



CITY OF ST. PETERSBURG FISCAL YEAR 2024 CLASSIFIED RATE TABLES AND STEP PLAN



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On the following spreadsheets you will find the current FY24 rate tables and step plan

To print the rate tables please use one of the following:

1) All sheets and rate tables

Select file, click on print, then under settings use the drop down menu to select "print entire workbook", then click the print button.

2) Only select sheets/rate tables

From the bottom menu, select the rate table you wish to print, select file, click on print, then under settings use the drop down menu to select "print active sheets", then click the print button.

City of St. Petersburg

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Rate Table 1

**WCU - White Collar Unit
FPSU / SEIU**

| PAY GRADE | Hourly Rate | | Annual Rate* | |
|--------------|-------------|---------|--|----------|
| | Minimum | Maximum | Minimum | Maximum |
| | | | Annual Illustrative Purposes Only | |
| 411 | \$15.99 | \$20.69 | \$33,259 | \$43,035 |
| 412 | \$15.99 | \$21.28 | \$33,259 | \$44,262 |
| 413 | \$16.15 | \$21.82 | \$33,592 | \$45,386 |
| 414 | \$16.31 | \$22.37 | \$33,925 | \$46,530 |
| 415 | \$16.48 | \$22.93 | \$34,278 | \$47,694 |
| 416 | \$16.64 | \$23.49 | \$34,611 | \$48,859 |
| 417 | \$16.81 | \$24.11 | \$34,965 | \$50,149 |
| 418 | \$16.97 | \$24.72 | \$35,298 | \$51,418 |
| 419 | \$17.14 | \$25.30 | \$35,651 | \$52,624 |
| 420 | \$17.32 | \$25.90 | \$36,026 | \$53,872 |
| 421 | \$17.48 | \$26.56 | \$36,358 | \$55,245 |
| 422 | \$17.76 | \$27.15 | \$36,941 | \$56,472 |
| 423 | \$18.22 | \$27.80 | \$37,898 | \$57,824 |
| 424 | \$18.73 | \$28.45 | \$38,958 | \$59,176 |
| 425 | \$19.14 | \$29.20 | \$39,811 | \$60,736 |
| 426 | \$19.63 | \$29.92 | \$40,830 | \$62,234 |
| 427 | \$20.14 | \$30.71 | \$41,891 | \$63,877 |
| 428 | \$20.66 | \$31.54 | \$42,973 | \$65,603 |
| 429 | \$21.16 | \$32.29 | \$44,013 | \$67,163 |
| 430 | \$21.75 | \$33.08 | \$45,240 | \$68,806 |
| 431 | \$22.17 | \$33.73 | \$46,114 | \$70,158 |
| 432 | \$22.76 | \$34.80 | \$47,341 | \$72,384 |
| 433 | \$23.34 | \$35.67 | \$48,547 | \$74,194 |
| 434 | \$23.86 | \$36.59 | \$49,629 | \$76,107 |
| 435 | \$24.45 | \$37.45 | \$50,856 | \$77,896 |
| 436 | \$25.06 | \$38.38 | \$52,125 | \$79,830 |
| 437 | \$25.70 | \$39.38 | \$53,456 | \$81,910 |
| 438 | \$26.32 | \$40.47 | \$54,746 | \$84,178 |
| 439 | \$27.02 | \$41.47 | \$56,202 | \$86,258 |
| 440 | \$27.74 | \$42.48 | \$57,699 | \$88,358 |
| 441 | \$28.43 | \$43.57 | \$59,134 | \$90,626 |
| 442 | \$29.12 | \$44.69 | \$60,570 | \$92,955 |
| 443 | \$29.85 | \$45.85 | \$62,088 | \$95,368 |
| 444 | \$30.60 | \$46.97 | \$63,648 | \$97,698 |
| 445 | \$31.22 | \$47.92 | \$64,938 | \$99,674 |

*NOTE: Employees in the FPSU are negotiated hourly rate employees. Hours are generally based upon 2,080 regularly scheduled annual work hours . Annual salaries are not to be construed as a guaranteed income for the year and are used for illustrative purposes only.

See Article 18 of the current FPSU/SEIU labor agreement.

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Rate Table 2

WCN - White Collar Non-Union

| PAY GRADE | Hourly Rate | | Annual Rate* | |
|--------------|-------------|---------|--|----------|
| | Minimum | Maximum | Minimum | Maximum |
| | | | Annual Illustrative Purposes Only | |
| 411 | \$15.99 | \$20.69 | \$33,259 | \$43,035 |
| 412 | \$15.99 | \$21.28 | \$33,259 | \$44,262 |
| 413 | \$16.15 | \$21.82 | \$33,592 | \$45,386 |
| 414 | \$16.31 | \$22.37 | \$33,925 | \$46,530 |
| 415 | \$16.48 | \$22.93 | \$34,278 | \$47,694 |
| 416 | \$16.64 | \$23.49 | \$34,611 | \$48,859 |
| 417 | \$16.81 | \$24.11 | \$34,965 | \$50,149 |
| 418 | \$16.97 | \$24.72 | \$35,298 | \$51,418 |
| 419 | \$17.14 | \$25.30 | \$35,651 | \$52,624 |
| 420 | \$17.32 | \$25.90 | \$36,026 | \$53,872 |
| 421 | \$17.48 | \$26.56 | \$36,358 | \$55,245 |
| 422 | \$17.76 | \$27.15 | \$36,941 | \$56,472 |
| 423 | \$18.22 | \$27.80 | \$37,898 | \$57,824 |
| 424 | \$18.73 | \$28.45 | \$38,958 | \$59,176 |
| 425 | \$19.14 | \$29.20 | \$39,811 | \$60,736 |
| 426 | \$19.63 | \$29.92 | \$40,830 | \$62,234 |
| 427 | \$20.14 | \$30.71 | \$41,891 | \$63,877 |
| 428 | \$20.66 | \$31.54 | \$42,973 | \$65,603 |
| 429 | \$21.16 | \$32.29 | \$44,013 | \$67,163 |
| 430 | \$21.75 | \$33.08 | \$45,240 | \$68,806 |
| 431 | \$22.17 | \$33.73 | \$46,114 | \$70,158 |
| 432 | \$22.76 | \$34.80 | \$47,341 | \$72,384 |
| 433 | \$23.34 | \$35.67 | \$48,547 | \$74,194 |
| 434 | \$23.86 | \$36.59 | \$49,629 | \$76,107 |
| 435 | \$24.45 | \$37.45 | \$50,856 | \$77,896 |
| 436 | \$25.06 | \$38.38 | \$52,125 | \$79,830 |
| 437 | \$25.70 | \$39.38 | \$53,456 | \$81,910 |
| 438 | \$26.32 | \$40.47 | \$54,746 | \$84,178 |
| 439 | \$27.02 | \$41.47 | \$56,202 | \$86,258 |
| 440 | \$27.74 | \$42.48 | \$57,699 | \$88,358 |
| 441 | \$28.43 | \$43.57 | \$59,134 | \$90,626 |
| 442 | \$29.12 | \$44.69 | \$60,570 | \$92,955 |
| 443 | \$29.85 | \$45.85 | \$62,088 | \$95,368 |
| 444 | \$30.60 | \$46.97 | \$63,648 | \$97,698 |
| 445 | \$31.22 | \$47.92 | \$64,938 | \$99,674 |

*NOTE: Hours are generally based upon 2,080 regularly scheduled annual work hours . Annual salaries are not to be construed as a guaranteed income for the year and are used for illustrative purposes only.

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Rate Table 3

Non-Exempt

| PAY GRADE | Hourly Rate | | Annual Rate* | |
|--------------|-------------|---------|--|----------|
| | Minimum | Maximum | Minimum | Maximum |
| | | | Annual Illustrative Purposes Only | |
| 410 | \$15.53 | \$21.30 | \$32,302 | \$44,304 |
| 411 | \$16.81 | \$21.30 | \$34,965 | \$44,304 |
| 412 | \$16.97 | \$22.45 | \$35,298 | \$46,696 |
| 413 | \$17.32 | \$23.01 | \$36,026 | \$47,861 |
| 414 | \$17.48 | \$23.58 | \$36,358 | \$49,046 |
| 415 | \$17.67 | \$24.17 | \$36,754 | \$50,274 |
| 416 | \$17.84 | \$24.81 | \$37,107 | \$51,605 |
| 417 | \$18.02 | \$24.67 | \$37,482 | \$51,314 |
| 418 | \$18.21 | \$26.07 | \$37,877 | \$54,226 |
| 419 | \$18.38 | \$26.70 | \$38,230 | \$55,536 |
| 420 | \$18.57 | \$27.31 | \$38,626 | \$56,805 |
| 421 | \$18.75 | \$28.02 | \$39,000 | \$58,282 |
| 422 | \$18.94 | \$28.65 | \$39,395 | \$59,592 |
| 423 | \$19.14 | \$29.33 | \$39,811 | \$61,006 |
| 424 | \$19.32 | \$30.03 | \$40,186 | \$62,462 |
| 425 | \$19.73 | \$30.82 | \$41,038 | \$64,106 |
| 426 | \$20.15 | \$31.59 | \$41,912 | \$65,707 |
| 427 | \$20.73 | \$32.41 | \$43,118 | \$67,413 |
| 428 | \$21.22 | \$33.28 | \$44,138 | \$69,222 |
| 429 | \$21.64 | \$34.14 | \$45,011 | \$71,011 |
| 430 | \$22.17 | \$35.03 | \$46,114 | \$72,862 |
| 431 | \$22.67 | \$35.94 | \$47,154 | \$74,755 |
| 432 | \$23.44 | \$36.88 | \$48,755 | \$76,710 |
| 433 | \$23.34 | \$35.67 | \$48,547 | \$74,194 |

*NOTE: Hours are generally based upon 2,080 regularly scheduled annual work hours . Annual salaries are not to be construed as a guaranteed income for the year and are used for illustrative purposes only.

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Rate Table 4

BCU - Blue Collar Unit
 BCM - Blue Collar Merit
 FPSU / SEIU

| PAY GRADE | Hourly Rate | | Annual Rate* | |
|--------------|-------------|---------|--|----------|
| | Minimum | Maximum | Minimum | Maximum |
| | | | Annual Illustrative Purposes Only | |
| 106 | \$15.99 | \$21.05 | \$33,259 | \$43,784 |
| 107 | \$15.99 | \$21.27 | \$33,259 | \$44,242 |
| 108 | \$15.99 | \$21.48 | \$33,259 | \$44,678 |
| 109 | \$15.99 | \$21.75 | \$33,259 | \$45,240 |
| 110 | \$16.47 | \$22.15 | \$34,258 | \$46,072 |
| 111 | \$16.63 | \$22.61 | \$34,590 | \$47,029 |
| 112 | \$16.80 | \$24.00 | \$34,944 | \$49,920 |
| 201 | \$16.96 | \$25.60 | \$35,277 | \$53,248 |
| 202 | \$17.47 | \$26.09 | \$36,338 | \$54,267 |
| 203 | \$18.00 | \$26.29 | \$37,440 | \$54,683 |
| 204 | \$18.54 | \$26.94 | \$38,563 | \$56,035 |
| 205 | \$19.10 | \$27.60 | \$39,728 | \$57,408 |
| 206 | \$19.67 | \$28.20 | \$40,914 | \$58,656 |
| 207 | \$20.03 | \$28.57 | \$41,662 | \$59,426 |
| 208 | \$20.25 | \$28.91 | \$42,120 | \$60,133 |
| 209 | \$20.79 | \$29.55 | \$43,243 | \$61,464 |
| 210 | \$21.10 | \$30.18 | \$43,888 | \$62,774 |
| 211 | \$21.59 | \$30.80 | \$44,907 | \$64,064 |
| 212 | \$22.24 | \$31.53 | \$46,259 | \$65,582 |
| 213 | \$22.90 | \$32.18 | \$47,632 | \$66,934 |
| 214 | \$23.60 | \$32.93 | \$49,088 | \$68,494 |
| 215 | \$24.30 | \$33.90 | \$50,544 | \$70,512 |
| 216 | \$25.03 | \$34.91 | \$52,062 | \$72,613 |
| 217 | \$25.10 | \$35.26 | \$52,208 | \$73,341 |
| 301 | \$25.35 | \$35.66 | \$52,728 | \$74,173 |
| 302 | \$25.52 | \$36.02 | \$53,082 | \$74,922 |
| 303 | \$25.79 | \$36.95 | \$53,643 | \$76,856 |
| 304 | \$26.56 | \$38.79 | \$55,245 | \$80,683 |
| 305 | \$27.37 | \$40.88 | \$56,930 | \$85,030 |
| 350 | \$31.02 | \$41.30 | \$64,522 | \$85,904 |
| 360 | \$31.94 | \$42.54 | \$66,435 | \$88,483 |
| BCM 360 | \$29.84 | \$43.81 | \$62,067 | \$91,125 |

*NOTE: Employees in the FPSU are negotiated hourly rate employees. Hours are generally based upon 2,080 regularly scheduled annual work hours . Annual salaries are not to be construed as a guaranteed income for the year and are used for illustrative purposes only.

See Article 18 of the current FPSU/SEIU labor agreement.

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Rate Table 5

BCN - Blue Collar Non-Union

| PAY GRADE | Hourly Rate | | Annual Rate* | |
|--------------|-------------|---------|--|----------|
| | Minimum | Maximum | Minimum | Maximum |
| | | | Annual Illustrative Purposes Only | |
| 106 | \$15.99 | \$21.05 | \$33,259 | \$43,784 |
| 107 | \$15.99 | \$21.27 | \$33,259 | \$44,242 |
| 108 | \$15.99 | \$21.48 | \$33,259 | \$44,678 |
| 109 | \$15.99 | \$21.75 | \$33,259 | \$45,240 |
| 110 | \$16.47 | \$22.15 | \$34,258 | \$46,072 |
| 111 | \$16.63 | \$22.61 | \$34,590 | \$47,029 |
| 112 | \$16.80 | \$24.00 | \$34,944 | \$49,920 |
| 201 | \$16.96 | \$25.60 | \$35,277 | \$53,248 |
| 202 | \$17.47 | \$26.09 | \$36,338 | \$60,507 |
| 203 | \$18.00 | \$26.29 | \$37,440 | \$54,683 |
| 204 | \$18.54 | \$26.94 | \$38,563 | \$56,035 |
| 205 | \$19.10 | \$27.60 | \$39,728 | \$57,408 |
| 206 | \$19.67 | \$28.20 | \$40,914 | \$58,656 |
| 207 | \$20.03 | \$28.57 | \$41,662 | \$59,426 |
| 208 | \$20.25 | \$28.91 | \$42,120 | \$60,133 |
| 209 | \$20.79 | \$29.55 | \$43,243 | \$61,464 |
| 210 | \$21.10 | \$30.18 | \$43,888 | \$62,774 |
| 211 | \$21.59 | \$30.80 | \$44,907 | \$64,064 |
| 212 | \$22.24 | \$31.53 | \$46,259 | \$65,582 |
| 213 | \$22.90 | \$32.18 | \$47,632 | \$66,934 |
| 214 | \$23.60 | \$32.93 | \$49,088 | \$68,494 |
| 215 | \$24.30 | \$33.90 | \$50,544 | \$70,512 |
| 216 | \$25.03 | \$34.91 | \$52,062 | \$72,613 |
| 217 | \$25.10 | \$35.26 | \$52,208 | \$73,341 |
| 301 | \$25.35 | \$35.66 | \$52,728 | \$74,173 |
| 302 | \$25.52 | \$36.02 | \$53,082 | \$74,922 |
| 303 | \$25.79 | \$36.95 | \$53,643 | \$76,856 |
| 304 | \$26.56 | \$38.79 | \$55,245 | \$80,683 |
| 305 | \$27.37 | \$40.88 | \$56,930 | \$85,030 |
| 350 | \$31.02 | \$41.30 | \$64,522 | \$85,904 |
| 360 | \$31.94 | \$42.54 | \$66,435 | \$88,483 |
| BCM 360 | \$29.84 | \$43.81 | \$62,067 | \$91,125 |

*NOTE: Hours are generally based upon 2,080 regularly scheduled annual work hours . Annual salaries are not to be construed as a guaranteed income for the year and are used for illustrative purposes only.

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Rate Table 6

NON/PRO&PRN

| PAY BAND | NON Hourly Rate | | NON* Annual Rate* | |
|----------|--------------------|---------|--|-----------|
| | Minimum | Maximum | Minimum | Maximum |
| | | | Annual Illustrative Purposes Only | |
| PB1 | \$24.23 | \$38.37 | \$50,397 | \$79,805 |
| PB2 | \$24.48 | \$38.90 | \$50,914 | \$80,902 |
| PB3 | \$26.05 | \$41.01 | \$54,186 | \$85,294 |
| PB4 | \$27.71 | \$44.17 | \$57,631 | \$91,881 |
| PB5 | \$29.56 | \$47.65 | \$61,484 | \$99,115 |
| PB6 | \$32.78 | \$52.52 | \$68,180 | \$109,233 |
| PB7 | \$35.11 | \$56.48 | \$73,023 | \$117,479 |
| PB8 | \$37.92 | \$60.78 | \$78,878 | \$126,413 |
| PB9 | \$40.92 | \$64.19 | \$85,122 | \$133,517 |
| PB10 | \$41.50 | \$66.28 | \$86,327 | \$137,865 |
| PB11 | \$42.76 | \$68.28 | \$88,932 | \$142,021 |

*Note: Non-exempt employees are considered hourly employees. Hours are generally based upon 2,080 regularly scheduled annual work hours . Annual salaries are not to be construed as a guaranteed income for the year and are used for illustrative purposes only.

| PAY BAND | PRO Union Professionals Annual Rate | | PRN Non-union Professionals Annual Rate | |
|----------|---|-----------|---|-----------|
| | Minimum | Maximum | Minimum | Maximum |
| PB1 | \$50,397 | \$79,805 | \$50,397 | \$79,805 |
| PB2 | \$50,914 | \$80,902 | \$50,914 | \$80,902 |
| PB3 | \$54,186 | \$85,294 | \$54,186 | \$85,294 |
| PB4 | \$57,631 | \$91,881 | \$57,631 | \$91,881 |
| PB5 | \$61,484 | \$99,115 | \$61,484 | \$99,115 |
| PB6 | \$68,180 | \$109,233 | \$68,180 | \$109,233 |
| PB7 | \$73,023 | \$117,479 | \$73,023 | \$117,479 |
| PB8 | \$78,878 | \$126,413 | \$78,878 | \$126,413 |
| PB9 | \$85,122 | \$133,517 | \$85,122 | \$133,517 |
| PB10 | \$86,327 | \$137,865 | \$86,327 | \$137,865 |
| PB11 | \$88,932 | \$142,021 | \$88,932 | \$142,021 |

*Note: **PROFESSIONAL (PRO) employees in the FPSU are negotiated exempt salaried employees. Hours are generally based upon a 40 hour work week or 2,080 regularly scheduled annual work hours. Annual salaries are not to be construed as a guaranteed income for the year. When salary rates are indicated, use salary rates to calculate any salary adjustments.

See Article 18 of the FPSU/SEIU labor agreement for Professional classifications for further current information.

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Rate Table 7

FSV - Fire Supervisory

IAFF - International Association of Fire Fighters

Fire Captain

| | | E | M |
|----------------------|-------------------|------------|------------|
| Annual Salary | | \$ 118,551 | \$ 122,073 |
| FC1 | Hourly 48 Hour | \$ 47.4964 | \$ 48.9075 |
| FC1 | Hourly 40 Hour | \$ 56.9957 | \$ 58.6889 |

Fire District Chief

| | | E | M |
|----------------------|-------------------|------------|------------|
| Annual Salary | | \$ 136,936 | \$ 141,043 |
| FD1 | Hourly 48 Hour | \$ 54.8622 | \$ 56.5076 |
| FD1 | Hourly 40 Hour | \$ 65.8346 | \$ 67.8091 |

*Note: For further information regarding this step progression plan, consult Article 21 of the current IAFF labor agreement.

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Rate Table 8

FS - Fire Sworn

IAFF - International Association of Fire Fighters

Firefighter

| Annual Salary | E | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | M |
|-----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | \$52,294 | \$54,698 | \$57,100 | \$59,489 | \$61,897 | \$65,606 | \$68,753 | \$71,668 | \$74,532 | \$83,403 |
| FF1 Hourly 48 hour | \$ 20.9511 | \$ 21.9143 | \$ 22.8766 | \$ 23.8337 | \$ 24.7985 | \$ 26.2845 | \$ 27.5453 | \$ 28.7131 | \$ 29.8606 | \$ 33.4147 |
| FF1 Hourly 42 Hour | \$ 23.9441 | \$ 25.0449 | \$ 26.1447 | \$ 27.2386 | \$ 28.3411 | \$ 30.0394 | \$ 31.4803 | \$ 32.8150 | \$ 34.1264 | \$ 38.1882 |
| FF1 Hourly 40 Hour | \$ 25.1413 | \$ 26.2971 | \$ 27.4519 | \$ 28.6005 | \$ 29.7582 | \$ 31.5413 | \$ 33.0543 | \$ 34.4558 | \$ 35.8327 | \$ 40.0976 |

Firefighter/Paramedic

| Annual Salary | E | 1 | 2 | 3 | 4 | 5 | 6 | M |
|-----------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | \$ 67,086 | \$ 70,197 | \$ 73,032 | \$ 77,410 | \$ 81,125 | \$ 84,564 | \$ 87,949 | \$ 98,416 |
| FP1 Hourly 48 hour | \$ 26.8774 | \$ 28.1238 | \$ 29.2596 | \$ 31.0136 | \$ 32.5020 | \$ 33.8798 | \$ 35.2360 | \$ 39.4295 |
| FP1 42 hour | \$ 30.7170 | \$ 32.1415 | \$ 33.4396 | \$ 35.4441 | \$ 37.1451 | \$ 38.7198 | \$ 40.2697 | \$ 45.0623 |
| FP1 40 hour | \$ 32.2529 | \$ 33.7486 | \$ 35.1115 | \$ 37.2163 | \$ 39.0024 | \$ 40.6558 | \$ 42.2832 | \$ 47.3154 |

Fire Lieutenant

| Annual Salary | E | 1 | 2 | M |
|-----------------------|------------|------------|------------|------------|
| | \$ 85,182 | \$ 88,792 | \$ 92,346 | \$ 103,340 |
| FL1 Hourly 48 hour | \$ 34.1274 | \$ 35.5737 | \$ 36.9976 | \$ 41.4022 |
| FL1 hourly 42 hour | \$ 39.0027 | \$ 40.6557 | \$ 42.2830 | \$ 47.3168 |
| FL1 Hourly 40 hour | \$ 40.9529 | \$ 42.6885 | \$ 44.3971 | \$ 49.6827 |

**Note: For further information regarding this step progression plan, consult Article 21 of the current IAFF labor agreement.*

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Rate Table 9

PSV - Police Supervisory

PBA - Police Benevolent Association

Police Sergeant

| | S1 | S2 | S3 | S4 |
|----------------------|------------|------------|------------|------------|
| Annual Salary | \$ 110,374 | \$ 113,374 | \$ 117,934 | \$ 123,813 |

PSO

Hourly \$ 53.06 \$ 54.51 \$ 56.70 \$ 59.53

Police Lieutenant

| | LT1 | LT2 | LT3 |
|----------------------|------------|------------|------------|
| Annual Salary | \$ 130,356 | \$ 136,344 | \$ 142,628 |

PL0

Hourly \$ 62.67 \$ 65.55 \$ 68.57

**Note: For further information regarding this step progression plan, consult Article 18 of the current PBA labor agreement.*

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Rate Table 10

PS - Police Sworn

PNS - Police Non-Sworn

PBA - Police Benevolent Association

Police Sworn (PS)

Police Officer

POO

Master*

| Annual Salary | E | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 (M) | 13 |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| | \$65,171 | \$69,408 | \$72,028 | \$74,780 | \$77,598 | \$80,568 | \$83,669 | \$86,836 | \$90,199 | \$93,628 | \$97,210 | \$100,923 | \$104,177 | \$106,230 |

| | | | | | | | | | | | | | | |
|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Hourly | \$31.33 | \$33.37 | \$34.63 | \$35.95 | \$37.31 | \$38.73 | \$40.23 | \$41.75 | \$43.37 | \$45.01 | \$46.74 | \$48.52 | \$50.09 | \$51.07 |
|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|

Police Non-Sworn (PNS)

Latent Print Examiner

FTO

Master*

| Annual Salary | E | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 (M) | 13 |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|
| | \$66,153 | \$70,085 | \$72,465 | \$74,868 | \$77,401 | \$80,000 | \$82,730 | \$85,482 | \$88,408 | \$91,379 | \$94,480 | \$97,668 | \$100,988 | \$104,461 |

| | | | | | | | | | | | | | | |
|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Hourly | \$31.80 | \$33.69 | \$34.84 | \$35.99 | \$37.21 | \$38.46 | \$39.77 | \$41.10 | \$42.50 | \$43.93 | \$45.42 | \$46.96 | \$48.55 | \$50.22 |
|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|

Forensic Services Technician

ITO

Master*

| Annual Salary | E | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 (M) | 13 |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | \$61,698 | \$65,520 | \$67,791 | \$70,085 | \$72,509 | \$74,999 | \$77,532 | \$80,196 | \$82,948 | \$85,766 | \$88,736 | \$91,772 | \$94,917 | \$98,149 |

| | | | | | | | | | | | | | | |
|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Hourly | \$29.66 | \$31.50 | \$32.59 | \$33.69 | \$34.86 | \$36.06 | \$37.28 | \$38.56 | \$39.88 | \$41.23 | \$42.66 | \$44.12 | \$45.63 | \$47.19 |
|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|

Note: For further information regarding this step progression plan, consult Article 18 of the current PBA labor agreement.

*Master 13 is not an automatic pay step. More Information can be found in the current PBA labor agreement.

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Rate Table 11

Event Staff

Job Classification Title **Pay Grade**

| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---------|-----|---------|---------|---------|---------|---------|---------|---------|---------|
| Aide II | F02 | \$15.99 | \$16.41 | \$16.83 | \$17.27 | \$17.72 | \$18.18 | \$18.65 | \$19.19 |

Static Rate

Beverage Cart Attendant F00 \$11.98 (rate for tipped employees)
Effective 4/1/2022

Note: EVN employees are usually considered Part-Time employees.

City of St. Petersburg

FY24

WCU Step Plan

WCU - White Collar Unit
FPSU / SEIU

| WCU | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | M |
|-----|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 411 | Hourly Rate | \$15.99 | \$16.37 | \$16.77 | \$17.17 | \$17.58 | \$18.00 | \$18.44 | \$18.88 | \$19.33 | \$19.80 | \$20.27 | \$20.69 |
| | Annual Rate* | \$33,259 | \$34,050 | \$34,882 | \$35,714 | \$36,566 | \$37,440 | \$38,355 | \$39,270 | \$40,206 | \$41,184 | \$42,162 | \$43,035 |
| 412 | Hourly Rate | \$15.99 | \$16.41 | \$16.85 | \$17.30 | \$17.75 | \$18.22 | \$18.71 | \$19.20 | \$19.71 | \$20.23 | \$20.77 | \$21.28 |
| | Annual Rate* | \$33,259 | \$34,133 | \$35,048 | \$35,984 | \$36,920 | \$37,898 | \$38,917 | \$39,936 | \$40,997 | \$42,078 | \$43,202 | \$44,262 |
| 413 | Hourly Rate | \$16.15 | \$16.60 | \$17.06 | \$17.54 | \$18.03 | \$18.54 | \$19.06 | \$19.59 | \$20.14 | \$20.70 | \$21.28 | \$21.82 |
| | Annual Rate* | \$33,592 | \$34,528 | \$35,485 | \$36,483 | \$37,502 | \$38,563 | \$39,645 | \$40,747 | \$41,891 | \$43,056 | \$44,262 | \$45,386 |
| 414 | Hourly Rate | \$16.31 | \$16.78 | \$17.27 | \$17.77 | \$18.29 | \$18.82 | \$19.36 | \$19.93 | \$20.50 | \$21.10 | \$21.71 | \$22.37 |
| | Annual Rate* | \$33,925 | \$34,902 | \$35,922 | \$36,962 | \$38,043 | \$39,146 | \$40,269 | \$41,454 | \$42,640 | \$43,888 | \$45,157 | \$46,530 |
| 415 | Hourly Rate | \$16.48 | \$17.00 | \$17.53 | \$18.08 | \$18.65 | \$19.24 | \$19.85 | \$20.47 | \$21.12 | \$21.78 | \$22.47 | \$22.93 |
| | Annual Rate* | \$34,278 | \$35,360 | \$36,462 | \$37,606 | \$38,792 | \$40,019 | \$41,288 | \$42,578 | \$43,930 | \$45,302 | \$46,738 | \$47,694 |
| 416 | Hourly Rate | \$16.64 | \$17.18 | \$17.72 | \$18.29 | \$18.88 | \$19.48 | \$20.11 | \$20.75 | \$21.41 | \$22.10 | \$22.80 | \$23.49 |
| | Annual Rate* | \$34,611 | \$35,734 | \$36,858 | \$38,043 | \$39,270 | \$40,518 | \$41,829 | \$43,160 | \$44,533 | \$45,968 | \$47,424 | \$48,859 |
| 417 | Hourly Rate | \$16.81 | \$17.37 | \$17.95 | \$18.55 | \$19.18 | \$19.82 | \$20.48 | \$21.17 | \$21.88 | \$22.61 | \$23.37 | \$24.11 |
| | Annual Rate* | \$34,965 | \$36,130 | \$37,336 | \$38,584 | \$39,894 | \$41,226 | \$42,598 | \$44,034 | \$45,510 | \$47,029 | \$48,610 | \$50,149 |
| 418 | Hourly Rate | \$16.97 | \$17.57 | \$18.18 | \$18.82 | \$19.48 | \$20.16 | \$20.87 | \$21.60 | \$22.35 | \$23.13 | \$23.94 | \$24.72 |
| | Annual Rate* | \$35,298 | \$36,546 | \$37,814 | \$39,146 | \$40,518 | \$41,933 | \$43,410 | \$44,928 | \$46,488 | \$48,110 | \$49,795 | \$51,418 |
| 419 | Hourly Rate | \$17.14 | \$17.77 | \$18.41 | \$19.09 | \$19.78 | \$20.50 | \$21.25 | \$22.03 | \$22.83 | \$23.67 | \$24.53 | \$25.30 |
| | Annual Rate* | \$35,651 | \$36,962 | \$38,293 | \$39,707 | \$41,142 | \$42,640 | \$44,200 | \$45,822 | \$47,486 | \$49,234 | \$51,022 | \$52,624 |
| 420 | Hourly Rate | \$17.32 | \$17.96 | \$18.64 | \$19.34 | \$20.06 | \$20.82 | \$21.60 | \$22.41 | \$23.25 | \$24.12 | \$25.02 | \$25.90 |
| | Annual Rate* | \$36,026 | \$37,357 | \$38,771 | \$40,227 | \$41,725 | \$43,306 | \$44,928 | \$46,613 | \$48,360 | \$50,170 | \$52,042 | \$53,872 |
| 421 | Hourly Rate | \$17.48 | \$18.16 | \$18.87 | \$19.61 | \$20.37 | \$21.17 | \$21.99 | \$22.85 | \$23.74 | \$24.67 | \$25.63 | \$26.56 |
| | Annual Rate* | \$36,358 | \$37,773 | \$39,250 | \$40,789 | \$42,370 | \$44,034 | \$45,739 | \$47,528 | \$49,379 | \$51,314 | \$53,310 | \$55,245 |

| | | | | | | | | | | | | | |
|-----|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 422 | Hourly Rate | \$17.76 | \$18.46 | \$19.19 | \$19.95 | \$20.74 | \$21.56 | \$22.41 | \$23.29 | \$24.21 | \$25.17 | \$26.16 | \$27.15 |
| | Annual Rate* | \$36,941 | \$38,397 | \$39,915 | \$41,496 | \$43,139 | \$44,845 | \$46,613 | \$48,443 | \$50,357 | \$52,354 | \$54,413 | \$56,472 |
| 423 | Hourly Rate | \$18.22 | \$18.94 | \$19.68 | \$20.46 | \$21.27 | \$22.11 | \$22.98 | \$23.89 | \$24.83 | \$25.82 | \$26.83 | \$27.80 |
| | Annual Rate* | \$37,898 | \$39,395 | \$40,934 | \$42,557 | \$44,242 | \$45,989 | \$47,798 | \$49,691 | \$51,646 | \$53,706 | \$55,806 | \$57,824 |
| 424 | Hourly Rate | \$18.73 | \$19.46 | \$20.22 | \$21.01 | \$21.83 | \$22.68 | \$23.57 | \$24.49 | \$25.44 | \$26.43 | \$27.46 | \$28.45 |
| | Annual Rate* | \$38,958 | \$40,477 | \$42,058 | \$43,701 | \$45,406 | \$47,174 | \$49,026 | \$50,939 | \$52,915 | \$54,974 | \$57,117 | \$59,176 |
| 425 | Hourly Rate | \$19.14 | \$19.89 | \$20.68 | \$21.50 | \$22.34 | \$23.23 | \$24.14 | \$25.10 | \$26.09 | \$27.12 | \$28.19 | \$29.20 |
| | Annual Rate* | \$39,811 | \$41,371 | \$43,014 | \$44,720 | \$46,467 | \$48,318 | \$50,211 | \$52,208 | \$54,267 | \$56,410 | \$58,635 | \$60,736 |
| 426 | Hourly Rate | \$19.63 | \$20.40 | \$21.20 | \$22.02 | \$22.88 | \$23.77 | \$24.70 | \$25.66 | \$26.66 | \$27.70 | \$28.78 | \$29.92 |
| | Annual Rate* | \$40,830 | \$42,432 | \$44,096 | \$45,802 | \$47,590 | \$49,442 | \$51,376 | \$53,373 | \$55,453 | \$57,616 | \$59,862 | \$62,234 |
| 427 | Hourly Rate | \$20.14 | \$20.94 | \$21.76 | \$22.62 | \$23.52 | \$24.45 | \$25.41 | \$26.42 | \$27.46 | \$28.54 | \$29.67 | \$30.71 |
| | Annual Rate* | \$41,891 | \$43,555 | \$45,261 | \$47,050 | \$48,922 | \$50,856 | \$52,853 | \$54,954 | \$57,117 | \$59,363 | \$61,714 | \$63,877 |
| 428 | Hourly Rate | \$20.66 | \$21.47 | \$22.32 | \$23.20 | \$24.12 | \$25.07 | \$26.06 | \$27.09 | \$28.16 | \$29.28 | \$30.43 | \$31.54 |
| | Annual Rate* | \$42,973 | \$44,658 | \$46,426 | \$48,256 | \$50,170 | \$52,146 | \$54,205 | \$56,347 | \$58,573 | \$60,902 | \$63,294 | \$65,603 |
| 429 | Hourly Rate | \$21.16 | \$21.99 | \$22.86 | \$23.76 | \$24.70 | \$25.68 | \$26.69 | \$27.75 | \$28.84 | \$29.98 | \$31.16 | \$32.29 |
| | Annual Rate* | \$44,013 | \$45,739 | \$47,549 | \$49,421 | \$51,376 | \$53,414 | \$55,515 | \$57,720 | \$59,987 | \$62,358 | \$64,813 | \$67,163 |
| 430 | Hourly Rate | \$21.75 | \$22.59 | \$23.47 | \$24.39 | \$25.34 | \$26.33 | \$27.36 | \$28.42 | \$29.53 | \$30.68 | \$31.88 | \$33.08 |
| | Annual Rate* | \$45,240 | \$46,987 | \$48,818 | \$50,731 | \$52,707 | \$54,766 | \$56,909 | \$59,114 | \$61,422 | \$63,814 | \$66,310 | \$68,806 |
| 431 | Hourly Rate | \$22.17 | \$23.03 | \$23.93 | \$24.87 | \$25.84 | \$26.84 | \$27.89 | \$28.98 | \$30.11 | \$31.28 | \$32.50 | \$33.73 |
| | Annual Rate* | \$46,114 | \$47,902 | \$49,774 | \$51,730 | \$53,747 | \$55,827 | \$58,011 | \$60,278 | \$62,629 | \$65,062 | \$67,600 | \$70,158 |
| 432 | Hourly Rate | \$22.76 | \$23.66 | \$24.59 | \$25.56 | \$26.57 | \$27.62 | \$28.72 | \$29.85 | \$31.03 | \$32.25 | \$33.53 | \$34.80 |
| | Annual Rate* | \$47,341 | \$49,213 | \$51,147 | \$53,165 | \$55,266 | \$57,450 | \$59,738 | \$62,088 | \$64,542 | \$67,080 | \$69,742 | \$72,384 |
| 433 | Hourly Rate | \$23.34 | \$24.26 | \$25.22 | \$26.22 | \$27.25 | \$28.33 | \$29.45 | \$30.61 | \$31.82 | \$33.08 | \$34.38 | \$35.67 |
| | Annual Rate* | \$48,547 | \$50,461 | \$52,458 | \$54,538 | \$56,680 | \$58,926 | \$61,256 | \$63,669 | \$66,186 | \$68,806 | \$71,510 | \$74,194 |
| 434 | Hourly Rate | \$23.86 | \$24.81 | \$25.80 | \$26.84 | \$27.91 | \$29.03 | \$30.19 | \$31.39 | \$32.65 | \$33.96 | \$35.31 | \$36.59 |
| | Annual Rate* | \$49,629 | \$51,605 | \$53,664 | \$55,827 | \$58,053 | \$60,382 | \$62,795 | \$65,291 | \$67,912 | \$70,637 | \$73,445 | \$76,107 |

| | | | | | | | | | | | | | |
|-----|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 435 | Hourly Rate | \$24.45 | \$25.42 | \$26.44 | \$27.50 | \$28.60 | \$29.74 | \$30.93 | \$32.17 | \$33.46 | \$34.80 | \$36.19 | \$37.45 |
| | Annual Rate* | \$50,856 | \$52,874 | \$54,995 | \$57,200 | \$59,488 | \$61,859 | \$64,334 | \$66,914 | \$69,597 | \$72,384 | \$75,275 | \$77,896 |
| 436 | Hourly Rate | \$25.06 | \$26.06 | \$27.10 | \$28.19 | \$29.31 | \$30.49 | \$31.71 | \$32.97 | \$34.29 | \$35.66 | \$37.09 | \$38.38 |
| | Annual Rate* | \$52,125 | \$54,205 | \$56,368 | \$58,635 | \$60,965 | \$63,419 | \$65,957 | \$68,578 | \$71,323 | \$74,173 | \$77,147 | \$79,830 |
| 437 | Hourly Rate | \$25.70 | \$26.71 | \$27.77 | \$28.87 | \$30.01 | \$31.19 | \$32.42 | \$33.70 | \$35.04 | \$36.42 | \$37.86 | \$39.38 |
| | Annual Rate* | \$53,456 | \$55,557 | \$57,762 | \$60,050 | \$62,421 | \$64,875 | \$67,434 | \$70,096 | \$72,883 | \$75,754 | \$78,749 | \$81,910 |
| 438 | Hourly Rate | \$26.32 | \$27.37 | \$28.47 | \$29.61 | \$30.79 | \$32.02 | \$33.30 | \$34.64 | \$36.02 | \$37.46 | \$38.96 | \$40.47 |
| | Annual Rate* | \$54,746 | \$56,930 | \$59,218 | \$61,589 | \$64,043 | \$66,602 | \$69,264 | \$72,051 | \$74,922 | \$77,917 | \$81,037 | \$84,178 |
| 439 | Hourly Rate | \$27.02 | \$28.10 | \$29.23 | \$30.40 | \$31.61 | \$32.88 | \$34.19 | \$35.56 | \$36.98 | \$38.46 | \$40.00 | \$41.47 |
| | Annual Rate* | \$56,202 | \$58,448 | \$60,798 | \$63,232 | \$65,749 | \$68,390 | \$71,115 | \$73,965 | \$76,918 | \$79,997 | \$83,200 | \$86,258 |
| 440 | Hourly Rate | \$27.74 | \$28.85 | \$30.00 | \$31.20 | \$32.45 | \$33.75 | \$35.10 | \$36.50 | \$37.96 | \$39.48 | \$41.06 | \$42.48 |
| | Annual Rate* | \$57,699 | \$60,008 | \$62,400 | \$64,896 | \$67,496 | \$70,200 | \$73,008 | \$75,920 | \$78,957 | \$82,118 | \$85,405 | \$88,358 |
| 441 | Hourly Rate | \$28.43 | \$29.57 | \$30.75 | \$31.98 | \$33.26 | \$34.59 | \$35.97 | \$37.41 | \$38.91 | \$40.47 | \$42.09 | \$43.57 |
| | Annual Rate* | \$59,134 | \$61,506 | \$63,960 | \$66,518 | \$69,181 | \$71,947 | \$74,818 | \$77,813 | \$80,933 | \$84,178 | \$87,547 | \$90,626 |
| 442 | Hourly Rate | \$29.12 | \$30.29 | \$31.50 | \$32.76 | \$34.07 | \$35.43 | \$36.85 | \$38.33 | \$39.86 | \$41.45 | \$43.11 | \$44.69 |
| | Annual Rate* | \$60,570 | \$63,003 | \$65,520 | \$68,141 | \$70,866 | \$73,694 | \$76,648 | \$79,726 | \$82,909 | \$86,216 | \$89,669 | \$92,955 |
| 443 | Hourly Rate | \$29.85 | \$31.04 | \$32.29 | \$33.58 | \$34.92 | \$36.32 | \$37.77 | \$39.28 | \$40.85 | \$42.49 | \$44.18 | \$45.85 |
| | Annual Rate* | \$62,088 | \$64,563 | \$67,163 | \$69,846 | \$72,634 | \$75,546 | \$78,562 | \$81,702 | \$84,968 | \$88,379 | \$91,894 | \$95,368 |
| 444 | Hourly Rate | \$30.60 | \$31.83 | \$33.10 | \$34.43 | \$35.80 | \$37.24 | \$38.73 | \$40.27 | \$41.88 | \$43.56 | \$45.30 | \$46.97 |
| | Annual Rate* | \$63,648 | \$66,206 | \$68,848 | \$71,614 | \$74,464 | \$77,459 | \$80,558 | \$83,762 | \$87,110 | \$90,605 | \$94,224 | \$97,698 |
| 445 | Hourly Rate | \$31.22 | \$32.46 | \$33.76 | \$35.11 | \$36.52 | \$37.98 | \$39.50 | \$41.08 | \$42.72 | \$44.43 | \$46.21 | \$47.92 |
| | Annual Rate* | \$64,938 | \$67,517 | \$70,221 | \$73,029 | \$75,962 | \$78,998 | \$82,160 | \$85,446 | \$88,858 | \$92,414 | \$96,117 | \$99,674 |

*NOTE: Employees in the FPSU are negotiated hourly rate employees. Hours are generally based upon 2,080 regularly scheduled annual work hours . Annual salaries are not to be construed as a guaranteed income for the year and are used for illustrative purposes only.

See Article 18 of the current FPSU/SEIU labor agreement.

City of St. Petersburg

FY24

NON Step Plan

NON - Non-exempt

| NON | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | M |
|-----|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 410 | Hourly Rate | \$15.53 | \$15.98 | \$16.44 | \$16.92 | \$17.41 | \$17.91 | \$18.43 | \$18.96 | \$19.51 | \$20.80 | \$20.66 | \$21.30 |
| | Annual Rate* | \$32,302 | \$33,238 | \$34,195 | \$35,194 | \$36,213 | \$37,253 | \$38,334 | \$39,437 | \$40,581 | \$43,264 | \$42,973 | \$44,304 |
| 411 | Hourly Rate | \$16.81 | \$17.18 | \$17.56 | \$17.94 | \$18.34 | \$18.74 | \$19.15 | \$19.57 | \$20.00 | \$20.44 | \$20.89 | \$21.30 |
| | Annual Rate* | \$34,965 | \$35,734 | \$36,525 | \$37,315 | \$38,147 | \$38,979 | \$39,832 | \$40,706 | \$41,600 | \$42,515 | \$43,451 | \$44,304 |
| 412 | Hourly Rate | \$16.97 | \$17.42 | \$17.87 | \$18.33 | \$18.81 | \$19.30 | \$19.80 | \$20.31 | \$20.84 | \$21.39 | \$21.94 | \$22.45 |
| | Annual Rate* | \$35,298 | \$36,234 | \$37,170 | \$38,126 | \$39,125 | \$40,144 | \$41,184 | \$42,245 | \$43,347 | \$44,491 | \$45,635 | \$46,696 |
| 413 | Hourly Rate | \$17.32 | \$17.78 | \$18.26 | \$18.76 | \$19.26 | \$19.78 | \$20.32 | \$20.87 | \$21.43 | \$22.01 | \$22.60 | \$23.01 |
| | Annual Rate* | \$36,026 | \$36,982 | \$37,981 | \$39,021 | \$40,061 | \$41,142 | \$42,266 | \$43,410 | \$44,574 | \$45,781 | \$47,008 | \$47,861 |
| 414 | Hourly Rate | \$17.48 | \$17.97 | \$18.47 | \$18.99 | \$19.52 | \$20.07 | \$20.63 | \$21.21 | \$21.80 | \$22.41 | \$23.04 | \$23.58 |
| | Annual Rate* | \$36,358 | \$37,378 | \$38,418 | \$39,499 | \$40,602 | \$41,746 | \$42,910 | \$44,117 | \$45,344 | \$46,613 | \$47,923 | \$49,046 |
| 415 | Hourly Rate | \$17.67 | \$18.18 | \$18.71 | \$19.25 | \$19.81 | \$20.38 | \$20.97 | \$21.58 | \$22.21 | \$22.85 | \$23.51 | \$24.17 |
| | Annual Rate* | \$36,754 | \$37,814 | \$38,917 | \$40,040 | \$41,205 | \$42,390 | \$43,618 | \$44,886 | \$46,197 | \$47,528 | \$48,901 | \$50,274 |
| 416 | Hourly Rate | \$17.84 | \$18.39 | \$18.95 | \$19.53 | \$20.12 | \$20.74 | \$21.37 | \$22.02 | \$22.69 | \$23.38 | \$24.10 | \$24.81 |
| | Annual Rate* | \$37,107 | \$38,251 | \$39,416 | \$40,622 | \$41,850 | \$43,139 | \$44,450 | \$45,802 | \$47,195 | \$48,630 | \$50,128 | \$51,605 |
| 417 | Hourly Rate | \$18.02 | \$18.54 | \$19.08 | \$19.63 | \$20.20 | \$20.79 | \$21.39 | \$22.01 | \$22.65 | \$23.31 | \$23.98 | \$24.67 |
| | Annual Rate* | \$37,482 | \$38,563 | \$39,686 | \$40,830 | \$42,016 | \$43,243 | \$44,491 | \$45,781 | \$47,112 | \$48,485 | \$49,878 | \$51,314 |
| 418 | Hourly Rate | \$18.21 | \$18.82 | \$19.45 | \$20.10 | \$20.77 | \$21.47 | \$22.19 | \$22.93 | \$23.70 | \$24.49 | \$25.31 | \$26.07 |
| | Annual Rate* | \$37,877 | \$39,146 | \$40,456 | \$41,808 | \$43,202 | \$44,658 | \$46,155 | \$47,694 | \$49,296 | \$50,939 | \$52,645 | \$54,226 |
| 419 | Hourly Rate | \$18.38 | \$19.02 | \$19.67 | \$20.35 | \$21.05 | \$21.78 | \$22.53 | \$23.31 | \$24.11 | \$24.94 | \$25.80 | \$26.70 |
| | Annual Rate* | \$38,230 | \$39,562 | \$40,914 | \$42,328 | \$43,784 | \$45,302 | \$46,862 | \$48,485 | \$50,149 | \$51,875 | \$53,664 | \$55,536 |
| 420 | Hourly Rate | \$18.57 | \$19.24 | \$19.93 | \$20.65 | \$21.39 | \$22.16 | \$22.96 | \$23.78 | \$24.64 | \$25.53 | \$26.45 | \$27.31 |
| | Annual Rate* | \$38,626 | \$40,019 | \$41,454 | \$42,952 | \$44,491 | \$46,093 | \$47,757 | \$49,462 | \$51,251 | \$53,102 | \$55,016 | \$56,805 |
| 421 | Hourly Rate | \$18.75 | \$19.46 | \$20.19 | \$20.94 | \$21.73 | \$22.54 | \$23.39 | \$24.27 | \$25.18 | \$26.12 | \$27.10 | \$28.02 |
| | Annual Rate* | \$39,000 | \$40,477 | \$41,995 | \$43,555 | \$45,198 | \$46,883 | \$48,651 | \$50,482 | \$52,374 | \$54,330 | \$56,368 | \$58,282 |

| | | | | | | | | | | | | | |
|-----|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 422 | Hourly Rate | \$18.94 | \$19.67 | \$20.43 | \$21.21 | \$22.03 | \$22.88 | \$23.76 | \$24.67 | \$25.62 | \$26.61 | \$27.63 | \$28.65 |
| | Annual Rate* | \$39,395 | \$40,914 | \$42,494 | \$44,117 | \$45,822 | \$47,590 | \$49,421 | \$51,314 | \$53,290 | \$55,349 | \$57,470 | \$59,592 |
| 423 | Hourly Rate | \$19.14 | \$19.89 | \$20.68 | \$21.50 | \$22.34 | \$23.23 | \$24.14 | \$25.10 | \$26.09 | \$27.12 | \$28.19 | \$29.33 |
| | Annual Rate* | \$39,811 | \$41,371 | \$43,014 | \$44,720 | \$46,467 | \$48,318 | \$50,211 | \$52,208 | \$54,267 | \$56,410 | \$58,635 | \$61,006 |
| 424 | Hourly Rate | \$19.32 | \$20.12 | \$20.94 | \$21.80 | \$22.69 | \$23.62 | \$24.59 | \$25.60 | \$26.65 | \$27.74 | \$28.88 | \$30.03 |
| | Annual Rate* | \$40,186 | \$41,850 | \$43,555 | \$45,344 | \$47,195 | \$49,130 | \$51,147 | \$53,248 | \$55,432 | \$57,699 | \$60,070 | \$62,462 |
| 425 | Hourly Rate | \$19.73 | \$20.56 | \$21.42 | \$22.32 | \$23.26 | \$24.23 | \$25.25 | \$26.31 | \$27.42 | \$28.57 | \$29.77 | \$30.82 |
| | Annual Rate* | \$41,038 | \$42,765 | \$44,554 | \$46,426 | \$48,381 | \$50,398 | \$52,520 | \$54,725 | \$57,034 | \$59,426 | \$61,922 | \$64,106 |
| 426 | Hourly Rate | \$20.15 | \$21.00 | \$21.88 | \$22.80 | \$23.76 | \$24.75 | \$25.79 | \$26.88 | \$28.01 | \$29.18 | \$30.41 | \$31.59 |
| | Annual Rate* | \$41,912 | \$43,680 | \$45,510 | \$47,424 | \$49,421 | \$51,480 | \$53,643 | \$55,910 | \$58,261 | \$60,694 | \$63,253 | \$65,707 |
| 427 | Hourly Rate | \$20.73 | \$21.59 | \$22.49 | \$23.42 | \$24.39 | \$25.40 | \$26.46 | \$27.56 | \$28.70 | \$29.89 | \$31.13 | \$32.41 |
| | Annual Rate* | \$43,118 | \$44,907 | \$46,779 | \$48,714 | \$50,731 | \$52,832 | \$55,037 | \$57,325 | \$59,696 | \$62,171 | \$64,750 | \$67,413 |
| 428 | Hourly Rate | \$21.22 | \$22.11 | \$23.04 | \$24.00 | \$25.01 | \$26.06 | \$27.16 | \$28.30 | \$29.49 | \$30.73 | \$32.02 | \$33.28 |
| | Annual Rate* | \$44,138 | \$45,989 | \$47,923 | \$49,920 | \$52,021 | \$54,205 | \$56,493 | \$58,864 | \$61,339 | \$63,918 | \$66,602 | \$69,222 |
| 429 | Hourly Rate | \$21.64 | \$22.56 | \$23.52 | \$24.52 | \$25.56 | \$26.65 | \$27.78 | \$28.96 | \$30.19 | \$31.48 | \$32.81 | \$34.14 |
| | Annual Rate* | \$45,011 | \$46,925 | \$48,922 | \$51,002 | \$53,165 | \$55,432 | \$57,782 | \$60,237 | \$62,795 | \$65,478 | \$68,245 | \$71,011 |
| 430 | Hourly Rate | \$22.17 | \$23.11 | \$24.09 | \$25.12 | \$26.19 | \$27.30 | \$28.46 | \$29.67 | \$30.93 | \$32.24 | \$33.61 | \$35.03 |
| | Annual Rate* | \$46,114 | \$48,069 | \$50,107 | \$52,250 | \$54,475 | \$56,784 | \$59,197 | \$61,714 | \$64,334 | \$67,059 | \$69,909 | \$72,862 |
| 431 | Hourly Rate | \$22.76 | \$23.73 | \$24.74 | \$25.79 | \$26.88 | \$28.03 | \$29.22 | \$30.46 | \$31.75 | \$33.10 | \$34.51 | \$35.94 |
| | Annual Rate* | \$47,341 | \$49,358 | \$51,459 | \$53,643 | \$55,910 | \$58,302 | \$60,778 | \$63,357 | \$66,040 | \$68,848 | \$71,781 | \$74,755 |
| 432 | Hourly Rate | \$23.44 | \$24.44 | \$25.48 | \$26.56 | \$27.69 | \$28.87 | \$30.09 | \$31.37 | \$32.71 | \$34.10 | \$35.54 | \$36.88 |
| | Annual Rate* | \$48,755 | \$50,835 | \$52,998 | \$55,245 | \$57,595 | \$60,050 | \$62,587 | \$65,250 | \$68,037 | \$70,928 | \$73,923 | \$76,710 |
| 433 | Hourly Rate | \$23.99 | \$25.02 | \$26.10 | \$27.22 | \$28.39 | \$29.61 | \$30.89 | \$32.21 | \$33.60 | \$35.04 | \$36.55 | \$37.98 |
| | Annual Rate* | \$49,899 | \$52,042 | \$54,288 | \$56,618 | \$59,051 | \$61,589 | \$64,251 | \$66,997 | \$69,888 | \$72,883 | \$76,024 | \$78,998 |

*NOTE: Hours are generally based upon 2,080 regularly scheduled annual work hours . Annual salaries are not to be construed as a guaranteed income for the year and are used for illustrative purposes only.

City of St. Petersburg

FY24

BCU Step Plan

BCU - Blue Collar Unit
BCM - Blue Collar Merit
 FPSU / SEIU

| BCU | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | M |
|-----|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 106 | Hourly Rate | \$15.99 | \$16.44 | \$16.90 | \$17.37 | \$17.86 | \$18.36 | \$18.87 | \$19.40 | \$19.94 | \$20.50 | \$21.05 |
| | Annual Rate* | \$33,259 | \$34,195 | \$35,152 | \$36,130 | \$37,149 | \$38,189 | \$39,250 | \$40,352 | \$41,475 | \$42,640 | \$43,784 |
| 107 | Hourly Rate | \$15.99 | \$16.45 | \$16.93 | \$17.42 | \$17.93 | \$18.45 | \$18.98 | \$19.53 | \$20.10 | \$20.68 | \$21.27 |
| | Annual Rate* | \$33,259 | \$34,216 | \$35,214 | \$36,234 | \$37,294 | \$38,376 | \$39,478 | \$40,622 | \$41,808 | \$43,014 | \$44,242 |
| 108 | Hourly Rate | \$15.99 | \$16.47 | \$16.96 | \$17.47 | \$18.00 | \$18.54 | \$19.09 | \$19.67 | \$20.26 | \$20.86 | \$21.48 |
| | Annual Rate* | \$33,259 | \$34,258 | \$35,277 | \$36,338 | \$37,440 | \$38,563 | \$39,707 | \$40,914 | \$42,141 | \$43,389 | \$44,678 |
| 109 | Hourly Rate | \$15.99 | \$16.50 | \$17.03 | \$17.58 | \$18.14 | \$18.72 | \$19.32 | \$19.94 | \$20.57 | \$21.23 | \$21.75 |
| | Annual Rate* | \$33,259 | \$34,320 | \$35,422 | \$36,566 | \$37,731 | \$38,938 | \$40,186 | \$41,475 | \$42,786 | \$44,158 | \$45,240 |
| 110 | Hourly Rate | \$16.47 | \$16.96 | \$17.47 | \$17.99 | \$18.53 | \$19.09 | \$19.66 | \$20.25 | \$20.86 | \$21.49 | \$22.15 |
| | Annual Rate* | \$34,258 | \$35,277 | \$36,338 | \$37,419 | \$38,542 | \$39,707 | \$40,893 | \$42,120 | \$43,389 | \$44,699 | \$46,072 |
| 111 | Hourly Rate | \$16.63 | \$17.16 | \$17.70 | \$18.25 | \$18.83 | \$19.42 | \$20.03 | \$20.67 | \$21.32 | \$21.99 | \$22.61 |
| | Annual Rate* | \$34,590 | \$35,693 | \$36,816 | \$37,960 | \$39,166 | \$40,394 | \$41,662 | \$42,994 | \$44,346 | \$45,739 | \$47,029 |
| 112 | Hourly Rate | \$16.80 | \$17.41 | \$18.05 | \$18.71 | \$19.39 | \$20.10 | \$20.83 | \$21.59 | \$22.38 | \$23.19 | \$24.00 |
| | Annual Rate* | \$34,944 | \$36,213 | \$37,544 | \$38,917 | \$40,331 | \$41,808 | \$43,326 | \$44,907 | \$46,550 | \$48,235 | \$49,920 |
| 201 | Hourly Rate | \$16.96 | \$17.68 | \$18.42 | \$19.19 | \$20.00 | \$20.84 | \$21.71 | \$22.63 | \$23.58 | \$24.57 | \$25.60 |
| | Annual Rate* | \$35,277 | \$36,774 | \$38,314 | \$39,915 | \$41,600 | \$43,347 | \$45,157 | \$47,070 | \$49,046 | \$51,106 | \$53,248 |
| 202 | Hourly Rate | \$17.47 | \$18.19 | \$18.93 | \$19.71 | \$20.52 | \$21.36 | \$22.23 | \$23.15 | \$24.09 | \$25.08 | \$26.09 |
| | Annual Rate* | \$36,338 | \$37,835 | \$39,374 | \$40,997 | \$42,682 | \$44,429 | \$46,238 | \$48,152 | \$50,107 | \$52,166 | \$54,267 |
| 203 | Hourly Rate | \$18.00 | \$18.70 | \$19.42 | \$20.17 | \$20.95 | \$21.76 | \$22.60 | \$23.48 | \$24.39 | \$25.33 | \$26.29 |
| | Annual Rate* | \$37,440 | \$38,896 | \$40,394 | \$41,954 | \$43,576 | \$45,261 | \$47,008 | \$48,838 | \$50,731 | \$52,686 | \$54,683 |

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|-----|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 204 | Hourly Rate | \$18.54 | \$19.24 | \$19.97 | \$20.73 | \$21.52 | \$22.34 | \$23.19 | \$24.07 | \$24.98 | \$25.93 | \$26.94 |
| | Annual Rate* | \$38,563 | \$40,019 | \$41,538 | \$43,118 | \$44,762 | \$46,467 | \$48,235 | \$50,066 | \$51,958 | \$53,934 | \$56,035 |
| 205 | Hourly Rate | \$19.10 | \$19.81 | \$20.55 | \$21.33 | \$22.13 | \$22.95 | \$23.82 | \$24.71 | \$25.64 | \$26.60 | \$27.60 |
| | Annual Rate* | \$39,728 | \$41,205 | \$42,744 | \$44,366 | \$46,030 | \$47,736 | \$49,546 | \$51,397 | \$53,331 | \$55,328 | \$57,408 |
| 206 | Hourly Rate | \$19.67 | \$20.39 | \$21.15 | \$21.93 | \$22.74 | \$23.58 | \$24.45 | \$25.36 | \$26.30 | \$27.27 | \$28.20 |
| | Annual Rate* | \$40,914 | \$42,411 | \$43,992 | \$45,614 | \$47,299 | \$49,046 | \$50,856 | \$52,749 | \$54,704 | \$56,722 | \$58,656 |
| 207 | Hourly Rate | \$20.03 | \$20.76 | \$21.52 | \$22.30 | \$23.12 | \$23.96 | \$24.83 | \$25.74 | \$26.68 | \$27.65 | \$28.57 |
| | Annual Rate* | \$41,662 | \$43,181 | \$44,762 | \$46,384 | \$48,090 | \$49,837 | \$51,646 | \$53,539 | \$55,494 | \$57,512 | \$59,426 |
| 208 | Hourly Rate | \$20.25 | \$21.00 | \$21.78 | \$22.59 | \$23.42 | \$24.29 | \$25.19 | \$26.12 | \$27.09 | \$28.09 | \$28.91 |
| | Annual Rate* | \$42,120 | \$43,680 | \$45,302 | \$46,987 | \$48,714 | \$50,523 | \$52,395 | \$54,330 | \$56,347 | \$58,427 | \$60,133 |
| 209 | Hourly Rate | \$20.79 | \$21.55 | \$22.34 | \$23.15 | \$24.00 | \$24.88 | \$25.78 | \$26.72 | \$27.70 | \$28.71 | \$29.55 |
| | Annual Rate* | \$43,243 | \$44,824 | \$46,467 | \$48,152 | \$49,920 | \$51,750 | \$53,622 | \$55,578 | \$57,616 | \$59,717 | \$61,464 |
| 210 | Hourly Rate | \$21.10 | \$21.88 | \$22.69 | \$23.53 | \$24.40 | \$25.31 | \$26.24 | \$27.22 | \$28.22 | \$29.27 | \$30.18 |
| | Annual Rate* | \$43,888 | \$45,510 | \$47,195 | \$48,942 | \$50,752 | \$52,645 | \$54,579 | \$56,618 | \$58,698 | \$60,882 | \$62,774 |
| 211 | Hourly Rate | \$21.59 | \$22.38 | \$23.19 | \$24.04 | \$24.92 | \$25.83 | \$26.77 | \$27.75 | \$28.76 | \$29.81 | \$30.80 |
| | Annual Rate* | \$44,907 | \$46,550 | \$48,235 | \$50,003 | \$51,834 | \$53,726 | \$55,682 | \$57,720 | \$59,821 | \$62,005 | \$64,064 |
| 212 | Hourly Rate | \$22.24 | \$23.04 | \$23.87 | \$24.73 | \$25.62 | \$26.54 | \$27.50 | \$28.49 | \$29.52 | \$30.58 | \$31.53 |
| | Annual Rate* | \$46,259 | \$47,923 | \$49,650 | \$51,438 | \$53,290 | \$55,203 | \$57,200 | \$59,259 | \$61,402 | \$63,606 | \$65,582 |
| 213 | Hourly Rate | \$22.90 | \$23.71 | \$24.54 | \$25.39 | \$26.28 | \$27.20 | \$28.16 | \$29.14 | \$30.16 | \$31.22 | \$32.18 |
| | Annual Rate* | \$47,632 | \$49,317 | \$51,043 | \$52,811 | \$54,662 | \$56,576 | \$58,573 | \$60,611 | \$62,733 | \$64,938 | \$66,934 |
| 214 | Hourly Rate | \$23.60 | \$24.41 | \$25.25 | \$26.13 | \$27.03 | \$27.96 | \$28.92 | \$29.92 | \$30.95 | \$32.02 | \$32.93 |
| | Annual Rate* | \$49,088 | \$50,773 | \$52,520 | \$54,350 | \$56,222 | \$58,157 | \$60,154 | \$62,234 | \$64,376 | \$66,602 | \$68,494 |
| 215 | Hourly Rate | \$24.30 | \$25.14 | \$26.01 | \$26.90 | \$27.83 | \$28.79 | \$29.79 | \$30.81 | \$31.88 | \$32.98 | \$33.90 |
| | Annual Rate* | \$50,544 | \$52,291 | \$54,101 | \$55,952 | \$57,886 | \$59,883 | \$61,963 | \$64,085 | \$66,310 | \$68,598 | \$70,512 |
| 216 | Hourly Rate | \$25.03 | \$25.89 | \$26.78 | \$27.71 | \$28.66 | \$29.65 | \$30.67 | \$31.73 | \$32.83 | \$33.96 | \$34.91 |
| | Annual Rate* | \$52,062 | \$53,851 | \$55,702 | \$57,637 | \$59,613 | \$61,672 | \$63,794 | \$65,998 | \$68,286 | \$70,637 | \$72,613 |

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|---------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 217 | Hourly Rate | \$25.10 | \$25.96 | \$26.86 | \$27.79 | \$28.75 | \$29.74 | \$30.76 | \$31.82 | \$32.92 | \$34.06 | \$35.26 |
| | Annual Rate* | \$52,208 | \$53,997 | \$55,869 | \$57,803 | \$59,800 | \$61,859 | \$63,981 | \$66,186 | \$68,474 | \$70,845 | \$73,341 |
| 301 | Hourly Rate | \$25.35 | \$26.23 | \$27.15 | \$28.10 | \$29.09 | \$30.10 | \$31.16 | \$32.25 | \$33.38 | \$34.55 | \$35.66 |
| | Annual Rate* | \$52,728 | \$54,558 | \$56,472 | \$58,448 | \$60,507 | \$62,608 | \$64,813 | \$67,080 | \$69,430 | \$71,864 | \$74,173 |
| 302 | Hourly Rate | \$25.52 | \$26.42 | \$27.34 | \$28.30 | \$29.29 | \$30.31 | \$31.37 | \$32.47 | \$33.61 | \$34.79 | \$36.02 |
| | Annual Rate* | \$53,082 | \$54,954 | \$56,867 | \$58,864 | \$60,923 | \$63,045 | \$65,250 | \$67,538 | \$69,909 | \$72,363 | \$74,922 |
| 303 | Hourly Rate | \$25.79 | \$26.75 | \$27.74 | \$28.76 | \$29.83 | \$30.93 | \$32.07 | \$33.26 | \$34.49 | \$35.77 | \$36.95 |
| | Annual Rate* | \$53,643 | \$55,640 | \$57,699 | \$59,821 | \$62,046 | \$64,334 | \$66,706 | \$69,181 | \$71,739 | \$74,402 | \$76,856 |
| 304 | Hourly Rate | \$26.56 | \$27.59 | \$28.67 | \$29.79 | \$30.95 | \$32.16 | \$33.41 | \$34.71 | \$36.07 | \$37.47 | \$38.79 |
| | Annual Rate* | \$55,245 | \$57,387 | \$59,634 | \$61,963 | \$64,376 | \$66,893 | \$69,493 | \$72,197 | \$75,026 | \$77,938 | \$80,683 |
| 305 | Hourly Rate | \$27.37 | \$28.49 | \$29.66 | \$30.87 | \$32.14 | \$33.45 | \$34.83 | \$36.25 | \$37.74 | \$39.29 | \$40.88 |
| | Annual Rate* | \$56,930 | \$59,259 | \$61,693 | \$64,210 | \$66,851 | \$69,576 | \$72,446 | \$75,400 | \$78,499 | \$81,723 | \$85,030 |
| 350 | Hourly Rate | \$31.02 | \$31.92 | \$32.84 | \$33.80 | \$34.78 | \$35.79 | \$36.82 | \$37.89 | \$38.99 | \$40.12 | \$41.30 |
| | Annual Rate* | \$64,522 | \$66,394 | \$68,307 | \$70,304 | \$72,342 | \$74,443 | \$76,586 | \$78,811 | \$81,099 | \$83,450 | \$85,904 |
| 360 | Hourly Rate | \$31.94 | \$32.87 | \$33.82 | \$34.80 | \$35.81 | \$36.85 | \$37.92 | \$39.02 | \$40.15 | \$41.31 | \$42.54 |
| | Annual Rate* | \$66,435 | \$68,370 | \$70,346 | \$72,384 | \$74,485 | \$76,648 | \$78,874 | \$81,162 | \$83,512 | \$85,925 | \$88,483 |
| BCM 360 | Hourly Rate | \$29.84 | \$31.00 | \$32.21 | \$33.47 | \$34.77 | \$36.13 | \$37.54 | \$39.00 | \$40.52 | \$42.10 | \$43.81 |
| | Annual Rate* | \$62,067 | \$64,480 | \$66,997 | \$69,618 | \$72,322 | \$75,150 | \$78,083 | \$81,120 | \$84,282 | \$87,568 | \$91,125 |

*NOTE: Employees in the FPSU are negotiated hourly rate employees. Hours are generally based upon 2,080 regularly scheduled annual work hours . Annual salaries are not to be construed as a guaranteed income for the year and are used for illustrative purposes only.

See Article 18 of the current FPSU/SEIU labor agreement.

City of St. Petersburg

FY24

PRO & NON Step Plan

| PRO | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | M |
|------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| PB1 | \$50,397 | \$52,212 | \$54,091 | \$56,038 | \$58,056 | \$60,146 | \$62,311 | \$64,554 | \$66,878 | \$69,286 | \$71,780 | \$74,364 | \$77,041 | \$79,805 |
| PB2 | \$50,914 | \$52,772 | \$54,698 | \$56,695 | \$58,764 | \$60,909 | \$63,132 | \$65,436 | \$67,825 | \$70,301 | \$72,866 | \$75,526 | \$78,283 | \$80,902 |
| PB3 | \$54,186 | \$56,137 | \$58,158 | \$60,252 | \$62,421 | \$64,668 | \$66,996 | \$69,408 | \$71,907 | \$74,495 | \$77,177 | \$79,955 | \$82,834 | \$85,294 |
| PB4 | \$57,631 | \$59,763 | \$61,974 | \$64,268 | \$66,645 | \$69,111 | \$71,668 | \$74,320 | \$77,070 | \$79,922 | \$82,879 | \$85,945 | \$89,125 | \$91,881 |
| PB5 | \$61,484 | \$63,790 | \$66,182 | \$68,664 | \$71,239 | \$73,910 | \$76,682 | \$79,557 | \$82,541 | \$85,636 | \$88,847 | \$92,179 | \$95,636 | \$99,115 |
| PB6 | \$68,180 | \$70,702 | \$73,318 | \$76,031 | \$78,844 | \$81,761 | \$84,787 | \$87,924 | \$91,177 | \$94,550 | \$98,049 | \$101,677 | \$105,439 | \$109,233 |
| PB7 | \$73,023 | \$75,762 | \$78,603 | \$81,550 | \$84,609 | \$87,781 | \$91,073 | \$94,488 | \$98,032 | \$101,708 | \$105,522 | \$109,479 | \$113,585 | \$117,479 |
| PB8 | \$78,878 | \$81,797 | \$84,823 | \$87,962 | \$91,216 | \$94,591 | \$98,091 | \$101,721 | \$105,484 | \$109,387 | \$113,435 | \$117,632 | \$121,984 | \$126,413 |
| PB9 | \$85,122 | \$88,143 | \$91,272 | \$94,513 | \$97,868 | \$101,342 | \$104,940 | \$108,665 | \$112,523 | \$116,517 | \$120,654 | \$124,937 | \$129,372 | \$133,517 |
| PB10 | \$86,327 | \$89,521 | \$92,834 | \$96,269 | \$99,830 | \$103,524 | \$107,355 | \$111,327 | \$115,446 | \$119,717 | \$124,147 | \$128,740 | \$133,504 | \$137,865 |
| PB11 | \$88,932 | \$92,223 | \$95,635 | \$99,174 | \$102,843 | \$106,648 | \$110,594 | \$114,686 | \$118,930 | \$123,330 | \$127,893 | \$132,625 | \$137,532 | \$142,021 |

| NON | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | M |
|-----|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| PB1 | Hourly Rate | \$24.23 | \$25.11 | \$26.03 | \$26.98 | \$27.97 | \$28.99 | \$30.04 | \$31.14 | \$32.28 | \$33.46 | \$34.68 | \$35.94 | \$37.25 | \$38.37 |
| | Annual Rate* | \$50,397 | \$52,212 | \$54,091 | \$56,038 | \$58,056 | \$60,146 | \$62,311 | \$64,554 | \$66,878 | \$69,286 | \$71,780 | \$74,364 | \$77,041 | \$79,805 |
| PB2 | Hourly Rate | \$24.48 | \$25.38 | \$26.32 | \$27.30 | \$28.31 | \$29.35 | \$30.44 | \$31.57 | \$32.73 | \$33.95 | \$35.20 | \$36.50 | \$37.85 | \$38.90 |
| | Annual Rate* | \$50,914 | \$52,772 | \$54,698 | \$56,695 | \$58,764 | \$60,909 | \$63,132 | \$65,436 | \$67,825 | \$70,301 | \$72,866 | \$75,526 | \$78,283 | \$80,902 |
| PB3 | Hourly Rate | \$26.05 | \$26.99 | \$27.96 | \$28.97 | \$30.01 | \$31.09 | \$32.21 | \$33.37 | \$34.57 | \$35.81 | \$37.10 | \$38.44 | \$39.82 | \$41.01 |
| | Annual Rate* | \$54,186 | \$56,137 | \$58,158 | \$60,252 | \$62,421 | \$64,668 | \$66,996 | \$69,408 | \$71,907 | \$74,495 | \$77,177 | \$79,955 | \$82,834 | \$85,294 |
| PB4 | Hourly Rate | \$27.71 | \$28.72 | \$29.77 | \$30.85 | \$31.98 | \$33.15 | \$34.36 | \$35.61 | \$36.91 | \$38.26 | \$39.65 | \$41.10 | \$42.60 | \$44.17 |
| | Annual Rate* | \$57,631 | \$59,763 | \$61,974 | \$64,268 | \$66,645 | \$69,111 | \$71,668 | \$74,320 | \$77,070 | \$79,922 | \$82,879 | \$85,945 | \$89,125 | \$91,881 |
| PB5 | Hourly Rate | \$29.56 | \$30.67 | \$31.82 | \$33.01 | \$34.25 | \$35.53 | \$36.87 | \$38.25 | \$39.68 | \$41.17 | \$42.71 | \$44.32 | \$45.98 | \$47.65 |
| | Annual Rate* | \$61,484 | \$63,790 | \$66,182 | \$68,664 | \$71,239 | \$73,910 | \$76,682 | \$79,557 | \$82,541 | \$85,636 | \$88,847 | \$92,179 | \$95,636 | \$99,115 |
| PB6 | Hourly Rate | \$32.78 | \$33.99 | \$35.25 | \$36.55 | \$37.91 | \$39.31 | \$40.76 | \$42.27 | \$43.84 | \$45.46 | \$47.14 | \$48.88 | \$50.69 | \$52.52 |
| | Annual Rate* | \$68,180 | \$70,702 | \$73,318 | \$76,031 | \$78,844 | \$81,761 | \$84,787 | \$87,924 | \$91,177 | \$94,550 | \$98,049 | \$101,677 | \$105,439 | \$109,233 |

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|------|--------------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| PB7 | Hourly Rate | \$35.11 | \$36.42 | \$37.79 | \$39.21 | \$40.68 | \$42.20 | \$43.79 | \$45.43 | \$47.13 | \$48.90 | \$50.73 | \$52.63 | \$54.61 | \$56.48 |
| | Annual Rate* | \$73,023 | \$75,762 | \$78,603 | \$81,550 | \$84,609 | \$87,781 | \$91,073 | \$94,488 | \$98,032 | \$101,708 | \$105,522 | \$109,479 | \$113,585 | \$117,479 |
| PB8 | Hourly Rate | \$37.92 | \$39.33 | \$40.78 | \$42.29 | \$43.85 | \$45.48 | \$47.16 | \$48.90 | \$50.71 | \$52.59 | \$54.54 | \$56.55 | \$58.65 | \$60.78 |
| | Annual Rate* | \$78,878 | \$81,797 | \$84,823 | \$87,962 | \$91,216 | \$94,591 | \$98,091 | \$101,721 | \$105,484 | \$109,387 | \$113,435 | \$117,632 | \$121,984 | \$126,413 |
| PB9 | Hourly Rate | \$40.92 | \$42.38 | \$43.88 | \$45.44 | \$47.05 | \$48.72 | \$50.45 | \$52.24 | \$54.10 | \$56.02 | \$58.01 | \$60.07 | \$62.20 | \$64.19 |
| | Annual Rate* | \$85,122 | \$88,143 | \$91,272 | \$94,513 | \$97,868 | \$101,342 | \$104,940 | \$108,665 | \$112,523 | \$116,517 | \$120,654 | \$124,937 | \$129,372 | \$133,517 |
| PB10 | Hourly Rate | \$41.50 | \$43.04 | \$44.63 | \$46.28 | \$48.00 | \$49.77 | \$51.61 | \$53.52 | \$55.50 | \$57.56 | \$59.69 | \$61.89 | \$64.15 | \$66.28 |
| | Annual Rate* | \$86,327 | \$89,521 | \$92,834 | \$96,269 | \$99,830 | \$103,524 | \$107,355 | \$111,327 | \$115,446 | \$119,717 | \$124,147 | \$128,740 | \$133,504 | \$137,865 |
| PB11 | Hourly Rate | \$42.76 | \$44.34 | \$45.98 | \$47.68 | \$49.44 | \$51.27 | \$53.17 | \$55.14 | \$57.18 | \$59.29 | \$61.49 | \$63.76 | \$66.12 | \$68.28 |
| | Annual Rate* | \$88,932 | \$92,223 | \$95,635 | \$99,174 | \$102,843 | \$106,648 | \$110,594 | \$114,686 | \$118,930 | \$123,330 | \$127,893 | \$132,625 | \$137,532 | \$142,021 |

*Note: **PROFESSIONAL (PRO) employees in the FPSU are negotiated exempt salaried employees. Hours are generally based upon a 40 hour work week or 2,080 regularly scheduled annual work hours. Annual salaries are not to be construed as a guaranteed income for the year. When salary rates are indicated, use salary rates to calculate any salary adjustments.

See Article 18 of the FPSU/SEIU labor agreement for Professional classifications for further current information.

*Note: Non-exempt employees are considered hourly employees. Hours are generally based upon 2,080 regularly scheduled annual work hours . Annual salaries are not to be construed as a guaranteed income for the year and are used for illustrative purposes only.