

EXHIBIT II

PROPOSED PAY STRUCTURE (JULY 1, 2025)

Paygrade	Minimum Annual	Q2	Mid Point Annual	Q3	Maximum Annual	Minimum (Hourly)	Q2	Mid Point (Hourly)	Q3	Maximum (Hourly)
N201	\$ 38,563.20	\$ 42,419.52	\$ 46,275.84	\$ 52,060.32	\$ 57,844.80	\$ 18.5400	\$ 20.3940	\$ 22.2480	\$ 25.0290	\$ 27.8100
N202	\$ 42,419.52	\$ 46,661.47	\$ 50,903.42	\$ 57,266.35	\$ 63,629.28	\$ 20.3940	\$ 22.4334	\$ 24.4728	\$ 27.5319	\$ 30.5910
N205	\$ 44,964.69	\$ 49,461.16	\$ 53,957.63	\$ 60,702.33	\$ 67,447.04	\$ 21.6176	\$ 23.7794	\$ 25.9412	\$ 29.1838	\$ 32.4265
N210	\$ 49,461.16	\$ 54,407.28	\$ 59,353.39	\$ 66,772.57	\$ 74,191.74	\$ 23.7794	\$ 26.1573	\$ 28.5353	\$ 32.1022	\$ 35.6691
N215	\$ 53,418.05	\$ 58,759.86	\$ 64,101.66	\$ 72,114.37	\$ 80,127.08	\$ 25.6818	\$ 28.2499	\$ 30.8181	\$ 34.6704	\$ 38.5226
E215	\$ 53,418.05	\$ 58,759.86	\$ 64,101.66	\$ 72,114.37	\$ 80,127.08	\$ 25.6818	\$ 28.2499	\$ 30.8181	\$ 34.6704	\$ 38.5226
N220	\$ 57,691.50	\$ 63,460.65	\$ 69,229.80	\$ 77,883.52	\$ 86,537.25	\$ 27.7363	\$ 30.5099	\$ 33.2836	\$ 37.4440	\$ 41.6044
N225	\$ 62,306.82	\$ 68,537.50	\$ 74,768.18	\$ 84,114.20	\$ 93,460.23	\$ 29.9552	\$ 32.9507	\$ 35.9462	\$ 40.4395	\$ 44.9328
E225	\$ 62,306.82	\$ 68,537.50	\$ 74,768.18	\$ 84,114.20	\$ 93,460.23	\$ 29.9552	\$ 32.9507	\$ 35.9462	\$ 40.4395	\$ 44.9328
N230	\$ 67,291.36	\$ 74,020.50	\$ 80,749.64	\$ 90,843.34	\$ 100,937.04	\$ 32.3516	\$ 35.5868	\$ 38.8219	\$ 43.6747	\$ 48.5274
E230	\$ 67,291.36	\$ 74,020.50	\$ 80,749.64	\$ 90,843.34	\$ 100,937.04	\$ 32.3516	\$ 35.5868	\$ 38.8219	\$ 43.6747	\$ 48.5274
N235	\$ 74,020.50	\$ 81,422.55	\$ 88,824.60	\$ 99,927.67	\$ 111,030.75	\$ 35.5868	\$ 39.1455	\$ 42.7041	\$ 48.0422	\$ 53.3802
E235	\$ 74,020.50	\$ 81,422.55	\$ 88,824.60	\$ 99,927.67	\$ 111,030.75	\$ 35.5868	\$ 39.1455	\$ 42.7041	\$ 48.0422	\$ 53.3802
N240	\$ 79,942.14	\$ 87,936.35	\$ 95,930.57	\$ 107,921.89	\$ 119,913.21	\$ 38.4337	\$ 42.2771	\$ 46.1205	\$ 51.8855	\$ 57.6506
E240	\$ 79,942.14	\$ 87,936.35	\$ 95,930.57	\$ 107,921.89	\$ 119,913.21	\$ 38.4337	\$ 42.2771	\$ 46.1205	\$ 51.8855	\$ 57.6506
N245	\$ 87,936.35	\$ 96,729.99	\$ 105,523.62	\$ 118,714.08	\$ 131,904.53	\$ 42.2771	\$ 46.5048	\$ 50.7325	\$ 57.0741	\$ 63.4156
E245	\$ 87,936.35	\$ 96,729.99	\$ 105,523.62	\$ 118,714.08	\$ 131,904.53	\$ 42.2771	\$ 46.5048	\$ 50.7325	\$ 57.0741	\$ 63.4156
E250	\$ 94,971.26	\$ 104,468.39	\$ 113,965.51	\$ 128,211.20	\$ 142,456.89	\$ 45.6593	\$ 50.2252	\$ 54.7911	\$ 61.6400	\$ 68.4889
N250	\$ 94,971.26	\$ 104,468.39	\$ 113,965.51	\$ 128,211.20	\$ 142,456.89	\$ 45.6593	\$ 50.2252	\$ 54.7911	\$ 61.6400	\$ 68.4889
E255	\$ 102,568.96	\$ 112,825.86	\$ 123,082.75	\$ 138,468.10	\$ 153,853.44	\$ 49.3120	\$ 54.2432	\$ 59.1744	\$ 66.5712	\$ 73.9680
E260	\$ 110,774.48	\$ 121,851.93	\$ 132,929.37	\$ 149,545.55	\$ 166,161.72	\$ 53.2570	\$ 58.5827	\$ 63.9084	\$ 71.8969	\$ 79.8854
E265	\$ 119,636.44	\$ 131,600.08	\$ 143,563.72	\$ 161,509.19	\$ 179,454.66	\$ 57.5175	\$ 63.2693	\$ 69.0210	\$ 77.6486	\$ 86.2763
E270	\$ 129,207.35	\$ 142,128.09	\$ 155,048.82	\$ 174,429.92	\$ 193,811.03	\$ 62.1189	\$ 68.3308	\$ 74.5427	\$ 83.8605	\$ 93.1784
E280	\$ 150,707.46	\$ 165,778.20	\$ 180,848.95	\$ 203,455.06	\$ 226,061.18	\$ 72.4555	\$ 79.7011	\$ 86.9466	\$ 97.8149	\$ 108.6833
E285	\$ 162,764.05	\$ 179,040.46	\$ 195,316.86	\$ 219,731.47	\$ 244,146.08	\$ 78.2519	\$ 86.0771	\$ 93.9023	\$ 105.6401	\$ 117.3779
E290	\$ 175,785.18	\$ 193,363.69	\$ 210,942.21	\$ 237,309.99	\$ 263,677.76	\$ 84.5121	\$ 92.9633	\$ 101.4145	\$ 114.0913	\$ 126.7682
E295	\$ 189,847.99	\$ 208,832.79	\$ 227,817.59	\$ 256,294.79	\$ 284,771.98	\$ 91.2731	\$ 100.4004	\$ 109.5277	\$ 123.2186	\$ 136.9096
E300	\$ 199,340.39	\$ 219,274.43	\$ 239,208.47	\$ 269,109.53	\$ 299,010.58	\$ 95.8367	\$ 105.4204	\$ 115.0041	\$ 129.3796	\$ 143.7551
E305	\$ 209,307.41	\$ 230,238.15	\$ 251,168.89	\$ 282,565.00	\$ 313,961.11	\$ 100.6286	\$ 110.6914	\$ 120.7543	\$ 135.8486	\$ 150.9428
E400	\$ 230,238.15	\$ 253,261.96	\$ 276,285.78	\$ 310,821.50	\$ 345,357.22	\$ 110.6914	\$ 121.7606	\$ 132.8297	\$ 149.4334	\$ 166.0371