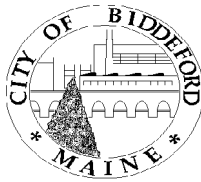


City of Biddeford
Personnel Committee
June 29, 2021 3:00 PM 205 Main Street, Biddeford, ME
2nd Floor, Council Chambers
<https://biddeford.zoom.us/j/97911729658?pwd=azJ1MUpMVm5ZU1dUdWpNNGJ1eIRxUT09>
Passcode: 705422
Or One tap mobile :
US: +16465588656,,97911729658# or +13017158592,,97911729658#
Or Telephone:
Dial(for higher quality, dial a number based on your current location):
US: +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799 or +1 669 900 9128 or +1
253 215 8782 or +1 346 248 7799
Webinar ID: 979 1172 9658
International numbers available: <https://biddeford.zoom.us/u/ac56lenmcE>

- 1. Call to Order**
- 2. Acceptance of Minutes**
 - 2.1. Acceptance of Minutes
[6-1-2021 Minutes.doc](#)
- 3. Discussion**
 - 3.1. Bonus for nonunion employees
[Personnel.Committee.Meeting.June.29.2021.Memo.pdf](#)
 - 3.2. Employees Work Hours- City Hall
[Employee Hours Brief.docx](#)
 - 3.3. Compensation Review: Update to nonunion handbook- levels/positions
[FY22.equalized.steps.scale.xlsx](#)
[2021 Position changes \(Strike through\) doc.pdf](#)
 - 3.4. Age nonunion wage scales
[FY22.payscale.2.25%.adjustment.xlsx](#)
- 4. Other Business**
- 5. Adjourn**



PERSONNEL COMMITTEE MEETING

Tuesday June 1, 2021
Human Resources Department

3 PM
Minutes

ITEM 1 Call to order

Chair Councilor Michael Ready called the meeting to order at 3:11 PM with Councilors Norman Belanger and William Emhiser present. Also present were James Bennett, City Manager, Diana DePaolo, Human Resources Director, and Sarah Hulbert, HR Administration. Robert Quattrone, Jr. was absent.

ITEM 2 Acceptance of Minutes

Acceptance of 4/20/2021 minutes

ITEM 3 Discussion

Compensation Study Update

City Manager Bennett presented the pay study data, including a comparison and analysis of the reported salaries and Biddeford's scale difference to market. The City Manager offered interpretations and observations about the data, and recommendations for going forward.

ITEM 4 Other Business

Engage2Empower '21

HR Director Diana Depaolo shared information for the upcoming E2E Conference that kicks off on June 14th with 10 participants this year.

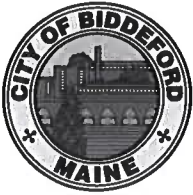
ITEM 5 Adjourn

Motion to adjourn 4:54 PM

Personnel Committee Members:

Councilor Michael Ready, Chair
Councilor Norman Belanger
Councilor Robert Quattrone Jr.
Councilor William Emhiser

City of Biddeford, Maine



The Office of
City Manager

James A. Bennett

Email: jbennett@biddefordmaine.org

MEMORANDUM

TO:	Personnel Committee
FROM:	James A. Bennett, City Manager
DATE:	June 25, 2021
RE:	June 29, 2021 Meeting

Please find the following comments regarding your upcoming meeting.

There are four main agenda items for Tuesday. Each is list below in no particular order with a brief explanation.

1. *Annual adjustment to non-union pay scales:* One of the items is the annual adjusting of the non-union pay scales. The recommendation is to adjust the pay scale by 2.25% for FY22. This action does not change any pay for any employee. It also is an independent action from the compensation study work. . This is a tradition item that is done in June annually.
2. *City Hall work hours:* One of the few actions that I took independently based on the emergency authority that was granted during the pandemic was to change city hall hours. Prior to the change, the hours for the public were offered 8 am to 5 pm, five days a week. The employees worked 40 hours, with an hour unpaid for lunch. The hours were changed to 8 am to 4 pm. The employees continued to work 40 hours with a 30 minute unpaid lunch. Each employee was responsible to work the additional 2.5 hours weekly, usually by being in work 30 minutes prior to opening or after closing. This has gone well. It is my recommendation that we continue the current hours permanently.
3. *Non-union employee bonus:* This item will grant a \$125.00 per month bonus to all non-union employees for each month an employee worked from February 2020 for a period of 18 months. This is a onetime bonus. This is exactly the same amount/process that was recently approved in the fire contract.
4. *Next level of review for compensation policy:* Included in the package is several documents. One set of documents involves the potential change to the pay scales based on the first phase of the compensation review. The committee agreed conceptually with two changes. First, it agreed to add a new step 23. Second, it agreed to change the program from a 10-step scale to a 9-step scale by eliminating the first step in the old plan. Your last agenda package included the example of this work.

The committee asked staff to redo the pay scale so that all steps would be equalized on a percentage basis. That has been done. You will note that your package has three 'revised' pay scales within your package. The first (labeled 'Suggested FY22 Pay scale no cola adjustment') is the same scale that was provided in the last committee meeting. The second (Suggested FY22 Pay scale w/equalized steps & levels) is as requested by the committee. It was built by taking the S23 level and equalizing the steps between the low and the high. Each lower level was then built by reducing the steps by 5%. The last (Comparison of FY22 to Equalized Scale negative numbers represent a decrease in step payment) is reflection of the net difference between the current pay scale (with the changes made at the last meeting)

205 Main Street

Biddeford, ME 04005

Phone: 207.284.9313

Fax 207.571.0678

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Diana Depaolo, Human Resource Director, 205 Main Street Biddeford, ME 04005, or call (207) 286-0593.

and new equalized level and step plan. A negative number shows that the new equalized pay scale is less than the original pay scale. With rare exception, the changes are within a few hundred dollars of the original. It suggests that the equalized pay scale could be easily adopted.

The final documents are the suggested level placement of all non-union employees. 'Appendix A – New' document shows the current placement of non-union employees. It is different from the one that appears in the current employee handbook because it includes any new positions that have been created/hired over the last few years. The second document (done in strikethrough format) shows the suggested changes to positions among the various levels. The changes are based on market driven data (as discussed at the last meeting) or relationship changes based on other positions changing (i.e. Police Chief and Deputy Police Chief). I have included for your reference what each pay scale represents. This is the current FY21 scale and does not include any adjustment that was done for the FY22 scale. I will go through each of the changes in detail on Tuesday.

As described at your last meeting on this topic, I am only looking for approval on a conceptual level. Based on such approval, the next steps in the process consists of two steps. First, any staff member that is concerned that the step is not accurate/fair based on the methodology used may present that information for a second review. Second, all positions will be place on the proper step in the corresponding levels. Once established, those would come back to the committee for final approval for the entire change to compensation. As part of that approval, it would include any implementation strategy, if necessary.



Personnel Committee

Meeting Date: Tuesday, June 29th, 2021

Meeting Time: 3pm

Agenda Item No: 3.2

Item Description: City Hall Schedules

Submitted by: Diana DePaolo

Supporting Information/Documentation:

Key Terms:

Executive Summary:

Employee hours were slightly altered during the pandemic, but maintained City Hall's hours and the overall amount employees are working (40 hours/week). It had a very positive impact on employees and morale and it is overwhelmingly requested by staff to maintain this change.

Detailed Review:

During the state of emergency here in Maine, staff schedules were altered to allow them to work the same amount of hours (40 hours/week) and to keep the hours of City Hall the same, but allowed for a small amount of flexibility for staff. Employees in City Hall have been allowed to work 7:30am to 4pm or 8am to 4:30pm with a half hour for lunch rather than the hour they had to take before this adjustment.

Employees have embraced this change and it has increased morale and allowed employees to have a better work life balance. It has been noted by several staff that productivity has increased. The HR department has heard overwhelmingly that maintaining this schedule is very important to most of the staff. With the current labor shortage, it is imperative that we maintain this change to retain employees. It is important to note that no one is aware of any concern or issue with the citizens regarding this issue.

Funding Source:

n/a

Staff Recommendation:

Maintain employees' current hours at City Hall

Suggest FY22 Payscale
(no cola adjustment)

	A	B	C	D	E	F	G	H	I	
<i>Level</i>	<i>0 to 3 yrs</i>	<i>4 to 6 yrs</i>	<i>7 to 9 yrs</i>	<i>10 to 12 yrs</i>	<i>13 to 16 yrs</i>	<i>16 to 20 yrs</i>	<i>21 to 25 yrs</i>	<i>over 25 yrs</i>	<i>over 30 yrs</i>	<i>Level</i>
S1	\$31,056	\$31,997	\$33,314	\$34,632	\$35,384	\$36,137	\$37,549	\$38,961	\$39,740	S1
S2	\$32,690	\$33,681	\$35,067	\$36,454	\$37,247	\$38,039	\$39,525	\$41,011	\$41,831	S2
S3	\$34,411	\$35,453	\$36,913	\$38,373	\$39,207	\$40,041	\$41,605	\$43,170	\$44,033	S3
S4	\$36,222	\$37,319	\$38,856	\$40,393	\$41,271	\$42,149	\$43,795	\$45,442	\$46,351	S4
S5	\$38,128	\$39,283	\$40,901	\$42,519	\$43,443	\$44,367	\$46,100	\$47,833	\$48,790	S5
S6	\$40,135	\$41,351	\$43,054	\$44,756	\$45,729	\$46,702	\$48,527	\$50,351	\$51,358	S6
S7	\$42,247	\$43,527	\$45,320	\$47,112	\$48,136	\$49,160	\$51,081	\$53,001	\$54,061	S7
S8	\$44,471	\$45,818	\$47,705	\$49,592	\$50,670	\$51,748	\$53,769	\$55,790	\$56,906	S8
S9	\$46,811	\$48,230	\$50,216	\$52,202	\$53,336	\$54,471	\$56,599	\$58,727	\$59,901	S9
S10	\$49,275	\$50,768	\$52,859	\$54,949	\$56,144	\$57,338	\$59,578	\$61,818	\$63,054	S10
S11	\$51,868	\$53,440	\$55,641	\$57,841	\$59,099	\$60,356	\$62,714	\$65,071	\$66,373	S11
S12	\$54,598	\$56,253	\$58,569	\$60,885	\$62,209	\$63,533	\$66,014	\$68,496	\$69,866	S12
S13	\$57,472	\$59,213	\$61,652	\$64,090	\$65,483	\$66,876	\$69,489	\$72,101	\$73,543	S13
S14	\$60,497	\$62,330	\$64,897	\$67,463	\$68,930	\$70,396	\$73,146	\$75,896	\$77,414	S14
S15	\$63,681	\$65,611	\$68,312	\$71,014	\$72,557	\$74,101	\$76,996	\$79,890	\$81,488	S15
S16	\$67,032	\$69,064	\$71,907	\$74,751	\$76,376	\$78,001	\$81,048	\$84,095	\$85,777	S16
S17	\$70,560	\$72,699	\$75,692	\$78,686	\$80,396	\$82,107	\$85,314	\$88,521	\$90,292	S17
S18	\$74,274	\$76,525	\$79,676	\$82,827	\$84,627	\$86,428	\$89,804	\$93,180	\$95,044	S18
S19	\$78,183	\$80,552	\$83,869	\$87,186	\$89,082	\$90,977	\$94,531	\$98,084	\$100,046	S19
S20	\$82,298	\$84,792	\$88,284	\$91,775	\$93,770	\$95,765	\$99,506	\$103,247	\$105,312	S20
S21	\$86,630	\$89,255	\$92,930	\$96,605	\$98,705	\$100,805	\$104,743	\$108,681	\$110,855	S21
S22	\$91,189	\$93,952	\$97,821	\$101,690	\$103,900	\$106,111	\$110,256	\$114,401	\$116,689	S22
S23	\$95,749	\$98,650	\$102,712	\$106,774	\$109,095	\$111,417	\$115,769	\$120,121	\$122,523	S23

Suggested FY22 Payscale w/equalized steps levels
(no cola adjustment included)

	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>	<i>G</i>	<i>H</i>	<i>I</i>	
<i>Level</i>	<i>0 to 3 yrs</i>	<i>4 to 6 yrs</i>	<i>7 to 9 yrs</i>	<i>10 to 12 yrs</i>	<i>13 to 16 yrs</i>	<i>16 to 20 yrs</i>	<i>21 to 25 yrs</i>	<i>over 25 yrs</i>	<i>over 30 yrs</i>	<i>Level</i>
<i>S1</i>	\$30,978	\$32,060	\$33,142	\$34,225	\$35,307	\$36,389	\$37,471	\$38,553	\$39,636	<i>S1</i>
<i>S2</i>	\$32,608	\$33,747	\$34,887	\$36,026	\$37,165	\$38,304	\$39,443	\$40,583	\$41,722	<i>S2</i>
<i>S3</i>	\$34,325	\$35,524	\$36,723	\$37,922	\$39,121	\$40,320	\$41,519	\$42,718	\$43,918	<i>S3</i>
<i>S4</i>	\$36,131	\$37,393	\$38,656	\$39,918	\$41,180	\$42,442	\$43,705	\$44,967	\$46,229	<i>S4</i>
<i>S5</i>	\$38,033	\$39,361	\$40,690	\$42,019	\$43,347	\$44,676	\$46,005	\$47,333	\$48,662	<i>S5</i>
<i>S6</i>	\$40,034	\$41,433	\$42,832	\$44,230	\$45,629	\$47,028	\$48,426	\$49,825	\$51,223	<i>S6</i>
<i>S7</i>	\$42,142	\$43,614	\$45,086	\$46,558	\$48,030	\$49,503	\$50,975	\$52,447	\$53,919	<i>S7</i>
<i>S8</i>	\$44,359	\$45,909	\$47,459	\$49,009	\$50,558	\$52,108	\$53,658	\$55,207	\$56,757	<i>S8</i>
<i>S9</i>	\$46,694	\$48,325	\$49,957	\$51,588	\$53,219	\$54,851	\$56,482	\$58,113	\$59,744	<i>S9</i>
<i>S10</i>	\$49,152	\$50,869	\$52,586	\$54,303	\$56,020	\$57,737	\$59,455	\$61,172	\$62,889	<i>S10</i>
<i>S11</i>	\$51,739	\$53,546	\$55,354	\$57,161	\$58,969	\$60,776	\$62,584	\$64,391	\$66,199	<i>S11</i>
<i>S12</i>	\$54,462	\$56,364	\$58,267	\$60,170	\$62,072	\$63,975	\$65,878	\$67,780	\$69,683	<i>S12</i>
<i>S13</i>	\$57,328	\$59,331	\$61,334	\$63,337	\$65,339	\$67,342	\$69,345	\$71,348	\$73,350	<i>S13</i>
<i>S14</i>	\$60,346	\$62,454	\$64,562	\$66,670	\$68,778	\$70,886	\$72,995	\$75,103	\$77,211	<i>S14</i>
<i>S15</i>	\$63,522	\$65,741	\$67,960	\$70,179	\$72,398	\$74,617	\$76,836	\$79,056	\$81,275	<i>S15</i>
<i>S16</i>	\$66,865	\$69,201	\$71,537	\$73,873	\$76,209	\$78,545	\$80,880	\$83,216	\$85,552	<i>S16</i>
<i>S17</i>	\$70,384	\$72,843	\$75,302	\$77,761	\$80,220	\$82,678	\$85,137	\$87,596	\$90,055	<i>S17</i>
<i>S18</i>	\$74,088	\$76,677	\$79,265	\$81,853	\$84,442	\$87,030	\$89,618	\$92,207	\$94,795	<i>S18</i>
<i>S19</i>	\$77,988	\$80,712	\$83,437	\$86,161	\$88,886	\$91,610	\$94,335	\$97,060	\$99,784	<i>S19</i>
<i>S20</i>	\$82,092	\$84,960	\$87,828	\$90,696	\$93,564	\$96,432	\$99,300	\$102,168	\$105,036	<i>S20</i>
<i>S21</i>	\$86,413	\$89,432	\$92,451	\$95,470	\$98,489	\$101,507	\$104,526	\$107,545	\$110,564	<i>S21</i>
<i>S22</i>	\$90,961	\$94,139	\$97,317	\$100,494	\$103,672	\$106,850	\$110,028	\$113,205	\$116,383	<i>S22</i>
<i>S23</i>	\$95,749	\$99,094	\$102,439	\$105,784	\$109,129	\$112,474	\$115,819	\$119,164	\$122,509	<i>S23</i>

Comparison of FY22 to Equalized Scale
(negative numbers represents decrease in step payment)

	A	B	C	D	E	F	G	H	I	
<i>Level</i>	<i>0 to 3 yrs</i>	<i>4 to 6 yrs</i>	<i>7 to 9 yrs</i>	<i>10 to 12 yrs</i>	<i>13 to 16 yrs</i>	<i>16 to 20 yrs</i>	<i>21 to 25 yrs</i>	<i>over 25 yrs</i>	<i>over 30 yrs</i>	<i>Level</i>
S1	-\$78	-\$64	\$172	\$407	\$78	-\$252	\$78	\$407	\$104	S1
S2	-\$82	\$67	-\$181	-\$428	-\$82	\$265	-\$82	-\$429	-\$110	S2
S3	-\$86	\$70	-\$190	-\$451	-\$86	\$279	-\$86	-\$451	-\$115	S3
S4	-\$91	\$74	-\$200	-\$475	-\$91	\$294	-\$91	-\$475	-\$121	S4
S5	-\$95	\$78	-\$211	-\$500	-\$95	\$309	-\$95	-\$500	-\$128	S5
S6	-\$100	\$82	-\$222	-\$526	-\$100	\$325	-\$100	-\$526	-\$135	S6
S7	-\$106	\$86	-\$234	-\$554	-\$106	\$342	-\$106	-\$554	-\$142	S7
S8	-\$111	\$91	-\$246	-\$583	-\$111	\$360	-\$111	-\$583	-\$149	S8
S9	-\$117	\$96	-\$259	-\$614	-\$117	\$379	-\$117	-\$614	-\$157	S9
S10	-\$123	\$101	-\$273	-\$646	-\$123	\$399	-\$123	-\$646	-\$165	S10
S11	-\$130	\$106	-\$287	-\$680	-\$130	\$420	-\$130	-\$680	-\$174	S11
S12	-\$136	\$112	-\$302	-\$716	-\$137	\$442	-\$137	-\$716	-\$183	S12
S13	-\$144	\$118	-\$318	-\$753	-\$144	\$466	-\$144	-\$753	-\$193	S13
S14	-\$151	\$124	-\$335	-\$793	-\$151	\$490	-\$151	-\$793	-\$203	S14
S15	-\$159	\$130	-\$352	-\$835	-\$159	\$516	-\$159	-\$835	-\$214	S15
S16	-\$168	\$137	-\$371	-\$879	-\$168	\$543	-\$168	-\$879	-\$225	S16
S17	-\$176	\$144	-\$390	-\$925	-\$177	\$572	-\$177	-\$925	-\$237	S17
S18	-\$186	\$152	-\$411	-\$974	-\$186	\$602	-\$186	-\$974	-\$249	S18
S19	-\$195	\$160	-\$432	-\$1,025	-\$196	\$634	-\$196	-\$1,025	-\$262	S19
S20	-\$206	\$168	-\$455	-\$1,079	-\$206	\$667	-\$206	-\$1,079	-\$276	S20
S21	-\$217	\$177	-\$479	-\$1,136	-\$217	\$702	-\$217	-\$1,136	-\$290	S21
S22	-\$228	\$186	-\$504	-\$1,195	-\$228	\$739	-\$228	-\$1,196	-\$306	S22
S23	\$0	\$444	-\$274	-\$991	\$33	\$1,057	\$50	-\$957	-\$15	S23

Level 23 (\$95,749 to \$122,523)

Finance Director

Police Chief

Public Works Director

Chief Operating Officer

Level 22 (\$91,189 to \$116,689)

Finance Director

Police Chief

Public Works Director

Chief Operating Officer

Fire Chief

Level 21 (\$86,630 to \$110,855)

Assessor

Fire Chief

Economic & Community Development Director

Waste Water Treatment Plant Superintendent

Level 20 (\$82,298 to \$105,312)

Building Supervisor (includes schools)*

WWTP Superintendent¹

Deputy Police Chief

Public Works Deputy Director

Director of Engineering

Level 19 (\$78,183 to \$100,046)

City Engineer

City Clerk (including GA)

Human Resources Director

Deputy Police Chief

Public Works Deputy Director

Recreation Director

Assistant Fire Chief

Deputy Finance Director

Level 18 (\$74,274 to \$95,044)

Deputy Director Econ & Com Development*

Recreation Director

Director of Code Enforcement (includes Emergency Management Director)

Information Technology Director¹

City Planner

Deputy City Director of Engineer

Assistant Fire Chief

Deputy Finance Director

Deputy Fire Chief

Level 17 (\$70,560 to \$90,292)

Deputy Fire Chief

City Planner

Operations Manager (Public Works)

Level 16 (\$67,032 to \$85,777)

Staff Accountant

Comptroller

Deputy Human Resource Director

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Staff Engineer

Level 15 *(\$63,681 to \$81,488)*
Street Operations Manager
Engineer

Level 14 *(\$60,497 to \$77,414)*
CDBG Administrator
Communications Coordinator
Economic Development Coordinator
Deputy Assessor
Deputy City Clerk

Level 13 *(\$57,472 to \$73,543)*
Deputy Assessor
GIS Coordinator
GA Supervisor¹
Tax Collector¹
Deputy Code Enforcement Director
Recreation Deputy Director

Level 12 *(\$54,598 to \$69,866)*
~~*Deputy City Clerk**~~
~~*Deputy Rec Director**~~
Executive Assistant II
Office Manager

Level 11 *(\$51,868 to \$66,373)*
Property Lister
Public Access Manager¹
Community Development Coordinator
Human Resource Specialist

Level 10 *(\$49,275 to \$63,054)*
Executive Assistant I
Code Enforcement Officer II
Surveyor
Engineering Tech
CALEA Planner
Payroll Specialist

Level 9 *(\$46,811 to \$59,901)*
Administrative Assistant II
Code Enforcement Officer I
*Recreation Program Coordinator II/Acting Rec Director**

Level 8 *(\$44,471 to \$56,906)*
Administrative Assistant I
GA Customer Service Clerk
Airport Manager¹
Public Access Technician II
Recreation Program Coordinator II
Management Analyst
Finance Clerk

Level 7 *(\$42,471 to \$56,906)*
Administrative Clerk II
Recreation Program Coordinator I

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Public Access Technician I
Level 6 (\$40,135 to \$51,358)
Customer Service Clerk II
Administrative Clerk I
Level 5 (\$38,128 to \$48,790)
Customer Service Clerk I
Level 4 (\$36,222 to \$46,351)
Facilities Maintenance III
Level 3 (\$34,411 to \$44,033)
Recreation III
Facilities Maintenance II
Level 2 (\$32,690 to \$41,831)
Recreation II

FY22 Salary Pay Scale

	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>	<i>G</i>	<i>H</i>	<i>I</i>	<i>J</i>	
<i>Level</i>	<u>2 yrs or less</u>	<u>3 to 5 yrs</u>	<u>6 to 8 yrs</u>	<u>9 to 11 yrs</u>	<u>12 to 14 yrs</u>	<u>15 to 17 yrs</u>	<u>18 to 21 yrs</u>	<u>22 to 25 yrs</u>	<u>over 25 yrs</u>	<u>over 30 yrs</u>	<i>Level</i>
<i>S1</i>	\$30,792	\$31,754	\$32,717	\$34,064	\$35,411	\$36,181	\$36,950	\$38,394	\$39,837	\$40,634	<i>S1</i>
<i>S2</i>	\$32,413	\$33,426	\$34,438	\$35,857	\$37,275	\$38,085	\$38,895	\$40,415	\$41,934	\$42,773	<i>S2</i>
<i>S3</i>	\$34,119	\$35,185	\$36,251	\$37,744	\$39,236	\$40,089	\$40,942	\$42,542	\$44,141	\$45,024	<i>S3</i>
<i>S4</i>	\$35,914	\$37,037	\$38,159	\$39,730	\$41,301	\$42,199	\$43,097	\$44,781	\$46,464	\$47,393	<i>S4</i>
<i>S5</i>	\$37,805	\$38,986	\$40,167	\$41,821	\$43,475	\$44,420	\$45,365	\$47,138	\$48,910	\$49,888	<i>S5</i>
<i>S6</i>	\$39,794	\$41,038	\$42,281	\$44,022	\$45,763	\$46,758	\$47,753	\$49,618	\$51,484	\$52,513	<i>S6</i>
<i>S7</i>	\$41,889	\$43,198	\$44,507	\$46,339	\$48,172	\$49,219	\$50,266	\$52,230	\$54,193	\$55,277	<i>S7</i>
<i>S8</i>	\$44,093	\$45,471	\$46,849	\$48,778	\$50,707	\$51,810	\$52,912	\$54,979	\$57,046	\$58,187	<i>S8</i>
<i>S9</i>	\$46,414	\$47,864	\$49,315	\$51,346	\$53,376	\$54,536	\$55,697	\$57,873	\$60,048	\$61,249	<i>S9</i>
<i>S10</i>	\$48,857	\$50,384	\$51,910	\$54,048	\$56,185	\$57,407	\$58,628	\$60,918	\$63,209	\$64,473	<i>S10</i>
<i>S11</i>	\$51,428	\$53,035	\$54,643	\$56,893	\$59,143	\$60,428	\$61,714	\$64,125	\$66,535	\$67,866	<i>S11</i>
<i>S12</i>	\$54,135	\$55,827	\$57,518	\$59,887	\$62,255	\$63,609	\$64,962	\$67,500	\$70,037	\$71,438	<i>S12</i>
<i>S13</i>	\$56,984	\$58,765	\$60,546	\$63,039	\$65,532	\$66,957	\$68,381	\$71,052	\$73,723	\$75,198	<i>S13</i>
<i>S14</i>	\$59,983	\$61,858	\$63,732	\$66,357	\$68,981	\$70,481	\$71,980	\$74,792	\$77,604	\$79,156	<i>S14</i>
<i>S15</i>	\$63,140	\$65,114	\$67,087	\$69,849	\$72,612	\$74,190	\$75,769	\$78,728	\$81,688	\$83,322	<i>S15</i>
<i>S16</i>	\$66,464	\$68,541	\$70,618	\$73,525	\$76,433	\$78,095	\$79,756	\$82,872	\$85,987	\$87,707	<i>S16</i>
<i>S17</i>	\$69,962	\$72,148	\$74,334	\$77,395	\$80,456	\$82,205	\$83,954	\$87,234	\$90,513	\$92,323	<i>S17</i>
<i>S18</i>	\$73,644	\$75,945	\$78,247	\$81,469	\$84,691	\$86,532	\$88,373	\$91,825	\$95,277	\$97,182	<i>S18</i>
<i>S19</i>	\$77,520	\$79,942	\$82,365	\$85,756	\$89,148	\$91,086	\$93,024	\$96,658	\$100,291	\$102,297	<i>S19</i>
<i>S20</i>	\$81,600	\$84,150	\$86,700	\$90,270	\$93,840	\$95,880	\$97,920	\$101,745	\$105,570	\$107,681	<i>S20</i>
<i>S21</i>	\$85,895	\$88,579	\$91,263	\$95,021	\$98,779	\$100,926	\$103,074	\$107,100	\$111,126	\$113,349	<i>S21</i>
<i>S22</i>	\$90,415	\$93,241	\$96,066	\$100,022	\$103,978	\$106,238	\$108,499	\$112,737	\$116,975	\$119,314	<i>S22</i>

FY22 Hourly Pay Scale

	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>	<i>G</i>	<i>H</i>	<i>I</i>	<i>J</i>	
<i>Level</i>	<i>2 yrs or less</i>	<i>3 to 5 yrs</i>	<i>6 to 8 yrs</i>	<i>9 to 11 yrs</i>	<i>12 to 14 yrs</i>	<i>15 to 17 yrs</i>	<i>18 to 21 yrs</i>	<i>22 to 25 yrs</i>	<i>over 25 yrs</i>	<i>over 30 yrs</i>	<i>Level</i>
<i>H1</i>	\$11.45	\$11.55	\$11.90	\$12.39	\$12.88	\$13.16	\$13.44	\$13.97	\$14.49	\$14.78	<i>H1</i>
<i>H2</i>	\$12.06	\$12.43	\$12.81	\$13.34	\$13.87	\$14.17	\$14.47	\$15.03	\$15.60	\$15.91	<i>H2</i>
<i>H3</i>	\$12.69	\$13.09	\$13.49	\$14.04	\$14.60	\$14.91	\$15.23	\$15.83	\$16.42	\$16.75	<i>H3</i>
<i>H4</i>	\$13.36	\$13.78	\$14.20	\$14.78	\$15.36	\$15.70	\$16.03	\$16.66	\$17.29	\$17.63	<i>H4</i>
<i>H5</i>	\$14.06	\$14.50	\$14.94	\$15.56	\$16.17	\$16.52	\$16.88	\$17.54	\$18.19	\$18.56	<i>H5</i>
<i>S1</i>	\$14.80	\$15.27	\$15.73	\$16.38	\$17.02	\$17.39	\$17.76	\$18.46	\$19.15	\$19.54	<i>S1</i>
<i>S2</i>	\$15.58	\$16.07	\$16.56	\$17.24	\$17.92	\$18.31	\$18.70	\$19.43	\$20.16	\$20.56	<i>S2</i>
<i>S3</i>	\$16.40	\$16.92	\$17.43	\$18.15	\$18.86	\$19.27	\$19.68	\$20.45	\$21.22	\$21.65	<i>S3</i>
<i>S4</i>	\$17.27	\$17.81	\$18.35	\$19.10	\$19.86	\$20.29	\$20.72	\$21.53	\$22.34	\$22.79	<i>S4</i>
<i>S5</i>	\$18.18	\$18.74	\$19.31	\$20.11	\$20.90	\$21.36	\$21.81	\$22.66	\$23.51	\$23.98	<i>S5</i>
<i>S6</i>	\$19.13	\$19.73	\$20.33	\$21.16	\$22.00	\$22.48	\$22.96	\$23.86	\$24.75	\$25.25	<i>S6</i>
<i>S7</i>	\$20.14	\$20.77	\$21.40	\$22.28	\$23.16	\$23.66	\$24.17	\$25.11	\$26.05	\$26.58	<i>S7</i>
<i>S8</i>	\$21.20	\$21.86	\$22.52	\$23.45	\$24.38	\$24.91	\$25.44	\$26.43	\$27.43	\$27.97	<i>S8</i>
<i>S9</i>	\$22.31	\$23.01	\$23.71	\$24.69	\$25.66	\$26.22	\$26.78	\$27.82	\$28.87	\$29.45	<i>S9</i>
<i>S10</i>	\$23.49	\$24.22	\$24.96	\$25.98	\$27.01	\$27.60	\$28.19	\$29.29	\$30.39	\$31.00	<i>S10</i>
<i>S11</i>	\$24.73	\$25.50	\$26.27	\$27.35	\$28.43	\$29.05	\$29.67	\$30.83	\$31.99	\$32.63	<i>S11</i>
<i>S12</i>	\$26.03	\$26.84	\$27.65	\$28.79	\$29.93	\$30.58	\$31.23	\$32.45	\$33.67	\$34.35	<i>S12</i>
<i>S13</i>	\$27.40	\$28.25	\$29.11	\$30.31	\$31.51	\$32.19	\$32.88	\$34.16	\$35.44	\$36.15	<i>S13</i>
<i>S14</i>	\$28.84	\$29.74	\$30.64	\$31.90	\$33.16	\$33.88	\$34.61	\$35.96	\$37.31	\$38.06	<i>S14</i>
<i>S15</i>	\$30.36	\$31.30	\$32.25	\$33.58	\$34.91	\$35.67	\$36.43	\$37.85	\$39.27	\$40.06	<i>S15</i>
<i>S16</i>	\$31.95	\$32.95	\$33.95	\$35.35	\$36.75	\$37.55	\$38.34	\$39.84	\$41.34	\$42.17	<i>S16</i>
<i>S17</i>	\$33.64	\$34.69	\$35.74	\$37.21	\$38.68	\$39.52	\$40.36	\$41.94	\$43.52	\$44.39	<i>S17</i>
<i>S18</i>	\$35.41	\$36.51	\$37.62	\$39.17	\$40.72	\$41.60	\$42.49	\$44.15	\$45.81	\$46.72	<i>S18</i>
<i>S19</i>	\$37.27	\$38.43	\$39.60	\$41.23	\$42.86	\$43.79	\$44.72	\$46.47	\$48.22	\$49.18	<i>S19</i>
<i>S20</i>	\$39.23	\$40.46	\$41.68	\$43.40	\$45.12	\$46.10	\$47.08	\$48.92	\$50.75	\$51.77	<i>S20</i>
<i>S21</i>	\$41.30	\$42.59	\$43.88	\$45.68	\$47.49	\$48.52	\$49.55	\$51.49	\$53.43	\$54.49	<i>S21</i>
<i>S22</i>	\$43.47	\$44.83	\$46.19	\$48.09	\$49.99	\$51.08	\$52.16	\$54.20	\$56.24	\$57.36	<i>S22</i>