

PAY POLICY 03A  
CBA CLASSIFIED ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)  
COMPENSATION SCHEDULE

EFFECTIVE DATE: JULY 01, 2024

HOURLY RATE	GRADE AND STEP										APPROXIMATE SALARY			
											BI-WEEKLY	MONTHLY	SEMI-MONTHLY	ANNUAL
9.74	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	779.20	1,694.76	847.38	20,337.12
10.09	10-02	11-01	.....	.....	.....	.....	.....	.....	.....	.....	807.20	1,755.66	877.83	21,067.92
10.44	10-03	11-02	12-01	.....	.....	.....	.....	.....	.....	.....	835.20	1,816.56	908.28	21,798.72
10.81	10-04	11-03	12-02	13-01	.....	.....	.....	.....	.....	.....	864.80	1,880.94	940.47	22,571.28
11.15	10-05	11-04	12-03	13-02	14-01	.....	.....	.....	.....	.....	892.00	1,940.10	970.05	23,281.20
11.55	10-06	11-05	12-04	13-03	14-02	15-01	.....	.....	.....	.....	924.00	2,009.70	1,004.85	24,116.40
11.94	10-07	11-06	12-05	13-04	14-03	15-02	16-01	.....	.....	.....	955.20	2,077.56	1,038.78	24,930.72
12.39	10-08	11-07	12-06	13-05	14-04	15-03	16-02	17-01	.....	.....	991.20	2,155.86	1,077.93	25,870.32
12.83	10-09	11-08	12-07	13-06	14-05	15-04	16-03	17-02	18-01	.....	1,026.40	2,232.42	1,116.21	26,789.04
13.33	10-10	11-09	12-08	13-07	14-06	15-05	16-04	17-03	18-02	19-01	1,066.40	2,319.42	1,159.71	27,833.04
13.80	20-01	11-10	12-09	13-08	14-07	15-06	16-05	17-04	18-03	19-02	1,104.00	2,401.20	1,200.60	28,814.40
14.36	20-02	21-01	12-10	13-09	14-08	15-07	16-06	17-05	18-04	19-03	1,148.80	2,498.64	1,249.32	29,983.68
14.88	20-03	21-02	22-01	13-10	14-09	15-08	16-07	17-06	18-05	19-04	1,190.40	2,589.12	1,294.56	31,069.44
15.47	20-04	21-03	22-02	23-01	14-10	15-09	16-08	17-07	18-06	19-05	1,237.60	2,691.78	1,345.89	32,301.36
16.12	20-05	21-04	22-03	23-02	24-01	15-10	16-09	17-08	18-07	19-06	1,289.60	2,804.88	1,402.44	33,658.56
16.73	20-06	21-05	22-04	23-03	24-02	25-01	16-10	17-09	18-08	19-07	1,338.40	2,911.02	1,455.51	34,932.24
17.41	20-07	21-06	22-05	23-04	24-03	25-02	26-01	17-10	18-09	19-08	1,392.80	3,029.34	1,514.67	36,352.08
18.12	20-08	21-07	22-06	23-05	24-04	25-03	26-02	27-01	18-10	19-09	1,449.60	3,152.88	1,576.44	37,834.56
18.87	20-09	21-08	22-07	23-06	24-05	25-04	26-03	27-02	28-01	19-10	1,509.60	3,283.38	1,641.69	39,400.56
19.67	20-10	21-09	22-08	23-07	24-06	25-05	26-04	27-03	28-02	29-01	1,573.60	3,422.58	1,711.29	41,070.96
20.48	30-01	21-10	22-09	23-08	24-07	25-06	26-05	27-04	28-03	29-02	1,638.40	3,563.52	1,781.76	42,762.24
21.35	30-02	31-01	22-10	23-09	24-08	25-07	26-06	27-05	28-04	29-03	1,708.00	3,714.90	1,857.45	44,578.80
22.24	30-03	31-02	32-01	23-10	24-09	25-08	26-07	27-06	28-05	29-04	1,779.20	3,869.76	1,934.88	46,437.12
23.24	30-04	31-03	32-02	33-01	24-10	25-09	26-08	27-07	28-06	29-05	1,859.20	4,043.76	2,021.88	48,525.12
24.21	30-05	31-04	32-03	33-02	34-01	25-10	26-09	27-08	28-07	29-06	1,936.80	4,212.54	2,106.27	50,550.48
25.26	30-06	31-05	32-04	33-03	34-02	35-01	26-10	27-09	28-08	29-07	2,020.80	4,395.24	2,197.62	52,742.88
26.40	30-07	31-06	32-05	33-04	34-03	35-02	36-01	27-10	28-09	29-08	2,112.00	4,593.60	2,296.80	55,123.20
27.56	30-08	31-07	32-06	33-05	34-04	35-03	36-02	37-01	28-10	29-09	2,204.80	4,795.44	2,397.72	57,545.28
28.75	30-09	31-08	32-07	33-06	34-05	35-04	36-03	37-02	38-01	29-10	2,300.00	5,002.50	2,501.25	60,030.00
30.05	30-10	31-09	32-08	33-07	34-06	35-05	36-04	37-03	38-02	39-01	2,404.00	5,228.70	2,614.35	62,744.40
31.40	40-01	31-10	32-09	33-08	34-07	35-06	36-05	37-04	38-03	39-02	2,512.00	5,463.60	2,731.80	65,563.20
32.82	40-02	41-01	32-10	33-09	34-08	35-07	36-06	37-05	38-04	39-03	2,625.60	5,710.68	2,855.34	68,528.16
34.35	40-03	41-02	42-01	33-10	34-09	35-08	36-07	37-06	38-05	39-04	2,748.00	5,976.90	2,988.45	71,722.80
35.89	40-04	41-03	42-02	43-01	34-10	35-09	36-08	37-07	38-06	39-05	2,871.20	6,244.86	3,122.43	74,938.32
37.51	40-05	41-04	42-03	43-02	44-01	35-10	36-09	37-08	38-07	39-06	3,000.80	6,526.74	3,263.37	78,320.88
39.27	40-06	41-05	42-04	43-03	44-02	45-01	36-10	37-09	38-08	39-07	3,141.60	6,832.98	3,416.49	81,995.76
41.07	40-07	41-06	42-05	43-04	44-03	45-02	46-01	37-10	38-09	39-08	3,285.60	7,146.18	3,573.09	85,754.16
43.00	40-08	41-07	42-06	43-05	44-04	45-03	46-02	47-01	38-10	39-09	3,440.00	7,482.00	3,741.00	89,784.00
44.99	40-09	41-08	42-07	43-06	44-05	45-04	46-03	47-02	48-01	39-10	3,599.20	7,828.26	3,914.13	93,939.12
47.12	40-10	41-09	42-08	43-07	44-06	45-05	46-04	47-03	48-02	49-01	3,769.60	8,198.88	4,099.44	98,386.56
49.33	50-01	41-10	42-09	43-08	44-07	45-06	46-05	47-04	48-03	49-02	3,946.40	8,583.42	4,291.71	103,001.04
51.67	50-02	51-01	42-10	43-09	44-08	45-07	46-06	47-05	48-04	49-03	4,133.60	8,990.58	4,495.29	107,886.96
54.10	50-03	51-02	52-01	43-10	44-09	45-08	46-07	47-06	48-05	49-04	4,328.00	9,413.40	4,706.70	112,960.80
56.68	50-04	51-03	52-02	53-01	44-10	45-09	46-08	47-07	48-06	49-05	4,534.40	9,862.32	4,931.16	118,347.84
59.38	50-05	51-04	52-03	53-02	54-01	45-10	46-09	47-08	48-07	49-06	4,750.40	10,332.12	5,166.06	123,985.44
62.26	50-06	51-05	52-04	53-03	54-02	55-01	46-10	47-09	48-08	49-07	4,980.80	10,833.24	5,416.62	129,998.88
65.22	50-07	51-06	52-05	53-04	54-03	55-02	.....	47-10	48-09	49-08	5,217.60	11,348.28	5,674.14	136,179.36
68.35	50-08	51-07	52-06	53-05	54-04	55-03	.....	.....	48-10	49-09	5,468.00	11,892.90	5,946.45	142,714.80
71.65	50-09	51-08	52-07	53-06	54-05	55-04	.....	.....	.....	49-10	5,732.00	12,467.10	6,233.55	149,605.20
75.07	50-10	51-09	52-08	53-07	54-06	55-05	.....	.....	.....	.....	6,005.60	13,062.18	6,531.09	156,746.16
78.74	.....	51-10	52-09	53-08	54-07	55-06	.....	.....	.....	.....	6,299.20	13,700.76	6,850.38	164,409.12
82.55	.....	.....	52-10	53-09	54-08	55-07	.....	.....	.....	.....	6,604.00	14,363.70	7,181.85	172,364.40
86.57	.....	.....	.....	53-10	54-09	55-08	.....	.....	.....	.....	6,925.60	15,063.18	7,531.59	180,758.16
90.72	.....	.....	.....	.....	54-10	55-09	.....	.....	.....	.....	7,257.60	15,785.28	7,892.64	189,423.36
94.93	.....	.....	.....	.....	.....	55-10	.....	.....	.....	.....	7,594.40	16,517.82	8,258.91	198,213.84