

2020-2021 Excluded Wage Grid with UPP Adjustment

Effective May 1, 2020 (1% increase)

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|--------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|--|
| Band 1 | Level 1 \$17.22 | Level 2 \$18.10 | Level 3 \$19.23 | Level 4 \$20.37 | Level 5 \$21.54 | Level 6 \$22.40 | Job Rate Level 7 \$23.30 |
| Band 2 | Level 1 \$19.25 | Level 2 \$20.25 | Level 3 \$21.51 | Level 4 \$22.81 | Level 5 \$24.08 | Level 6 \$25.06 | Job Rate Level 7 \$26.07 |
| Band 3 | Level 1 \$21.33 | Level 2 \$22.38 | Level 3 \$23.82 | Level 4 \$25.24 | Level 5 \$26.64 | Level 6 \$27.70 | Job Rate Level 7 \$28.80 |
| Band 4 | Level 1 \$23.36 | Level 2 \$24.52 | Level 3 \$26.11 | Level 4 \$27.66 | Level 5 \$29.20 | Level 6 \$30.36 | Job Rate Level 7 \$31.60 |
| Band 5 | Level 1 \$25.41 | Level 2 \$26.69 | Level 3 \$28.39 | Level 4 \$30.11 | Level 5 \$31.78 | Level 6 \$33.07 | Job Rate Level 7 \$34.39 |
| Band 6 | Level 1 \$27.45 | Level 2 \$28.87 | Level 3 \$30.67 | Level 4 \$32.54 | Level 5 \$34.30 | Level 6 \$35.70 | Job Rate Level 7 \$37.13 |
| Band 7 | Level 1 \$29.49 | Level 2 \$31.01 | Level 3 \$32.92 | Level 4 \$34.92 | Level 5 \$36.84 | Level 6 \$38.33 | Job Rate Level 7 \$39.85 |
| Band 8 | Level 1 \$31.51 | Level 2 \$33.12 | Level 3 \$35.19 | Level 4 \$37.33 | Level 5 \$39.44 | Level 6 \$41.00 | Job Rate Level 7 \$42.64 |
| Band 9 | Level 1 \$33.60 | Level 2 \$35.25 | Level 3 \$37.51 | Level 4 \$39.74 | Level 5 \$42.04 | Level 6 \$43.69 | Job Rate Level 7 \$45.44 |

Effective May 1, 2021 (1% increase)

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|--------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|--|
| Band 1 | Level 1 \$17.39 | Level 2 \$18.28 | Level 3 \$19.42 | Level 4 \$20.57 | Level 5 \$21.76 | Level 6 \$22.62 | Job Rate Level 7 \$23.53 |
| Band 2 | Level 1 \$19.44 | Level 2 \$20.45 | Level 3 \$21.73 | Level 4 \$23.04 | Level 5 \$24.32 | Level 6 \$25.31 | Job Rate Level 7 \$26.33 |
| Band 3 | Level 1 \$21.54 | Level 2 \$22.60 | Level 3 \$24.06 | Level 4 \$25.49 | Level 5 \$26.91 | Level 6 \$27.98 | Job Rate Level 7 \$29.09 |
| Band 4 | Level 1 \$23.59 | Level 2 \$24.77 | Level 3 \$26.37 | Level 4 \$27.94 | Level 5 \$29.49 | Level 6 \$30.66 | Job Rate Level 7 \$31.92 |
| Band 5 | Level 1 \$25.66 | Level 2 \$26.96 | Level 3 \$28.67 | Level 4 \$30.41 | Level 5 \$32.10 | Level 6 \$33.40 | Job Rate Level 7 \$34.73 |
| Band 6 | Level 1 \$27.72 | Level 2 \$29.16 | Level 3 \$30.98 | Level 4 \$32.87 | Level 5 \$34.64 | Level 6 \$36.06 | Job Rate Level 7 \$37.50 |
| Band 7 | Level 1 \$29.78 | Level 2 \$31.32 | Level 3 \$33.25 | Level 4 \$35.27 | Level 5 \$37.21 | Level 6 \$38.71 | Job Rate Level 7 \$40.25 |

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|--------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|--|
| Band 8 | Level 1 \$31.83 | Level 2 \$33.45 | Level 3 \$35.54 | Level 4 \$37.70 | Level 5 \$39.83 | Level 6 \$41.41 | Job Rate Level 7 \$43.07 |
| Band 9 | Level 1 \$33.94 | Level 2 \$35.60 | Level 3 \$37.89 | Level 4 \$40.14 | Level 5 \$42.46 | Level 6 \$44.13 | Job Rate Level 7 \$45.89 |

Effective July 1, 2021 (1% increase, UPP Adjustment)

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|--------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|--|
| Band 1 | Level 1 \$17.56 | Level 2 \$18.46 | Level 3 \$19.61 | Level 4 \$20.78 | Level 5 \$21.98 | Level 6 \$22.85 | Job Rate Level 7 \$23.77 |
| Band 2 | Level 1 \$19.63 | Level 2 \$20.65 | Level 3 \$21.95 | Level 4 \$23.27 | Level 5 \$24.56 | Level 6 \$25.56 | Job Rate Level 7 \$26.59 |
| Band 3 | Level 1 \$21.76 | Level 2 \$22.83 | Level 3 \$24.30 | Level 4 \$25.74 | Level 5 \$27.18 | Level 6 \$28.26 | Job Rate Level 7 \$29.38 |
| Band 4 | Level 1 \$23.83 | Level 2 \$25.02 | Level 3 \$26.63 | Level 4 \$28.22 | Level 5 \$29.78 | Level 6 \$30.97 | Job Rate Level 7 \$32.24 |
| Band 5 | Level 1 \$25.92 | Level 2 \$27.23 | Level 3 \$28.96 | Level 4 \$30.71 | Level 5 \$32.42 | Level 6 \$33.73 | Job Rate Level 7 \$35.08 |
| Band 6 | Level 1 \$28.00 | Level 2 \$29.45 | Level 3 \$31.29 | Level 4 \$33.20 | Level 5 \$34.99 | Level 6 \$36.42 | Job Rate Level 7 \$37.88 |
| Band 7 | Level 1 \$30.08 | Level 2 \$31.63 | Level 3 \$33.58 | Level 4 \$35.62 | Level 5 \$37.58 | Level 6 \$39.10 | Job Rate Level 7 \$40.65 |
| Band 8 | Level 1 \$32.15 | Level 2 \$33.78 | Level 3 \$35.90 | Level 4 \$38.08 | Level 5 \$40.23 | Level 6 \$41.82 | Job Rate Level 7 \$43.50 |
| Band 9 | Level 1 \$34.28 | Level 2 \$35.96 | Level 3 \$38.27 | Level 4 \$40.54 | Level 5 \$42.88 | Level 6 \$44.57 | Job Rate Level 7 \$46.35 |