

Confidential, Professional and Management (CPM)

Compensation Framework

Step Structure Annual Salary Grid

Effective May 1, 2024

A. 35 hour work week

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
A	\$50,350	\$52,474	\$54,601	\$56,730	\$58,856	\$60,984		
B	\$57,661	\$60,096	\$62,533	\$64,968	\$67,405	\$69,839		
C	\$66,340	\$69,142	\$71,944	\$74,746	\$77,550	\$80,351		
D	\$76,118	\$78,232	\$80,400	\$82,632	\$84,924	\$87,282	\$89,704	\$92,193
E	\$87,190	\$89,611	\$92,097	\$94,654	\$97,279	\$99,978	\$102,752	\$105,604
F	\$103,256	\$106,122	\$109,069	\$112,097	\$115,208	\$118,403	\$121,688	\$125,065
G	\$122,007	\$125,392	\$128,874	\$132,448	\$136,123	\$139,899	\$143,785	\$147,774
H	\$143,395	\$147,377	\$151,465	\$155,666	\$159,988	\$164,429	\$168,990	\$173,678
I	\$171,503	\$176,263	\$181,154	\$186,181	\$191,347	\$196,659	\$202,115	\$207,724
J	\$205,756	\$211,466	\$217,335	\$223,365	\$229,564	\$235,933	\$242,480	\$249,208

B. 40 hour work week - applicable to Salary Grades D and E only

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
D40	\$86,991	\$89,406	\$91,885	\$94,436	\$97,057	\$99,750	\$102,519	\$105,363
E40	\$99,648	\$102,412	\$105,253	\$108,173	\$111,176	\$114,261	\$117,431	\$120,690

C. 42 hour work week - applicable to Salary Grades D and E only

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
D42	\$91,341	\$93,875	\$96,481	\$99,157	\$101,908	\$104,737	\$107,642	\$110,630
E42	\$104,629	\$107,532	\$110,514	\$113,583	\$116,738	\$119,974	\$123,302	\$126,725