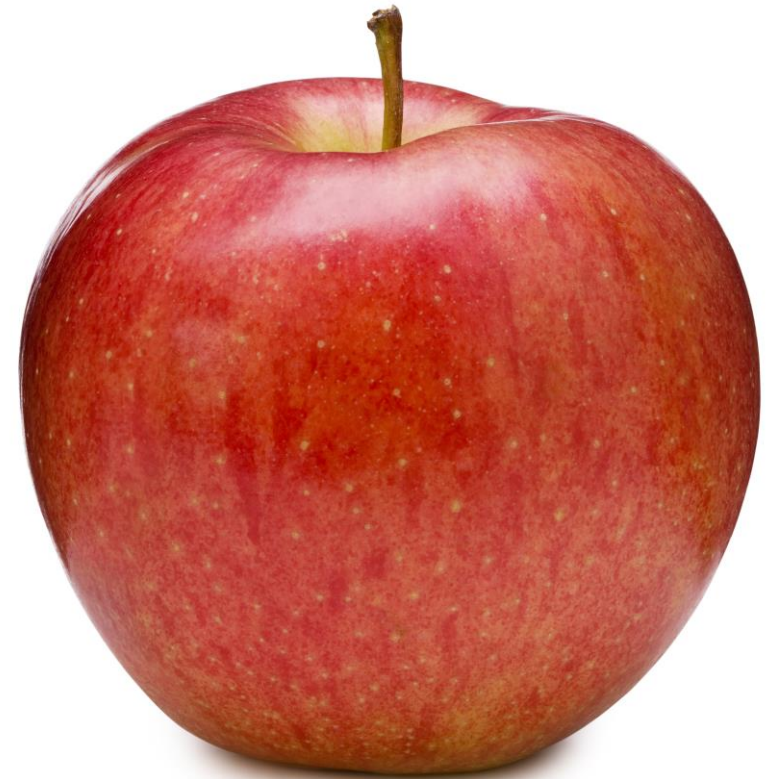


Non-Union Compensation Framework

Pay Band Salaries



DATE 2022-2023

Band 1

2022 **Minimum** **Maximum**

Approx. Annual \$34,035 - \$42,543

Bi-weekly \$1,309.02 - \$1,636.27

2023 **Minimum** **Maximum**

Approx. Annual \$35,056 - \$43,819

Bi-weekly \$1,348.29 - \$1,685.36

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$34,035	\$1,309.02	\$35,056	\$1,348.29
81%	\$34,460	\$1,325.38	\$35,494	\$1,365.14
82%	\$34,885	\$1,341.74	\$35,932	\$1,382.00
83%	\$35,311	\$1,358.10	\$36,370	\$1,398.85
84%	\$35,736	\$1,374.47	\$36,808	\$1,415.70
85%	\$36,162	\$1,390.83	\$37,247	\$1,432.56
86%	\$36,587	\$1,407.19	\$37,685	\$1,449.41
87%	\$37,012	\$1,423.55	\$38,123	\$1,466.26
88%	\$37,438	\$1,439.92	\$38,561	\$1,483.12
89%	\$37,863	\$1,456.28	\$38,999	\$1,499.97
90%	\$38,289	\$1,472.64	\$39,437	\$1,516.82
91%	\$38,714	\$1,489.01	\$39,876	\$1,533.68
92%	\$39,140	\$1,505.37	\$40,314	\$1,550.53
93%	\$39,565	\$1,521.73	\$40,752	\$1,567.38
94%	\$39,990	\$1,538.09	\$41,190	\$1,584.24
95%	\$40,416	\$1,554.46	\$41,628	\$1,601.09
96%	\$40,841	\$1,570.82	\$42,067	\$1,617.95
97%	\$41,267	\$1,587.18	\$42,505	\$1,634.80
98%	\$41,692	\$1,603.54	\$42,943	\$1,651.65
99%	\$42,118	\$1,619.91	\$43,381	\$1,668.51
100%	\$42,543	\$1,636.27	\$43,819	\$1,685.36

Band 2

2022 **Minimum** **Maximum**

Approx. Annual \$37,404 - \$46,755

Bi-weekly \$1,438.62 - \$1,798.27

2023 **Minimum** **Maximum**

Approx. Annual \$38,526 - \$48,158

Bi-weekly \$1,481.78 - \$1,852.22

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$37,404	\$1,438.62	\$38,526	\$1,481.78
81%	\$37,872	\$1,456.60	\$39,008	\$1,500.30
82%	\$38,339	\$1,474.58	\$39,489	\$1,518.82
83%	\$38,807	\$1,492.56	\$39,971	\$1,537.34
84%	\$39,274	\$1,510.55	\$40,452	\$1,555.86
85%	\$39,742	\$1,528.53	\$40,934	\$1,574.39
86%	\$40,209	\$1,546.51	\$41,416	\$1,592.91
87%	\$40,677	\$1,564.49	\$41,897	\$1,611.43
88%	\$41,144	\$1,582.48	\$42,379	\$1,629.95
89%	\$41,612	\$1,600.46	\$42,860	\$1,648.48
90%	\$42,079	\$1,618.44	\$43,342	\$1,667.00
91%	\$42,547	\$1,636.43	\$43,824	\$1,685.52
92%	\$43,015	\$1,654.41	\$44,305	\$1,704.04
93%	\$43,482	\$1,672.39	\$44,787	\$1,722.56
94%	\$43,950	\$1,690.37	\$45,268	\$1,741.09
95%	\$44,417	\$1,708.36	\$45,750	\$1,759.61
96%	\$44,885	\$1,726.34	\$46,231	\$1,778.13
97%	\$45,352	\$1,744.32	\$46,713	\$1,796.65
98%	\$45,820	\$1,762.30	\$47,195	\$1,815.18
99%	\$46,288	\$1,780.29	\$47,676	\$1,833.70
100%	\$46,755	\$1,798.27	\$48,158	\$1,852.22

Band 3

2022

Minimum Maximum

Approx. Annual \$41,107 - \$51,383

Bi-weekly \$1,581.02 - \$1,976.27

2023

Minimum Maximum

Approx. Annual \$42,340 - \$52,925

Bi-weekly \$1,628.45 - \$2,035.56

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$41,107	\$1,581.02	\$42,340	\$1,628.45
81%	\$41,620	\$1,600.78	\$42,869	\$1,648.80
82%	\$42,134	\$1,620.54	\$43,398	\$1,669.16
83%	\$42,648	\$1,640.30	\$43,927	\$1,689.51
84%	\$43,162	\$1,660.07	\$44,457	\$1,709.87
85%	\$43,676	\$1,679.83	\$44,986	\$1,730.23
86%	\$44,189	\$1,699.59	\$45,515	\$1,750.58
87%	\$44,703	\$1,719.35	\$46,044	\$1,770.94
88%	\$45,217	\$1,739.12	\$46,574	\$1,791.29
89%	\$45,731	\$1,758.88	\$47,103	\$1,811.65
90%	\$46,245	\$1,778.64	\$47,632	\$1,832.00
91%	\$46,759	\$1,798.41	\$48,161	\$1,852.36
92%	\$47,272	\$1,818.17	\$48,691	\$1,872.72
93%	\$47,786	\$1,837.93	\$49,220	\$1,893.07
94%	\$48,300	\$1,857.69	\$49,749	\$1,913.43
95%	\$48,814	\$1,877.46	\$50,278	\$1,933.78
96%	\$49,328	\$1,897.22	\$50,808	\$1,954.14
97%	\$49,841	\$1,916.98	\$51,337	\$1,974.49
98%	\$50,355	\$1,936.74	\$51,866	\$1,994.85
99%	\$50,869	\$1,956.51	\$52,395	\$2,015.20
100%	\$51,383	\$1,976.27	\$52,925	\$2,035.56

Band 4

2022

	Minimum	Maximum
Approx. Annual	\$45,176	\$56,470
Bi-weekly	\$1,737.54	\$2,171.92

2023

	Minimum	Maximum
Approx. Annual	\$46,531	\$58,164
Bi-weekly	\$1,789.66	\$2,237.08

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$45,176	\$1,737.54	\$46,531	\$1,789.66
81%	\$45,741	\$1,759.26	\$47,113	\$1,812.03
82%	\$46,305	\$1,780.97	\$47,695	\$1,834.41
83%	\$46,870	\$1,802.69	\$48,276	\$1,856.78
84%	\$47,435	\$1,824.41	\$48,858	\$1,879.15
85%	\$47,999	\$1,846.13	\$49,440	\$1,901.52
86%	\$48,564	\$1,867.85	\$50,021	\$1,923.89
87%	\$49,129	\$1,889.57	\$50,603	\$1,946.26
88%	\$49,694	\$1,911.29	\$51,184	\$1,968.63
89%	\$50,258	\$1,933.01	\$51,766	\$1,991.00
90%	\$50,823	\$1,954.73	\$52,348	\$2,013.37
91%	\$51,388	\$1,976.45	\$52,929	\$2,035.74
92%	\$51,952	\$1,998.17	\$53,511	\$2,058.11
93%	\$52,517	\$2,019.89	\$54,092	\$2,080.48
94%	\$53,082	\$2,041.60	\$54,674	\$2,102.86
95%	\$53,646	\$2,063.32	\$55,256	\$2,125.23
96%	\$54,211	\$2,085.04	\$55,838	\$2,147.60
97%	\$54,776	\$2,106.76	\$56,419	\$2,169.97
98%	\$55,340	\$2,128.48	\$57,001	\$2,192.34
99%	\$55,905	\$2,150.20	\$57,582	\$2,214.71
100%	\$56,470	\$2,171.92	\$58,164	\$2,237.08

Band 5

2022

	Minimum	Maximum
Approx. Annual	\$49,649	\$62,061
Bi-weekly	\$1,909.57	\$2,386.96

2023

	Minimum	Maximum
Approx. Annual	\$51,138	\$63,923
Bi-weekly	\$1,966.86	\$2,458.57

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$49,649	\$1,909.57	\$51,138	\$1,966.86
81%	\$50,269	\$1,933.44	\$51,777	\$1,991.44
82%	\$50,890	\$1,957.31	\$52,417	\$2,016.03
83%	\$51,511	\$1,981.18	\$53,056	\$2,040.61
84%	\$52,131	\$2,005.05	\$53,695	\$2,065.20
85%	\$52,752	\$2,028.92	\$54,334	\$2,089.78
86%	\$53,373	\$2,052.79	\$54,974	\$2,114.37
87%	\$53,993	\$2,076.66	\$55,613	\$2,138.96
88%	\$54,614	\$2,100.52	\$56,252	\$2,163.54
89%	\$55,234	\$2,124.39	\$56,891	\$2,188.13
90%	\$55,855	\$2,148.26	\$57,530	\$2,212.71
91%	\$56,475	\$2,172.13	\$58,170	\$2,237.30
92%	\$57,096	\$2,196.00	\$58,809	\$2,261.88
93%	\$57,717	\$2,219.87	\$59,448	\$2,286.47
94%	\$58,337	\$2,243.74	\$60,088	\$2,311.06
95%	\$58,958	\$2,267.61	\$60,727	\$2,335.64
96%	\$59,578	\$2,291.48	\$61,366	\$2,360.23
97%	\$60,199	\$2,315.35	\$62,005	\$2,384.81
98%	\$60,820	\$2,339.22	\$62,644	\$2,409.40
99%	\$61,440	\$2,363.09	\$63,283	\$2,433.98
100%	\$62,061	\$2,386.96	\$63,923	\$2,458.57

Band 6

2022

	Minimum	Maximum
Approx. Annual	\$54,564	\$68,205
Bi-weekly	\$2,098.62	\$2,623.27

2023

	Minimum	Maximum
Approx. Annual	\$56,201	\$70,251
Bi-weekly	\$2,161.58	\$2,701.97

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$54,564	\$2,098.62	\$56,201	\$2,161.58
81%	\$55,246	\$2,124.85	\$56,904	\$2,188.60
82%	\$55,928	\$2,151.08	\$57,606	\$2,215.62
83%	\$56,610	\$2,177.31	\$58,309	\$2,242.64
84%	\$57,292	\$2,203.55	\$59,011	\$2,269.65
85%	\$57,974	\$2,229.78	\$59,713	\$2,296.67
86%	\$58,656	\$2,256.01	\$60,416	\$2,323.69
87%	\$59,338	\$2,282.24	\$61,118	\$2,350.71
88%	\$60,020	\$2,308.48	\$61,821	\$2,377.73
89%	\$60,702	\$2,334.71	\$62,524	\$2,404.75
90%	\$61,384	\$2,360.94	\$63,226	\$2,431.77
91%	\$62,067	\$2,387.18	\$63,929	\$2,458.79
92%	\$62,749	\$2,413.41	\$64,631	\$2,485.81
93%	\$63,431	\$2,439.64	\$65,334	\$2,512.83
94%	\$64,113	\$2,465.87	\$66,036	\$2,539.85
95%	\$64,795	\$2,492.11	\$66,739	\$2,566.87
96%	\$65,477	\$2,518.34	\$67,441	\$2,593.89
97%	\$66,159	\$2,544.57	\$68,144	\$2,620.91
98%	\$66,841	\$2,570.80	\$68,846	\$2,647.93
99%	\$67,523	\$2,597.04	\$69,549	\$2,674.95
100%	\$68,205	\$2,623.27	\$70,251	\$2,701.97

Band 7

2022

Minimum Maximum

Approx. Annual \$59,966 - \$74,957

Bi-weekly \$2,306.37 - \$2,882.96

2023

Minimum Maximum

Approx. Annual \$61,765 - \$77,206

Bi-weekly \$2,375.56 - \$2,969.45

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$59,966	\$2,306.37	\$61,765	\$2,375.56
81%	\$60,715	\$2,335.20	\$62,537	\$2,405.25
82%	\$61,465	\$2,364.03	\$63,309	\$2,434.95
83%	\$62,214	\$2,392.86	\$64,081	\$2,464.64
84%	\$62,964	\$2,421.69	\$64,853	\$2,494.34
85%	\$63,714	\$2,450.52	\$65,625	\$2,524.03
86%	\$64,463	\$2,479.35	\$66,397	\$2,553.73
87%	\$65,213	\$2,508.18	\$67,169	\$2,583.42
88%	\$65,962	\$2,537.00	\$67,941	\$2,613.12
89%	\$66,712	\$2,565.83	\$68,713	\$2,642.81
90%	\$67,461	\$2,594.66	\$69,485	\$2,672.51
91%	\$68,211	\$2,623.49	\$70,257	\$2,702.20
92%	\$68,960	\$2,652.32	\$71,029	\$2,731.89
93%	\$69,710	\$2,681.15	\$71,801	\$2,761.59
94%	\$70,459	\$2,709.98	\$72,573	\$2,791.28
95%	\$71,209	\$2,738.81	\$73,345	\$2,820.98
96%	\$71,959	\$2,767.64	\$74,117	\$2,850.67
97%	\$72,708	\$2,796.47	\$74,890	\$2,880.37
98%	\$73,458	\$2,825.30	\$75,662	\$2,910.06
99%	\$74,207	\$2,854.13	\$76,434	\$2,939.76
100%	\$74,957	\$2,882.96	\$77,206	\$2,969.45

Band 8

2022

Minimum Maximum

Approx. Annual \$65,902 - \$82,387

Bi-weekly \$2,534.70 - \$3,168.38

2023

Minimum Maximum

Approx. Annual \$67,880 - \$84,849

Bi-weekly \$2,610.75 - \$3,263.44

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$65,902	\$2,534.70	\$67,880	\$2,610.75
81%	\$66,726	\$2,566.39	\$68,728	\$2,643.39
82%	\$67,550	\$2,598.07	\$69,577	\$2,676.02
83%	\$68,374	\$2,629.76	\$70,425	\$2,708.66
84%	\$69,197	\$2,661.44	\$71,274	\$2,741.29
85%	\$70,021	\$2,693.12	\$72,122	\$2,773.92
86%	\$70,845	\$2,724.81	\$72,971	\$2,806.56
87%	\$71,669	\$2,756.49	\$73,819	\$2,839.19
88%	\$72,492	\$2,788.17	\$74,668	\$2,871.83
89%	\$73,316	\$2,819.86	\$75,516	\$2,904.46
90%	\$74,140	\$2,851.54	\$76,365	\$2,937.10
91%	\$74,964	\$2,883.23	\$77,213	\$2,969.73
92%	\$75,788	\$2,914.91	\$78,061	\$3,002.36
93%	\$76,611	\$2,946.59	\$78,910	\$3,035.00
94%	\$77,435	\$2,978.28	\$79,758	\$3,067.63
95%	\$78,259	\$3,009.96	\$80,607	\$3,100.27
96%	\$79,083	\$3,041.64	\$81,455	\$3,132.90
97%	\$79,907	\$3,073.33	\$82,304	\$3,165.54
98%	\$80,730	\$3,105.01	\$83,152	\$3,198.17
99%	\$81,554	\$3,136.70	\$84,001	\$3,230.81
100%	\$82,378	\$3,168.38	\$84,849	\$3,263.44

Band 9

2022

Minimum Maximum

Approx. Annual \$72,427 - \$90,534

Bi-weekly \$2,785.66 - \$3,482.08

2023

Minimum Maximum

Approx. Annual \$74,600 - \$93,250

Bi-weekly \$2,869.23 - \$3,586.54

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$72,427	\$2,785.66	\$74,600	\$2,869.23
81%	\$73,332	\$2,820.48	\$75,533	\$2,905.10
82%	\$74,238	\$2,855.31	\$76,465	\$2,940.96
83%	\$75,143	\$2,890.13	\$77,398	\$2,976.83
84%	\$76,049	\$2,924.95	\$78,330	\$3,012.69
85%	\$76,954	\$2,959.77	\$79,263	\$3,048.56
86%	\$77,859	\$2,994.59	\$80,195	\$3,084.42
87%	\$78,765	\$3,029.41	\$81,128	\$3,120.29
88%	\$79,670	\$3,064.23	\$82,060	\$3,156.16
89%	\$80,575	\$3,099.05	\$82,993	\$3,192.02
90%	\$81,481	\$3,133.87	\$83,925	\$3,227.89
91%	\$82,386	\$3,168.69	\$84,858	\$3,263.75
92%	\$83,291	\$3,203.51	\$85,790	\$3,299.62
93%	\$84,197	\$3,238.33	\$86,722	\$3,335.48
94%	\$85,102	\$3,273.16	\$87,655	\$3,371.35
95%	\$86,007	\$3,307.98	\$88,587	\$3,407.21
96%	\$86,913	\$3,342.80	\$89,520	\$3,443.08
97%	\$87,818	\$3,377.62	\$90,452	\$3,478.94
98%	\$88,723	\$3,412.44	\$91,385	\$3,514.81
99%	\$89,629	\$3,447.26	\$92,317	\$3,550.67
100%	\$90,534	\$3,482.08	\$93,250	\$3,586.54

Band 10

2022

Minimum Maximum

Approx. Annual \$79,597 - \$99,496

Bi-weekly \$3,061.42 - \$3,826.77

2023

Minimum Maximum

Approx. Annual \$81,985 - \$102,481

Bi-weekly \$3,153.26 - \$3,941.57

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$79,597	\$3,061.42	\$81,985	\$3,153.26
81%	\$80,592	\$3,099.68	\$83,009	\$3,192.67
82%	\$81,587	\$3,137.95	\$84,034	\$3,232.09
83%	\$82,582	\$3,176.22	\$85,059	\$3,271.50
84%	\$83,577	\$3,214.49	\$86,084	\$3,310.92
85%	\$84,572	\$3,252.75	\$87,109	\$3,350.33
86%	\$85,567	\$3,291.02	\$88,134	\$3,389.75
87%	\$86,562	\$3,329.29	\$89,158	\$3,429.17
88%	\$87,557	\$3,367.56	\$90,183	\$3,468.58
89%	\$88,552	\$3,405.83	\$91,208	\$3,508.00
90%	\$89,546	\$3,444.09	\$92,233	\$3,547.41
91%	\$90,541	\$3,482.36	\$93,258	\$3,586.83
92%	\$91,536	\$3,520.63	\$94,282	\$3,626.24
93%	\$92,531	\$3,558.90	\$95,307	\$3,665.66
94%	\$93,526	\$3,597.16	\$96,332	\$3,705.08
95%	\$94,521	\$3,635.43	\$97,357	\$3,744.49
96%	\$95,516	\$3,673.70	\$98,382	\$3,783.91
97%	\$96,511	\$3,711.97	\$99,406	\$3,823.32
98%	\$97,506	\$3,750.23	\$100,431	\$3,862.74
99%	\$98,501	\$3,788.50	\$101,456	\$3,902.15
100%	\$99,496	\$3,826.77	\$102,481	\$3,941.57

Band 11

2022 **Minimum** **Maximum**

Approx. Annual \$87,478 - \$109,347

Bi-weekly \$3,364.52 - \$4,205.65

2023 **Minimum** **Maximum**

Approx. Annual \$90,102 - \$112,627

Bi-weekly \$3,465.46 - \$4,331.82

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$87,478	\$3,364.52	\$90,102	\$3,465.46
81%	\$88,571	\$3,406.58	\$91,228	\$3,508.77
82%	\$89,664	\$3,448.63	\$92,354	\$3,552.09
83%	\$90,758	\$3,490.69	\$93,481	\$3,595.41
84%	\$91,852	\$3,532.75	\$94,607	\$3,638.73
85%	\$92,945	\$3,574.80	\$95,733	\$3,682.05
86%	\$94,038	\$3,616.86	\$96,860	\$3,725.37
87%	\$95,132	\$3,658.92	\$97,986	\$3,768.68
88%	\$96,225	\$3,700.97	\$99,112	\$3,812.00
89%	\$97,319	\$3,743.03	\$100,238	\$3,855.32
90%	\$98,412	\$3,785.09	\$101,365	\$3,898.64
91%	\$99,506	\$3,827.14	\$102,491	\$3,941.96
92%	\$100,599	\$3,869.20	\$103,617	\$3,985.27
93%	\$101,693	\$3,911.25	\$104,743	\$4,028.59
94%	\$102,786	\$3,953.31	\$105,870	\$4,071.91
95%	\$103,880	\$3,995.37	\$106,996	\$4,115.23
96%	\$104,973	\$4,037.42	\$108,122	\$4,158.55
97%	\$106,066	\$4,079.48	\$109,249	\$4,201.87
98%	\$107,160	\$4,121.54	\$110,375	\$4,245.18
99%	\$108,253	\$4,163.59	\$111,501	\$4,288.50
100%	\$109,347	\$4,205.65	\$112,627	\$4,331.82

Band 12

2022

Minimum Maximum

Approx. Annual \$96,138 - \$120,172

Bi-weekly \$3,697.60 - \$4,622.00

2023

Minimum Maximum

Approx. Annual \$99,022 - \$123,777

Bi-weekly \$3,808.53 - \$4,760.66

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$96,138	\$3,697.60	\$99,022	\$3,808.53
81%	\$97,339	\$3,743.82	\$100,259	\$3,856.13
82%	\$98,541	\$3,790.04	\$101,497	\$3,903.74
83%	\$99,743	\$3,836.26	\$102,735	\$3,951.35
84%	\$100,944	\$3,882.48	\$103,973	\$3,998.95
85%	\$102,146	\$3,928.70	\$105,211	\$4,046.56
86%	\$103,348	\$3,974.92	\$106,448	\$4,094.17
87%	\$104,550	\$4,021.14	\$107,686	\$4,141.77
88%	\$105,751	\$4,067.36	\$108,924	\$4,189.38
89%	\$106,953	\$4,113.58	\$110,162	\$4,236.99
90%	\$108,155	\$4,159.80	\$111,399	\$4,284.59
91%	\$109,357	\$4,206.02	\$112,637	\$4,332.20
92%	\$110,558	\$4,252.24	\$113,875	\$4,379.81
93%	\$111,760	\$4,298.46	\$115,113	\$4,427.41
94%	\$112,962	\$4,344.68	\$116,351	\$4,475.02
95%	\$114,163	\$4,390.90	\$117,588	\$4,522.63
96%	\$115,365	\$4,437.12	\$118,826	\$4,570.23
97%	\$116,567	\$4,483.34	\$120,064	\$4,617.84
98%	\$117,769	\$4,529.56	\$121,302	\$4,665.45
99%	\$118,970	\$4,575.78	\$122,539	\$4,713.05
100%	\$120,172	\$4,622.00	\$123,777	\$4,760.66

Band 13

2022

Minimum Maximum

Approx. Annual \$103,059 - \$128,824

Bi-weekly \$3,963.82 - \$4,954.77

2023

Minimum Maximum

Approx. Annual \$106,151 - \$132,689

Bi-weekly \$4,082.73 - \$5,103.41

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$103,059	\$3,963.82	\$106,151	\$4,082.73
81%	\$104,347	\$4,013.36	\$107,478	\$4,133.76
82%	\$105,636	\$4,062.91	\$108,805	\$4,184.80
83%	\$106,924	\$4,112.46	\$110,132	\$4,235.83
84%	\$108,212	\$4,162.01	\$111,458	\$4,286.86
85%	\$109,500	\$4,211.55	\$112,785	\$4,337.90
86%	\$110,789	\$4,261.10	\$114,112	\$4,388.93
87%	\$112,077	\$4,310.65	\$115,439	\$4,439.97
88%	\$113,365	\$4,360.20	\$116,766	\$4,491.00
89%	\$114,654	\$4,409.75	\$118,093	\$4,542.03
90%	\$115,942	\$4,459.29	\$119,420	\$4,593.07
91%	\$117,230	\$4,508.84	\$120,747	\$4,644.10
92%	\$118,518	\$4,558.39	\$122,074	\$4,695.14
93%	\$119,806	\$4,607.94	\$123,400	\$4,746.17
94%	\$121,094	\$4,657.48	\$124,727	\$4,797.21
95%	\$122,383	\$4,707.03	\$126,054	\$4,848.24
96%	\$123,671	\$4,756.58	\$127,381	\$4,899.27
97%	\$124,959	\$4,806.13	\$128,708	\$4,950.31
98%	\$126,247	\$4,855.67	\$130,035	\$5,001.34
99%	\$127,536	\$4,905.22	\$131,362	\$5,052.38
100%	\$128,824	\$4,954.77	\$132,689	\$5,103.41

Band 14

2022

Minimum Maximum

Approx. Annual \$110,480 - \$138,100

Bi-weekly \$4,249.23 - \$5,311.54

2023

Minimum Maximum

Approx. Annual \$113,794 - \$142,243

Bi-weekly \$4,376.70 - \$5,470.88

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$110,480	\$4,249.23	\$113,794	\$4,376.70
81%	\$111,861	\$4,302.35	\$115,217	\$4,431.41
82%	\$113,242	\$4,355.46	\$116,639	\$4,486.12
83%	\$114,623	\$4,408.58	\$118,062	\$4,540.83
84%	\$116,004	\$4,461.69	\$119,484	\$4,595.54
85%	\$117,385	\$4,514.81	\$120,907	\$4,650.25
86%	\$118,766	\$4,567.92	\$122,329	\$4,704.96
87%	\$120,147	\$4,621.04	\$123,751	\$4,759.67
88%	\$121,528	\$4,674.16	\$125,174	\$4,814.37
89%	\$122,909	\$4,727.27	\$126,596	\$4,869.08
90%	\$124,290	\$4,780.39	\$128,019	\$4,923.79
91%	\$125,671	\$4,833.50	\$129,441	\$4,978.50
92%	\$127,052	\$4,886.62	\$130,863	\$5,033.21
93%	\$128,433	\$4,939.73	\$132,286	\$5,087.92
94%	\$129,814	\$4,992.85	\$133,708	\$5,142.63
95%	\$131,195	\$5,045.96	\$135,131	\$5,197.34
96%	\$132,576	\$5,099.08	\$136,553	\$5,252.04
97%	\$133,957	\$5,152.19	\$137,976	\$5,306.75
98%	\$135,338	\$5,205.31	\$139,398	\$5,361.46
99%	\$136,719	\$5,258.42	\$140,820	\$5,416.17
100%	\$138,100	\$5,311.54	\$142,243	\$5,470.88

Band 15

2022

Minimum Maximum

Approx. Annual \$118,434 - \$148,043

Bi-weekly \$4,555.17 - \$5,693.96

2023

Minimum Maximum

Approx. Annual \$121,987 - \$152,484

Bi-weekly \$4,691.82 - \$5,864.78

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$118,434	\$4,555.17	\$121,987	\$4,691.82
81%	\$119,915	\$4,612.11	\$123,512	\$4,750.47
82%	\$121,395	\$4,669.05	\$125,037	\$4,809.12
83%	\$122,876	\$4,725.99	\$126,562	\$4,867.77
84%	\$124,356	\$4,782.93	\$128,087	\$4,926.42
85%	\$125,837	\$4,839.87	\$129,612	\$4,985.06
86%	\$127,317	\$4,896.81	\$131,136	\$5,043.71
87%	\$128,798	\$4,953.75	\$132,661	\$5,102.36
88%	\$130,278	\$5,010.68	\$134,186	\$5,161.01
89%	\$131,758	\$5,067.62	\$135,711	\$5,219.65
90%	\$133,239	\$5,124.56	\$137,236	\$5,278.30
91%	\$134,719	\$5,181.50	\$138,761	\$5,336.95
92%	\$136,199	\$5,238.44	\$140,286	\$5,395.60
93%	\$137,680	\$5,295.38	\$141,811	\$5,454.25
94%	\$139,160	\$5,352.32	\$143,335	\$5,512.89
95%	\$140,641	\$5,409.26	\$144,860	\$5,571.54
96%	\$142,121	\$5,466.20	\$146,385	\$5,630.19
97%	\$143,602	\$5,523.14	\$147,910	\$5,688.84
98%	\$145,082	\$5,580.08	\$149,434	\$5,747.48
99%	\$146,563	\$5,637.02	\$150,959	\$5,806.13
100%	\$148,043	\$5,693.96	\$152,484	\$5,864.78

Band 16

2022

Minimum Maximum

Approx. Annual \$126,962 - \$158,702

Bi-weekly \$4,883.14 - \$6,103.92

2023

Minimum Maximum

Approx. Annual \$130,770 - \$163,463

Bi-weekly \$5,029.63 - \$6,287.04

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$126,962	\$4,883.14	\$130,770	\$5,029.63
81%	\$128,549	\$4,944.18	\$132,405	\$5,092.50
82%	\$130,135	\$5,005.21	\$134,040	\$5,155.37
83%	\$131,723	\$5,066.25	\$135,674	\$5,218.24
84%	\$133,310	\$5,127.29	\$137,309	\$5,281.11
85%	\$134,897	\$5,188.33	\$138,943	\$5,343.98
86%	\$136,484	\$5,249.37	\$140,578	\$5,406.85
87%	\$138,071	\$5,310.41	\$142,213	\$5,469.72
88%	\$139,658	\$5,371.45	\$143,848	\$5,532.60
89%	\$141,245	\$5,432.49	\$145,482	\$5,595.47
90%	\$142,832	\$5,493.53	\$147,117	\$5,658.34
91%	\$144,419	\$5,554.57	\$148,751	\$5,721.21
92%	\$146,006	\$5,615.61	\$150,386	\$5,784.08
93%	\$147,593	\$5,676.65	\$152,021	\$5,846.95
94%	\$149,180	\$5,737.68	\$153,655	\$5,909.82
95%	\$150,767	\$5,798.72	\$155,290	\$5,972.69
96%	\$152,354	\$5,859.76	\$156,925	\$6,035.56
97%	\$153,941	\$5,920.80	\$158,559	\$6,098.43
98%	\$155,528	\$5,981.84	\$160,194	\$6,161.30
99%	\$157,115	\$6,042.88	\$161,828	\$6,224.17
100%	\$158,702	\$6,103.92	\$163,463	\$6,287.04

Band 17

2022

Minimum Maximum

Approx. Annual \$136,102 - \$170,128

Bi-weekly \$5,234.70 - \$6,543.38

2023

Minimum Maximum

Approx. Annual \$140,186 - \$175,232

Bi-weekly \$5,391.75 - \$6,739.69

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$136,102	\$5,234.70	\$140,186	\$5,391.75
81%	\$137,804	\$5,300.14	\$141,938	\$5,459.15
82%	\$139,505	\$5,365.57	\$143,690	\$5,526.55
83%	\$141,206	\$5,431.01	\$145,442	\$5,593.94
84%	\$142,907	\$5,496.44	\$147,195	\$5,661.34
85%	\$144,609	\$5,561.87	\$148,947	\$5,728.74
86%	\$146,310	\$5,627.31	\$150,699	\$5,796.13
87%	\$148,011	\$5,692.74	\$152,452	\$5,863.53
88%	\$149,712	\$5,758.17	\$154,204	\$5,930.93
89%	\$151,414	\$5,823.61	\$155,956	\$5,998.32
90%	\$153,115	\$5,889.04	\$157,709	\$6,065.72
91%	\$154,816	\$5,954.48	\$159,461	\$6,133.12
92%	\$156,518	\$6,019.91	\$161,213	\$6,200.51
93%	\$158,219	\$6,085.34	\$162,966	\$6,267.91
94%	\$159,920	\$6,150.78	\$164,718	\$6,335.31
95%	\$161,621	\$6,216.21	\$166,470	\$6,402.71
96%	\$163,323	\$6,281.64	\$168,223	\$6,470.10
97%	\$165,024	\$6,347.08	\$169,975	\$6,537.50
98%	\$166,725	\$6,412.51	\$171,727	\$6,604.90
99%	\$168,427	\$6,477.95	\$173,480	\$6,672.29
100%	\$170,128	\$6,543.38	\$175,232	\$6,739.69

Band 18

2022

Minimum Maximum

Approx. Annual \$142,908 - \$178,635

Bi-weekly \$5,496.46 - \$6,870.58

2023

Minimum Maximum

Approx. Annual \$147,195 - \$183,994

Bi-weekly \$5,661.35 - \$7,076.69

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$142,908	\$5,496.46	\$147,195	\$5,661.35
81%	\$144,694	\$5,565.17	\$149,035	\$5,732.12
82%	\$146,481	\$5,633.88	\$150,875	\$5,802.89
83%	\$148,267	\$5,702.58	\$152,715	\$5,873.65
84%	\$150,054	\$5,771.29	\$154,555	\$5,944.42
85%	\$151,840	\$5,839.99	\$156,395	\$6,015.19
86%	\$153,626	\$5,908.70	\$158,235	\$6,085.95
87%	\$155,412	\$5,977.40	\$160,075	\$6,156.72
88%	\$157,199	\$6,046.11	\$161,915	\$6,227.49
89%	\$158,985	\$6,114.82	\$163,755	\$6,298.25
90%	\$160,772	\$6,183.52	\$165,595	\$6,369.02
91%	\$162,558	\$6,252.23	\$167,435	\$6,439.79
92%	\$164,344	\$6,320.93	\$169,274	\$6,510.55
93%	\$166,131	\$6,389.64	\$171,114	\$6,581.32
94%	\$167,917	\$6,458.35	\$172,954	\$6,652.09
95%	\$169,703	\$6,527.05	\$174,794	\$6,722.86
96%	\$171,490	\$6,595.76	\$176,634	\$6,793.62
97%	\$173,276	\$6,664.46	\$178,474	\$6,864.39
98%	\$175,062	\$6,733.17	\$180,314	\$6,935.16
99%	\$176,849	\$6,801.87	\$182,154	\$7,005.92
100%	\$178,635	\$6,870.58	\$183,994	\$7,076.69

Band 19

2022

	Minimum	Maximum
Approx. Annual	\$150,053	\$187,566
Bi-weekly	\$5,771.26	\$7,214.08

2023

	Minimum	Maximum
Approx. Annual	\$154,554	\$193,193
Bi-weekly	\$5,944.40	\$7,430.50

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$150,053	\$5,771.26	\$154,554	\$5,944.40
81%	\$151,928	\$5,843.40	\$156,486	\$6,018.71
82%	\$153,804	\$5,915.55	\$158,418	\$6,093.01
83%	\$155,680	\$5,987.69	\$160,350	\$6,167.32
84%	\$157,556	\$6,059.83	\$162,282	\$6,241.62
85%	\$159,431	\$6,131.97	\$164,214	\$6,315.93
86%	\$161,307	\$6,204.11	\$166,146	\$6,390.23
87%	\$163,183	\$6,276.25	\$168,078	\$6,464.54
88%	\$165,058	\$6,348.39	\$170,010	\$6,538.84
89%	\$166,934	\$6,420.53	\$171,942	\$6,613.15
90%	\$168,809	\$6,492.67	\$173,874	\$6,687.45
91%	\$170,685	\$6,564.81	\$175,806	\$6,761.76
92%	\$172,561	\$6,636.95	\$177,738	\$6,836.06
93%	\$174,436	\$6,709.09	\$179,670	\$6,910.37
94%	\$176,312	\$6,781.24	\$181,601	\$6,984.67
95%	\$178,188	\$6,853.38	\$183,533	\$7,058.98
96%	\$180,064	\$6,925.52	\$185,465	\$7,133.28
97%	\$181,939	\$6,997.66	\$187,397	\$7,207.59
98%	\$183,815	\$7,069.80	\$189,329	\$7,281.89
99%	\$185,690	\$7,141.94	\$191,261	\$7,356.20
100%	\$187,566	\$7,214.08	\$193,193	\$7,430.50

Band 20

2022

	Minimum	Maximum
Approx. Annual	\$157,556	\$196,945
Bi-weekly	\$6,059.85	\$7,574.81

2023

	Minimum	Maximum
Approx. Annual	\$162,283	\$202,853
Bi-weekly	\$6,241.64	\$7,802.05

Compa-Ratio	August 2, 2022		August 1, 2023	
	Annual	Bi-weekly	Annual	Bi-weekly
80%	\$157,556	\$6,059.85	\$162,283	\$6,241.64
81%	\$159,526	\$6,135.60	\$164,311	\$6,319.66
82%	\$161,495	\$6,211.34	\$166,340	\$6,397.68
83%	\$163,464	\$6,287.09	\$168,368	\$6,475.70
84%	\$165,434	\$6,362.84	\$170,397	\$6,553.72
85%	\$167,403	\$6,438.59	\$172,425	\$6,631.74
86%	\$169,373	\$6,514.34	\$174,454	\$6,709.76
87%	\$171,342	\$6,590.08	\$176,482	\$6,787.78
88%	\$173,312	\$6,665.83	\$178,511	\$6,865.80
89%	\$175,281	\$6,741.58	\$180,539	\$6,943.82
90%	\$177,251	\$6,817.33	\$182,568	\$7,021.85
91%	\$179,220	\$6,893.08	\$184,597	\$7,099.87
92%	\$181,190	\$6,968.83	\$186,625	\$7,177.89
93%	\$183,159	\$7,044.57	\$188,654	\$7,255.91
94%	\$185,128	\$7,120.32	\$190,682	\$7,333.93
95%	\$187,098	\$7,196.07	\$192,711	\$7,411.95
96%	\$189,067	\$7,271.82	\$194,739	\$7,489.97
97%	\$191,037	\$7,347.57	\$196,768	\$7,567.99
98%	\$193,006	\$7,423.31	\$198,796	\$7,646.01
99%	\$194,976	\$7,499.06	\$200,825	\$7,724.03
100%	\$196,945	\$7,574.81	\$202,853	\$7,802.05