

2024 Cost of Living Adjustment (COLA) 4.5%

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY			STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 1	1	\$ 25.5784	\$ 2,216.88	\$ 4,433.76	\$ 53,205.09		AFSCME RANGE 5	1	\$ 28.2362	\$ 2,447.23	\$ 4,894.46	\$ 58,733.46
	2	\$ 26.6486	\$ 2,309.63	\$ 4,619.27	\$ 55,431.19			2	\$ 29.4127	\$ 2,549.20	\$ 5,098.39	\$ 61,180.69
	3	\$ 27.7613	\$ 2,406.07	\$ 4,812.14	\$ 57,745.73			3	\$ 30.6387	\$ 2,655.46	\$ 5,310.93	\$ 63,731.11
	4	\$ 28.9094	\$ 2,505.58	\$ 5,011.17	\$ 60,133.98			4	\$ 31.9145	\$ 2,766.03	\$ 5,532.06	\$ 66,384.73
	5	\$ 30.0718	\$ 2,606.32	\$ 5,212.65	\$ 62,551.74			5	\$ 33.1903	\$ 2,876.60	\$ 5,753.20	\$ 69,038.35
	6	\$ 31.2767	\$ 2,710.75	\$ 5,421.49	\$ 65,057.93			6	\$ 34.5156	\$ 2,991.47	\$ 5,982.93	\$ 71,795.18
	7	\$ 32.5241	\$ 2,818.86	\$ 5,637.72	\$ 67,652.58			7	\$ 35.9047	\$ 3,111.86	\$ 6,223.72	\$ 74,684.68
AFSCME RANGE 2	1	\$ 26.2234	\$ 2,272.78	\$ 4,545.55	\$ 54,546.64		AFSCME RANGE 6	1	\$ 28.9378	\$ 2,508.04	\$ 5,016.08	\$ 60,192.96
	2	\$ 27.3077	\$ 2,366.76	\$ 4,733.52	\$ 56,802.22			2	\$ 30.1498	\$ 2,613.08	\$ 5,226.16	\$ 62,713.89
	3	\$ 28.4488	\$ 2,465.66	\$ 4,931.31	\$ 59,175.74			3	\$ 31.4042	\$ 2,721.80	\$ 5,443.61	\$ 65,323.28
	4	\$ 29.6394	\$ 2,568.85	\$ 5,137.70	\$ 61,652.45			4	\$ 32.7154	\$ 2,835.44	\$ 5,670.89	\$ 68,050.62
	5	\$ 30.8230	\$ 2,671.43	\$ 5,342.87	\$ 64,114.42			5	\$ 34.0195	\$ 2,948.47	\$ 5,896.93	\$ 70,763.21
	6	\$ 32.0563	\$ 2,778.32	\$ 5,556.63	\$ 66,679.58			6	\$ 35.3873	\$ 3,067.02	\$ 6,134.04	\$ 73,608.48
	7	\$ 33.3391	\$ 2,889.50	\$ 5,779.00	\$ 69,347.96			7	\$ 36.7977	\$ 3,189.26	\$ 6,378.52	\$ 76,542.21
AFSCME RANGE 3	1	\$ 26.8754	\$ 2,329.29	\$ 4,658.58	\$ 55,902.93		AFSCME RANGE 7	1	\$ 29.6678	\$ 2,571.31	\$ 5,142.62	\$ 61,711.42
	2	\$ 27.9952	\$ 2,426.34	\$ 4,852.69	\$ 58,232.23			2	\$ 30.9010	\$ 2,678.19	\$ 5,356.38	\$ 64,276.58
	3	\$ 29.1646	\$ 2,527.70	\$ 5,055.39	\$ 60,664.72			3	\$ 32.1910	\$ 2,789.99	\$ 5,579.97	\$ 66,959.69
	4	\$ 30.3766	\$ 2,632.74	\$ 5,265.47	\$ 63,185.65			4	\$ 33.5304	\$ 2,906.08	\$ 5,812.17	\$ 69,745.99
	5	\$ 31.5956	\$ 2,738.39	\$ 5,476.78	\$ 65,721.34			5	\$ 34.8700	\$ 3,022.18	\$ 6,044.36	\$ 72,532.30
	6	\$ 32.8572	\$ 2,847.73	\$ 5,695.46	\$ 68,345.47			6	\$ 36.2732	\$ 3,143.80	\$ 6,287.61	\$ 75,451.28
	7	\$ 34.1754	\$ 2,961.98	\$ 5,923.96	\$ 71,087.55			7	\$ 37.7190	\$ 3,269.11	\$ 6,538.23	\$ 78,458.72
AFSCME RANGE 4	1	\$ 27.5486	\$ 2,387.64	\$ 4,775.29	\$ 57,303.46		AFSCME RANGE 8	1	\$ 30.4120	\$ 2,635.81	\$ 5,271.61	\$ 63,259.37
	2	\$ 28.6968	\$ 2,487.15	\$ 4,974.31	\$ 59,691.72			2	\$ 31.6736	\$ 2,745.15	\$ 5,490.29	\$ 65,883.50
	3	\$ 29.8947	\$ 2,590.97	\$ 5,181.93	\$ 62,183.17			3	\$ 32.9988	\$ 2,860.01	\$ 5,720.03	\$ 68,640.32
	4	\$ 31.1349	\$ 2,698.46	\$ 5,396.92	\$ 64,763.08			4	\$ 34.3668	\$ 2,978.57	\$ 5,957.13	\$ 71,485.59
	5	\$ 32.3823	\$ 2,806.57	\$ 5,613.14	\$ 67,357.73			5	\$ 35.7417	\$ 3,097.73	\$ 6,195.47	\$ 74,345.60
	6	\$ 33.6722	\$ 2,918.37	\$ 5,836.74	\$ 70,040.83			6	\$ 37.1733	\$ 3,221.81	\$ 6,443.63	\$ 77,323.55
	7	\$ 35.0258	\$ 3,035.69	\$ 6,071.39	\$ 72,856.62			7	\$ 38.6617	\$ 3,350.81	\$ 6,701.62	\$ 80,419.44

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	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY			STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 9	1	\$ 31.1703	\$ 2,701.53	\$ 5,403.07	\$ 64,836.80		AFSCME RANGE 13	1	\$ 34.4022	\$ 2,981.64	\$ 5,963.28	\$ 71,559.30
	2	\$ 32.4673	\$ 2,813.94	\$ 5,627.89	\$ 67,534.64			2	\$ 35.8409	\$ 3,106.33	\$ 6,212.67	\$ 74,551.99
	3	\$ 33.8210	\$ 2,931.27	\$ 5,862.54	\$ 70,350.42			3	\$ 37.3293	\$ 3,235.33	\$ 6,470.66	\$ 77,647.88
	4	\$ 35.2243	\$ 3,052.89	\$ 6,105.78	\$ 73,269.40			4	\$ 38.8885	\$ 3,370.47	\$ 6,740.93	\$ 80,891.19
	5	\$ 36.6347	\$ 3,175.13	\$ 6,350.26	\$ 76,203.13			5	\$ 40.4406	\$ 3,504.99	\$ 7,009.98	\$ 84,119.76
	6	\$ 38.1018	\$ 3,302.28	\$ 6,604.57	\$ 79,254.80			6	\$ 42.0565	\$ 3,645.04	\$ 7,290.09	\$ 87,481.03
	7	\$ 39.6326	\$ 3,434.96	\$ 6,869.93	\$ 82,439.14			7	\$ 43.7434	\$ 3,791.24	\$ 7,582.48	\$ 90,989.70
AFSCME RANGE 10	1	\$ 31.9429	\$ 2,768.49	\$ 5,536.98	\$ 66,443.70		AFSCME RANGE 14	1	\$ 35.2597	\$ 3,055.96	\$ 6,111.93	\$ 73,343.12
	2	\$ 33.2823	\$ 2,884.58	\$ 5,769.17	\$ 69,230.01			2	\$ 36.7339	\$ 3,183.73	\$ 6,367.46	\$ 76,409.52
	3	\$ 34.6644	\$ 3,004.36	\$ 6,008.73	\$ 72,104.76			3	\$ 38.2648	\$ 3,316.41	\$ 6,632.82	\$ 79,593.87
	4	\$ 36.1103	\$ 3,129.68	\$ 6,259.35	\$ 75,112.21			4	\$ 39.8595	\$ 3,454.62	\$ 6,909.24	\$ 82,910.90
	5	\$ 37.5560	\$ 3,254.98	\$ 6,509.97	\$ 78,119.63			5	\$ 41.4541	\$ 3,592.83	\$ 7,185.66	\$ 86,227.91
	6	\$ 39.0515	\$ 3,384.59	\$ 6,769.19	\$ 81,230.27			6	\$ 43.1126	\$ 3,736.57	\$ 7,473.14	\$ 89,677.64
	7	\$ 40.6179	\$ 3,520.35	\$ 7,040.69	\$ 84,488.32			7	\$ 44.8348	\$ 3,885.83	\$ 7,771.67	\$ 93,260.01
AFSCME RANGE 11	1	\$ 32.7437	\$ 2,837.90	\$ 5,675.80	\$ 68,109.59		AFSCME RANGE 15	1	\$ 36.1457	\$ 3,132.75	\$ 6,265.49	\$ 75,185.92
	2	\$ 34.1045	\$ 2,955.84	\$ 5,911.68	\$ 70,940.12			2	\$ 37.6552	\$ 3,263.58	\$ 6,527.17	\$ 78,326.02
	3	\$ 35.5362	\$ 3,079.92	\$ 6,159.84	\$ 73,918.08			3	\$ 39.2216	\$ 3,399.34	\$ 6,798.67	\$ 81,584.08
	4	\$ 37.0104	\$ 3,207.69	\$ 6,415.37	\$ 76,984.48			4	\$ 40.8517	\$ 3,540.62	\$ 7,081.24	\$ 84,974.82
	5	\$ 38.4916	\$ 3,336.07	\$ 6,672.14	\$ 80,065.62			5	\$ 42.4889	\$ 3,682.51	\$ 7,365.03	\$ 88,380.30
	6	\$ 40.0295	\$ 3,469.36	\$ 6,938.73	\$ 83,264.71			6	\$ 44.1899	\$ 3,829.94	\$ 7,659.87	\$ 91,918.47
	7	\$ 41.6314	\$ 3,608.19	\$ 7,216.37	\$ 86,596.47			7	\$ 45.9547	\$ 3,982.89	\$ 7,965.78	\$ 95,589.31
AFSCME RANGE 12	1	\$ 33.5658	\$ 2,909.15	\$ 5,818.31	\$ 69,819.70		AFSCME RANGE 16	1	\$ 37.0458	\$ 3,210.76	\$ 6,421.52	\$ 77,058.20
	2	\$ 34.9692	\$ 3,030.78	\$ 6,061.56	\$ 72,738.69			2	\$ 38.5909	\$ 3,344.67	\$ 6,689.33	\$ 80,272.01
	3	\$ 36.4221	\$ 3,156.70	\$ 6,313.41	\$ 75,760.86			3	\$ 40.1997	\$ 3,484.11	\$ 6,968.21	\$ 83,618.53
	4	\$ 37.9388	\$ 3,288.16	\$ 6,576.31	\$ 78,915.72			4	\$ 41.8794	\$ 3,629.69	\$ 7,259.37	\$ 87,112.46
	5	\$ 39.4555	\$ 3,419.61	\$ 6,839.22	\$ 82,070.58			5	\$ 43.5520	\$ 3,774.65	\$ 7,549.31	\$ 90,591.66
	6	\$ 41.0360	\$ 3,556.59	\$ 7,113.18	\$ 85,358.12			6	\$ 45.2955	\$ 3,925.76	\$ 7,851.52	\$ 94,218.27
	7	\$ 42.6731	\$ 3,698.48	\$ 7,396.97	\$ 88,763.60			7	\$ 47.1028	\$ 4,082.40	\$ 8,164.80	\$ 97,977.56

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	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY			STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 17	1	\$ 37.9813	\$ 3,291.84	\$ 6,583.68	\$ 79,004.18		AFSCME RANGE 21	1	\$ 41.9148	\$ 3,632.76	\$ 7,265.51	\$ 87,186.17
	2	\$ 39.5547	\$ 3,428.21	\$ 6,856.42	\$ 82,276.98			2	\$ 43.6654	\$ 3,784.48	\$ 7,568.96	\$ 90,827.52
	3	\$ 41.2061	\$ 3,571.33	\$ 7,142.66	\$ 85,711.95			3	\$ 45.4798	\$ 3,941.73	\$ 7,883.46	\$ 94,601.56
	4	\$ 42.9212	\$ 3,719.98	\$ 7,439.97	\$ 89,279.59			4	\$ 47.3791	\$ 4,106.35	\$ 8,212.71	\$ 98,552.52
	5	\$ 44.6363	\$ 3,868.63	\$ 7,737.27	\$ 92,847.23			5	\$ 49.2715	\$ 4,270.36	\$ 8,540.73	\$ 102,488.72
	6	\$ 46.4294	\$ 4,024.04	\$ 8,048.09	\$ 96,577.04			6	\$ 51.2489	\$ 4,441.74	\$ 8,883.49	\$ 106,601.83
	7	\$ 48.2793	\$ 4,184.37	\$ 8,368.73	\$ 100,424.79			7	\$ 53.2972	\$ 4,619.27	\$ 9,238.53	\$ 110,862.37
AFSCME RANGE 18	1	\$ 38.9240	\$ 3,373.54	\$ 6,747.08	\$ 80,964.91		AFSCME RANGE 22	1	\$ 42.9638	\$ 3,723.67	\$ 7,447.34	\$ 89,368.03
	2	\$ 40.5469	\$ 3,514.20	\$ 7,028.41	\$ 84,340.91			2	\$ 44.7569	\$ 3,879.08	\$ 7,758.15	\$ 93,097.85
	3	\$ 42.2408	\$ 3,661.01	\$ 7,322.03	\$ 87,864.32			3	\$ 46.6209	\$ 4,040.63	\$ 8,081.26	\$ 96,975.09
	4	\$ 43.9985	\$ 3,813.35	\$ 7,626.70	\$ 91,520.42			4	\$ 48.5628	\$ 4,208.94	\$ 8,417.87	\$ 101,014.48
	5	\$ 45.7562	\$ 3,965.69	\$ 7,931.38	\$ 95,176.51			5	\$ 50.5048	\$ 4,377.25	\$ 8,754.49	\$ 105,053.88
	6	\$ 47.5847	\$ 4,124.17	\$ 8,248.34	\$ 98,980.04			6	\$ 52.5246	\$ 4,552.31	\$ 9,104.62	\$ 109,255.45
	7	\$ 49.4913	\$ 4,289.41	\$ 8,578.81	\$ 102,945.73			7	\$ 54.6296	\$ 4,734.75	\$ 9,469.49	\$ 113,633.93
AFSCME RANGE 19	1	\$ 39.8949	\$ 3,457.69	\$ 6,915.38	\$ 82,984.61		AFSCME RANGE 23	1	\$ 44.0411	\$ 3,817.04	\$ 7,634.07	\$ 91,608.87
	2	\$ 41.5604	\$ 3,602.04	\$ 7,204.09	\$ 86,449.06			2	\$ 45.8696	\$ 3,975.52	\$ 7,951.03	\$ 95,412.40
	3	\$ 43.2897	\$ 3,751.92	\$ 7,503.85	\$ 90,046.18			3	\$ 47.7902	\$ 4,141.98	\$ 8,283.97	\$ 99,407.58
	4	\$ 45.0900	\$ 3,907.95	\$ 7,815.90	\$ 93,790.75			4	\$ 49.7748	\$ 4,313.98	\$ 8,627.95	\$ 103,535.42
	5	\$ 46.9043	\$ 4,065.20	\$ 8,130.40	\$ 97,564.77			5	\$ 51.7662	\$ 4,486.58	\$ 8,973.17	\$ 107,678.01
	6	\$ 48.7754	\$ 4,227.36	\$ 8,454.73	\$ 101,456.75			6	\$ 53.8358	\$ 4,665.95	\$ 9,331.90	\$ 111,982.77
	7	\$ 50.7315	\$ 4,396.90	\$ 8,793.80	\$ 105,525.64			7	\$ 55.9904	\$ 4,852.69	\$ 9,705.37	\$ 116,464.45
AFSCME RANGE 20	1	\$ 40.9013	\$ 3,544.92	\$ 7,089.84	\$ 85,078.02		AFSCME RANGE 24	1	\$ 45.1466	\$ 3,912.86	\$ 7,825.72	\$ 93,908.68
	2	\$ 42.6023	\$ 3,692.34	\$ 7,384.68	\$ 88,616.18			2	\$ 47.0248	\$ 4,075.64	\$ 8,151.28	\$ 97,815.40
	3	\$ 44.3742	\$ 3,845.91	\$ 7,691.81	\$ 92,301.77			3	\$ 48.9810	\$ 4,245.18	\$ 8,490.36	\$ 101,884.28
	4	\$ 46.2240	\$ 4,006.23	\$ 8,012.46	\$ 96,149.52			4	\$ 51.0222	\$ 4,422.09	\$ 8,844.17	\$ 106,130.07
	5	\$ 48.0667	\$ 4,165.94	\$ 8,331.88	\$ 99,982.52			5	\$ 53.0632	\$ 4,598.99	\$ 9,197.99	\$ 110,375.87
	6	\$ 49.9945	\$ 4,333.02	\$ 8,666.04	\$ 103,992.43			6	\$ 55.1824	\$ 4,782.66	\$ 9,565.32	\$ 114,783.82
	7	\$ 52.0001	\$ 4,506.85	\$ 9,013.71	\$ 108,164.51			7	\$ 57.3866	\$ 4,973.70	\$ 9,947.39	\$

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	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY			STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 25	1	\$ 46.2665	\$ 4,009.92	\$ 8,019.83	\$ 96,237.97		AFSCME RANGE 29	1	\$ 51.0788	\$ 4,427.00	\$ 8,854.00	\$ 106,248.01
	2	\$ 48.2013	\$ 4,177.61	\$ 8,355.22	\$ 100,262.62			2	\$ 53.2050	\$ 4,611.28	\$ 9,222.56	\$ 110,670.70
	3	\$ 50.2000	\$ 4,350.83	\$ 8,701.66	\$ 104,419.96			3	\$ 55.4163	\$ 4,802.93	\$ 9,605.86	\$ 115,270.32
	4	\$ 52.2978	\$ 4,532.65	\$ 9,065.31	\$ 108,783.70			4	\$ 57.7268	\$ 5,003.18	\$ 10,006.36	\$ 120,076.33
	5	\$ 54.3886	\$ 4,713.86	\$ 9,427.72	\$ 113,132.68			5	\$ 60.0373	\$ 5,203.43	\$ 10,406.86	\$ 124,882.33
	6	\$ 56.5644	\$ 4,902.44	\$ 9,804.88	\$ 117,658.58			6	\$ 62.4328	\$ 5,411.05	\$ 10,822.10	\$ 129,865.23
	7	\$ 58.8253	\$ 5,098.39	\$ 10,196.78	\$ 122,361.39			7	\$ 64.9347	\$ 5,627.89	\$ 11,255.77	\$ 135,069.28
AFSCME RANGE 26	1	\$ 47.4288	\$ 4,110.65	\$ 8,221.31	\$ 98,655.70		AFSCME RANGE 30	1	\$ 52.3546	\$ 4,537.57	\$ 9,075.14	\$ 108,901.63
	2	\$ 49.4061	\$ 4,282.03	\$ 8,564.07	\$ 102,768.82			2	\$ 54.5304	\$ 4,726.15	\$ 9,452.29	\$ 113,427.53
	3	\$ 51.4545	\$ 4,459.56	\$ 8,919.11	\$ 107,029.36			3	\$ 56.8055	\$ 4,923.33	\$ 9,846.65	\$ 118,159.81
	4	\$ 53.6019	\$ 4,645.68	\$ 9,291.36	\$ 111,496.28			4	\$ 59.1726	\$ 5,128.49	\$ 10,256.98	\$ 123,083.76
	5	\$ 55.7494	\$ 4,831.80	\$ 9,663.60	\$ 115,963.21			5	\$ 61.5327	\$ 5,333.04	\$ 10,666.08	\$ 127,992.96
	6	\$ 57.9819	\$ 5,025.29	\$ 10,050.59	\$ 120,607.04			6	\$ 63.9991	\$ 5,546.80	\$ 11,093.61	\$ 133,123.29
	7	\$ 60.2924	\$ 5,225.54	\$ 10,451.09	\$ 125,413.04			7	\$ 66.5576	\$ 5,768.55	\$ 11,537.11	\$ 138,445.27
AFSCME RANGE 27	1	\$ 48.6124	\$ 4,213.24	\$ 8,426.47	\$ 101,117.68		AFSCME RANGE 31	1	\$ 53.6586	\$ 4,650.59	\$ 9,301.19	\$ 111,614.22
	2	\$ 50.6323	\$ 4,388.30	\$ 8,776.60	\$ 105,319.24			2	\$ 55.8912	\$ 4,844.09	\$ 9,688.17	\$ 116,258.06
	3	\$ 52.7443	\$ 4,571.35	\$ 9,142.71	\$ 109,712.46			3	\$ 58.2229	\$ 5,046.18	\$ 10,092.36	\$ 121,108.29
	4	\$ 54.9485	\$ 4,762.39	\$ 9,524.78	\$ 114,297.32			4	\$ 60.6468	\$ 5,256.26	\$ 10,512.51	\$ 126,150.16
	5	\$ 57.1456	\$ 4,952.81	\$ 9,905.62	\$ 118,867.44			5	\$ 63.0778	\$ 5,466.95	\$ 10,933.90	\$ 131,206.78
	6	\$ 59.4277	\$ 5,150.60	\$ 10,301.21	\$ 123,614.48			6	\$ 65.6009	\$ 5,685.63	\$ 11,371.26	\$ 136,455.06
	7	\$ 61.8092	\$ 5,357.00	\$ 10,713.99	\$ 128,567.92			7	\$ 68.2233	\$ 5,912.91	\$ 11,825.81	\$ 141,909.73
AFSCME RANGE 28	1	\$ 49.8314	\$ 4,318.89	\$ 8,637.78	\$ 103,653.36		AFSCME RANGE 32	1	\$ 54.9982	\$ 4,766.69	\$ 9,533.38	\$ 114,400.53
	2	\$ 51.9010	\$ 4,498.26	\$ 8,996.51	\$ 107,958.12			2	\$ 57.2874	\$ 4,965.10	\$ 9,930.19	\$ 119,162.30
	3	\$ 54.0697	\$ 4,686.22	\$ 9,372.44	\$ 112,469.27			3	\$ 59.6829	\$ 5,172.72	\$ 10,345.43	\$ 124,145.21
	4	\$ 56.3164	\$ 4,880.94	\$ 9,761.88	\$ 117,142.60			4	\$ 62.1705	\$ 5,388.32	\$ 10,776.65	\$ 129,319.77
	5	\$ 58.5702	\$ 5,076.28	\$ 10,152.56	\$ 121,830.67			5	\$ 64.6582	\$ 5,603.93	\$ 11,207.86	\$ 134,494.33
	6	\$ 60.9161	\$ 5,279.60	\$ 10,559.20	\$ 126,710.38			6	\$ 67.2380	\$ 5,827.52	\$ 11,655.04	\$ 139,860.53
	7	\$ 63.3471	\$ 5,490.29	\$ 10,980.58	\$ 131,767.00			7	\$ 69.9242	\$ 6,060.33	\$ 12,120.66	\$ 145,447.88

2024 Cost of Living Adjustment (COLA) 4.5%

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY			STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 33	1	\$ 56.3731	\$ 4,885.86	\$ 9,771.71	\$ 117,260.54		AFSCME RANGE 37	1	\$ 62.2273	\$ 5,393.24	\$ 10,786.48	\$ 129,437.71
	2	\$ 58.7261	\$ 5,089.79	\$ 10,179.58	\$ 122,154.99			2	\$ 64.8213	\$ 5,618.06	\$ 11,236.12	\$ 134,833.40
	3	\$ 61.1712	\$ 5,301.71	\$ 10,603.43	\$ 127,241.10			3	\$ 67.5215	\$ 5,852.09	\$ 11,704.19	\$ 140,450.24
	4	\$ 63.7156	\$ 5,522.23	\$ 11,044.47	\$ 132,533.59			4	\$ 70.3353	\$ 6,095.96	\$ 12,191.91	\$ 146,302.94
	5	\$ 66.2671	\$ 5,743.37	\$ 11,486.74	\$ 137,840.84			5	\$ 73.1490	\$ 6,339.82	\$ 12,679.64	\$ 152,155.65
	6	\$ 68.9177	\$ 5,973.10	\$ 11,946.21	\$ 143,354.48			6	\$ 76.0690	\$ 6,592.90	\$ 13,185.79	\$ 158,229.49
	7	\$ 71.6747	\$ 6,212.05	\$ 12,424.10	\$ 149,089.24			7	\$ 79.1165	\$ 6,857.03	\$ 13,714.06	\$ 164,568.69
AFSCME RANGE 34	1	\$ 57.7834	\$ 5,008.09	\$ 10,016.19	\$ 120,194.26		AFSCME RANGE 38	1	\$ 63.7794	\$ 5,527.76	\$ 11,055.52	\$ 132,666.28
	2	\$ 60.1931	\$ 5,216.94	\$ 10,433.89	\$ 125,206.66			2	\$ 66.4443	\$ 5,758.73	\$ 11,517.45	\$ 138,209.40
	3	\$ 62.7021	\$ 5,434.39	\$ 10,868.79	\$ 130,425.45			3	\$ 69.2084	\$ 5,998.29	\$ 11,996.58	\$ 143,958.91
	4	\$ 65.3103	\$ 5,660.44	\$ 11,320.89	\$ 135,850.63			4	\$ 72.0929	\$ 6,248.29	\$ 12,496.59	\$ 149,959.04
	5	\$ 67.9256	\$ 5,887.11	\$ 11,774.21	\$ 141,290.54			5	\$ 74.9775	\$ 6,498.30	\$ 12,996.60	\$ 155,959.16
	6	\$ 70.6471	\$ 6,122.98	\$ 12,245.97	\$ 146,951.61			6	\$ 77.9754	\$ 6,758.13	\$ 13,516.27	\$ 162,195.18
	7	\$ 73.4679	\$ 6,367.46	\$ 12,734.92	\$ 152,819.04			7	\$ 81.0939	\$ 7,028.41	\$ 14,056.82	\$ 168,681.80
AFSCME RANGE 35	1	\$ 59.2293	\$ 5,133.40	\$ 10,266.81	\$ 123,201.70		AFSCME RANGE 39	1	\$ 65.3741	\$ 5,665.97	\$ 11,331.94	\$ 135,983.31
	2	\$ 61.7028	\$ 5,347.78	\$ 10,695.56	\$ 128,346.77			2	\$ 68.1027	\$ 5,902.46	\$ 11,804.93	\$ 141,659.10
	3	\$ 64.2685	\$ 5,570.15	\$ 11,140.29	\$ 133,683.50			3	\$ 70.9377	\$ 6,148.17	\$ 12,296.34	\$ 147,556.04
	4	\$ 66.9475	\$ 5,802.34	\$ 11,604.68	\$ 139,256.10			4	\$ 73.8932	\$ 6,404.32	\$ 12,808.63	\$ 153,703.60
	5	\$ 69.6195	\$ 6,033.92	\$ 12,067.83	\$ 144,813.97			5	\$ 76.8485	\$ 6,660.46	\$ 13,320.93	\$ 159,851.14
	6	\$ 72.4119	\$ 6,275.94	\$ 12,551.87	\$ 150,622.44			6	\$ 79.9245	\$ 6,927.06	\$ 13,854.11	\$ 166,249.32
	7	\$ 75.3034	\$ 6,526.55	\$ 13,053.11	\$ 156,637.32			7	\$ 83.1209	\$ 7,204.09	\$ 14,408.18	\$ 172,898.11
AFSCME RANGE 36	1	\$ 60.7106	\$ 5,261.79	\$ 10,523.57	\$ 126,282.86		AFSCME RANGE 40	1	\$ 67.0113	\$ 5,807.87	\$ 11,615.73	\$ 139,388.79
	2	\$ 63.2336	\$ 5,480.46	\$ 10,960.93	\$ 131,531.12			2	\$ 69.8037	\$ 6,049.89	\$ 12,099.77	\$ 145,197.26
	3	\$ 65.8702	\$ 5,708.97	\$ 11,417.94	\$ 137,015.27			3	\$ 72.7166	\$ 6,302.35	\$ 12,604.70	\$ 151,256.37
	4	\$ 68.6201	\$ 5,947.30	\$ 11,894.61	\$ 142,735.30			4	\$ 75.7429	\$ 6,564.64	\$ 13,129.28	\$ 157,551.35
	5	\$ 71.3629	\$ 6,185.02	\$ 12,370.05	\$ 148,440.58			5	\$ 78.7692	\$ 6,826.93	\$ 13,653.86	\$ 163,846.32
	6	\$ 74.2191	\$ 6,432.57	\$ 12,865.15	\$ 154,381.74			6	\$ 81.9232	\$ 7,100.28	\$ 14,200.56	\$ 170,406.66
	7	\$ 77.1888	\$ 6,689.95	\$ 13,379.90	\$ 160,558.77			7	\$ 85.1975	\$ 7,384.07	\$ 14,768.13	\$ 177,217.61

2024 Cost of Living Adjustment (COLA) 4.5%

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY			STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 41	1	\$ 68.6839	\$ 5,952.83	\$ 11,905.67	\$ 142,867.98		AFSCME RANGE 45	1	\$ 75.8209	\$ 6,571.40	\$ 13,142.79	\$ 157,713.50
	2	\$ 71.5472	\$ 6,201.00	\$ 12,401.99	\$ 148,823.88			2	\$ 78.9747	\$ 6,844.74	\$ 13,689.49	\$ 164,273.84
	3	\$ 74.5310	\$ 6,459.60	\$ 12,919.20	\$ 155,030.40			3	\$ 82.2633	\$ 7,129.76	\$ 14,259.52	\$ 171,114.29
	4	\$ 77.6353	\$ 6,728.65	\$ 13,457.30	\$ 161,487.55			4	\$ 85.6937	\$ 7,427.07	\$ 14,854.13	\$ 178,249.58
	5	\$ 80.7396	\$ 6,997.70	\$ 13,995.39	\$ 167,944.69			5	\$ 89.1239	\$ 7,724.37	\$ 15,448.74	\$ 185,384.87
	6	\$ 83.9714	\$ 7,277.80	\$ 14,555.60	\$ 174,667.19			6	\$ 92.6888	\$ 8,033.34	\$ 16,066.69	\$ 192,800.26
	7	\$ 87.3308	\$ 7,568.96	\$ 15,137.92	\$ 181,655.07			7	\$ 96.3955	\$ 8,354.60	\$ 16,709.21	\$ 200,510.50
AFSCME RANGE 42	1	\$ 70.4061	\$ 6,102.10	\$ 12,204.20	\$ 146,450.37		AFSCME RANGE 46	1	\$ 77.7132	\$ 6,735.40	\$ 13,470.81	\$ 161,649.71
	2	\$ 73.3403	\$ 6,356.40	\$ 12,712.81	\$ 152,553.69			2	\$ 80.9521	\$ 7,016.12	\$ 14,032.25	\$ 168,386.95
	3	\$ 76.3949	\$ 6,621.15	\$ 13,242.30	\$ 158,907.63			3	\$ 84.3257	\$ 7,308.51	\$ 14,617.03	\$ 175,404.32
	4	\$ 79.5772	\$ 6,896.96	\$ 13,793.91	\$ 165,526.94			4	\$ 87.8340	\$ 7,612.57	\$ 15,225.15	\$ 182,701.77
	5	\$ 82.7594	\$ 7,172.76	\$ 14,345.52	\$ 172,146.26			5	\$ 91.3564	\$ 7,917.86	\$ 15,835.73	\$ 190,028.70
	6	\$ 86.0692	\$ 7,459.62	\$ 14,919.24	\$ 179,030.93			6	\$ 95.0065	\$ 8,234.21	\$ 16,468.42	\$ 197,621.01
	7	\$ 89.5137	\$ 7,758.15	\$ 15,516.31	\$ 186,195.70			7	\$ 98.8052	\$ 8,563.45	\$ 17,126.91	\$ 205,522.90
AFSCME RANGE 43	1	\$ 72.1638	\$ 6,254.44	\$ 12,508.87	\$ 150,106.46		AFSCME RANGE 47	1	\$ 79.6551	\$ 6,903.71	\$ 13,807.43	\$ 165,689.11
	2	\$ 75.1688	\$ 6,514.88	\$ 13,029.77	\$ 156,357.22			2	\$ 82.9791	\$ 7,191.80	\$ 14,383.61	\$ 172,603.27
	3	\$ 78.3015	\$ 6,786.39	\$ 13,572.78	\$ 162,873.32			3	\$ 86.4307	\$ 7,490.95	\$ 14,981.90	\$ 179,782.78
	4	\$ 81.5617	\$ 7,068.95	\$ 14,137.90	\$ 169,654.80			4	\$ 90.0312	\$ 7,803.00	\$ 15,605.99	\$ 187,271.89
	5	\$ 84.8290	\$ 7,352.13	\$ 14,704.25	\$ 176,451.02			5	\$ 93.6386	\$ 8,115.66	\$ 16,231.31	\$ 194,775.73
	6	\$ 88.2238	\$ 7,646.36	\$ 15,292.72	\$ 183,512.59			6	\$ 97.3808	\$ 8,439.99	\$ 16,879.97	\$ 202,559.69
	7	\$ 91.7463	\$ 7,951.65	\$ 15,903.29	\$ 190,839.53			7	\$ 101.2788	\$ 8,777.83	\$ 17,555.67	\$ 210,667.98
AFSCME RANGE 44	1	\$ 73.9710	\$ 6,411.07	\$ 12,822.15	\$ 153,865.76		AFSCME RANGE 48	1	\$ 81.6467	\$ 7,076.32	\$ 14,152.64	\$ 169,831.71
	2	\$ 77.0541	\$ 6,678.28	\$ 13,356.56	\$ 160,278.67			2	\$ 85.0487	\$ 7,371.17	\$ 14,742.34	\$ 176,908.03
	3	\$ 80.2576	\$ 6,955.93	\$ 13,911.85	\$ 166,942.21			3	\$ 88.5924	\$ 7,678.30	\$ 15,356.60	\$ 184,279.20
	4	\$ 83.6029	\$ 7,245.86	\$ 14,491.72	\$ 173,900.58			4	\$ 92.2849	\$ 7,998.33	\$ 15,996.66	\$ 191,959.95
	5	\$ 86.9481	\$ 7,535.79	\$ 15,071.58	\$ 180,858.97			5	\$ 95.9703	\$ 8,317.75	\$ 16,635.50	\$ 199,625.97
	6	\$ 90.4279	\$ 7,837.39	\$ 15,674.79	\$ 188,097.46			6	\$ 99.8117	\$ 8,650.68	\$ 17,301.36	\$ 207,616.32
	7	\$ 94.0426	\$ 8,150.67	\$ 16,301.34	\$ 195,616.06			7	\$ 103.8089	\$ 8,997.12	\$ 17,994.25	\$ 215,930.98

2024 Cost of Living Adjustment (COLA) 4.5%

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY			STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 49	1	\$ 83.6879	\$ 7,253.23	\$ 14,506.46	\$ 174,077.50		AFSCME RANGE 53	1	\$ 92.3771	\$ 8,006.32	\$ 16,012.63	\$ 192,151.60
	2	\$ 87.1749	\$ 7,555.45	\$ 15,110.89	\$ 181,330.73			2	\$ 96.2255	\$ 8,339.86	\$ 16,679.72	\$ 200,156.69
	3	\$ 90.8036	\$ 7,869.95	\$ 15,739.90	\$ 188,878.81			3	\$ 100.2298	\$ 8,686.92	\$ 17,373.84	\$ 208,486.11
	4	\$ 94.5883	\$ 8,197.97	\$ 16,395.93	\$ 196,751.21			4	\$ 104.4114	\$ 9,049.34	\$ 18,098.68	\$ 217,184.10
	5	\$ 98.3729	\$ 8,525.98	\$ 17,051.97	\$ 204,623.61			5	\$ 108.5859	\$ 9,411.14	\$ 18,822.28	\$ 225,867.32
	6	\$ 102.3064	\$ 8,866.90	\$ 17,733.80	\$ 212,805.62			6	\$ 112.9304	\$ 9,787.68	\$ 19,575.37	\$ 234,904.38
	7	\$ 106.4030	\$ 9,221.95	\$ 18,443.89	\$ 221,326.68			7	\$ 117.4451	\$ 10,178.97	\$ 20,357.94	\$ 244,295.24
AFSCME RANGE 50	1	\$ 85.7787	\$ 7,434.44	\$ 14,868.87	\$ 178,426.49		AFSCME RANGE 54	1	\$ 94.6804	\$ 8,205.95	\$ 16,411.91	\$ 196,942.86
	2	\$ 89.3578	\$ 7,744.64	\$ 15,489.28	\$ 185,871.36			2	\$ 98.6352	\$ 8,548.71	\$ 17,097.42	\$ 205,169.08
	3	\$ 93.0787	\$ 8,067.13	\$ 16,134.26	\$ 193,611.09			3	\$ 102.7388	\$ 8,904.37	\$ 17,808.74	\$ 213,704.90
	4	\$ 96.9555	\$ 8,403.13	\$ 16,806.26	\$ 201,675.15			4	\$ 107.0196	\$ 9,275.39	\$ 18,550.77	\$ 222,609.28
	5	\$ 100.8322	\$ 8,739.13	\$ 17,478.27	\$ 209,739.21			5	\$ 111.3075	\$ 9,647.02	\$ 19,294.03	\$ 231,528.38
	6	\$ 104.8650	\$ 9,088.65	\$ 18,177.30	\$ 218,127.59			6	\$ 115.7512	\$ 10,032.16	\$ 20,064.32	\$ 240,771.82
	7	\$ 109.0607	\$ 9,452.29	\$ 18,904.59	\$ 226,855.06			7	\$ 120.3864	\$ 10,433.89	\$ 20,867.78	\$ 250,413.31
AFSCME RANGE 51	1	\$ 87.9190	\$ 7,619.94	\$ 15,239.89	\$ 182,878.67		AFSCME RANGE 55	1	\$ 97.0547	\$ 8,411.73	\$ 16,823.46	\$ 201,881.54
	2	\$ 91.5903	\$ 7,938.13	\$ 15,876.27	\$ 190,515.20			2	\$ 101.0945	\$ 8,761.86	\$ 17,523.72	\$ 210,284.67
	3	\$ 95.4034	\$ 8,268.61	\$ 16,537.22	\$ 198,446.58			3	\$ 105.3044	\$ 9,126.73	\$ 18,253.47	\$ 219,041.61
	4	\$ 99.3794	\$ 8,613.21	\$ 17,226.42	\$ 206,717.03			4	\$ 109.6986	\$ 9,507.58	\$ 19,015.16	\$ 228,181.87
	5	\$ 103.3554	\$ 8,957.81	\$ 17,915.62	\$ 214,987.48			5	\$ 114.0857	\$ 9,887.81	\$ 19,775.62	\$ 237,307.38
	6	\$ 107.4944	\$ 9,316.54	\$ 18,633.08	\$ 223,597.00			6	\$ 118.6499	\$ 10,283.39	\$ 20,566.79	\$ 246,801.44
	7	\$ 111.7894	\$ 9,688.79	\$ 19,377.57	\$ 232,530.86			7	\$ 123.3915	\$ 10,694.34	\$ 21,388.67	\$ 256,664.06
AFSCME RANGE 52	1	\$ 90.1232	\$ 7,810.98	\$ 15,621.96	\$ 187,463.54		AFSCME RANGE 56	1	\$ 99.4786	\$ 8,621.81	\$ 17,243.62	\$ 206,923.43
	2	\$ 93.8725	\$ 8,135.93	\$ 16,271.85	\$ 195,262.23			2	\$ 103.6176	\$ 8,980.54	\$ 17,961.08	\$ 215,532.95
	3	\$ 97.7917	\$ 8,475.61	\$ 16,951.23	\$ 203,414.75			3	\$ 107.9409	\$ 9,355.24	\$ 18,710.48	\$ 224,525.77
	4	\$ 101.8599	\$ 8,828.20	\$ 17,656.40	\$ 211,876.84			4	\$ 112.4343	\$ 9,744.68	\$ 19,489.37	\$ 233,872.42
	5	\$ 105.9423	\$ 9,182.02	\$ 18,364.04	\$ 220,368.43			5	\$ 116.9348	\$ 10,134.74	\$ 20,269.48	\$ 243,233.80
	6	\$ 110.1734	\$ 9,548.73	\$ 19,097.47	\$ 229,169.61			6	\$ 121.6126	\$ 10,540.16	\$ 21,080.31	\$ 252,963.75
	7	\$ 114.5819	\$ 9,930.81	\$ 19,861.61	\$ 238,339.34			7	\$ 126.4744	\$ 10,961.54	\$ 21,923.08	\$ 263,076.98



2024 Cost of Living Adjustment (COLA) 4.5%

[illegible]