| Job Title (Days) | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Manager, Human Resources (249) | $\$ 63,861.40$ | $\$ 67,533.25$ | $\$ 71,201.83$ | $\$ 75,256.58$ | $\$ 79,374.59$ |
| Payroll Specialist (260) | $\$ 66,682.23$ | $\$ 70,515.70$ | $\$ 74,346.75$ | $\$ 78,580.62$ | $\$ 82,881.02$ |
| Plant Manager, Buildings \& Grounds (260) | $\$ 68,600.00$ | $\$ 69,972.00$ | $\$ 71,371.00$ | $\$ 72,798.00$ | $\$ 74,254.00$ |
| Manager, Accounting \& Finance (260) | $\$ 74,865.70$ | $\$ 79,065.70$ | $\$ 83,432.63$ | $\$ 88,185.45$ | $\$ 93,054.40$ |
| Payroll Manager (260) | $\$ 82,776.47$ | $\$ 86,915.29$ | $\$ 91,261.06$ | $\$ 95,824.11$ | $\$ 100,615.32$ |
| Manager, Information Systems (260) | $\$ 82,776.47$ | $\$ 86,915.29$ | $\$ 91,261.06$ | $\$ 95,824.11$ | $\$ 100,615.32$ |
| Director, Human Resources (260) | $\$ 82,776.47$ | $\$ 86,915.29$ | $\$ 91,261.06$ | $\$ 95,824.11$ | $\$ 100,615.32$ |
| Director, Accounting \& Finance (260) | $\$ 89,022.55$ | $\$ 93,875.77$ | $\$ 99,195.93$ | $\$ 104,835.45$ | $\$ 110,725.36$ |
| Director, STEAM and Sustainability (249) | $\$ 85,256.53$ | $\$ 89,904.71$ | $\$ 95,000.14$ | $\$ 100,401.01$ | $\$ 106,041.87$ |
| Chief Information Officer (260) | $\$ 107,863.27$ | $\$ 113,972.14$ | $\$ 120,381.01$ | $\$ 127,157.62$ | $\$ 134,352.78$ |

Differentials*

| Master's | $\$ 3,000.00$ |
| :--- | ---: |
| PhD | $\$ 5,000.00$ |

* These differentials effective as of January 1, 2019.

