

## COLA

## SANTA ROSA COUNTY FISCAL YEAR 2020 BOCC PAY SCALE - Adopted September 2019

| Range | Step 2 | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   | Step 18   | Step 19   | Step 20   |           |
|-------|--------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 5     | Hourly | 11.55     | 12.01     | 12.49     | 13.00     | 13.53     | 13.80     | 14.09     | 14.38     | 14.67     | 14.98     | 15.29     | 15.61     | 15.94     | 16.27     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     |
|       | Annual | 24,024.00 | 24,980.80 | 25,979.20 | 27,040.00 | 28,142.40 | 28,704.00 | 29,307.20 | 29,910.40 | 30,513.60 | 31,158.40 | 31,803.20 | 32,468.80 | 33,155.20 | 33,841.60 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 |
|       | OT-HR  | 17.33     | 18.02     | 18.74     | 19.50     | 20.30     | 20.70     | 21.14     | 21.57     | 22.01     | 22.47     | 22.94     | 23.42     | 23.91     | 24.41     | 24.93     | 25.46     | 26.00     | 26.55     | 27.12     |
| 6     | Hourly | 11.78     | 12.25     | 12.74     | 13.26     | 13.80     | 14.09     | 14.38     | 14.67     | 14.98     | 15.29     | 15.61     | 15.94     | 16.27     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     | 18.47     |
|       | Annual | 24,502.40 | 25,480.00 | 26,499.20 | 27,580.80 | 28,704.00 | 29,307.20 | 29,910.40 | 30,513.60 | 31,158.40 | 31,803.20 | 32,468.80 | 33,155.20 | 33,841.60 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 |
|       | OT-HR  | 17.67     | 18.38     | 19.11     | 19.89     | 20.70     | 21.14     | 21.57     | 22.01     | 22.47     | 22.94     | 23.42     | 23.91     | 24.41     | 24.93     | 25.46     | 26.00     | 26.55     | 27.12     | 27.71     |
| 7     | Hourly | 12.01     | 12.49     | 13.00     | 13.53     | 14.09     | 14.38     | 14.67     | 14.98     | 15.29     | 15.61     | 15.94     | 16.27     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     | 18.47     | 18.87     |
|       | Annual | 24,980.80 | 25,979.20 | 27,040.00 | 28,142.40 | 29,307.20 | 29,910.40 | 30,513.60 | 31,158.40 | 31,803.20 | 32,468.80 | 33,155.20 | 33,841.60 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 | 39,249.60 |
|       | OT-HR  | 18.02     | 18.74     | 19.50     | 20.30     | 21.14     | 21.57     | 22.01     | 22.47     | 22.94     | 23.42     | 23.91     | 24.41     | 24.93     | 25.46     | 26.00     | 26.55     | 27.12     | 27.71     | 28.31     |
| 8     | Hourly | 12.25     | 12.74     | 13.26     | 13.80     | 14.38     | 14.67     | 14.98     | 15.29     | 15.61     | 15.94     | 16.27     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     | 18.47     | 18.87     | 19.28     |
|       | Annual | 25,480.00 | 26,499.20 | 27,580.80 | 28,704.00 | 29,910.40 | 30,513.60 | 31,158.40 | 31,803.20 | 32,468.80 | 33,155.20 | 33,841.60 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 | 39,249.60 | 40,102.40 |
|       | OT-HR  | 18.38     | 19.11     | 19.89     | 20.70     | 21.57     | 22.01     | 22.47     | 22.94     | 23.42     | 23.91     | 24.41     | 24.93     | 25.46     | 26.00     | 26.55     | 27.12     | 27.71     | 28.31     | 28.92     |
| 9     | Hourly | 12.49     | 13.00     | 13.53     | 14.09     | 14.67     | 14.98     | 15.29     | 15.61     | 15.94     | 16.27     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     | 18.47     | 18.87     | 19.28     | 19.70     |
|       | Annual | 25,979.20 | 27,040.00 | 28,142.40 | 29,307.20 | 30,513.60 | 31,158.40 | 31,803.20 | 32,468.80 | 33,155.20 | 33,841.60 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 | 39,249.60 | 40,102.40 | 40,976.00 |
|       | OT-HR  | 18.74     | 19.50     | 20.30     | 21.14     | 22.01     | 22.47     | 22.94     | 23.42     | 23.91     | 24.41     | 24.93     | 25.46     | 26.00     | 26.55     | 27.12     | 27.71     | 28.31     | 28.92     | 29.55     |
| 10    | Hourly | 12.74     | 13.26     | 13.80     | 14.38     | 14.98     | 15.29     | 15.61     | 15.94     | 16.27     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     | 18.47     | 18.87     | 19.28     | 19.70     | 20.13     |
|       | Annual | 26,499.20 | 27,580.80 | 28,704.00 | 29,910.40 | 31,158.40 | 31,803.20 | 32,468.80 | 33,155.20 | 33,841.60 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 | 39,249.60 | 40,102.40 | 40,976.00 | 41,870.40 |
|       | OT-HR  | 19.11     | 19.89     | 20.70     | 21.57     | 22.47     | 22.94     | 23.42     | 23.91     | 24.41     | 24.93     | 25.46     | 26.00     | 26.55     | 27.12     | 27.71     | 28.31     | 28.92     | 29.55     | 30.20     |
| 11    | Hourly | 13.00     | 13.53     | 14.09     | 14.67     | 15.29     | 15.61     | 15.94     | 16.27     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     | 18.47     | 18.87     | 19.28     | 19.70     | 20.13     | 20.57     |
|       | Annual | 27,040.00 | 28,142.40 | 29,307.20 | 30,513.60 | 31,803.20 | 32,468.80 | 33,155.20 | 33,841.60 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 | 39,249.60 | 40,102.40 | 40,976.00 | 41,870.40 | 42,785.60 |
|       | OT-HR  | 19.50     | 20.30     | 21.14     | 22.01     | 22.94     | 23.42     | 23.91     | 24.41     | 24.93     | 25.46     | 26.00     | 26.55     | 27.12     | 27.71     | 28.31     | 28.92     | 29.55     | 30.20     | 30.86     |
| 12    | Hourly | 13.26     | 13.80     | 14.38     | 14.98     | 15.61     | 15.94     | 16.27     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     | 18.47     | 18.87     | 19.28     | 19.70     | 20.13     | 20.57     | 21.02     |
|       | Annual | 27,580.80 | 28,704.00 | 29,910.40 | 31,158.40 | 32,468.80 | 33,155.20 | 33,841.60 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 | 39,249.60 | 40,102.40 | 40,976.00 | 41,870.40 | 42,785.60 | 43,721.60 |
|       | OT-HR  | 19.89     | 20.70     | 21.57     | 22.47     | 23.42     | 23.91     | 24.41     | 24.93     | 25.46     | 26.00     | 26.55     | 27.12     | 27.71     | 28.31     | 28.92     | 29.55     | 30.20     | 30.86     | 31.53     |
| 13    | Hourly | 13.53     | 14.09     | 14.67     | 15.29     | 15.94     | 16.27     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     | 18.47     | 18.87     | 19.28     | 19.70     | 20.13     | 20.57     | 21.02     | 21.49     |
|       | Annual | 28,142.40 | 29,307.20 | 30,513.60 | 31,803.20 | 33,155.20 | 33,841.60 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 | 39,249.60 | 40,102.40 | 40,976.00 | 41,870.40 | 42,785.60 | 43,721.60 | 44,699.20 |
|       | OT-HR  | 20.30     | 21.14     | 22.01     | 22.94     | 23.91     | 24.41     | 24.93     | 25.46     | 26.00     | 26.55     | 27.12     | 27.71     | 28.31     | 28.92     | 29.55     | 30.20     | 30.86     | 31.53     | 32.24     |
| 14    | Hourly | 13.80     | 14.38     | 14.98     | 15.61     | 16.27     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     | 18.47     | 18.87     | 19.28     | 19.70     | 20.13     | 20.57     | 21.02     | 21.49     | 21.96     |
|       | Annual | 28,704.00 | 29,910.40 | 31,158.40 | 32,468.80 | 33,841.60 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 | 39,249.60 | 40,102.40 | 40,976.00 | 41,870.40 | 42,785.60 | 43,721.60 | 44,699.20 | 45,676.80 |
|       | OT-HR  | 20.70     | 21.57     | 22.47     | 23.42     | 24.41     | 24.93     | 25.46     | 26.00     | 26.55     | 27.12     | 27.71     | 28.31     | 28.92     | 29.55     | 30.20     | 30.86     | 31.53     | 32.24     | 32.94     |
| 15    | Hourly | 14.09     | 14.67     | 15.29     | 15.94     | 16.62     | 16.97     | 17.33     | 17.70     | 18.08     | 18.47     | 18.87     | 19.28     | 19.70     | 20.13     | 20.57     | 21.02     | 21.49     | 21.96     | 22.45     |
|       | Annual | 29,307.20 | 30,513.60 | 31,803.20 | 33,155.20 | 34,569.60 | 35,297.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 | 39,249.60 | 40,102.40 | 40,976.00 | 41,870.40 | 42,785.60 | 43,721.60 | 44,699.20 | 45,676.80 | 46,696.00 |

| Range | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| OT-HR | 21.14  | 22.01  | 22.94  | 23.91  | 24.93  | 25.46  | 26.00  | 26.55  | 27.12   | 27.71   | 28.31   | 28.92   | 29.55   | 30.20   | 30.86   | 31.53   | 32.24   | 32.94   | 33.68   |

| Range     | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   | Step 18   | Step 19   | Step 20   |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 16 Hourly | 14.67     | 15.29     | 15.94     | 16.62     | 17.33     | 17.70     | 18.08     | 18.47     | 18.87     | 19.28     | 19.70     | 20.13     | 20.57     | 21.02     | 21.49     | 21.96     | 22.45     | 22.94     | 23.46     |
| Annual    | 30,513.60 | 31,803.20 | 33,155.20 | 34,569.60 | 36,046.40 | 36,816.00 | 37,606.40 | 38,417.60 | 39,249.60 | 40,102.40 | 40,976.00 | 41,870.40 | 42,785.60 | 43,721.60 | 44,699.20 | 45,676.80 | 46,696.00 | 47,715.20 | 48,796.80 |
| OT-HR     | 22.01     | 22.94     | 23.91     | 24.93     | 26.00     | 26.55     | 27.12     | 27.71     | 28.31     | 28.92     | 29.55     | 30.20     | 30.86     | 31.53     | 32.24     | 32.94     | 33.68     | 34.41     | 35.19     |

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| 18 Hourly | 15.44     | 16.12     | 16.83     | 17.58     | 18.37     | 18.78     | 19.20     | 19.63     | 20.07     | 20.52     | 20.99     | 21.46     | 21.95     | 22.44     | 22.96     | 23.48     | 24.02     | 24.57     | 25.13     |
| Annual    | 32,115.20 | 33,529.60 | 35,006.40 | 36,566.40 | 38,209.60 | 39,062.40 | 39,936.00 | 40,830.40 | 41,745.60 | 42,681.60 | 43,659.20 | 44,636.80 | 45,656.00 | 46,675.20 | 47,756.80 | 48,838.40 | 49,961.60 | 51,105.60 | 52,270.40 |
| OT-HR     | 23.16     | 24.18     | 25.25     | 26.37     | 27.56     | 28.17     | 28.80     | 29.45     | 30.11     | 30.78     | 31.49     | 32.19     | 32.93     | 33.66     | 34.44     | 35.22     | 36.03     | 36.86     | 37.70     |

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| 19 Hourly | 16.12     | 16.83     | 17.58     | 18.37     | 19.20     | 19.63     | 20.07     | 20.52     | 20.99     | 21.46     | 21.95     | 22.44     | 22.96     | 23.48     | 24.02     | 24.57     | 25.13     | 25.71     | 26.30     |
| Annual    | 33,529.60 | 35,006.40 | 36,566.40 | 38,209.60 | 39,936.00 | 40,830.40 | 41,745.60 | 42,681.60 | 43,659.20 | 44,636.80 | 45,656.00 | 46,675.20 | 47,756.80 | 48,838.40 | 49,961.60 | 51,105.60 | 52,270.40 | 53,476.80 | 54,704.00 |
| OT-HR     | 24.18     | 25.25     | 26.37     | 27.56     | 28.80     | 29.45     | 30.11     | 30.78     | 31.49     | 32.19     | 32.93     | 33.66     | 34.44     | 35.22     | 36.03     | 36.86     | 37.70     | 38.57     | 39.45     |

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| 20 Hourly | 16.83     | 17.58     | 18.37     | 19.20     | 20.07     | 20.52     | 20.99     | 21.46     | 21.95     | 22.44     | 22.96     | 23.48     | 24.02     | 24.57     | 25.13     | 25.71     | 26.30     | 26.91     | 27.53     |
| Annual    | 35,006.40 | 36,566.40 | 38,209.60 | 39,936.00 | 41,745.60 | 42,681.60 | 43,659.20 | 44,636.80 | 45,656.00 | 46,675.20 | 47,756.80 | 48,838.40 | 49,961.60 | 51,105.60 | 52,270.40 | 53,476.80 | 54,704.00 | 55,972.80 | 57,262.40 |
| OT-HR     | 25.25     | 26.37     | 27.56     | 28.80     | 30.11     | 30.78     | 31.49     | 32.19     | 32.93     | 33.66     | 34.44     | 35.22     | 36.03     | 36.86     | 37.70     | 38.57     | 39.45     | 40.37     | 41.30     |

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| 21 Hourly | 17.58     | 18.37     | 19.20     | 20.07     | 20.99     | 21.46     | 21.95     | 22.44     | 22.96     | 23.48     | 24.02     | 24.57     | 25.13     | 25.71     | 26.30     | 26.91     | 27.53     | 28.17     | 28.83     |
| Annual    | 36,566.40 | 38,209.60 | 39,936.00 | 41,745.60 | 43,659.20 | 44,636.80 | 45,656.00 | 46,675.20 | 47,756.80 | 48,838.40 | 49,961.60 | 51,105.60 | 52,270.40 | 53,476.80 | 54,704.00 | 55,972.80 | 57,262.40 | 58,593.60 | 59,966.40 |
| OT-HR     | 26.37     | 27.56     | 28.80     | 30.11     | 31.49     | 32.19     | 32.93     | 33.66     | 34.44     | 35.22     | 36.03     | 36.86     | 37.70     | 38.57     | 39.45     | 40.37     | 41.30     | 42.26     | 43.25     |

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| 22 Hourly | 18.37     | 19.20     | 20.07     | 20.99     | 21.95     | 22.44     | 22.96     | 23.48     | 24.02     | 24.57     | 25.13     | 25.71     | 26.30     | 26.91     | 27.53     | 28.17     | 28.83     | 29.50     | 30.18     |
| Annual    | 38,209.60 | 39,936.00 | 41,745.60 | 43,659.20 | 45,656.00 | 46,675.20 | 47,756.80 | 48,838.40 | 49,961.60 | 51,105.60 | 52,270.40 | 53,476.80 | 54,704.00 | 55,972.80 | 57,262.40 | 58,593.60 | 59,966.40 | 61,360.00 | 62,774.40 |
| OT-HR     | 27.56     | 28.80     | 30.11     | 31.49     | 32.93     | 33.66     | 34.44     | 35.22     | 36.03     | 36.86     | 37.70     | 38.57     | 39.45     | 40.37     | 41.30     | 42.26     | 43.25     | 44.25     | 45.27     |

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| 23 Hourly | 19.20     | 20.07     | 20.99     | 21.95     | 22.96     | 23.48     | 24.02     | 24.57     | 25.13     | 25.71     | 26.30     | 26.91     | 27.53     | 28.17     | 28.83     | 29.50     | 30.18     | 30.89     | 31.61     |
| Annual    | 39,936.00 | 41,745.60 | 43,659.20 | 45,656.00 | 47,756.80 | 48,838.40 | 49,961.60 | 51,105.60 | 52,270.40 | 53,476.80 | 54,704.00 | 55,972.80 | 57,262.40 | 58,593.60 | 59,966.40 | 61,360.00 | 62,774.40 | 64,251.20 | 65,748.80 |
| OT-HR     | 28.80     | 30.11     | 31.49     | 32.93     | 34.44     | 35.22     | 36.03     | 36.86     | 37.70     | 38.57     | 39.45     | 40.37     | 41.30     | 42.26     | 43.25     | 44.25     | 45.27     | 46.34     | 47.42     |

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| 24 Hourly | 20.07     | 20.99     | 21.95     | 22.96     | 24.02     | 24.57     | 25.13     | 25.71     | 26.30     | 26.91     | 27.53     | 28.17     | 28.83     | 29.50     | 30.18     | 30.89     | 31.61     | 32.35     | 33.11     |
| Annual    | 41,745.60 | 43,659.20 | 45,656.00 | 47,756.80 | 49,961.60 | 51,105.60 | 52,270.40 | 53,476.80 | 54,704.00 | 55,972.80 | 57,262.40 | 58,593.60 | 59,966.40 | 61,360.00 | 62,774.40 | 64,251.20 | 65,748.80 | 67,288.00 | 68,868.80 |
| OT-HR     | 30.11     | 31.49     | 32.93     | 34.44     | 36.03     | 36.86     | 37.70     | 38.57     | 39.45     | 40.37     | 41.30     | 42.26     | 43.25     | 44.25     | 45.27     | 46.34     | 47.42     | 48.53     | 49.67     |

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| 26 Hourly | 21.45     | 22.46     | 23.52     | 24.63     | 25.80     | 26.41     | 27.03     | 27.67     | 28.33     | 29.00     | 29.68     | 30.39     | 31.11     | 31.85     | 32.61     | 33.39     | 34.18     | 35.00     | 35.84     |
| Annual    | 44,616.00 | 46,716.80 | 48,921.60 | 51,230.40 | 53,664.00 | 54,932.80 | 56,222.40 | 57,553.60 | 58,926.40 | 60,320.00 | 61,734.40 | 63,211.20 | 64,708.80 | 66,248.00 | 67,828.80 | 69,451.20 | 71,094.40 | 72,800.00 | 74,547.20 |
| OT-HR     | 32.18     | 33.69     | 35.28     | 36.95     | 38.70     | 39.62     | 40.55     | 41.51     | 42.50     | 43.50     | 44.52     | 45.59     | 46.67     | 47.78     | 48.92     | 50.09     | 51.27     | 52.50     | 53.76     |

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| 27 Hourly | 22.46     | 23.52     | 24.63     | 25.80     | 27.03     | 27.67     | 28.33     | 29.00     | 29.68     | 30.39     | 31.11     | 31.85     | 32.61     | 33.39     | 34.18     | 35.00     | 35.84     | 36.70     | 37.58     |
| Annual    | 46,716.80 | 48,921.60 | 51,230.40 | 53,664.00 | 56,222.40 | 57,553.60 | 58,926.40 | 60,320.00 | 61,734.40 | 63,211.20 | 64,708.80 | 66,248.00 | 67,828.80 | 69,451.20 | 71,094.40 | 72,800.00 | 74,547.20 | 76,336.00 | 78,166.40 |
| OT-HR     | 33.69     | 35.28     | 36.95     | 38.70     | 40.55     | 41.51     | 42.50     | 43.50     | 44.52     | 45.59     | 46.67     | 47.78     | 48.92     | 50.09     | 51.27     | 52.50     | 53.76     | 55.05     | 56.37     |

|           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 28 Hourly | 23.52     | 24.63     | 25.80     | 27.03     | 28.33     | 29.00     | 29.68     | 30.39     | 31.11     | 31.85     | 32.61     | 33.39     | 34.18     | 35.00     | 35.84     | 36.70     | 37.58     | 38.48     | 39.40     |
| Annual    | 48,921.60 | 51,230.40 | 53,664.00 | 56,222.40 | 58,926.40 | 60,320.00 | 61,734.40 | 63,211.20 | 64,708.80 | 66,248.00 | 67,828.80 | 69,451.20 | 71,094.40 | 72,800.00 | 74,547.20 | 76,336.00 | 78,166.40 | 80,038.40 | 81,952.00 |

| Range | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| OT-HR | 35.28  | 36.95  | 38.70  | 40.55  | 42.50  | 43.50  | 44.52  | 45.59  | 46.67   | 47.78   | 48.92   | 50.09   | 51.27   | 52.50   | 53.76   | 55.05   | 56.37   | 57.72   | 59.10   |

| Range            | Step 2    | Step 3    | Step 4    | Step 5    | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    | Step 18    | Step 19    | Step 20    |
|------------------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>30</b> Hourly | 25.30     | 26.53     | 27.83     | 29.18     | 30.61      | 31.35      | 32.11      | 32.89      | 33.68      | 34.50      | 35.34      | 36.20      | 37.08      | 37.98      | 38.90      | 39.85      | 40.82      | 41.82      | 42.84      |
| Annual           | 52,624.00 | 55,182.40 | 57,886.40 | 60,694.40 | 63,668.80  | 65,208.00  | 66,788.80  | 68,411.20  | 70,054.40  | 71,760.00  | 73,507.20  | 75,296.00  | 77,126.40  | 78,998.40  | 80,912.00  | 82,888.00  | 84,905.60  | 86,985.60  | 89,107.20  |
| OT-HR            | 37.95     | 39.80     | 41.75     | 43.77     | 45.92      | 47.03      | 48.17      | 49.34      | 50.52      | 51.75      | 53.01      | 54.30      | 55.62      | 56.97      | 58.35      | 59.78      | 61.23      | 62.73      | 64.26      |
| <b>31</b> Hourly | 26.53     | 27.83     | 29.18     | 30.61     | 32.11      | 32.89      | 33.68      | 34.50      | 35.34      | 36.20      | 37.08      | 37.98      | 38.90      | 39.85      | 40.82      | 41.82      | 42.84      | 43.88      | 44.96      |
| Annual           | 55,182.40 | 57,886.40 | 60,694.40 | 63,668.80 | 66,788.80  | 68,411.20  | 70,054.40  | 71,760.00  | 73,507.20  | 75,296.00  | 77,126.40  | 78,998.40  | 80,912.00  | 82,888.00  | 84,905.60  | 86,985.60  | 89,107.20  | 91,270.40  | 93,516.80  |
| OT-HR            | 39.80     | 41.75     | 43.77     | 45.92     | 48.17      | 49.34      | 50.52      | 51.75      | 53.01      | 54.30      | 55.62      | 56.97      | 58.35      | 59.78      | 61.23      | 62.73      | 64.26      | 65.82      | 67.44      |
| <b>32</b> Hourly | 27.83     | 29.18     | 30.61     | 32.11     | 33.68      | 34.50      | 35.34      | 36.20      | 37.08      | 37.98      | 38.90      | 39.85      | 40.82      | 41.82      | 42.84      | 43.88      | 44.96      | 46.06      | 47.18      |
| Annual           | 57,886.40 | 60,694.40 | 63,668.80 | 66,788.80 | 70,054.40  | 71,760.00  | 73,507.20  | 75,296.00  | 77,126.40  | 78,998.40  | 80,912.00  | 82,888.00  | 84,905.60  | 86,985.60  | 89,107.20  | 91,270.40  | 93,516.80  | 95,804.80  | 98,134.40  |
| OT-HR            | 41.75     | 43.77     | 45.92     | 48.17     | 50.52      | 51.75      | 53.01      | 54.30      | 55.62      | 56.97      | 58.35      | 59.78      | 61.23      | 62.73      | 64.26      | 65.82      | 67.44      | 69.09      | 70.77      |
| <b>33</b> Hourly | 29.18     | 30.61     | 32.11     | 33.68     | 35.34      | 36.20      | 37.08      | 37.98      | 38.90      | 39.85      | 40.82      | 41.82      | 42.84      | 43.88      | 44.96      | 46.06      | 47.18      | 48.34      | 49.52      |
| Annual           | 60,694.40 | 63,668.80 | 66,788.80 | 70,054.40 | 73,507.20  | 75,296.00  | 77,126.40  | 78,998.40  | 80,912.00  | 82,888.00  | 84,905.60  | 86,985.60  | 89,107.20  | 91,270.40  | 93,516.80  | 95,804.80  | 98,134.40  | 100,547.20 | 103,001.60 |
| OT-HR            | 43.77     | 45.92     | 48.17     | 50.52     | 53.01      | 54.30      | 55.62      | 56.97      | 58.35      | 59.78      | 61.23      | 62.73      | 64.26      | 65.82      | 67.44      | 69.09      | 70.77      | 72.51      | 74.28      |
| <b>34</b> Hourly | 30.61     | 32.11     | 33.68     | 35.34     | 37.08      | 37.98      | 38.90      | 39.85      | 40.82      | 41.82      | 42.84      | 43.88      | 44.96      | 46.06      | 47.18      | 48.34      | 49.52      | 50.73      | 51.98      |
| Annual           | 63,668.80 | 66,788.80 | 70,054.40 | 73,507.20 | 77,126.40  | 78,998.40  | 80,912.00  | 82,888.00  | 84,905.60  | 86,985.60  | 89,107.20  | 91,270.40  | 93,516.80  | 95,804.80  | 98,134.40  | 100,547.20 | 103,001.60 | 105,518.40 | 108,118.40 |
| OT-HR            | 45.92     | 48.17     | 50.52     | 53.01     | 55.62      | 56.97      | 58.35      | 59.78      | 61.23      | 62.73      | 64.26      | 65.82      | 67.44      | 69.09      | 70.77      | 72.51      | 74.28      | 76.10      | 77.97      |
| <b>35</b> Hourly | 32.11     | 33.68     | 35.34     | 37.08     | 38.90      | 39.85      | 40.82      | 41.82      | 42.84      | 43.88      | 44.96      | 46.06      | 47.18      | 48.34      | 49.52      | 50.73      | 51.98      | 53.25      | 54.56      |
| Annual           | 66,788.80 | 70,054.40 | 73,507.20 | 77,126.40 | 80,912.00  | 82,888.00  | 84,905.60  | 86,985.60  | 89,107.20  | 91,270.40  | 93,516.80  | 95,804.80  | 98,134.40  | 100,547.20 | 103,001.60 | 105,518.40 | 108,118.40 | 110,760.00 | 113,484.80 |
| OT-HR            | 48.17     | 50.52     | 53.01     | 55.62     | 58.35      | 59.78      | 61.23      | 62.73      | 64.26      | 65.82      | 67.44      | 69.09      | 70.77      | 72.51      | 74.28      | 76.10      | 77.97      | 79.88      | 81.84      |
| <b>36</b> Hourly | 33.68     | 35.34     | 37.08     | 38.90     | 40.82      | 41.82      | 42.84      | 43.88      | 44.96      | 46.06      | 47.18      | 48.34      | 49.52      | 50.73      | 51.98      | 53.25      | 54.56      | 55.90      | 57.27      |
| Annual           | 70,054.40 | 73,507.20 | 77,126.40 | 80,912.00 | 84,905.60  | 86,985.60  | 89,107.20  | 91,270.40  | 93,516.80  | 95,804.80  | 98,134.40  | 100,547.20 | 103,001.60 | 105,518.40 | 108,118.40 | 110,760.00 | 113,484.80 | 116,272.00 | 119,121.60 |
| OT-HR            | 50.52     | 53.01     | 55.62     | 58.35     | 61.23      | 62.73      | 64.26      | 65.82      | 67.44      | 69.09      | 70.77      | 72.51      | 74.28      | 76.10      | 77.97      | 79.88      | 81.84      | 83.85      | 85.91      |
| <b>37</b> Hourly | 35.34     | 37.08     | 38.90     | 40.82     | 42.84      | 43.88      | 44.96      | 46.06      | 47.18      | 48.34      | 49.52      | 50.73      | 51.98      | 53.25      | 54.56      | 55.90      | 57.27      | 58.67      | 60.12      |
| Annual           | 73,507.20 | 77,126.40 | 80,912.00 | 84,905.60 | 89,107.20  | 91,270.40  | 93,516.80  | 95,804.80  | 98,134.40  | 100,547.20 | 103,001.60 | 105,518.40 | 108,118.40 | 110,760.00 | 113,484.80 | 116,272.00 | 119,121.60 | 122,033.60 | 125,049.60 |
| OT-HR            | 53.01     | 55.62     | 58.35     | 61.23     | 64.26      | 65.82      | 67.44      | 69.09      | 70.77      | 72.51      | 74.28      | 76.10      | 77.97      | 79.88      | 81.84      | 83.85      | 85.91      | 88.01      | 90.18      |
| <b>38</b> Hourly | 37.08     | 38.90     | 40.82     | 42.84     | 44.96      | 46.06      | 47.18      | 48.34      | 49.52      | 50.73      | 51.98      | 53.25      | 54.56      | 55.90      | 57.27      | 58.67      | 60.12      | 61.59      | 63.11      |
| Annual           | 77,126.40 | 80,912.00 | 84,905.60 | 89,107.20 | 93,516.80  | 95,804.80  | 98,134.40  | 100,547.20 | 103,001.60 | 105,518.40 | 108,118.40 | 110,760.00 | 113,484.80 | 116,272.00 | 119,121.60 | 122,033.60 | 125,049.60 | 128,107.20 | 131,268.80 |
| OT-HR            | 55.62     | 58.35     | 61.23     | 64.26     | 67.44      | 69.09      | 70.77      | 72.51      | 74.28      | 76.10      | 77.97      | 79.88      | 81.84      | 83.85      | 85.91      | 88.01      | 90.18      | 92.39      | 94.67      |
| <b>39</b> Hourly | 38.90     | 40.82     | 42.84     | 44.96     | 47.18      | 48.34      | 49.52      | 50.73      | 51.98      | 53.25      | 54.56      | 55.90      | 57.27      | 58.67      | 60.12      | 61.59      | 63.11      | 64.66      | 66.25      |
| Annual           | 80,912.00 | 84,905.60 | 89,107.20 | 93,516.80 | 98,134.40  | 100,547.20 | 103,001.60 | 105,518.40 | 108,118.40 | 110,760.00 | 113,484.80 | 116,272.00 | 119,121.60 | 122,033.60 | 125,049.60 | 128,107.20 | 131,268.80 | 134,492.80 | 137,800.00 |
| OT-HR            | 58.35     | 61.23     | 64.26     | 67.44     | 70.77      | 72.51      | 74.28      | 76.10      | 77.97      | 79.88      | 81.84      | 83.85      | 85.91      | 88.01      | 90.18      | 92.39      | 94.67      | 96.99      | 99.38      |
| <b>40</b> Hourly | 40.82     | 42.84     | 44.96     | 47.18     | 49.52      | 50.73      | 51.98      | 53.25      | 54.56      | 55.90      | 57.27      | 58.67      | 60.12      | 61.59      | 63.11      | 64.66      | 66.25      | 67.89      | 69.56      |
| Annual           | 84,905.60 | 89,107.20 | 93,516.80 | 98,134.40 | 103,001.60 | 105,518.40 | 108,118.40 | 110,760.00 | 113,484.80 | 116,272.00 | 119,121.60 | 122,033.60 | 125,049.60 | 128,107.20 | 131,268.80 | 134,492.80 | 137,800.00 | 141,211.20 | 144,684.80 |
| OT-HR            | 61.23     | 64.26     | 67.44     | 70.77     | 74.28      | 76.10      | 77.97      | 79.88      | 81.84      | 83.85      | 85.91      | 88.01      | 90.18      | 92.39      | 94.67      | 96.99      | 99.38      | 101.84     | 104.34     |

|           | Range  | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    | Step 13    | Step 14    | Step 15    | Step 16    | Step 17    | Step 18    | Step 19    | Step 20    |
|-----------|--------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>41</b> | Hourly | 42.84      | 44.96      | 47.18      | 49.52      | 51.98      | 53.25      | 54.56      | 55.90      | 57.27      | 58.67      | 60.12      | 61.59      | 63.11      | 64.66      | 66.25      | 67.89      | 69.56      | 71.27      | 73.03      |
|           | Annual | 89,107.20  | 93,516.80  | 98,134.40  | 103,001.60 | 108,118.40 | 110,760.00 | 113,484.80 | 116,272.00 | 119,121.60 | 122,033.60 | 125,049.60 | 128,107.20 | 131,268.80 | 134,492.80 | 137,800.00 | 141,211.20 | 144,684.80 | 148,241.60 | 151,902.40 |
|           | OT-HR  | 64.26      | 67.44      | 70.77      | 74.28      | 77.97      | 79.88      | 81.84      | 83.85      | 85.91      | 88.01      | 90.18      | 92.39      | 94.67      | 96.99      | 99.38      | 101.84     | 104.34     | 106.91     | 109.55     |
| <b>42</b> | Hourly | 44.96      | 47.18      | 49.52      | 51.98      | 54.56      | 55.90      | 57.27      | 58.67      | 60.12      | 61.59      | 63.11      | 64.66      | 66.25      | 67.89      | 69.56      | 71.27      | 73.03      | 74.83      | 76.67      |
|           | Annual | 93,516.80  | 98,134.40  | 103,001.60 | 108,118.40 | 113,484.80 | 116,272.00 | 119,121.60 | 122,033.60 | 125,049.60 | 128,107.20 | 131,268.80 | 134,492.80 | 137,800.00 | 141,211.20 | 144,684.80 | 148,241.60 | 151,902.40 | 155,646.40 | 159,473.60 |
|           | OT-HR  | 67.44      | 70.77      | 74.28      | 77.97      | 81.84      | 83.85      | 85.91      | 88.01      | 90.18      | 92.39      | 94.67      | 96.99      | 99.38      | 101.84     | 104.34     | 106.91     | 109.55     | 112.25     | 115.01     |
| <b>43</b> | Hourly | 47.18      | 49.52      | 51.98      | 54.56      | 57.27      | 58.67      | 60.12      | 61.59      | 63.11      | 64.66      | 66.25      | 67.89      | 69.56      | 71.27      | 73.03      | 74.83      | 76.67      | 78.57      | 80.51      |
|           | Annual | 98,134.40  | 103,001.60 | 108,118.40 | 113,484.80 | 119,121.60 | 122,033.60 | 125,049.60 | 128,107.20 | 131,268.80 | 134,492.80 | 137,800.00 | 141,211.20 | 144,684.80 | 148,241.60 | 151,902.40 | 155,646.40 | 159,473.60 | 163,425.60 | 167,460.80 |
|           | OT-HR  | 70.77      | 74.28      | 77.97      | 81.84      | 85.91      | 88.01      | 90.18      | 92.39      | 94.67      | 96.99      | 99.38      | 101.84     | 104.34     | 106.91     | 109.55     | 112.25     | 115.01     | 117.86     | 120.77     |
| <b>44</b> | Hourly | 49.52      | 51.98      | 54.56      | 57.27      | 60.12      | 61.59      | 63.11      | 64.66      | 66.25      | 67.89      | 69.56      | 71.27      | 73.03      | 74.83      | 76.67      | 78.57      | 80.51      | 82.49      | 84.53      |
|           | Annual | 103,001.60 | 108,118.40 | 113,484.80 | 119,121.60 | 125,049.60 | 128,107.20 | 131,268.80 | 134,492.80 | 137,800.00 | 141,211.20 | 144,684.80 | 148,241.60 | 151,902.40 | 155,646.40 | 159,473.60 | 163,425.60 | 167,460.80 | 171,579.20 | 175,822.40 |
|           | OT-HR  | 74.28      | 77.97      | 81.84      | 85.91      | 90.18      | 92.39      | 94.67      | 96.99      | 99.38      | 101.84     | 104.34     | 106.91     | 109.55     | 112.25     | 115.01     | 117.86     | 120.77     | 123.74     | 126.80     |
| <b>45</b> | Hourly | 51.98      | 54.56      | 57.27      | 60.12      | 63.11      | 64.66      | 66.25      | 67.89      | 69.56      | 71.27      | 73.03      | 74.83      | 76.67      | 78.57      | 80.51      | 82.49      | 84.53      | 86.62      | 88.76      |
|           | Annual | 108,118.40 | 113,484.80 | 119,121.60 | 125,049.60 | 131,268.80 | 134,492.80 | 137,800.00 | 141,211.20 | 144,684.80 | 148,241.60 | 151,902.40 | 155,646.40 | 159,473.60 | 163,425.60 | 167,460.80 | 171,579.20 | 175,822.40 | 180,169.60 | 184,620.80 |
|           | OT-HR  | 77.97      | 81.84      | 85.91      | 90.18      | 94.67      | 96.99      | 99.38      | 101.84     | 104.34     | 106.91     | 109.55     | 112.25     | 115.01     | 117.86     | 120.77     | 123.74     | 126.80     | 129.93     | 133.14     |