

**ADDENDUM B  
HOURLY WAGES**

**Ranges 106 – 112  
2023 - 2025**

**Effective January 1, 2023 +6.0%**

12 months of service to move to next step												
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
106.0	\$18.09	\$18.86	\$19.57	\$20.32	\$21.10	\$21.92	\$23.10	\$23.99	\$24.93	\$25.95	\$26.45	\$27.46
106.1	\$18.71	\$19.48	\$20.19	\$20.94	\$21.72	\$22.54	\$23.72	\$24.62	\$25.55	\$26.57	\$27.07	\$28.10
107.0	\$18.86	\$19.63	\$20.42	\$21.17	\$22.01	\$22.86	\$24.07	\$24.98	\$25.99	\$27.04	\$27.57	\$28.61
108.0	\$19.62	\$20.46	\$21.25	\$22.08	\$22.95	\$23.79	\$25.08	\$26.00	\$27.02	\$28.11	\$28.67	\$29.75
109.0	\$20.44	\$21.32	\$22.13	\$23.00	\$23.86	\$24.78	\$26.06	\$27.05	\$28.11	\$29.26	\$29.83	\$30.96
110.0	\$21.31	\$22.17	\$23.05	\$23.94	\$24.85	\$25.79	\$27.15	\$28.20	\$29.29	\$30.49	\$31.10	\$32.28
111.0	\$22.15	\$23.08	\$23.99	\$24.93	\$25.92	\$26.89	\$28.29	\$29.36	\$30.52	\$31.75	\$32.38	\$33.61
112.0	\$23.10	\$24.06	\$25.00	\$26.01	\$27.00	\$28.02	\$29.44	\$30.57	\$31.77	\$33.07	\$33.73	\$35.01
112.1	\$23.47	\$24.43	\$25.38	\$26.39	\$27.37	\$28.39	\$29.82	\$30.94	\$32.15	\$33.44	\$34.10	\$35.40
112.2	\$23.73	\$24.69	\$25.64	\$26.65	\$27.63	\$28.65	\$30.08	\$31.20	\$32.41	\$33.70	\$34.36	\$35.67
112.3	\$25.05	\$26.01	\$26.96	\$27.97	\$28.95	\$29.97	\$31.40	\$32.52	\$33.73	\$35.02	\$35.68	\$37.04

**Effective first full pay period in January 2024 +4.0%**

12 months of service to move to next step												
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
106.0	\$18.81	\$19.61	\$20.35	\$21.13	\$21.94	\$22.80	\$24.02	\$24.95	\$25.92	\$26.99	\$27.51	\$28.56
106.1	\$19.46	\$20.26	\$21.00	\$21.78	\$22.59	\$23.45	\$24.67	\$25.60	\$26.57	\$27.63	\$28.16	\$29.23
107.0	\$19.62	\$20.42	\$21.24	\$22.02	\$22.89	\$23.77	\$25.03	\$25.98	\$27.03	\$28.12	\$28.67	\$29.76
108.0	\$20.41	\$21.28	\$22.10	\$22.96	\$23.86	\$24.74	\$26.08	\$27.04	\$28.10	\$29.23	\$29.81	\$30.95
109.0	\$21.25	\$22.17	\$23.02	\$23.92	\$24.82	\$25.78	\$27.11	\$28.13	\$29.23	\$30.43	\$31.02	\$32.20
110.0	\$22.17	\$23.06	\$23.97	\$24.90	\$25.84	\$26.82	\$28.24	\$29.33	\$30.46	\$31.71	\$32.34	\$33.57
111.0	\$23.04	\$24.00	\$24.95	\$25.92	\$26.96	\$27.97	\$29.42	\$30.54	\$31.74	\$33.02	\$33.68	\$34.95
112.0	\$24.02	\$25.02	\$26.00	\$27.05	\$28.08	\$29.14	\$30.62	\$31.79	\$33.04	\$34.39	\$35.07	\$36.41
112.1	\$24.41	\$25.41	\$26.39	\$27.44	\$28.47	\$29.53	\$31.01	\$32.18	\$33.43	\$34.78	\$35.46	\$36.81
112.2	\$24.68	\$25.68	\$26.66	\$27.71	\$28.74	\$29.80	\$31.28	\$32.45	\$33.70	\$35.05	\$35.73	\$37.09
112.3	\$26.05	\$27.05	\$28.04	\$29.09	\$30.11	\$31.17	\$32.65	\$33.82	\$35.07	\$36.42	\$37.11	\$38.52

**Effective first full pay period in January 2025 +3.0%**

12 months of service to move to next step												
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
106.0	\$19.38	\$20.20	\$20.96	\$21.77	\$22.60	\$23.48	\$24.75	\$25.70	\$26.70	\$27.80	\$28.34	\$29.41
106.1	\$20.04	\$20.87	\$21.63	\$22.43	\$23.26	\$24.15	\$25.41	\$26.37	\$27.37	\$28.46	\$29.00	\$30.10
107.0	\$20.21	\$21.03	\$21.88	\$22.68	\$23.58	\$24.48	\$25.79	\$26.76	\$27.84	\$28.96	\$29.53	\$30.65
108.0	\$21.02	\$21.92	\$22.76	\$23.65	\$24.58	\$25.48	\$26.87	\$27.85	\$28.95	\$30.11	\$30.71	\$31.87
109.0	\$21.89	\$22.83	\$23.71	\$24.64	\$25.56	\$26.55	\$27.92	\$28.97	\$30.11	\$31.34	\$31.96	\$33.17
110.0	\$22.83	\$23.75	\$24.69	\$25.65	\$26.62	\$27.63	\$29.09	\$30.21	\$31.37	\$32.66	\$33.31	\$34.58
111.0	\$23.73	\$24.72	\$25.70	\$26.70	\$27.77	\$28.81	\$30.31	\$31.46	\$32.69	\$34.01	\$34.69	\$36.00
112.0	\$24.74	\$25.77	\$26.79	\$27.87	\$28.92	\$30.01	\$31.54	\$32.74	\$34.03	\$35.42	\$36.13	\$37.50
112.1	\$25.14	\$26.17	\$27.19	\$28.27	\$29.32	\$30.42	\$31.94	\$33.15	\$34.44	\$35.82	\$36.53	\$37.92
112.2	\$25.42	\$26.45	\$27.46	\$28.54	\$29.60	\$30.69	\$32.22	\$33.42	\$34.71	\$36.10	\$36.81	\$38.21
112.3	\$26.83	\$27.87	\$28.88	\$29.96	\$31.01	\$32.11	\$33.63	\$34.84	\$36.13	\$37.51	\$38.22	\$39.67

## Ranges 130 – 230 2023

Effective January 1, 2023 +6.0%

Range	12 months of service to move to next step									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
130.0	\$26.06	\$27.07	\$28.10	\$29.17	\$30.28	\$31.49	\$33.05	\$34.26	\$35.61	\$37.57
130.1	\$27.05	\$28.06	\$29.08	\$30.15	\$31.27	\$32.47	\$34.04	\$35.24	\$36.60	\$38.61
130.2	\$28.02	\$29.03	\$30.05	\$31.12	\$32.24	\$33.44	\$35.01	\$36.21	\$37.57	\$39.64
130.3	\$26.70	\$27.70	\$28.73	\$29.80	\$30.91	\$32.12	\$33.68	\$34.89	\$36.25	\$38.20
140.0	\$27.15	\$28.24	\$29.31	\$30.45	\$31.62	\$32.81	\$34.39	\$35.69	\$37.09	\$39.13
140.1	\$27.53	\$28.61	\$29.69	\$30.83	\$31.99	\$33.18	\$34.76	\$36.07	\$37.47	\$39.53
140.2	\$27.73	\$28.85	\$29.95	\$31.11	\$32.30	\$33.52	\$35.12	\$36.46	\$37.88	\$39.96
140.3	\$29.11	\$30.19	\$31.27	\$32.41	\$33.57	\$34.76	\$36.34	\$37.65	\$39.04	\$41.19
140.4	\$28.13	\$29.22	\$30.30	\$31.43	\$32.60	\$33.79	\$35.37	\$36.68	\$38.07	\$40.17
150.0	\$28.29	\$29.36	\$30.54	\$31.69	\$32.90	\$34.19	\$35.80	\$37.17	\$38.63	\$40.75
150.1	\$28.79	\$29.87	\$31.05	\$32.20	\$33.40	\$34.70	\$36.30	\$37.67	\$39.13	\$41.29
150.2	\$29.27	\$30.35	\$31.53	\$32.68	\$33.88	\$35.17	\$36.78	\$38.15	\$39.61	\$41.79
150.3	\$30.24	\$31.32	\$32.50	\$33.65	\$34.85	\$36.15	\$37.75	\$39.12	\$40.58	\$42.82
160.0	\$29.44	\$30.62	\$31.78	\$33.01	\$34.29	\$35.60	\$37.31	\$38.73	\$40.25	\$42.46
160.1	\$29.82	\$30.99	\$32.16	\$33.39	\$34.67	\$35.98	\$37.69	\$39.11	\$40.62	\$42.86
160.2	\$29.84	\$31.02	\$32.19	\$33.41	\$34.70	\$36.00	\$37.71	\$39.13	\$40.65	\$42.88
160.3	\$30.08	\$31.25	\$32.42	\$33.65	\$34.93	\$36.24	\$37.94	\$39.37	\$40.88	\$43.13
170.0	\$30.68	\$31.93	\$33.16	\$34.40	\$35.73	\$37.09	\$38.88	\$40.34	\$41.92	\$44.22
170.1	\$32.64	\$33.88	\$35.11	\$36.35	\$37.69	\$39.04	\$40.83	\$42.29	\$43.87	\$46.28
180.0	\$31.99	\$33.25	\$34.50	\$35.85	\$37.23	\$38.63	\$40.45	\$41.98	\$43.61	\$46.01
180.1	\$32.63	\$33.88	\$35.14	\$36.48	\$37.87	\$39.26	\$41.09	\$42.62	\$44.25	\$46.68
180.2	\$33.95	\$35.20	\$36.46	\$37.80	\$39.19	\$40.58	\$42.41	\$43.94	\$45.57	\$48.07
190.0	\$33.34	\$34.62	\$35.98	\$37.37	\$38.85	\$40.26	\$42.14	\$43.74	\$45.42	\$47.92
190.1	\$33.74	\$35.02	\$36.38	\$37.78	\$39.25	\$40.66	\$42.54	\$44.14	\$45.83	\$48.35
190.2	\$34.24	\$35.52	\$36.88	\$38.28	\$39.76	\$41.17	\$43.04	\$44.65	\$46.33	\$48.88
190.3	\$33.97	\$35.25	\$36.61	\$38.01	\$39.48	\$40.89	\$42.77	\$44.38	\$46.06	\$48.59
190.4	\$34.48	\$35.76	\$37.12	\$38.51	\$39.99	\$41.40	\$43.28	\$44.88	\$46.56	\$49.12
200.0	\$34.72	\$36.08	\$37.47	\$38.95	\$40.45	\$41.94	\$43.91	\$45.55	\$47.33	\$49.93
200.1	\$35.36	\$36.71	\$38.10	\$39.59	\$41.09	\$42.58	\$44.54	\$46.19	\$47.96	\$50.60
200.2	\$36.68	\$38.03	\$39.42	\$40.91	\$42.41	\$43.90	\$45.86	\$47.51	\$49.28	\$51.99
200.4	\$35.71	\$37.06	\$38.45	\$39.94	\$41.44	\$42.93	\$44.89	\$46.54	\$48.31	\$50.97
210.0	\$36.22	\$37.61	\$39.08	\$40.61	\$42.18	\$43.81	\$45.81	\$47.53	\$49.38	\$52.10
210.1	\$38.18	\$39.56	\$41.04	\$42.56	\$44.13	\$45.76	\$47.77	\$49.49	\$51.34	\$54.16
220.0	\$37.74	\$39.20	\$40.75	\$42.32	\$43.96	\$45.66	\$47.74	\$49.54	\$51.47	\$54.30
230.0	\$39.37	\$40.91	\$42.51	\$44.12	\$45.83	\$47.61	\$49.76	\$51.64	\$53.64	\$56.59

## Ranges 130 – 230 2024

Effective first full pay period in January 2024 +4.0%

Range	12 months of service to move to next step									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
130.0	\$27.11	\$28.16	\$29.22	\$30.34	\$31.50	\$32.75	\$34.38	\$35.63	\$37.04	\$39.08
130.1	\$28.13	\$29.18	\$30.24	\$31.36	\$32.52	\$33.77	\$35.40	\$36.65	\$38.06	\$40.16
130.2	\$29.14	\$30.19	\$31.25	\$32.37	\$33.53	\$34.78	\$36.41	\$37.66	\$39.07	\$41.22
130.3	\$27.76	\$28.81	\$29.88	\$30.99	\$32.15	\$33.40	\$35.03	\$36.28	\$37.70	\$39.73
140.0	\$28.24	\$29.37	\$30.49	\$31.67	\$32.88	\$34.12	\$35.76	\$37.12	\$38.57	\$40.70
140.1	\$28.63	\$29.76	\$30.88	\$32.06	\$33.27	\$34.51	\$36.15	\$37.51	\$38.96	\$41.11
140.2	\$28.84	\$30.00	\$31.14	\$32.36	\$33.60	\$34.86	\$36.53	\$37.92	\$39.40	\$41.56
140.3	\$30.27	\$31.40	\$32.52	\$33.70	\$34.91	\$36.15	\$37.79	\$39.15	\$40.61	\$42.84
140.4	\$29.26	\$30.39	\$31.51	\$32.69	\$33.90	\$35.14	\$36.78	\$38.14	\$39.60	\$41.77
150.0	\$29.42	\$30.54	\$31.76	\$32.96	\$34.21	\$35.56	\$37.23	\$38.65	\$40.18	\$42.39
150.1	\$29.95	\$31.06	\$32.29	\$33.49	\$34.74	\$36.08	\$37.75	\$39.18	\$40.70	\$42.94
150.2	\$30.44	\$31.56	\$32.79	\$33.99	\$35.24	\$36.58	\$38.25	\$39.68	\$41.20	\$43.46
150.3	\$31.45	\$32.57	\$33.80	\$34.99	\$36.25	\$37.59	\$39.26	\$40.69	\$42.21	\$44.53
160.0	\$30.62	\$31.84	\$33.06	\$34.33	\$35.67	\$37.03	\$38.80	\$40.28	\$41.86	\$44.16
160.1	\$31.01	\$32.23	\$33.45	\$34.72	\$36.06	\$37.42	\$39.19	\$40.67	\$42.25	\$44.57
160.2	\$31.04	\$32.26	\$33.47	\$34.75	\$36.08	\$37.44	\$39.22	\$40.70	\$42.27	\$44.60
160.3	\$31.28	\$32.50	\$33.72	\$34.99	\$36.33	\$37.69	\$39.46	\$40.94	\$42.52	\$44.86
170.0	\$31.91	\$33.20	\$34.48	\$35.77	\$37.16	\$38.57	\$40.43	\$41.95	\$43.59	\$45.99
170.1	\$33.94	\$35.24	\$36.52	\$37.81	\$39.19	\$40.61	\$42.46	\$43.98	\$45.63	\$48.14
180.0	\$33.27	\$34.58	\$35.88	\$37.28	\$38.72	\$40.18	\$42.07	\$43.66	\$45.36	\$47.85
180.1	\$33.93	\$35.24	\$36.54	\$37.94	\$39.38	\$40.84	\$42.73	\$44.32	\$46.02	\$48.55
180.2	\$35.30	\$36.61	\$37.92	\$39.31	\$40.75	\$42.21	\$44.11	\$45.69	\$47.39	\$50.00
190.0	\$34.67	\$36.00	\$37.42	\$38.87	\$40.40	\$41.87	\$43.82	\$45.49	\$47.24	\$49.84
190.1	\$35.09	\$36.42	\$37.83	\$39.29	\$40.82	\$42.29	\$44.24	\$45.91	\$47.66	\$50.28
190.2	\$35.61	\$36.95	\$38.36	\$39.81	\$41.35	\$42.81	\$44.76	\$46.43	\$48.18	\$50.83
190.3	\$35.33	\$36.66	\$38.08	\$39.53	\$41.06	\$42.53	\$44.48	\$46.15	\$47.90	\$50.54
190.4	\$35.85	\$37.19	\$38.60	\$40.05	\$41.59	\$43.06	\$45.01	\$46.68	\$48.43	\$51.09
200.0	\$36.11	\$37.52	\$38.96	\$40.51	\$42.07	\$43.62	\$45.67	\$47.38	\$49.22	\$51.93
200.1	\$36.77	\$38.18	\$39.62	\$41.17	\$42.73	\$44.28	\$46.33	\$48.04	\$49.88	\$52.62
200.2	\$38.14	\$39.56	\$41.00	\$42.54	\$44.11	\$45.65	\$47.70	\$49.41	\$51.25	\$54.07
200.4	\$37.13	\$38.55	\$39.99	\$41.54	\$43.10	\$44.64	\$46.69	\$48.40	\$50.24	\$53.01
210.0	\$37.67	\$39.11	\$40.65	\$42.24	\$43.86	\$45.56	\$47.65	\$49.44	\$51.36	\$54.18
210.1	\$39.71	\$41.14	\$42.68	\$44.27	\$45.90	\$47.59	\$49.68	\$51.47	\$53.39	\$56.33
220.0	\$39.25	\$40.77	\$42.38	\$44.01	\$45.72	\$47.48	\$49.65	\$51.52	\$53.53	\$56.47
230.0	\$40.94	\$42.54	\$44.21	\$45.88	\$47.66	\$49.52	\$51.75	\$53.70	\$55.79	\$58.86

## Ranges 130 – 230 2025

Effective first full pay period in January 2025 +3.0%

Range	12 months of service to move to next step									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
130.0	\$27.92	\$29.00	\$30.10	\$31.25	\$32.44	\$33.73	\$35.41	\$36.70	\$38.15	\$40.25
130.1	\$28.97	\$30.06	\$31.15	\$32.30	\$33.49	\$34.78	\$36.46	\$37.75	\$39.20	\$41.36
130.2	\$30.01	\$31.10	\$32.19	\$33.34	\$34.53	\$35.82	\$37.50	\$38.79	\$40.24	\$42.46
130.3	\$28.60	\$29.68	\$30.77	\$31.92	\$33.12	\$34.41	\$36.08	\$37.37	\$38.83	\$40.93
140.0	\$29.09	\$30.25	\$31.40	\$32.62	\$33.87	\$35.14	\$36.83	\$38.23	\$39.73	\$41.92
140.1	\$29.49	\$30.65	\$31.80	\$33.02	\$34.27	\$35.55	\$37.24	\$38.64	\$40.13	\$42.34
140.2	\$29.71	\$30.90	\$32.08	\$33.33	\$34.61	\$35.91	\$37.62	\$39.05	\$40.58	\$42.81
140.3	\$31.18	\$32.34	\$33.49	\$34.71	\$35.96	\$37.24	\$38.93	\$40.33	\$41.83	\$44.13
140.4	\$30.14	\$31.30	\$32.45	\$33.67	\$34.92	\$36.20	\$37.89	\$39.29	\$40.78	\$43.03
150.0	\$30.31	\$31.46	\$32.72	\$33.95	\$35.24	\$36.63	\$38.34	\$39.81	\$41.38	\$43.66
150.1	\$30.85	\$32.00	\$33.26	\$34.49	\$35.78	\$37.17	\$38.89	\$40.36	\$41.92	\$44.23
150.2	\$31.36	\$32.51	\$33.77	\$35.01	\$36.29	\$37.68	\$39.40	\$40.87	\$42.43	\$44.77
150.3	\$32.40	\$33.55	\$34.81	\$36.04	\$37.33	\$38.72	\$40.44	\$41.91	\$43.48	\$45.87
160.0	\$31.54	\$32.80	\$34.05	\$35.37	\$36.74	\$38.14	\$39.97	\$41.49	\$43.11	\$45.48
160.1	\$31.94	\$33.20	\$34.45	\$35.77	\$37.14	\$38.54	\$40.37	\$41.89	\$43.52	\$45.91
160.2	\$31.97	\$33.23	\$34.48	\$35.79	\$37.17	\$38.57	\$40.40	\$41.92	\$43.54	\$45.94
160.3	\$32.22	\$33.48	\$34.73	\$36.04	\$37.42	\$38.82	\$40.65	\$42.17	\$43.79	\$46.20
170.0	\$32.87	\$34.20	\$35.52	\$36.85	\$38.28	\$39.73	\$41.64	\$43.21	\$44.90	\$47.37
170.1	\$34.96	\$36.29	\$37.61	\$38.94	\$40.37	\$41.83	\$43.74	\$45.30	\$46.99	\$49.58
180.0	\$34.27	\$35.61	\$36.96	\$38.40	\$39.88	\$41.38	\$43.34	\$44.97	\$46.72	\$49.29
180.1	\$34.95	\$36.29	\$37.64	\$39.08	\$40.56	\$42.06	\$44.01	\$45.65	\$47.40	\$50.00
180.2	\$36.36	\$37.71	\$39.05	\$40.49	\$41.98	\$43.48	\$45.43	\$47.06	\$48.81	\$51.50
190.0	\$35.71	\$37.08	\$38.54	\$40.04	\$41.62	\$43.13	\$45.14	\$46.86	\$48.66	\$51.34
190.1	\$36.14	\$37.51	\$38.97	\$40.47	\$42.05	\$43.56	\$45.57	\$47.29	\$49.09	\$51.79
190.2	\$36.68	\$38.05	\$39.51	\$41.01	\$42.59	\$44.10	\$46.11	\$47.83	\$49.63	\$52.36
190.3	\$36.39	\$37.76	\$39.22	\$40.72	\$42.30	\$43.81	\$45.82	\$47.54	\$49.34	\$52.05
190.4	\$36.93	\$38.30	\$39.76	\$41.26	\$42.84	\$44.35	\$46.36	\$48.08	\$49.88	\$52.62
200.0	\$37.19	\$38.65	\$40.13	\$41.73	\$43.34	\$44.93	\$47.04	\$48.80	\$50.70	\$53.49
200.1	\$37.87	\$39.33	\$40.81	\$42.41	\$44.01	\$45.61	\$47.72	\$49.48	\$51.38	\$54.20
200.2	\$39.29	\$40.74	\$42.23	\$43.82	\$45.43	\$47.02	\$49.13	\$50.89	\$52.79	\$55.69
200.4	\$38.25	\$39.70	\$41.19	\$42.78	\$44.39	\$45.98	\$48.09	\$49.85	\$51.75	\$54.60
210.0	\$38.80	\$40.29	\$41.87	\$43.50	\$45.18	\$46.93	\$49.08	\$50.92	\$52.90	\$55.81
210.1	\$40.90	\$42.38	\$43.96	\$45.60	\$47.27	\$49.02	\$51.17	\$53.01	\$54.99	\$58.02
220.0	\$40.42	\$41.99	\$43.66	\$45.33	\$47.09	\$48.91	\$51.14	\$53.07	\$55.13	\$58.17
230.0	\$42.17	\$43.82	\$45.54	\$47.26	\$49.09	\$51.00	\$53.30	\$55.31	\$57.46	\$60.62