Newark, NJ

## PH SALARY TABLE - HPAE 5094 PROFESSIONALS

Effective 10/1/23

|  | Step 1 | 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 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Grade 12 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$18.96 | \$19.41 | \$19.83 | \$20.18 | \$20.59 | \$20.98 | \$21.37 | \$21.76 | \$22.16 | \$22.61 | \$22.97 | \$23.35 | \$23.75 | \$24.16 | \$24.58 | \$24.97 | \$25.34 | \$25.71 | \$26.08 | \$26.48 |
| 37.5 hours | \$20.24 | \$20.67 | \$21.13 | \$21.54 | \$21.98 | \$22.38 | \$22.81 | \$23.25 | \$23.68 | \$24.08 | \$24.52 | \$24.96 | \$25.36 | \$25.77 | \$26.21 | \$26.60 | \$27.05 | \$27.52 | \$27.93 | \$28.37 |
| 35 hours | \$21.68 | \$22.15 | \$22.62 | \$23.08 | \$23.51 | \$23.96 | \$24.43 | \$24.91 | \$25.34 | \$25.77 | \$26.24 | \$26.68 | \$27.13 | \$27.59 | \$28.05 | \$28.47 | \$28.93 | \$29.40 | \$29.89 | \$30.35 |
| Grade 13 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$19.83 | \$20.20 | \$20.62 | \$21.04 | \$21.44 | \$21.87 | \$22.26 | \$22.72 | \$23.15 | \$23.55 | \$23.96 | \$24.34 | \$24.77 | \$25.22 | \$25.66 | \$26.05 | \$26.47 | \$26.90 | \$27.33 | \$27.77 |
| 37.5 hours | \$21.13 | \$21.55 | \$22.01 | \$22.45 | \$22.90 | \$23.34 | \$23.77 | \$24.21 | \$24.68 | \$25.13 | \$25.60 | \$26.02 | \$26.47 | \$26.91 | \$27.39 | \$27.79 | \$28.24 | \$28.70 | \$29.13 | \$29.60 |
| 35 hours | \$22.62 | \$23.09 | \$23.57 | \$24.01 | \$24.54 | \$24.99 | \$25.44 | \$25.90 | \$26.43 | \$26.90 | \$27.41 | \$27.84 | \$28.33 | \$28.82 | \$29.27 | \$29.75 | \$30.25 | \$30.72 | \$31.22 | \$31.74 |
| Grade 14 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$20.62 | \$21.05 | \$21.50 | \$21.92 | \$22.37 | \$22.80 | \$23.25 | \$23.69 | \$24.13 | \$24.58 | \$25.01 | \$25.43 | \$25.85 | \$26.33 | \$26.74 | \$27.17 | \$27.62 | \$28.09 | \$28.51 | \$28.98 |
| 37.5 hours | \$22.01 | \$22.47 | \$22.93 | \$23.39 | \$23.87 | \$24.32 | \$24.84 | \$25.30 | \$25.74 | \$26.21 | \$26.66 | \$27.15 | \$27.62 | \$28.12 | \$28.57 | \$29.02 | \$29.47 | \$29.96 | \$30.46 | \$30.91 |
| 35 hours | \$23.57 | \$24.13 | \$24.72 | \$25.14 | \$25.60 | \$26.06 | \$26.53 | \$27.05 | \$27.58 | \$28.07 | \$28.55 | \$29.06 | \$29.56 | \$30.09 | \$30.55 | \$31.08 | \$31.59 | \$32.15 | \$32.68 | \$33.22 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Grade 15 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$21.50 | \$21.98 | \$22.40 | \$22.86 | \$23.32 | \$23.78 | \$24.23 | \$24.72 | \$25.16 | \$25.66 | \$26.08 | \$26.53 | \$27.02 | \$27.51 | \$27.93 | \$28.39 | \$28.88 | \$29.38 | \$29.89 | \$30.37 |
| 37.5 hours | \$22.93 | \$23.42 | \$23.93 | \$24.42 | \$24.93 | \$25.39 | \$25.86 | \$26.40 | \$26.87 | \$27.39 | \$27.83 | \$28.34 | \$28.83 | \$29.29 | \$29.82 | \$30.31 | \$30.81 | \$31.30 | \$31.85 | \$32.40 |
| 35 hours | \$24.58 | \$25.09 | \$25.64 | \$26.11 | \$26.62 | \$27.17 | \$27.71 | \$28.25 | \$28.78 | \$29.27 | \$29.82 | \$30.33 | \$30.85 | \$31.37 | \$31.89 | \$32.42 | \$32.96 | \$33.45 | \$34.00 | \$34.56 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Grade 16 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$22.40 | \$22.90 | \$23.38 | \$23.88 | \$24.33 | \$24.84 | \$25.32 | \$25.79 | \$26.31 | \$26.79 | \$27.24 | \$27.72 | \$28.21 | \$28.72 | \$29.17 | \$29.66 | \$30.17 | \$30.66 | \$31.13 | \$31.62 |
| 37.5 hours | \$23.93 | \$24.44 | \$24.97 | \$25.46 | \$26.00 | \$26.49 | \$27.00 | \$27.55 | \$28.07 | \$28.58 | \$29.08 | \$29.59 | \$30.13 | \$30.66 | \$31.17 | \$31.65 | \$32.17 | \$32.68 | \$33.20 | \$33.73 |
| 35 hours | \$25.64 | \$26.19 | \$26.72 | \$27.30 | \$27.83 | \$28.37 | \$28.91 | \$29.47 | \$30.03 | \$30.59 | \$31.17 | \$31.73 | \$32.25 | \$32.80 | \$33.34 | \$33.91 | \$34.45 | \$35.03 | \$35.60 | \$36.14 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |



| Grade 24 | Step 1 | 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 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 40 hours | \$32.19 | \$32.93 | \$33.66 | \$34.35 | \$35.12 | \$35.83 | \$36.54 | \$37.28 | \$38.02 | \$38.74 | \$39.49 | \$40.21 | \$40.94 | \$41.65 | \$42.36 | \$43.13 | \$43.86 | \$44.60 | \$45.38 | \$46.13 |
| 37.5 hours | \$34.35 | \$35.13 | \$35.89 | \$36.66 | \$37.46 | \$38.20 | \$38.99 | \$39.78 | \$40.58 | \$41.33 | \$42.12 | \$42.91 | \$43.66 | \$44.44 | \$45.23 | \$45.99 | \$46.76 | \$47.57 | \$48.38 | \$49.20 |
| 35 hours | \$36.80 | \$37.62 | \$38.45 | \$39.27 | \$40.10 | \$40.96 | \$41.78 | \$42.64 | \$43.47 | \$44.30 | \$45.09 | \$45.95 | \$46.76 | \$47.61 | \$48.44 | \$49.26 | \$50.11 | \$50.99 | \$51.83 | \$52.69 |
| Grade 25 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$33.66 | \$34.43 | \$35.22 | \$35.96 | \$36.73 | \$37.50 | \$38.22 | \$39.00 | \$39.78 | \$40.56 | \$41.29 | \$42.05 | \$42.84 | \$43.61 | \$44.37 | \$45.14 | \$45.91 | \$46.69 | \$47.47 | \$48.29 |
| 37.5 hours | \$35.89 | \$36.70 | \$37.55 | \$38.37 | \$39.17 | \$40.01 | \$40.81 | \$41.62 | \$42.42 | \$43.27 | \$44.06 | \$44.88 | \$45.69 | \$46.49 | \$47.31 | \$48.16 | \$48.98 | \$49.80 | \$50.69 | \$51.54 |
| 35 hours | \$38.45 | \$39.32 | \$40.20 | \$41.08 | \$41.94 | \$42.84 | \$43.69 | \$44.57 | \$45.46 | \$46.35 | \$47.17 | \$48.10 | \$48.93 | \$49.80 | \$50.71 | \$51.56 | \$52.42 | \$53.34 | \$54.21 | \$55.15 |
| Grade 26 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$35.22 | \$35.99 | \$36.80 | \$37.60 | \$38.40 | \$39.20 | \$40.02 | \$40.81 | \$41.61 | \$42.39 | \$43.24 | \$44.00 | \$44.82 | \$45.64 | \$46.44 | \$47.20 | \$48.08 | \$48.84 | \$49.68 | \$50.53 |
| 37.5 hours | \$37.55 | \$38.40 | \$39.25 | \$40.10 | \$40.96 | \$41.82 | \$42.71 | \$43.53 | \$44.38 | \$45.28 | \$46.12 | \$46.96 | \$47.79 | \$48.68 | \$49.55 | \$50.39 | \$51.22 | \$52.12 | \$53.00 | \$53.90 |
| 35 hours | \$40.20 | \$41.13 | \$42.03 | \$42.96 | \$43.86 | \$44.78 | \$45.72 | \$46.64 | \$47.54 | \$48.45 | \$49.33 | \$50.29 | \$51.21 | \$52.14 | \$53.06 | \$53.97 | \$54.86 | \$55.84 | \$56.74 | \$57.74 |
| Grade 27 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$36.80 | \$37.63 | \$38.47 | \$39.32 | \$40.15 | \$41.01 | \$41.85 | \$42.71 | \$43.54 | \$44.38 | \$45.24 | \$46.07 | \$46.92 | \$47.75 | \$48.60 | \$49.43 | \$50.32 | \$51.14 | \$51.99 | \$52.91 |
| 37.5 hours | \$39.25 | \$40.15 | \$41.05 | \$41.93 | \$42.89 | \$43.76 | \$44.67 | \$45.56 | \$46.45 | \$47.33 | \$48.23 | \$49.15 | \$50.03 | \$50.97 | \$51.87 | \$52.75 | \$53.66 | \$54.56 | \$55.48 | \$56.44 |
| 35 hours | \$42.03 | \$43.02 | \$43.96 | \$44.93 | \$45.89 | \$46.88 | \$47.80 | \$48.80 | \$49.74 | \$50.72 | \$51.65 | \$52.63 | \$53.60 | \$54.57 | \$55.55 | \$56.50 | \$57.44 | \$58.44 | \$59.44 | \$60.43 |
| Grade 28 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$38.47 | \$39.35 | \$40.22 | \$41.13 | \$42.02 | \$42.91 | \$43.78 | \$44.67 | \$45.56 | \$46.45 | \$47.34 | \$48.22 | \$49.08 | \$49.99 | \$50.86 | \$51.78 | \$52.63 | \$53.52 | \$54.44 | \$55.35 |
| 37.5 hours | \$41.05 | \$41.97 | \$42.94 | \$43.89 | \$44.83 | \$45.78 | \$46.71 | \$47.66 | \$48.61 | \$49.57 | \$50.52 | \$51.44 | \$52.37 | \$53.35 | \$54.29 | \$55.22 | \$56.16 | \$57.12 | \$58.10 | \$59.08 |
| 35 hours | \$43.96 | \$44.98 | \$45.99 | \$46.99 | \$48.07 | \$49.03 | \$50.05 | \$51.07 | \$52.07 | \$53.08 | \$54.09 | \$55.09 | \$56.09 | \$57.11 | \$58.15 | \$59.14 | \$60.13 | \$61.19 | \$62.22 | \$63.31 |
| Grade 29 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$40.22 | \$41.18 | \$42.10 | \$43.04 | \$43.95 | \$44.91 | \$45.87 | \$46.76 | \$47.66 | \$48.61 | \$49.57 | \$50.51 | \$51.42 | \$52.31 | \$53.25 | \$54.17 | \$55.14 | \$56.07 | \$57.03 | \$57.98 |
| 37.5 hours | \$42.94 | \$43.92 | \$44.93 | \$45.92 | \$46.92 | \$47.88 | \$48.85 | \$49.85 | \$50.85 | \$51.87 | \$52.86 | \$53.86 | \$54.82 | \$55.85 | \$56.85 | \$57.80 | \$58.82 | \$59.79 | \$60.83 | \$61.87 |
| 35 hours | \$45.99 | \$47.04 | \$48.14 | \$49.18 | \$50.24 | \$51.26 | \$52.34 | \$53.44 | \$54.50 | \$55.56 | \$56.60 | \$57.67 | \$58.75 | \$59.78 | \$60.85 | \$61.93 | \$62.99 | \$64.08 | \$65.14 | \$66.28 |
| Grade 30 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$42.10 | \$43.08 | \$44.04 | \$45.02 | \$46.00 | \$46.98 | \$48.02 | \$48.94 | \$49.91 | \$50.90 | \$51.88 | \$52.86 | \$53.80 | \$54.78 | \$55.80 | \$56.73 | \$57.74 | \$58.72 | \$59.69 | \$60.76 |
| 37.5 hours | \$44.93 | \$45.98 | \$47.01 | \$48.10 | \$49.07 | \$50.13 | \$51.15 | \$52.21 | \$53.25 | \$54.31 | \$55.35 | \$56.41 | \$57.41 | \$58.45 | \$59.50 | \$60.54 | \$61.58 | \$62.63 | \$63.72 | \$64.76 |
| 35 hours | \$48.14 | \$49.22 | \$50.35 | \$51.47 | \$52.60 | \$53.70 | \$54.79 | \$55.92 | \$57.04 | \$58.18 | \$59.25 | \$60.37 | \$61.51 | \$62.61 | \$63.75 | \$64.85 | \$65.99 | \$67.08 | \$68.22 | \$69.36 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |


| Grade 31 | Step 1 | 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 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 40 hours | \$44.04 | \$45.06 | \$46.12 | \$47.13 | \$48.17 | \$49.20 | \$50.23 | \$51.23 | \$52.27 | \$53.30 | \$54.31 | \$55.33 | \$56.38 | \$57.37 | \$58.40 | \$59.43 | \$60.44 | \$61.50 | \$62.53 | \$63.57 |
| 37.5 hours | \$47.01 | \$48.14 | \$49.21 | \$50.32 | \$51.40 | \$52.47 | \$53.57 | \$54.65 | \$55.80 | \$56.88 | \$57.94 | \$59.06 | \$60.13 | \$61.25 | \$62.32 | \$63.43 | \$64.54 | \$65.62 | \$66.71 | \$67.85 |
| 35 hours | \$50.35 | \$51.52 | \$52.69 | \$53.88 | \$55.02 | \$56.22 | \$57.37 | \$58.56 | \$59.70 | \$60.89 | \$62.07 | \$63.27 | \$64.38 | \$65.55 | \$66.71 | \$67.89 | \$69.10 | \$70.27 | \$71.45 | \$72.69 |
| Grade 32 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$46.12 | \$47.16 | \$48.23 | \$49.32 | \$50.43 | \$51.51 | \$52.55 | \$53.67 | \$54.72 | \$55.83 | \$56.88 | \$57.93 | \$59.01 | \$60.10 | \$61.21 | \$62.24 | \$63.36 | \$64.42 | \$65.48 | \$66.59 |
| 37.5 hours | \$49.21 | \$50.36 | \$51.52 | \$52.66 | \$53.80 | \$54.93 | \$56.07 | \$57.23 | \$58.37 | \$59.52 | \$60.73 | \$61.83 | \$62.95 | \$64.12 | \$65.28 | \$66.42 | \$67.56 | \$68.72 | \$69.86 | \$71.05 |
| 35 hours | \$52.69 | \$53.93 | \$55.14 | \$56.39 | \$57.59 | \$58.83 | \$60.05 | \$61.30 | \$62.55 | \$63.77 | \$64.98 | \$66.23 | \$67.47 | \$68.68 | \$69.90 | \$71.12 | \$72.36 | \$73.59 | \$74.82 | \$76.11 |
| Grade 33 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$48.23 | \$49.35 | \$50.52 | \$51.63 | \$52.77 | \$53.93 | \$55.03 | \$56.16 | \$57.28 | \$58.43 | \$59.56 | \$60.73 | \$61.83 | \$62.93 | \$64.08 | \$65.19 | \$66.37 | \$67.50 | \$68.63 | \$69.80 |
| 37.5 hours | \$51.52 | \$52.69 | \$53.92 | \$55.12 | \$56.32 | \$57.53 | \$58.75 | \$59.93 | \$61.15 | \$62.33 | \$63.52 | \$64.74 | \$65.96 | \$67.14 | \$68.37 | \$69.55 | \$70.72 | \$71.92 | \$73.16 | \$74.39 |
| 35 hours | \$55.14 | \$56.44 | \$57.74 | \$59.01 | \$60.29 | \$61.60 | \$62.88 | \$64.17 | \$65.46 | \$66.75 | \$68.08 | \$69.34 | \$70.64 | \$71.92 | \$73.21 | \$74.51 | \$75.78 | \$77.09 | \$78.36 | \$79.70 |
| Grade 34 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$50.52 | \$51.69 | \$52.90 | \$54.06 | \$55.27 | \$56.46 | \$57.63 | \$58.84 | \$60.02 | \$61.22 | \$62.37 | \$63.56 | \$64.75 | \$65.97 | \$67.14 | \$68.32 | \$69.51 | \$70.66 | \$71.88 | \$73.08 |
| 37.5 hours | \$53.92 | \$55.17 | \$56.44 | \$57.71 | \$58.98 | \$60.21 | \$61.47 | \$62.75 | \$64.05 | \$65.30 | \$66.57 | \$67.82 | \$69.09 | \$70.35 | \$71.63 | \$72.88 | \$74.17 | \$75.41 | \$76.69 | \$78.00 |
| 35 hours | \$57.74 | \$59.08 | \$60.43 | \$61.76 | \$63.12 | \$64.52 | \$65.88 | \$67.20 | \$68.59 | \$69.93 | \$71.32 | \$72.65 | \$74.03 | \$75.37 | \$76.70 | \$78.05 | \$79.44 | \$80.76 | \$82.17 | \$83.53 |
| Grade 35 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$52.90 | \$54.12 | \$55.37 | \$56.61 | \$57.84 | \$59.11 | \$60.34 | \$61.61 | \$62.87 | \$64.12 | \$65.34 | \$66.59 | \$67.82 | \$69.09 | \$70.33 | \$71.55 | \$72.77 | \$74.03 | \$75.28 | \$76.56 |
| 37.5 hours | \$56.44 | \$57.76 | \$59.08 | \$60.41 | \$61.74 | \$63.07 | \$64.38 | \$65.70 | \$67.05 | \$68.38 | \$69.69 | \$71.02 | \$72.36 | \$73.70 | \$75.04 | \$76.37 | \$77.67 | \$79.11 | \$80.53 | \$81.96 |
| 35 hours | \$60.43 | \$61.88 | \$63.35 | \$64.70 | \$66.15 | \$67.57 | \$68.97 | \$70.39 | \$71.81 | \$73.22 | \$74.64 | \$76.09 | \$77.53 | \$78.94 | \$80.37 | \$81.81 | \$83.23 | \$84.65 | \$86.08 | \$87.58 |
| Grade 36 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$55.37 | \$56.65 | \$57.97 | \$59.30 | \$60.68 | \$61.93 | \$63.24 | \$64.55 | \$65.87 | \$67.15 | \$68.45 | \$69.76 | \$71.06 | \$72.38 | \$73.70 | \$74.99 | \$76.28 | \$77.58 | \$78.91 | \$80.22 |
| 37.5 hours | \$59.08 | \$60.47 | \$61.89 | \$63.31 | \$64.64 | \$66.06 | \$67.50 | \$68.86 | \$70.24 | \$71.64 | \$73.01 | \$74.41 | \$75.81 | \$77.24 | \$78.66 | \$80.00 | \$81.40 | \$82.78 | \$84.16 | \$85.57 |
| 35 hours | \$63.35 | \$64.79 | \$66.28 | \$67.74 | \$69.27 | \$70.76 | \$72.25 | \$73.78 | \$75.24 | \$76.75 | \$78.20 | \$79.70 | \$81.25 | \$82.72 | \$84.19 | \$85.69 | \$87.19 | \$88.66 | \$90.21 | \$91.72 |
| Grade 37 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$57.97 | \$59.38 | \$60.77 | \$62.13 | \$63.49 | \$64.87 | \$66.25 | \$67.61 | \$68.97 | \$70.35 | \$71.75 | \$73.08 | \$74.50 | \$75.85 | \$77.25 | \$78.63 | \$79.98 | \$81.44 | \$82.90 | \$84.40 |
| 37.5 hours | \$61.89 | \$63.37 | \$64.81 | \$66.28 | \$67.71 | \$69.19 | \$70.65 | \$72.12 | \$73.60 | \$75.08 | \$76.53 | \$78.00 | \$79.45 | \$80.92 | \$82.39 | \$83.86 | \$85.29 | \$86.75 | \$88.22 | \$89.75 |
| 35 hours | \$66.26 | \$67.82 | \$69.42 | \$71.00 | \$72.55 | \$74.15 | \$75.71 | \$77.27 | \$78.86 | \$80.40 | \$81.98 | \$83.53 | \$85.12 | \$86.68 | \$88.25 | \$89.84 | \$91.39 | \$92.95 | \$94.53 | \$96.09 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |


| Grade 38 | Step 1 | 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 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 40 hours | \$60.77 | \$62.19 | \$63.59 | \$65.08 | \$66.54 | \$67.94 | \$69.42 | \$70.85 | \$72.30 | \$73.78 | \$75.19 | \$76.61 | \$78.05 | \$79.50 | \$80.94 | \$82.39 | \$83.85 | \$85.37 | \$86.88 | \$88.42 |
| 37.5 hours | \$64.81 | \$66.36 | \$67.85 | \$69.42 | \$70.99 | \$72.51 | \$74.04 | \$75.56 | \$77.13 | \$78.67 | \$80.19 | \$81.73 | \$83.28 | \$84.80 | \$86.33 | \$87.85 | \$89.41 | \$90.92 | \$92.46 | \$94.07 |
| 35 hours | \$69.42 | \$71.06 | \$72.72 | \$74.36 | \$76.02 | \$77.64 | \$79.29 | \$80.94 | \$82.59 | \$84.25 | \$85.89 | \$87.58 | \$89.20 | \$90.84 | \$92.47 | \$94.15 | \$95.81 | \$97.52 | \$99.29 | \$101.05 |
| Grade 39 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 hours | \$63.59 | \$65.12 | \$66.62 | \$68.17 | \$69.68 | \$71.20 | \$72.71 | \$74.22 | \$75.75 | \$77.26 | \$78.77 | \$80.25 | \$81.80 | \$83.32 | \$84.84 | \$86.34 | \$87.85 | \$89.47 | \$91.05 | \$92.71 |
| 37.5 hours | \$67.85 | \$69.48 | \$71.10 | \$72.73 | \$74.36 | \$75.97 | \$77.59 | \$79.22 | \$80.77 | \$82.42 | \$84.07 | \$85.65 | \$87.26 | \$88.88 | \$90.49 | \$92.11 | \$93.71 | \$95.41 | \$97.14 | \$98.88 |
| 35 hours | \$72.72 | \$74.44 | \$76.17 | \$77.89 | \$79.62 | \$81.39 | \$83.06 | \$84.83 | \$86.56 | \$88.29 | \$90.01 | \$91.76 | \$93.48 | \$95.23 | \$96.95 | \$98.65 | \$100.39 | \$102.21 | \$104.06 | \$105.88 |

