

## ATTACHMENT A

### Compensation Adjustment

Effective July 1, 2025, the Chief People Office will be adjusting the current non-represented compensation pay grade levels by 5.0%. Below are the new FY26 pay grades:

| FY26 HOURLY RATES |                  |                   |                  |
|-------------------|------------------|-------------------|------------------|
| Pay Grade         | Minimum (Hourly) | Midpoint (Hourly) | Maximum (Hourly) |
| HFF               | \$ 184.86        | \$ 231.21         | \$ 277.57        |
| HEE               | \$ 147.89        | \$ 184.85         | \$ 221.82        |
| HDD               | \$ 118.09        | \$ 147.89         | \$ 177.69        |
| HC2               | \$ 107.61        | \$ 134.65         | \$ 161.69        |
| HC1               | \$ 97.13         | \$ 121.40         | \$ 145.68        |
| HBB               | \$ 84.42         | \$ 105.40         | \$ 126.37        |
| HAA               | \$ 75.27         | \$ 94.36          | \$ 113.45        |
| H1Q               | \$ 67.86         | \$ 84.81          | \$ 101.77        |
| H1P               | \$ 61.08         | \$ 76.34          | \$ 91.60         |
| H1O               | \$ 55.20         | \$ 69.01          | \$ 82.80         |
| H1N               | \$ 50.12         | \$ 62.64          | \$ 75.18         |
| H1M               | \$ 45.70         | \$ 57.11          | \$ 68.52         |
| H1L               | \$ 41.83         | \$ 52.29          | \$ 62.74         |
| H1K               | \$ 38.46         | \$ 48.08          | \$ 57.69         |
| H1J               | \$ 35.60         | \$ 44.49          | \$ 53.40         |
| H1I               | \$ 33.05         | \$ 41.31          | \$ 49.56         |
| H1H               | \$ 30.83         | \$ 38.51          | \$ 46.22         |
| H1G               | \$ 27.96         | \$ 34.94          | \$ 41.93         |
| H1F               | \$ 25.41         | \$ 31.76          | \$ 38.13         |
| H1E               | \$ 23.22         | \$ 29.01          | \$ 34.82         |
| H1D               | \$ 21.33         | \$ 26.64          | \$ 31.96         |
| H1C               | \$ 19.69         | \$ 24.60          | \$ 29.53         |
| H1B               | \$ 18.20         | \$ 22.75          | \$ 27.30         |
| H1A               | \$ 16.96         | \$ 21.21          | \$ 25.46         |

| FY26 ANNUAL RATES |                  |                   |                  |
|-------------------|------------------|-------------------|------------------|
| Pay Grade         | Minimum (Annual) | Midpoint (Annual) | Maximum (Annual) |
| HFF               | \$384,508.80     | \$480,916.80      | \$577,345.60     |
| HEE               | \$307,611.20     | \$384,488.00      | \$461,385.60     |
| HDD               | \$245,627.20     | \$307,611.20      | \$369,595.20     |
| HC2               | \$223,828.80     | \$280,072.00      | \$336,315.20     |
| HC1               | \$202,030.40     | \$252,512.00      | \$303,014.40     |
| HBB               | \$175,593.60     | \$219,232.00      | \$262,849.60     |
| HAA               | \$156,561.60     | \$196,268.80      | \$235,976.00     |
| H1Q               | \$141,148.80     | \$176,404.80      | \$211,681.60     |
| H1P               | \$127,046.40     | \$158,787.20      | \$190,528.00     |
| H1O               | \$114,816.00     | \$143,540.80      | \$172,224.00     |
| H1N               | \$104,249.60     | \$130,291.20      | \$156,374.40     |
| H1M               | \$ 95,056.00     | \$118,788.80      | \$142,521.60     |
| H1L               | \$ 87,006.40     | \$108,763.20      | \$130,499.20     |
| H1K               | \$ 79,996.80     | \$100,006.40      | \$119,995.20     |
| H1J               | \$ 74,048.00     | \$ 92,539.20      | \$111,072.00     |
| H1I               | \$ 68,744.00     | \$ 85,924.80      | \$103,084.80     |
| H1H               | \$ 64,126.40     | \$ 80,100.80      | \$ 96,137.60     |
| H1G               | \$ 58,156.80     | \$ 72,675.20      | \$ 87,214.40     |
| H1F               | \$ 52,852.80     | \$ 66,060.80      | \$ 79,310.40     |
| H1E               | \$ 48,297.60     | \$ 60,340.80      | \$ 72,425.60     |
| H1D               | \$ 44,366.40     | \$ 55,411.20      | \$ 66,476.80     |
| H1C               | \$ 40,955.20     | \$ 51,168.00      | \$ 61,422.40     |
| H1B               | \$ 37,856.00     | \$ 47,320.00      | \$ 56,784.00     |
| H1A               | \$ 35,276.80     | \$ 44,116.80      | \$ 52,956.80     |