 55-08 | ..... | ..... | ..... | ..... | 8,700.00           | 18,922.50 | 9,461.25     | 227,070.00 |
| 113.97      | .....                        | ..... | ..... | ..... | 54-10 | 55-09 | ..... | ..... | ..... | ..... | 9,117.60           | 19,830.78 | 9,915.39     | 237,969.36 |
| 119.26      | .....                        | ..... | ..... | ..... | ..... | 55-10 | ..... | ..... | ..... | ..... | 9,540.80           | 20,751.24 | 10,375.62    | 249,014.88 |