

## FY24 Non-Union Compensation Plan

| <b>FY24<br/>Step<br/>Grade</b> | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> | <b>8</b> | <b>9</b> | <b>10</b> |
|--------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| <b>6</b>                       | 17.17    | 17.51    | 17.86    | 18.22    | 18.58    | 18.95    | 19.33    | 19.72    | 20.11    | 20.51     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>7</b>                       | 19.25    | 19.64    | 20.03    | 20.43    | 20.84    | 21.26    | 21.69    | 22.12    | 22.56    | 23.01     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>8</b>                       | 21.33    | 21.76    | 22.20    | 22.64    | 23.09    | 23.55    | 24.02    | 24.50    | 24.99    | 25.49     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>9</b>                       | 28.09    | 28.65    | 29.22    | 29.80    | 30.40    | 31.01    | 31.63    | 32.26    | 32.91    | 33.57     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>10</b>                      | 32.25    | 32.90    | 33.56    | 34.23    | 34.91    | 35.61    | 36.32    | 37.05    | 37.79    | 38.55     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>11</b>                      | 35.45    | 36.16    | 36.88    | 37.62    | 38.37    | 39.14    | 39.92    | 40.72    | 41.53    | 42.36     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>12</b>                      | 39.02    | 39.80    | 40.60    | 41.41    | 42.24    | 43.08    | 43.94    | 44.82    | 45.72    | 46.63     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>13</b>                      | 41.62    | 42.45    | 43.30    | 44.17    | 45.05    | 45.95    | 46.87    | 47.81    | 48.77    | 49.75     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>14</b>                      | 43.70    | 44.57    | 45.46    | 46.37    | 47.30    | 48.25    | 49.22    | 50.20    | 51.20    | 52.22     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>15</b>                      | 45.57    | 46.48    | 47.41    | 48.36    | 49.33    | 50.32    | 51.33    | 52.36    | 53.41    | 54.48     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>16</b>                      | 49.94    | 50.94    | 51.96    | 53.00    | 54.06    | 55.14    | 56.24    | 57.36    | 58.51    | 59.68     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>17</b>                      | 51.77    | 52.81    | 53.87    | 54.95    | 56.05    | 57.17    | 58.31    | 59.48    | 60.67    | 61.88     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>18</b>                      | 53.85    | 54.93    | 56.03    | 57.15    | 58.29    | 59.46    | 60.65    | 61.86    | 63.10    | 64.36     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>19</b>                      | 55.98    | 57.10    | 58.24    | 59.40    | 60.59    | 61.80    | 63.04    | 64.30    | 65.59    | 66.90     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>20</b>                      | 58.78    | 59.96    | 61.16    | 62.38    | 63.63    | 64.90    | 66.20    | 67.52    | 68.87    | 70.25     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>21</b>                      | 64.25    | 65.54    | 66.85    | 68.19    | 69.55    | 70.94    | 72.36    | 73.81    | 75.29    | 76.80     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>22</b>                      | 67.42    | 68.77    | 70.15    | 71.55    | 72.98    | 74.44    | 75.93    | 77.45    | 79.00    | 80.58     |
|                                |          |          |          |          |          |          |          |          |          |           |
| <b>23</b>                      | 76.57    | 78.10    | 79.66    | 81.25    | 82.88    | 84.54    | 86.23    | 87.95    | 89.71    | 91.50     |