

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Incentive Step 1	Incentive Step 2	Grade
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	
1	\$ 12.74	\$13.19	\$13.65	\$14.13	\$14.62	\$15.61	\$15.96	\$16.32	\$16.68	\$17.06	\$17.44	\$17.84	\$18.91	\$20.04	1
2	\$ 14.02	\$14.51	\$15.01	\$15.54	\$16.08	\$17.17	\$17.55	\$17.95	\$18.35	\$18.77	\$19.19	\$19.62	\$20.80	\$22.05	2
3	\$ 15.42	\$15.96	\$16.51	\$17.09	\$17.69	\$18.89	\$19.31	\$19.74	\$20.19	\$20.64	\$21.11	\$21.58	\$22.88	\$24.25	3
4	\$ 16.96	\$17.55	\$18.17	\$18.80	\$19.46	\$20.77	\$21.24	\$21.72	\$22.21	\$22.71	\$23.22	\$23.74	\$25.17	\$26.68	4
5	\$ 17.81	\$18.43	\$19.07	\$19.74	\$20.43	\$21.81	\$22.30	\$22.81	\$23.32	\$23.84	\$24.38	\$24.93	\$26.42	\$28.01	5
6	\$ 18.70	\$19.35	\$20.03	\$20.73	\$21.45	\$22.90	\$23.42	\$23.95	\$24.48	\$25.03	\$25.60	\$26.17	\$27.74	\$29.41	6
7	\$ 20.01	\$20.71	\$21.43	\$22.18	\$22.96	\$24.51	\$25.06	\$25.62	\$26.20	\$26.79	\$27.39	\$28.01	\$29.69	\$31.47	7
8	\$ 21.01	\$21.74	\$22.50	\$23.29	\$24.10	\$25.73	\$26.31	\$26.90	\$27.51	\$28.13	\$28.76	\$29.41	\$31.17	\$33.04	8
9	\$ 22.48	\$23.26	\$24.08	\$24.92	\$25.79	\$27.53	\$28.15	\$28.79	\$29.43	\$30.10	\$30.77	\$31.47	\$33.35	\$35.35	9
10	\$ 23.60	\$24.43	\$25.28	\$26.17	\$27.08	\$28.91	\$29.56	\$30.22	\$30.91	\$31.60	\$32.31	\$33.04	\$35.02	\$37.12	10
11	\$ 24.78	\$25.65	\$26.54	\$27.47	\$28.44	\$30.35	\$31.04	\$31.74	\$32.45	\$33.18	\$33.93	\$34.69	\$36.77	\$38.98	11
12	\$ 27.26	\$28.21	\$29.20	\$30.22	\$31.28	\$33.39	\$34.14	\$34.91	\$35.70	\$36.50	\$37.32	\$38.16	\$40.45	\$42.88	12
13	\$ 29.98	\$31.03	\$32.12	\$33.24	\$34.41	\$36.73	\$37.56	\$38.40	\$39.26	\$40.15	\$41.05	\$41.98	\$44.49	\$47.16	13
14	\$ 32.98	\$34.14	\$35.33	\$36.57	\$37.85	\$40.40	\$41.31	\$42.24	\$43.19	\$44.16	\$45.16	\$46.17	\$48.94	\$51.88	14
15	\$ 36.28	\$37.55	\$38.86	\$40.22	\$41.63	\$44.44	\$45.44	\$46.46	\$47.51	\$48.58	\$49.67	\$50.79	\$53.84	\$57.07	15
16	\$ 40.63	\$42.06	\$43.53	\$45.05	\$46.63	\$49.78	\$50.90	\$52.04	\$53.21	\$54.41	\$55.63	\$56.88	\$60.30	\$63.92	16
17	\$ 44.70	\$46.26	\$47.88	\$49.56	\$51.29	\$54.75	\$55.99	\$57.24	\$58.53	\$59.85	\$61.20	\$62.57	\$66.33	\$70.31	17
18	\$ 50.06	\$51.81	\$53.63	\$55.50	\$57.45	\$61.32	\$62.70	\$64.11	\$65.56	\$67.03	\$68.54	\$70.08	\$74.29	\$78.74	18
19	\$ 55.07	\$56.99	\$58.99	\$61.05	\$63.19	\$67.46	\$68.97	\$70.53	\$72.11	\$73.74	\$75.39	\$77.09	\$81.72	\$86.62	19