

Northern California Conference

Wage Scales and Employee Cost Estimation

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Produced by

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Job Descriptions and Wage Scales

This document is designed to give guidance to churches, schools and ministries of the Northern California Conference in establishing wages and calculating budgets. We have a spiritual imperative and a legal requirement to treat our employees fairly. We must pay employees of the same class based upon the same wage scale and offer them the same benefits. This information will allow you to accomplish these goals. The Human Resources and Payroll Departments at the conference office will do the final calculations so use this as only a guide.

Steps to establish a Job Description and Wage Scale

1. Look on the Human Resources Department website to locate a sample job description that seems to match the job you need filled.
2. If you don't find an appropriate sample job description that contains the primary job functions you need, contact the Human Resources Department and we will work to provide a sample that matches.
3. Edit the sample to meet the needs and requirements of your ministry.
4. Submit the job description to the Human Resources Department to be reviewed by the Wage Scale/Job Description Committee.
5. The Wage Scale/Job Description Committee will assign a wage scale and approve the job description.
6. The job description and wage scale will be returned to you.

Matching a Job Description to a Wage Scale

1. Look at the list of Churches and Schools to find the cost of living number associated with your area.
2. Look at the job title list to find the corresponding letter code.
3. Find the page matching the cost of living area for your church, school or ministry.
4. Match the letter code for the job title on the page matching your cost of living area.
5. This will show you the six step wage scale for you to use.

Determining Which Step

Each wage scale has six steps. This is based upon the wage scale system used by the Seventh-day Adventist Church. The church does not follow the business standard of remuneration, but instead uses this system that is based upon the missionary nature of our work. This is the most subjective part of the wage scale process. The six steps are based upon education and experience. Usually a person just out of school, at whatever level required for the job, begins at step one. Each year thereafter, they are granted a one step increase, maxing out after five years.

Effective January 1, 2019 all locally funded employee wages will automatically be updated according to the NCC Locally Funded Wage Scale step they are currently assigned. Changes to pay rates not affected by the required California Minimum Wage

increase or NCC Locally Funded Wage Scale increase may be done by submitting a Change Personnel Action Request (PAR).

Hourly versus Salaried

This booklet is primarily about determining wages and not about employment practices. Those are available in the Employment Guidelines booklet and on the Human Resources section of the Northern California Conference website. In general you will only need the hourly amounts that are listed in this book. However, you will note that there are monthly amounts listed in the wage scale. Those are primarily there to help with budgeting. The one area where a salary is appropriate as listed in this booklet is with regard to Bible instructors and locally funded pastors. Because of special laws, they can be paid a monthly salary based upon this wage scale. It is very rare that anyone else will qualify to be paid a salary under employment law. If you have questions about this, contact Human Resources for more information.

Estimating the Cost of an Employee

There are many costs associated with employing a person. Some of those costs are dependent upon the hours worked, some are based upon job status, while others are event based. For instance, certain jobs require state mandated training on a regular basis. Below is guidance to assist you in estimating the cost to your organization for an employee. Remember that full-time employment is 38 hours per week or more.

Medical Coverage

All full-time regular status employees are required to be covered by our medical plan on their date of hire. Additionally, any employee scheduled to work 30 hours a week will also be eligible for health care. Employees can choose to opt out of our plans if they have other coverage, but they must sign a waiver. We offer two options with differing costs that are based upon who is covered. When covering dependents, whether spouse and/or child(ren), eligibility rules are considered. These rules are provided to the employee by Human Resources. It is very important to note that you cannot make employment decisions based upon a person's marital status or whether they have children, as that is discriminatory practice. It is best to budget on the maximum cost.

Ascend to Wholeness PPO Plan Monthly Costs to the Entity

Employee Only	\$650
Employee plus spouse or children	\$1,300
Employee plus spouse and children.....	\$1,950

In addition, Medical Catastrophic Insurance is \$158 per month per employee covered by the Health Care Assistance Plan regardless of whether their dependents are covered or not.

Kaiser HMO Plan Monthly Costs to the Entity

Employee Only	\$671
Employee plus one child	\$1,076
Employee plus spouse	\$1,408
Employee plus children	\$1,488
Employee plus spouse and children.....	\$2,167

Retirement

All regular status employees working half-time or more (currently half-time is 19 hours) must be granted participation in the North American Division Retirement plan. This is a 403(b) retirement plan. The cost to the employing entity is 5% of wages for the basic part and up to a 3% match. For budget purposes you should count on the full 8%.

Social Security Taxes

The employing entity pays the 7.65% Social Security Tax on all employees.

Long-term Disability Insurance

The employing entity pays the 0.38% of wages for Long-term Disability coverage for all full-time employees.

Basic Group Life Insurance

The employing entity pays for Basic Group Life coverage for all regular status full-time employees. The rates average about \$14.15 per month.

Workers' Compensation Insurance

The cost of Workers' Compensation Insurance depends upon the job being performed. The rates vary from \$0.79 per \$100 of wages up to \$19.22 per \$100 of wages. Most Church and School employees fall in the range of \$1-\$3 per \$100 of wages. However, check with HR or Payroll to find the rate for a specific job.

Vacation and Sick Leave Accrual

Employees working half-time or more in regular status positions are eligible for vacation and sick leave accrual according to policy. For budget purposes, use 11% of wages to estimate the cost of that benefit. Regular employees working less than half time, and temporary employees accrue one hour of paid sick leave for every 30 hours worked.

Tuition Assistance

All regular full-time exempt employees receive tuition assistance for their children. The entire cost will be billed to the employing entity. The cost of this assistance is hard to estimate because it is based upon the tuition charged by the school and whether or not the student is living at home or at the school. Review the assistance policy and contact the schools involved to calculate costs.

Bonuses, Farewell Gifts, and Holiday Gifts

Bonuses and gifts must be granted by a system and not capriciously. Remember, all employees must be treated the same. If you give a gift to one, then all NCC employees must be given the same gift for the same reasons. Therefore, no bonuses or gifts can be paid outside of those established by policy. Contact treasury for questions on what can and cannot be paid by policy.

Other Miscellaneous Costs

Some employees will be required to take certain government required training. Those costs can vary but we work with an organization that provides online training for most if not all those courses at about \$15 per year.

It is possible that employees may be required to attend meetings such as employee orientation, retirement seminars, etc. If that occurs, your organization is required by law to cover all such expenses the employee may incur such as travel, lodging, meals and incidentals. If there are costs of the training itself, the organization may be billed directly.

Cost of Living areas:

Location Name	ERI Category	Location Name	ERI Category
ACES of Red Bluff	1	Fairfield Community Church	12
Adventist Christian School of Willits	24	Fairfield Suisun Spanish Church	12
Adventist Christian School of Yuba City	21	Feather River Adventist School	10
Alameda Church	16	Foothills Christian Preschool	18
Alameda East Bay Chinese Church	16	Foothills Elementary School	18
All Nations of Elk Grove Church	11	Foresthill Company	13
Alturas Church	2	Fort Bragg Church	24
American Canyon Fil-Am Company	18	Fortuna Church	8
Anderson Church	7	Fortuna Community Services	8
Angels Camp Church	23	Fortuna Junior Academy	8
Angwin Village Church	18	Fremont Chinese Company	16
Antelope Hills Church	11	Fremont Church	16
Antioch Church	17	Galt Christian School	11
Antioch Hilltop Christian Preschool	17	Galt Church	11
Antioch Hilltop Christian School	17	Georgetown Church	25
Antioch Spanish Group	17	Golden Feather Church	10
Arcata-McKinleyville Church	8	Golden Gate Academy	16
Auburn Church	13	Gracepoint Church	13
Bayside Christian School	16	Grand Advent Church	16
Berkeley Church	16	Granite Bay Company	13
Brownsville Church	3	Grass Valley Church	15
Calistoga Church	18	Gridley Church	10
Camino Church	25	Hayfork Church	22
Camino Spanish Company	25	Hayfork School	22
Carmichael Church	11	Hayward Church	16
Central Valley Korean Church	6	Hayward Spanish Church	16
Chico Church	10	Healdsburg Church	14
Chico Oaks Adventist School	10	Humboldt Bay Christian School	8
Chico Spanish Company	10	Lakeport Church	4
Citrus Heights Church	11	Leoni Meadows Retreat Center	0
Clearlake Church	4	Lincoln Amazing Grace Company	13
Clearlake SDA Christian School	4	Lincoln Spanish Church	13
Cloverdale Church	14	Livermore Church	16
Cloverdale School	14	Lockeford Church	6
Colfax Church	13	Lodi Adventist Academy	6
Concord International Church	17	Lodi Adventist Elementary	6
Corning Church	1	Lodi English Oaks Church	6
Covelo Church	24	Lodi Fairmont Church	6
Crescent City Church	20	Lodi Spanish Church	6
Crescent City School	20	Magalia Adventist School	10
Davis Church Plant	9	Magalia-Upper Ridge Church	10
Discoveryland Preschool	20	Manteca Church	6
Dobbins Church	3	Manteca School	6
East Bay Fil-Am Church	16	Meadow Vista Church	13
Echo Ridge Christian School	15	Middletown Church	4
El Dorado Adventist School	25	Middletown School	4
El Sobrante-Appian Way Church	17	Miranda Church	8
Elmshaven Church	18	Mission Hills School	16
Escalon Church	6	Mount Shasta Church	5
Eureka Church	8	Mount Shasta School	5
Fall River Mills Church	21	Napa Christian Campus of Education	18

Location Name	ERI Category
Napa Community Church	18
Napa Spanish Church	18
Napa Valley Korean Church	18
Napa Valley Retirement Estates	18
New Life Church	14
Novato Church	26
Novato-Horeb Haitian Company	26
Oakland Elmhurst Church	16
Oakland Immanuel Temple Church	16
Oakland Market Street Church	16
Oakland Spanish Church	16
Oakland Vietnamese Group	16
Olivehurst Church	21
Orangevale Church	11
Orangevale School	11
Orland Church	1
Orleans Church	8
Oroville Church	10
Palo Cedro Church	7
Paradise Adventist Academy	10
Paradise Church	10
Penn Valley Church	15
Pine Hills Adventist Academy	13
Pittsburg Church	17
Placerville Church	25
Pleasant Hill Adventist Academy	17
Pleasant Hill Church	17
Pleasant Hill Discoveryland Preschool	17
Pleasant Hill Hispanic American Co.	17
Pleasanton Korean Church	16
PUC Church	18
PUC Elementary School	18
PUC Prep School	18
Rancho Cordova Church	11
Red Bluff Church	1
Redding Adventist Academy	7
Redding Church	7
Redwood Adventist Academy	14
Redwood Area Camp	8
Redwood Christian Preschool	14
Richmond Beacon Light Church	17
Rio Linda Church	11
Rio Lindo Academy Church	0
Rio Lindo Adventist Academy	0
Rohnert Park Church	14
Rohnert Park Korean Church	14
Roseville Church	13
Round Mountain Church	7
Sacramento Adventist Academy	11
Sacramento Adventist Academy Preschool	11
Sacramento Capitol City Church	11
Sacramento Central Church	11
Sacramento Indonesian Company	11

Location Name	ERI Category
Sacramento Korean Church	11
Sacramento Samoan Church	11
Sacramento Slavic Church	11
Sacramento Southgate Church	11
Sacramento Southgate Spanish Church	11
Sacramento Spanish Church	11
Sacramento Woodside Church	11
Sacramento Yugoslavian Church	11
San Andreas Church	23
San Anselmo Spanish Church	18
San Ramon Valley Church	17
Santa Rosa Church	14
Santa Rosa Spanish Church	14
Scott Valley Church	5
Sebastopol Church	14
Shasta Lake Bible Fellowship Company	7
Shingle Springs Church	25
Sonoma Church	14
St Helena Church	18
St Helena Spanish Church	18
Stockton Fil-Am Church	6
Stockton Central Church	6
Stockton Mayfair Church	6
Stockton Spanish Church	6
Surprise Valley Church	2
Sutter Hill Church	23
Tracy Christian Elementary School	6
Tracy Church	6
Tracy Spanish Church	6
Ukiah Church	24
Ukiah Junior Academy	24
Union City Company	16
Upper Lake Church	4
Vacaville Adventist Christian School	12
Vacaville Church	12
Vallejo Central Church	12
Vallejo Spanish Company	12
Vallejo Berea Church	12
Valley Community Church	6
Weaverville Trinity Lakes Church	22
West Sacramento Church	9
Westlake School	4
Whitmore Church	7
Willits Church	24
Willows Church	1
Woodland Church	9
Woodland School	9
Woodland Spanish Church	9
Yountville Signs Memorial Church	18
Yreka Christian School	5
Yreka Church	5
Yuba City Church	21

Job Description Codes:

Administrative Assistant I	C
Administrative Assistant II.....	I
Before/After School Care.....	A
Before/After School Coordinator	B
Bible Worker.....	D
Bus Driver.....	E
Childcare worker	A
Communication/Public Relations	J
Custodian/Janitor	A
Early Childhood Education Center Teacher Aide.....	B
Early Childhood Education Center Teacher	G
Early Childhood Education Center Worker	A
Food Service Employee	A
Groundskeeper	B
Housekeeping	B
Information Technologist.....	J
Instructional Aide	B
Librarian	J
Maintenance.....	E
Music Teacher	H
Office Assistant	B
Office Manager	J
Receptionist.....	B
Registrar	I
Thrift Store Worker.....	A
Treasurer/Accountant	J
Treasurer/Accountant, Assistant.....	E

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 0

ERI Wage Scale (100%) \$25.60

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$24,285.04	\$26,300.56	\$28,335.84	\$29,343.60	\$30,351.36	\$32,366.88	\$34,402.16	\$36,931.44	\$39,460.72	\$41,990.00	\$44,519.28
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,023.75	\$2,191.71	\$2,361.32	\$2,445.30	\$2,529.28	\$2,697.24	\$2,866.85	\$3,077.62	\$3,288.39	\$3,499.17	\$3,709.94
	Hourly	\$13.00	\$13.00	\$13.00	\$12.29	\$13.31	\$14.34	\$14.85	\$15.36	\$16.38	\$17.41	\$18.69	\$19.97	\$21.25	\$22.53
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$26,300.56	\$28,335.84	\$30,351.36	\$31,359.12	\$32,366.88	\$34,402.16	\$35,409.92	\$37,939.20	\$40,468.48	\$42,997.76	\$45,527.04
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,191.71	\$2,361.32	\$2,529.28	\$2,613.26	\$2,697.24	\$2,866.85	\$2,950.83	\$3,161.60	\$3,372.37	\$3,583.15	\$3,793.92
	Hourly	\$13.00	\$13.00	\$13.00	\$13.31	\$14.34	\$15.36	\$15.87	\$16.38	\$17.41	\$17.92	\$19.20	\$20.48	\$21.76	\$23.04
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$25,688.00	\$26,814.32	\$28,335.84	\$30,351.36	\$32,366.88	\$33,394.40	\$34,402.16	\$35,923.68	\$36,931.44	\$39,460.72	\$41,990.00	\$43,511.52	\$46,040.80
	Monthly	\$2,140.67	\$2,140.67	\$2,234.53	\$2,361.32	\$2,529.28	\$2,697.24	\$2,782.87	\$2,866.85	\$2,993.64	\$3,077.62	\$3,288.39	\$3,499.17	\$3,625.96	\$3,836.73
	Hourly	\$13.00	\$13.00	\$13.57	\$14.34	\$15.36	\$16.38	\$16.90	\$17.41	\$18.18	\$18.69	\$19.97	\$21.25	\$22.02	\$23.30
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$25,688.00	\$27,308.32	\$28,829.84	\$30,351.36	\$32,366.88	\$34,402.16	\$35,409.92	\$36,417.68	\$37,425.44	\$38,452.96	\$40,982.24	\$43,511.52	\$44,519.28	\$47,048.56
	Monthly	\$2,140.67	\$2,275.69	\$2,402.49	\$2,529.28	\$2,697.24	\$2,866.85	\$2,950.83	\$3,034.81	\$3,118.79	\$3,204.41	\$3,415.19	\$3,625.96	\$3,709.94	\$3,920.71
	Hourly	\$13.00	\$13.82	\$14.59	\$15.36	\$16.38	\$17.41	\$17.92	\$18.43	\$18.94	\$19.46	\$20.74	\$22.02	\$22.53	\$23.81
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$27,308.32	\$29,343.60	\$30,865.12	\$32,366.88	\$34,402.16	\$36,417.68	\$37,425.44	\$38,452.96	\$38,946.96	\$39,460.72	\$41,990.00	\$44,519.28	\$46,040.80	\$48,570.08
	Monthly	\$2,275.69	\$2,445.30	\$2,572.09	\$2,697.24	\$2,866.85	\$3,034.81	\$3,118.79	\$3,204.41	\$3,245.58	\$3,288.39	\$3,499.17	\$3,709.94	\$3,836.73	\$4,047.51
	Hourly	\$13.82	\$14.85	\$15.62	\$16.38	\$17.41	\$18.43	\$18.94	\$19.46	\$19.71	\$19.97	\$21.25	\$22.53	\$23.30	\$24.58
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$28,829.84	\$31,359.12	\$32,880.64	\$34,402.16	\$36,417.68	\$38,452.96	\$39,460.72	\$40,468.48	\$40,468.48	\$40,982.24	\$43,511.52	\$46,040.80	\$47,542.56	\$50,071.84
	Monthly	\$2,402.49	\$2,613.26	\$2,740.05	\$2,866.85	\$3,034.81	\$3,204.41	\$3,288.39	\$3,372.37	\$3,372.37	\$3,415.19	\$3,625.96	\$3,836.73	\$3,961.88	\$4,172.65
	Hourly	\$14.59	\$15.87	\$16.64	\$17.41	\$18.43	\$19.46	\$19.97	\$20.48	\$20.48	\$20.74	\$22.02	\$23.30	\$24.06	\$25.34

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 1

ERI Wage Scale (100%) \$26.28

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$24,917.36	\$27,011.92	\$29,086.72	\$30,114.24	\$31,161.52	\$33,236.32	\$35,311.12	\$37,899.68	\$40,508.00	\$43,096.56	\$45,704.88
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,076.45	\$2,250.99	\$2,423.89	\$2,509.52	\$2,596.79	\$2,769.69	\$2,942.59	\$3,158.31	\$3,375.67	\$3,591.38	\$3,808.74
	Hourly	\$13.00	\$13.00	\$13.00	\$12.61	\$13.67	\$14.72	\$15.24	\$15.77	\$16.82	\$17.87	\$19.18	\$20.50	\$21.81	\$23.13
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$27,011.92	\$29,086.72	\$31,161.52	\$32,189.04	\$33,236.32	\$35,311.12	\$36,358.40	\$38,946.96	\$41,535.52	\$44,143.84	\$46,732.40
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,250.99	\$2,423.89	\$2,596.79	\$2,682.42	\$2,769.69	\$2,942.59	\$3,029.87	\$3,245.58	\$3,461.29	\$3,678.65	\$3,894.37
	Hourly	\$13.00	\$13.00	\$13.00	\$13.67	\$14.72	\$15.77	\$16.29	\$16.82	\$17.87	\$18.40	\$19.71	\$21.02	\$22.34	\$23.65
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$25,964.64	\$27,525.68	\$29,086.72	\$31,161.52	\$33,236.32	\$34,263.84	\$35,311.12	\$36,872.16	\$37,899.68	\$40,508.00	\$43,096.56	\$44,657.60	\$47,246.16
	Monthly	\$2,140.67	\$2,163.72	\$2,293.81	\$2,423.89	\$2,596.79	\$2,769.69	\$2,855.32	\$2,942.59	\$3,072.68	\$3,158.31	\$3,375.67	\$3,591.38	\$3,721.47	\$3,937.18
	Hourly	\$13.00	\$13.14	\$13.93	\$14.72	\$15.77	\$16.82	\$17.34	\$17.87	\$18.66	\$19.18	\$20.50	\$21.81	\$22.60	\$23.91
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$25,964.64	\$28,039.44	\$29,600.48	\$31,161.52	\$33,236.32	\$35,311.12	\$36,358.40	\$37,385.92	\$38,433.20	\$39,460.72	\$42,069.04	\$44,657.60	\$45,704.88	\$48,293.44
	Monthly	\$2,163.72	\$2,336.62	\$2,466.71	\$2,596.79	\$2,769.69	\$2,942.59	\$3,029.87	\$3,115.49	\$3,202.77	\$3,288.39	\$3,505.75	\$3,721.47	\$3,808.74	\$4,024.45
	Hourly	\$13.14	\$14.19	\$14.98	\$15.77	\$16.82	\$17.87	\$18.40	\$18.92	\$19.45	\$19.97	\$21.29	\$22.60	\$23.13	\$24.44
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$28,039.44	\$30,114.24	\$31,675.28	\$33,236.32	\$35,311.12	\$37,385.92	\$38,433.20	\$39,460.72	\$39,994.24	\$40,508.00	\$43,096.56	\$45,704.88	\$47,246.16	\$49,854.48
	Monthly	\$2,336.62	\$2,509.52	\$2,639.61	\$2,769.69	\$2,942.59	\$3,115.49	\$3,202.77	\$3,288.39	\$3,332.85	\$3,375.67	\$3,591.38	\$3,808.74	\$3,937.18	\$4,154.54
	Hourly	\$14.19	\$15.24	\$16.03	\$16.82	\$17.87	\$18.92	\$19.45	\$19.97	\$20.24	\$20.50	\$21.81	\$23.13	\$23.91	\$25.23
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$29,600.48	\$32,189.04	\$33,750.08	\$35,311.12	\$37,385.92	\$39,460.72	\$40,508.00	\$41,535.52	\$41,535.52	\$42,069.04	\$44,657.60	\$47,246.16	\$48,807.20	\$51,415.52
	Monthly	\$2,466.71	\$2,682.42	\$2,812.51	\$2,942.59	\$3,115.49	\$3,288.39	\$3,375.67	\$3,461.29	\$3,461.29	\$3,505.75	\$3,721.47	\$3,937.18	\$4,067.27	\$4,284.63
	Hourly	\$14.98	\$16.29	\$17.08	\$17.87	\$18.92	\$19.97	\$20.50	\$21.02	\$21.02	\$21.29	\$22.60	\$23.91	\$24.70	\$26.02

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 2

ERI Wage Scale (100%) \$25.93

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$24,601.20	\$26,636.48	\$28,691.52	\$29,719.04	\$30,746.56	\$32,801.60	\$34,836.88	\$37,405.68	\$39,974.48	\$42,523.52	\$45,092.32
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,050.10	\$2,219.71	\$2,390.96	\$2,476.59	\$2,562.21	\$2,733.47	\$2,903.07	\$3,117.14	\$3,331.21	\$3,543.63	\$3,757.69
	Hourly	\$13.00	\$13.00	\$13.00	\$12.45	\$13.48	\$14.52	\$15.04	\$15.56	\$16.60	\$17.63	\$18.93	\$20.23	\$21.52	\$22.82
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$26,636.48	\$28,691.52	\$30,746.56	\$31,774.08	\$32,801.60	\$34,836.88	\$35,864.40	\$38,433.20	\$40,982.24	\$43,551.04	\$46,119.84
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,219.71	\$2,390.96	\$2,562.21	\$2,647.84	\$2,733.47	\$2,903.07	\$2,988.70	\$3,202.77	\$3,415.19	\$3,629.25	\$3,843.32
	Hourly	\$13.00	\$13.00	\$13.00	\$13.48	\$14.52	\$15.56	\$16.08	\$16.60	\$17.63	\$18.15	\$19.45	\$20.74	\$22.04	\$23.34
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$25,688.00	\$27,150.24	\$28,691.52	\$30,746.56	\$32,801.60	\$33,809.36	\$34,836.88	\$36,378.16	\$37,405.68	\$39,974.48	\$42,523.52	\$44,064.80	\$46,633.60
	Monthly	\$2,140.67	\$2,140.67	\$2,262.52	\$2,390.96	\$2,562.21	\$2,733.47	\$2,817.45	\$2,903.07	\$3,031.51	\$3,117.14	\$3,331.21	\$3,543.63	\$3,672.07	\$3,886.13
	Hourly	\$13.00	\$13.00	\$13.74	\$14.52	\$15.56	\$16.60	\$17.11	\$17.63	\$18.41	\$18.93	\$20.23	\$21.52	\$22.30	\$23.60
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$25,688.00	\$27,664.00	\$29,205.28	\$30,746.56	\$32,801.60	\$34,836.88	\$35,864.40	\$36,891.92	\$37,919.44	\$38,946.96	\$41,496.00	\$44,064.80	\$45,092.32	\$47,641.36
	Monthly	\$2,140.67	\$2,305.33	\$2,433.77	\$2,562.21	\$2,733.47	\$2,903.07	\$2,988.70	\$3,074.33	\$3,159.95	\$3,245.58	\$3,458.00	\$3,672.07	\$3,757.69	\$3,970.11
	Hourly	\$13.00	\$14.00	\$14.78	\$15.56	\$16.60	\$17.63	\$18.15	\$18.67	\$19.19	\$19.71	\$21.00	\$22.30	\$22.82	\$24.11
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$27,664.00	\$29,719.04	\$31,260.32	\$32,801.60	\$34,836.88	\$36,891.92	\$37,919.44	\$38,946.96	\$39,460.72	\$39,974.48	\$42,523.52	\$45,092.32	\$46,633.60	\$49,182.64
	Monthly	\$2,305.33	\$2,476.59	\$2,605.03	\$2,733.47	\$2,903.07	\$3,074.33	\$3,159.95	\$3,245.58	\$3,288.39	\$3,331.21	\$3,543.63	\$3,757.69	\$3,886.13	\$4,098.55
	Hourly	\$14.00	\$15.04	\$15.82	\$16.60	\$17.63	\$18.67	\$19.19	\$19.71	\$19.97	\$20.23	\$21.52	\$22.82	\$23.60	\$24.89
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$29,205.28	\$31,774.08	\$33,295.60	\$34,836.88	\$36,891.92	\$38,946.96	\$39,974.48	\$40,982.24	\$40,982.24	\$41,496.00	\$44,064.80	\$46,633.60	\$48,155.12	\$50,723.92
	Monthly	\$2,433.77	\$2,647.84	\$2,774.63	\$2,903.07	\$3,074.33	\$3,245.58	\$3,331.21	\$3,415.19	\$3,415.19	\$3,458.00	\$3,672.07	\$3,886.13	\$4,012.93	\$4,226.99
	Hourly	\$14.78	\$16.08	\$16.85	\$17.63	\$18.67	\$19.71	\$20.23	\$20.74	\$20.74	\$21.00	\$22.30	\$23.60	\$24.37	\$25.67

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 3

ERI Wage Scale (100%) \$26.00

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$24,660.48	\$26,715.52	\$28,770.56	\$29,798.08	\$30,825.60	\$32,880.64	\$34,935.68	\$37,504.48	\$40,073.28	\$42,642.08	\$45,210.88
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,055.04	\$2,226.29	\$2,397.55	\$2,483.17	\$2,568.80	\$2,740.05	\$2,911.31	\$3,125.37	\$3,339.44	\$3,553.51	\$3,767.57
	Hourly	\$13.00	\$13.00	\$13.00	\$12.48	\$13.52	\$14.56	\$15.08	\$15.60	\$16.64	\$17.68	\$18.98	\$20.28	\$21.58	\$22.88
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$26,715.52	\$28,770.56	\$30,825.60	\$31,853.12	\$32,880.64	\$34,935.68	\$35,963.20	\$38,532.00	\$41,100.80	\$43,669.60	\$46,238.40
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,226.29	\$2,397.55	\$2,568.80	\$2,654.43	\$2,740.05	\$2,911.31	\$2,996.93	\$3,211.00	\$3,425.07	\$3,639.13	\$3,853.20
	Hourly	\$13.00	\$13.00	\$13.00	\$13.52	\$14.56	\$15.60	\$16.12	\$16.64	\$17.68	\$18.20	\$19.50	\$20.80	\$22.10	\$23.40
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$25,688.00	\$27,229.28	\$28,770.56	\$30,825.60	\$32,880.64	\$33,908.16	\$34,935.68	\$36,476.96	\$37,504.48	\$40,073.28	\$42,642.08	\$44,183.36	\$46,752.16
	Monthly	\$2,140.67	\$2,140.67	\$2,269.11	\$2,397.55	\$2,568.80	\$2,740.05	\$2,825.68	\$2,911.31	\$3,039.75	\$3,125.37	\$3,339.44	\$3,553.51	\$3,681.95	\$3,896.01
	Hourly	\$13.00	\$13.00	\$13.78	\$14.56	\$15.60	\$16.64	\$17.16	\$17.68	\$18.46	\$18.98	\$20.28	\$21.58	\$22.36	\$23.66
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$25,688.00	\$27,743.04	\$29,284.32	\$30,825.60	\$32,880.64	\$34,935.68	\$35,963.20	\$36,990.72	\$38,018.24	\$39,045.76	\$41,614.56	\$44,183.36	\$45,210.88	\$47,779.68
	Monthly	\$2,140.67	\$2,311.92	\$2,440.36	\$2,568.80	\$2,740.05	\$2,911.31	\$2,996.93	\$3,082.56	\$3,168.19	\$3,253.81	\$3,467.88	\$3,681.95	\$3,767.57	\$3,981.64
	Hourly	\$13.00	\$14.04	\$14.82	\$15.60	\$16.64	\$17.68	\$18.20	\$18.72	\$19.24	\$19.76	\$21.06	\$22.36	\$22.88	\$24.18
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$27,743.04	\$29,798.08	\$31,339.36	\$32,880.64	\$34,935.68	\$36,990.72	\$38,018.24	\$39,045.76	\$39,559.52	\$40,073.28	\$42,642.08	\$45,210.88	\$46,752.16	\$49,320.96
	Monthly	\$2,311.92	\$2,483.17	\$2,611.61	\$2,740.05	\$2,911.31	\$3,082.56	\$3,168.19	\$3,253.81	\$3,296.63	\$3,339.44	\$3,553.51	\$3,767.57	\$3,896.01	\$4,110.08
	Hourly	\$14.04	\$15.08	\$15.86	\$16.64	\$17.68	\$18.72	\$19.24	\$19.76	\$20.02	\$20.28	\$21.58	\$22.88	\$23.66	\$24.96
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$29,284.32	\$31,853.12	\$33,394.40	\$34,935.68	\$36,990.72	\$39,045.76	\$40,073.28	\$41,100.80	\$41,100.80	\$41,614.56	\$44,183.36	\$46,752.16	\$48,293.44	\$50,862.24
	Monthly	\$2,440.36	\$2,654.43	\$2,782.87	\$2,911.31	\$3,082.56	\$3,253.81	\$3,339.44	\$3,425.07	\$3,425.07	\$3,467.88	\$3,681.95	\$3,896.01	\$4,024.45	\$4,238.52
	Hourly	\$14.82	\$16.12	\$16.90	\$17.68	\$18.72	\$19.76	\$20.28	\$20.80	\$20.80	\$21.06	\$22.36	\$23.66	\$24.44	\$25.74

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 4

ERI Wage Scale (100%) \$27.04

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$25,648.48	\$27,782.56	\$29,916.64	\$30,983.68	\$32,050.72	\$34,204.56	\$36,338.64	\$39,006.24	\$41,673.84	\$44,341.44	\$47,028.80
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,137.37	\$2,315.21	\$2,493.05	\$2,581.97	\$2,670.89	\$2,850.38	\$3,028.22	\$3,250.52	\$3,472.82	\$3,695.12	\$3,919.07
	Hourly	\$13.00	\$13.00	\$13.00	\$12.98	\$14.06	\$15.14	\$15.68	\$16.22	\$17.31	\$18.39	\$19.74	\$21.09	\$22.44	\$23.80
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$26,182.00	\$27,782.56	\$29,916.64	\$32,050.72	\$33,117.76	\$34,204.56	\$36,338.64	\$37,405.68	\$40,073.28	\$42,740.88	\$45,408.48	\$48,095.84
	Monthly	\$2,140.67	\$2,140.67	\$2,181.83	\$2,315.21	\$2,493.05	\$2,670.89	\$2,759.81	\$2,850.38	\$3,028.22	\$3,117.14	\$3,339.44	\$3,561.74	\$3,784.04	\$4,007.99
	Hourly	\$13.00	\$13.00	\$13.25	\$14.06	\$15.14	\$16.22	\$16.76	\$17.31	\$18.39	\$18.93	\$20.28	\$21.63	\$22.98	\$24.34
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$26,715.52	\$28,316.08	\$29,916.64	\$32,050.72	\$34,204.56	\$35,271.60	\$36,338.64	\$37,939.20	\$39,006.24	\$41,673.84	\$44,341.44	\$45,942.00	\$48,629.36
	Monthly	\$2,140.67	\$2,226.29	\$2,359.67	\$2,493.05	\$2,670.89	\$2,850.38	\$2,939.30	\$3,028.22	\$3,161.60	\$3,250.52	\$3,472.82	\$3,695.12	\$3,828.50	\$4,052.45
	Hourly	\$13.00	\$13.52	\$14.33	\$15.14	\$16.22	\$17.31	\$17.85	\$18.39	\$19.20	\$19.74	\$21.09	\$22.44	\$23.25	\$24.61
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$26,715.52	\$28,849.60	\$30,450.16	\$32,050.72	\$34,204.56	\$36,338.64	\$37,405.68	\$38,472.72	\$39,539.76	\$40,606.80	\$43,274.40	\$45,942.00	\$47,028.80	\$49,696.40
	Monthly	\$2,226.29	\$2,404.13	\$2,537.51	\$2,670.89	\$2,850.38	\$3,028.22	\$3,117.14	\$3,206.06	\$3,294.98	\$3,383.90	\$3,606.20	\$3,828.50	\$3,919.07	\$4,141.37
	Hourly	\$13.52	\$14.60	\$15.41	\$16.22	\$17.31	\$18.39	\$18.93	\$19.47	\$20.01	\$20.55	\$21.90	\$23.25	\$23.80	\$25.15
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$28,849.60	\$30,983.68	\$32,584.24	\$34,204.56	\$36,338.64	\$38,472.72	\$39,539.76	\$40,606.80	\$41,140.32	\$41,673.84	\$44,341.44	\$47,028.80	\$48,629.36	\$51,296.96
	Monthly	\$2,404.13	\$2,581.97	\$2,715.35	\$2,850.38	\$3,028.22	\$3,206.06	\$3,294.98	\$3,383.90	\$3,428.36	\$3,472.82	\$3,695.12	\$3,919.07	\$4,052.45	\$4,274.75
	Hourly	\$14.60	\$15.68	\$16.49	\$17.31	\$18.39	\$19.47	\$20.01	\$20.55	\$20.82	\$21.09	\$22.44	\$23.80	\$24.61	\$25.96
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$30,450.16	\$33,117.76	\$34,738.08	\$36,338.64	\$38,472.72	\$40,606.80	\$41,673.84	\$42,740.88	\$42,740.88	\$43,274.40	\$45,942.00	\$48,629.36	\$50,229.92	\$52,897.52
	Monthly	\$2,537.51	\$2,759.81	\$2,894.84	\$3,028.22	\$3,206.06	\$3,383.90	\$3,472.82	\$3,561.74	\$3,561.74	\$3,606.20	\$3,828.50	\$4,052.45	\$4,185.83	\$4,408.13
	Hourly	\$15.41	\$16.76	\$17.58	\$18.39	\$19.47	\$20.55	\$21.09	\$21.63	\$21.63	\$21.90	\$23.25	\$24.61	\$25.42	\$26.77

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 5

ERI Wage Scale (100%) \$26.36

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$24,996.40	\$27,090.96	\$29,165.76	\$30,213.04	\$31,260.32	\$33,335.12	\$35,409.92	\$38,018.24	\$40,626.56	\$43,234.88	\$45,843.20
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,083.03	\$2,257.58	\$2,430.48	\$2,517.75	\$2,605.03	\$2,777.93	\$2,950.83	\$3,168.19	\$3,385.55	\$3,602.91	\$3,820.27
	Hourly	\$13.00	\$13.00	\$13.00	\$12.65	\$13.71	\$14.76	\$15.29	\$15.82	\$16.87	\$17.92	\$19.24	\$20.56	\$21.88	\$23.20
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$27,090.96	\$29,165.76	\$31,260.32	\$32,287.84	\$33,335.12	\$35,409.92	\$36,457.20	\$39,065.52	\$41,673.84	\$44,282.16	\$46,870.72
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,257.58	\$2,430.48	\$2,605.03	\$2,690.65	\$2,777.93	\$2,950.83	\$3,038.10	\$3,255.46	\$3,472.82	\$3,690.18	\$3,905.89
	Hourly	\$13.00	\$13.00	\$13.00	\$13.71	\$14.76	\$15.82	\$16.34	\$16.87	\$17.92	\$18.45	\$19.77	\$21.09	\$22.41	\$23.72
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$26,043.68	\$27,604.72	\$29,165.76	\$31,260.32	\$33,335.12	\$34,382.40	\$35,409.92	\$36,990.72	\$38,018.24	\$40,626.56	\$43,234.88	\$44,795.92	\$47,404.24
	Monthly	\$2,140.67	\$2,170.31	\$2,300.39	\$2,430.48	\$2,605.03	\$2,777.93	\$2,865.20	\$2,950.83	\$3,082.56	\$3,168.19	\$3,385.55	\$3,602.91	\$3,732.99	\$3,950.35
	Hourly	\$13.00	\$13.18	\$13.97	\$14.76	\$15.82	\$16.87	\$17.40	\$17.92	\$18.72	\$19.24	\$20.56	\$21.88	\$22.67	\$23.99
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$26,043.68	\$28,118.48	\$29,699.28	\$31,260.32	\$33,335.12	\$35,409.92	\$36,457.20	\$37,504.48	\$38,551.76	\$39,579.28	\$42,187.60	\$44,795.92	\$45,843.20	\$48,431.76
	Monthly	\$2,170.31	\$2,343.21	\$2,474.94	\$2,605.03	\$2,777.93	\$2,950.83	\$3,038.10	\$3,125.37	\$3,212.65	\$3,298.27	\$3,515.63	\$3,732.99	\$3,820.27	\$4,035.98
	Hourly	\$13.18	\$14.23	\$15.03	\$15.82	\$16.87	\$17.92	\$18.45	\$18.98	\$19.51	\$20.03	\$21.35	\$22.67	\$23.20	\$24.51
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$28,118.48	\$30,213.04	\$31,774.08	\$33,335.12	\$35,409.92	\$37,504.48	\$38,551.76	\$39,579.28	\$40,112.80	\$40,626.56	\$43,234.88	\$45,843.20	\$47,404.24	\$50,012.56
	Monthly	\$2,343.21	\$2,517.75	\$2,647.84	\$2,777.93	\$2,950.83	\$3,125.37	\$3,212.65	\$3,298.27	\$3,342.73	\$3,385.55	\$3,602.91	\$3,820.27	\$3,950.35	\$4,167.71
	Hourly	\$14.23	\$15.29	\$16.08	\$16.87	\$17.92	\$18.98	\$19.51	\$20.03	\$20.30	\$20.56	\$21.88	\$23.20	\$23.99	\$25.31
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$29,699.28	\$32,287.84	\$33,848.88	\$35,409.92	\$37,504.48	\$39,579.28	\$40,626.56	\$41,673.84	\$41,673.84	\$42,187.60	\$44,795.92	\$47,404.24	\$48,965.28	\$51,573.60
	Monthly	\$2,474.94	\$2,690.65	\$2,820.74	\$2,950.83	\$3,125.37	\$3,298.27	\$3,385.55	\$3,472.82	\$3,472.82	\$3,515.63	\$3,732.99	\$3,950.35	\$4,080.44	\$4,297.80
	Hourly	\$15.03	\$16.34	\$17.13	\$17.92	\$18.98	\$20.03	\$20.56	\$21.09	\$21.09	\$21.35	\$22.67	\$23.99	\$24.78	\$26.10

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 6

ERI Wage Scale (100%) \$27.94

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$26,498.16	\$28,711.28	\$30,924.40	\$32,030.96	\$33,117.76	\$35,330.88	\$37,544.00	\$40,310.40	\$43,057.04	\$45,823.44	\$48,589.84
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,208.18	\$2,392.61	\$2,577.03	\$2,669.25	\$2,759.81	\$2,944.24	\$3,128.67	\$3,359.20	\$3,588.09	\$3,818.62	\$4,049.15
	Hourly	\$13.00	\$13.00	\$13.00	\$13.41	\$14.53	\$15.65	\$16.21	\$16.76	\$17.88	\$19.00	\$20.40	\$21.79	\$23.19	\$24.59
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$27,051.44	\$28,711.28	\$30,924.40	\$33,117.76	\$34,224.32	\$35,330.88	\$37,544.00	\$38,650.56	\$41,416.96	\$44,163.60	\$46,930.00	\$49,696.40
	Monthly	\$2,140.67	\$2,140.67	\$2,254.29	\$2,392.61	\$2,577.03	\$2,759.81	\$2,852.03	\$2,944.24	\$3,128.67	\$3,220.88	\$3,451.41	\$3,680.30	\$3,910.83	\$4,141.37
	Hourly	\$13.00	\$13.00	\$13.69	\$14.53	\$15.65	\$16.76	\$17.32	\$17.88	\$19.00	\$19.56	\$20.96	\$22.35	\$23.75	\$25.15
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$27,604.72	\$29,264.56	\$30,924.40	\$33,117.76	\$35,330.88	\$36,437.44	\$37,544.00	\$39,203.84	\$40,310.40	\$43,057.04	\$45,823.44	\$47,483.28	\$50,249.68
	Monthly	\$2,140.67	\$2,300.39	\$2,438.71	\$2,577.03	\$2,759.81	\$2,944.24	\$3,036.45	\$3,128.67	\$3,266.99	\$3,359.20	\$3,588.09	\$3,818.62	\$3,956.94	\$4,187.47
	Hourly	\$13.00	\$13.97	\$14.81	\$15.65	\$16.76	\$17.88	\$18.44	\$19.00	\$19.84	\$20.40	\$21.79	\$23.19	\$24.03	\$25.43
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$27,604.72	\$29,817.84	\$31,477.68	\$33,117.76	\$35,330.88	\$37,544.00	\$38,650.56	\$39,757.12	\$40,863.68	\$41,950.48	\$44,716.88	\$47,483.28	\$48,589.84	\$51,336.48
	Monthly	\$2,300.39	\$2,484.82	\$2,623.14	\$2,759.81	\$2,944.24	\$3,128.67	\$3,220.88	\$3,313.09	\$3,405.31	\$3,495.87	\$3,726.41	\$3,956.94	\$4,049.15	\$4,278.04
	Hourly	\$13.97	\$15.09	\$15.93	\$16.76	\$17.88	\$19.00	\$19.56	\$20.12	\$20.68	\$21.23	\$22.63	\$24.03	\$24.59	\$25.98
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$29,817.84	\$32,030.96	\$33,671.04	\$35,330.88	\$37,544.00	\$39,757.12	\$40,863.68	\$41,950.48	\$42,503.76	\$43,057.04	\$45,823.44	\$48,589.84	\$50,249.68	\$52,996.32
	Monthly	\$2,484.82	\$2,669.25	\$2,805.92	\$2,944.24	\$3,128.67	\$3,313.09	\$3,405.31	\$3,495.87	\$3,541.98	\$3,588.09	\$3,818.62	\$4,049.15	\$4,187.47	\$4,416.36
	Hourly	\$15.09	\$16.21	\$17.04	\$17.88	\$19.00	\$20.12	\$20.68	\$21.23	\$21.51	\$21.79	\$23.19	\$24.59	\$25.43	\$26.82
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$31,477.68	\$34,224.32	\$35,884.16	\$37,544.00	\$39,757.12	\$41,950.48	\$43,057.04	\$44,163.60	\$44,163.60	\$44,716.88	\$47,483.28	\$50,249.68	\$51,889.76	\$54,656.16
	Monthly	\$2,623.14	\$2,852.03	\$2,990.35	\$3,128.67	\$3,313.09	\$3,495.87	\$3,588.09	\$3,680.30	\$3,680.30	\$3,726.41	\$3,956.94	\$4,187.47	\$4,324.15	\$4,554.68
	Hourly	\$15.93	\$17.32	\$18.16	\$19.00	\$20.12	\$21.23	\$21.79	\$22.35	\$22.35	\$22.63	\$24.03	\$25.43	\$26.26	\$27.66

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 7

ERI Wage Scale (100%) \$26.58

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$25,213.76	\$27,308.32	\$29,402.88	\$30,469.92	\$31,517.20	\$33,611.76	\$35,706.32	\$38,334.40	\$40,962.48	\$43,590.56	\$46,218.64
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,101.15	\$2,275.69	\$2,450.24	\$2,539.16	\$2,626.43	\$2,800.98	\$2,975.53	\$3,194.53	\$3,413.54	\$3,632.55	\$3,851.55
	Hourly	\$13.00	\$13.00	\$13.00	\$12.76	\$13.82	\$14.88	\$15.42	\$15.95	\$17.01	\$18.07	\$19.40	\$20.73	\$22.06	\$23.39
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$25,727.52	\$27,308.32	\$29,402.88	\$31,517.20	\$32,564.48	\$33,611.76	\$35,706.32	\$36,773.36	\$39,401.44	\$42,009.76	\$44,637.84	\$47,265.92
	Monthly	\$2,140.67	\$2,140.67	\$2,143.96	\$2,275.69	\$2,450.24	\$2,626.43	\$2,713.71	\$2,800.98	\$2,975.53	\$3,064.45	\$3,283.45	\$3,500.81	\$3,719.82	\$3,938.83
	Hourly	\$13.00	\$13.00	\$13.02	\$13.82	\$14.88	\$15.95	\$16.48	\$17.01	\$18.07	\$18.61	\$19.94	\$21.26	\$22.59	\$23.92
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$26,261.04	\$27,841.84	\$29,402.88	\$31,517.20	\$33,611.76	\$34,659.04	\$35,706.32	\$37,287.12	\$38,334.40	\$40,962.48	\$43,590.56	\$45,171.36	\$47,799.44
	Monthly	\$2,140.67	\$2,188.42	\$2,320.15	\$2,450.24	\$2,626.43	\$2,800.98	\$2,888.25	\$2,975.53	\$3,107.26	\$3,194.53	\$3,413.54	\$3,632.55	\$3,764.28	\$3,983.29
	Hourly	\$13.00	\$13.29	\$14.09	\$14.88	\$15.95	\$17.01	\$17.54	\$18.07	\$18.87	\$19.40	\$20.73	\$22.06	\$22.86	\$24.19
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$26,261.04	\$28,355.60	\$29,936.40	\$31,517.20	\$33,611.76	\$35,706.32	\$36,773.36	\$37,820.64	\$38,867.92	\$39,915.20	\$42,543.28	\$45,171.36	\$46,218.64	\$48,846.72
	Monthly	\$2,188.42	\$2,362.97	\$2,494.70	\$2,626.43	\$2,800.98	\$2,975.53	\$3,064.45	\$3,151.72	\$3,238.99	\$3,326.27	\$3,545.27	\$3,764.28	\$3,851.55	\$4,070.56
	Hourly	\$13.29	\$14.35	\$15.15	\$15.95	\$17.01	\$18.07	\$18.61	\$19.14	\$19.67	\$20.20	\$21.53	\$22.86	\$23.39	\$24.72
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$28,355.60	\$30,469.92	\$32,030.96	\$33,611.76	\$35,706.32	\$37,820.64	\$38,867.92	\$39,915.20	\$40,448.72	\$40,962.48	\$43,590.56	\$46,218.64	\$47,799.44	\$50,427.52
	Monthly	\$2,362.97	\$2,539.16	\$2,669.25	\$2,800.98	\$2,975.53	\$3,151.72	\$3,238.99	\$3,326.27	\$3,370.73	\$3,413.54	\$3,632.55	\$3,851.55	\$3,983.29	\$4,202.29
	Hourly	\$14.35	\$15.42	\$16.21	\$17.01	\$18.07	\$19.14	\$19.67	\$20.20	\$20.47	\$20.73	\$22.06	\$23.39	\$24.19	\$25.52
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$29,936.40	\$32,564.48	\$34,145.28	\$35,706.32	\$37,820.64	\$39,915.20	\$40,962.48	\$42,009.76	\$42,009.76	\$42,543.28	\$45,171.36	\$47,799.44	\$49,380.24	\$51,988.56
	Monthly	\$2,494.70	\$2,713.71	\$2,845.44	\$2,975.53	\$3,151.72	\$3,326.27	\$3,413.54	\$3,500.81	\$3,500.81	\$3,545.27	\$3,764.28	\$3,983.29	\$4,115.02	\$4,332.38
	Hourly	\$15.15	\$16.48	\$17.28	\$18.07	\$19.14	\$20.20	\$20.73	\$21.26	\$21.26	\$21.53	\$22.86	\$24.19	\$24.99	\$26.31

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 8

ERI Wage Scale (100%) \$28.21

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$26,755.04	\$28,987.92	\$31,220.80	\$32,327.36	\$33,453.68	\$35,666.80	\$37,899.68	\$40,685.84	\$43,472.00	\$46,258.16	\$49,044.32
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,229.59	\$2,415.66	\$2,601.73	\$2,693.95	\$2,787.81	\$2,972.23	\$3,158.31	\$3,390.49	\$3,622.67	\$3,854.85	\$4,087.03
	Hourly	\$13.00	\$13.00	\$13.00	\$13.54	\$14.67	\$15.80	\$16.36	\$16.93	\$18.05	\$19.18	\$20.59	\$22.00	\$23.41	\$24.82
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$27,308.32	\$28,987.92	\$31,220.80	\$33,453.68	\$34,560.24	\$35,666.80	\$37,899.68	\$39,026.00	\$41,812.16	\$44,598.32	\$47,384.48	\$50,170.64
	Monthly	\$2,140.67	\$2,140.67	\$2,275.69	\$2,415.66	\$2,601.73	\$2,787.81	\$2,880.02	\$2,972.23	\$3,158.31	\$3,252.17	\$3,484.35	\$3,716.53	\$3,948.71	\$4,180.89
	Hourly	\$13.00	\$13.00	\$13.82	\$14.67	\$15.80	\$16.93	\$17.49	\$18.05	\$19.18	\$19.75	\$21.16	\$22.57	\$23.98	\$25.39
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$27,881.36	\$29,541.20	\$31,220.80	\$33,453.68	\$35,666.80	\$36,793.12	\$37,899.68	\$39,579.28	\$40,685.84	\$43,472.00	\$46,258.16	\$47,937.76	\$50,723.92
	Monthly	\$2,140.67	\$2,323.45	\$2,461.77	\$2,601.73	\$2,787.81	\$2,972.23	\$3,066.09	\$3,158.31	\$3,298.27	\$3,390.49	\$3,622.67	\$3,854.85	\$3,994.81	\$4,226.99
	Hourly	\$13.00	\$14.11	\$14.95	\$15.80	\$16.93	\$18.05	\$18.62	\$19.18	\$20.03	\$20.59	\$22.00	\$23.41	\$24.26	\$25.67
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$27,881.36	\$30,094.48	\$31,774.08	\$33,453.68	\$35,666.80	\$37,899.68	\$39,026.00	\$40,132.56	\$41,258.88	\$42,365.44	\$45,151.60	\$47,937.76	\$49,044.32	\$51,850.24
	Monthly	\$2,323.45	\$2,507.87	\$2,647.84	\$2,787.81	\$2,972.23	\$3,158.31	\$3,252.17	\$3,344.38	\$3,438.24	\$3,530.45	\$3,762.63	\$3,994.81	\$4,087.03	\$4,320.85
	Hourly	\$14.11	\$15.23	\$16.08	\$16.93	\$18.05	\$19.18	\$19.75	\$20.31	\$20.88	\$21.44	\$22.85	\$24.26	\$24.82	\$26.24
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$30,094.48	\$32,327.36	\$34,006.96	\$35,666.80	\$37,899.68	\$40,132.56	\$41,258.88	\$42,365.44	\$42,918.72	\$43,472.00	\$46,258.16	\$49,044.32	\$50,723.92	\$53,510.08
	Monthly	\$2,507.87	\$2,693.95	\$2,833.91	\$2,972.23	\$3,158.31	\$3,344.38	\$3,438.24	\$3,530.45	\$3,576.56	\$3,622.67	\$3,854.85	\$4,087.03	\$4,226.99	\$4,459.17
	Hourly	\$15.23	\$16.36	\$17.21	\$18.05	\$19.18	\$20.31	\$20.88	\$21.44	\$21.72	\$22.00	\$23.41	\$24.82	\$25.67	\$27.08
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$31,774.08	\$34,560.24	\$36,239.84	\$37,899.68	\$40,132.56	\$42,365.44	\$43,472.00	\$44,598.32	\$44,598.32	\$45,151.60	\$47,937.76	\$50,723.92	\$52,403.52	\$55,189.68
	Monthly	\$2,647.84	\$2,880.02	\$3,019.99	\$3,158.31	\$3,344.38	\$3,530.45	\$3,622.67	\$3,716.53	\$3,716.53	\$3,762.63	\$3,994.81	\$4,226.99	\$4,366.96	\$4,599.14
	Hourly	\$16.08	\$17.49	\$18.34	\$19.18	\$20.31	\$21.44	\$22.00	\$22.57	\$22.57	\$22.85	\$24.26	\$25.67	\$26.52	\$27.93

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 9

ERI Wage Scale (100%) \$28.29

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$26,834.08	\$29,066.96	\$31,299.84	\$32,426.16	\$33,532.72	\$35,785.36	\$38,018.24	\$40,804.40	\$43,610.32	\$46,396.48	\$49,202.40
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,236.17	\$2,422.25	\$2,608.32	\$2,702.18	\$2,794.39	\$2,982.11	\$3,168.19	\$3,400.37	\$3,634.19	\$3,866.37	\$4,100.20
	Hourly	\$13.00	\$13.00	\$13.00	\$13.58	\$14.71	\$15.84	\$16.41	\$16.97	\$18.11	\$19.24	\$20.65	\$22.07	\$23.48	\$24.90
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,707.76	\$27,387.36	\$29,066.96	\$31,299.84	\$33,532.72	\$34,659.04	\$35,785.36	\$38,018.24	\$39,124.80	\$41,930.72	\$44,716.88	\$47,522.80	\$50,308.96
	Monthly	\$2,140.67	\$2,142.31	\$2,282.28	\$2,422.25	\$2,608.32	\$2,794.39	\$2,888.25	\$2,982.11	\$3,168.19	\$3,260.40	\$3,494.23	\$3,726.41	\$3,960.23	\$4,192.41
	Hourly	\$13.00	\$13.01	\$13.86	\$14.71	\$15.84	\$16.97	\$17.54	\$18.11	\$19.24	\$19.80	\$21.22	\$22.63	\$24.05	\$25.46
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,707.76	\$27,960.40	\$29,620.24	\$31,299.84	\$33,532.72	\$35,785.36	\$36,891.92	\$38,018.24	\$39,697.84	\$40,804.40	\$43,610.32	\$46,396.48	\$48,076.08	\$50,862.24
	Monthly	\$2,142.31	\$2,330.03	\$2,468.35	\$2,608.32	\$2,794.39	\$2,982.11	\$3,074.33	\$3,168.19	\$3,308.15	\$3,400.37	\$3,634.19	\$3,866.37	\$4,006.34	\$4,238.52
	Hourly	\$13.01	\$14.15	\$14.99	\$15.84	\$16.97	\$18.11	\$18.67	\$19.24	\$20.09	\$20.65	\$22.07	\$23.48	\$24.33	\$25.74
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$27,960.40	\$30,193.28	\$31,872.88	\$33,532.72	\$35,785.36	\$38,018.24	\$39,124.80	\$40,251.12	\$41,357.68	\$42,484.00	\$45,270.16	\$48,076.08	\$49,202.40	\$51,988.56
	Monthly	\$2,330.03	\$2,516.11	\$2,656.07	\$2,794.39	\$2,982.11	\$3,168.19	\$3,260.40	\$3,354.26	\$3,446.47	\$3,540.33	\$3,772.51	\$4,006.34	\$4,100.20	\$4,332.38
	Hourly	\$14.15	\$15.28	\$16.13	\$16.97	\$18.11	\$19.24	\$19.80	\$20.37	\$20.93	\$21.50	\$22.91	\$24.33	\$24.90	\$26.31
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$30,193.28	\$32,426.16	\$34,105.76	\$35,785.36	\$38,018.24	\$40,251.12	\$41,357.68	\$42,484.00	\$43,037.28	\$43,610.32	\$46,396.48	\$49,202.40	\$50,862.24	\$53,668.16
	Monthly	\$2,516.11	\$2,702.18	\$2,842.15	\$2,982.11	\$3,168.19	\$3,354.26	\$3,446.47	\$3,540.33	\$3,586.44	\$3,634.19	\$3,866.37	\$4,100.20	\$4,238.52	\$4,472.35
	Hourly	\$15.28	\$16.41	\$17.26	\$18.11	\$19.24	\$20.37	\$20.93	\$21.50	\$21.78	\$22.07	\$23.48	\$24.90	\$25.74	\$27.16
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$31,872.88	\$34,659.04	\$36,338.64	\$38,018.24	\$40,251.12	\$42,484.00	\$43,610.32	\$44,716.88	\$44,716.88	\$45,270.16	\$48,076.08	\$50,862.24	\$52,541.84	\$55,347.76
	Monthly	\$2,656.07	\$2,888.25	\$3,028.22	\$3,168.19	\$3,354.26	\$3,540.33	\$3,634.19	\$3,726.41	\$3,726.41	\$3,772.51	\$4,006.34	\$4,238.52	\$4,378.49	\$4,612.31
	Hourly	\$16.13	\$17.54	\$18.39	\$19.24	\$20.37	\$21.50	\$22.07	\$22.63	\$22.63	\$22.91	\$24.33	\$25.74	\$26.59	\$28.01

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 10

ERI Wage Scale (100%) \$27.21

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$25,806.56	\$27,960.40	\$30,114.24	\$31,181.28	\$32,268.08	\$34,402.16	\$36,556.00	\$39,243.36	\$41,930.72	\$44,618.08	\$47,305.44
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,150.55	\$2,330.03	\$2,509.52	\$2,598.44	\$2,689.01	\$2,866.85	\$3,046.33	\$3,270.28	\$3,494.23	\$3,718.17	\$3,942.12
	Hourly	\$13.00	\$13.00	\$13.00	\$13.06	\$14.15	\$15.24	\$15.78	\$16.33	\$17.41	\$18.50	\$19.86	\$21.22	\$22.58	\$23.94
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$26,340.08	\$27,960.40	\$30,114.24	\$32,268.08	\$33,335.12	\$34,402.16	\$36,556.00	\$37,642.80	\$40,330.16	\$43,017.52	\$45,704.88	\$48,392.24
	Monthly	\$2,140.67	\$2,140.67	\$2,195.01	\$2,330.03	\$2,509.52	\$2,689.01	\$2,777.93	\$2,866.85	\$3,046.33	\$3,136.90	\$3,360.85	\$3,584.79	\$3,808.74	\$4,032.69
	Hourly	\$13.00	\$13.00	\$13.33	\$14.15	\$15.24	\$16.33	\$16.87	\$17.41	\$18.50	\$19.05	\$20.41	\$21.77	\$23.13	\$24.49
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$26,893.36	\$28,493.92	\$30,114.24	\$32,268.08	\$34,402.16	\$35,488.96	\$36,556.00	\$38,176.32	\$39,243.36	\$41,930.72	\$44,618.08	\$46,238.40	\$48,925.76
	Monthly	\$2,140.67	\$2,241.11	\$2,374.49	\$2,509.52	\$2,689.01	\$2,866.85	\$2,957.41	\$3,046.33	\$3,181.36	\$3,270.28	\$3,494.23	\$3,718.17	\$3,853.20	\$4,077.15
	Hourly	\$13.00	\$13.61	\$14.42	\$15.24	\$16.33	\$17.41	\$17.96	\$18.50	\$19.32	\$19.86	\$21.22	\$22.58	\$23.40	\$24.76
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$26,893.36	\$29,027.44	\$30,647.76	\$32,268.08	\$34,402.16	\$36,556.00	\$37,642.80	\$38,709.84	\$39,796.64	\$40,863.68	\$43,551.04	\$46,238.40	\$47,305.44	\$50,012.56
	Monthly	\$2,241.11	\$2,418.95	\$2,553.98	\$2,689.01	\$2,866.85	\$3,046.33	\$3,136.90	\$3,225.82	\$3,316.39	\$3,405.31	\$3,629.25	\$3,853.20	\$3,942.12	\$4,167.71
	Hourly	\$13.61	\$14.69	\$15.51	\$16.33	\$17.41	\$18.50	\$19.05	\$19.59	\$20.14	\$20.68	\$22.04	\$23.40	\$23.94	\$25.31
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$29,027.44	\$31,181.28	\$32,801.60	\$34,402.16	\$36,556.00	\$38,709.84	\$39,796.64	\$40,863.68	\$41,397.20	\$41,930.72	\$44,618.08	\$47,305.44	\$48,925.76	\$51,613.12
	Monthly	\$2,418.95	\$2,598.44	\$2,733.47	\$2,866.85	\$3,046.33	\$3,225.82	\$3,316.39	\$3,405.31	\$3,449.77	\$3,494.23	\$3,718.17	\$3,942.12	\$4,077.15	\$4,301.09
	Hourly	\$14.69	\$15.78	\$16.60	\$17.41	\$18.50	\$19.59	\$20.14	\$20.68	\$20.95	\$21.22	\$22.58	\$23.94	\$24.76	\$26.12
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$30,647.76	\$33,335.12	\$34,955.44	\$36,556.00	\$38,709.84	\$40,863.68	\$41,930.72	\$43,017.52	\$43,017.52	\$43,551.04	\$46,238.40	\$48,925.76	\$50,546.08	\$53,233.44
	Monthly	\$2,553.98	\$2,777.93	\$2,912.95	\$3,046.33	\$3,225.82	\$3,405.31	\$3,494.23	\$3,584.79	\$3,584.79	\$3,629.25	\$3,853.20	\$4,077.15	\$4,212.17	\$4,436.12
	Hourly	\$15.51	\$16.87	\$17.69	\$18.50	\$19.59	\$20.68	\$21.22	\$21.77	\$21.77	\$22.04	\$23.40	\$24.76	\$25.58	\$26.94

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 11

ERI Wage Scale (100%) \$28.20

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$26,755.04	\$28,968.16	\$31,201.04	\$32,327.36	\$33,433.92	\$35,666.80	\$37,899.68	\$40,685.84	\$43,472.00	\$46,258.16	\$49,044.32
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,229.59	\$2,414.01	\$2,600.09	\$2,693.95	\$2,786.16	\$2,972.23	\$3,158.31	\$3,390.49	\$3,622.67	\$3,854.85	\$4,087.03
	Hourly	\$13.00	\$13.00	\$13.00	\$13.54	\$14.66	\$15.79	\$16.36	\$16.92	\$18.05	\$19.18	\$20.59	\$22.00	\$23.41	\$24.82
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$27,308.32	\$28,968.16	\$31,201.04	\$33,433.92	\$34,540.48	\$35,666.80	\$37,899.68	\$39,006.24	\$41,792.40	\$44,578.56	\$47,364.72	\$50,150.88
	Monthly	\$2,140.67	\$2,140.67	\$2,275.69	\$2,414.01	\$2,600.09	\$2,786.16	\$2,878.37	\$2,972.23	\$3,158.31	\$3,250.52	\$3,482.70	\$3,714.88	\$3,947.06	\$4,179.24
	Hourly	\$13.00	\$13.00	\$13.82	\$14.66	\$15.79	\$16.92	\$17.48	\$18.05	\$19.18	\$19.74	\$21.15	\$22.56	\$23.97	\$25.38
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$27,861.60	\$29,541.20	\$31,201.04	\$33,433.92	\$35,666.80	\$36,773.36	\$37,899.68	\$39,559.52	\$40,685.84	\$43,472.00	\$46,258.16	\$47,918.00	\$50,704.16
	Monthly	\$2,140.67	\$2,321.80	\$2,461.77	\$2,600.09	\$2,786.16	\$2,972.23	\$3,064.45	\$3,158.31	\$3,296.63	\$3,390.49	\$3,622.67	\$3,854.85	\$3,993.17	\$4,225.35
	Hourly	\$13.00	\$14.10	\$14.95	\$15.79	\$16.92	\$18.05	\$18.61	\$19.18	\$20.02	\$20.59	\$22.00	\$23.41	\$24.25	\$25.66
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$27,861.60	\$30,094.48	\$31,754.32	\$33,433.92	\$35,666.80	\$37,899.68	\$39,006.24	\$40,112.80	\$41,239.12	\$42,345.68	\$45,131.84	\$47,918.00	\$49,044.32	\$51,830.48
	Monthly	\$2,321.80	\$2,507.87	\$2,646.19	\$2,786.16	\$2,972.23	\$3,158.31	\$3,250.52	\$3,342.73	\$3,436.59	\$3,528.81	\$3,760.99	\$3,993.17	\$4,087.03	\$4,319.21
	Hourly	\$14.10	\$15.23	\$16.07	\$16.92	\$18.05	\$19.18	\$19.74	\$20.30	\$20.87	\$21.43	\$22.84	\$24.25	\$24.82	\$26.23
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$30,094.48	\$32,327.36	\$33,987.20	\$35,666.80	\$37,899.68	\$40,112.80	\$41,239.12	\$42,345.68	\$42,898.96	\$43,472.00	\$46,258.16	\$49,044.32	\$50,704.16	\$53,490.32
	Monthly	\$2,507.87	\$2,693.95	\$2,832.27	\$2,972.23	\$3,158.31	\$3,342.73	\$3,436.59	\$3,528.81	\$3,574.91	\$3,622.67	\$3,854.85	\$4,087.03	\$4,225.35	\$4,457.53
	Hourly	\$15.23	\$16.36	\$17.20	\$18.05	\$19.18	\$20.30	\$20.87	\$21.43	\$21.71	\$22.00	\$23.41	\$24.82	\$25.66	\$27.07
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$31,754.32	\$34,540.48	\$36,220.08	\$37,899.68	\$40,112.80	\$42,345.68	\$43,472.00	\$44,578.56	\$44,578.56	\$45,131.84	\$47,918.00	\$50,704.16	\$52,383.76	\$55,169.92
	Monthly	\$2,646.19	\$2,878.37	\$3,018.34	\$3,158.31	\$3,342.73	\$3,528.81	\$3,622.67	\$3,714.88	\$3,714.88	\$3,760.99	\$3,993.17	\$4,225.35	\$4,365.31	\$4,597.49
	Hourly	\$16.07	\$17.48	\$18.33	\$19.18	\$20.30	\$21.43	\$22.00	\$22.56	\$22.56	\$22.84	\$24.25	\$25.66	\$26.51	\$27.92

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 12

ERI Wage Scale (100%) \$29.57

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$26,300.56	\$28,039.44	\$30,390.88	\$32,722.56	\$33,888.40	\$35,054.24	\$37,385.92	\$39,737.36	\$42,661.84	\$45,566.56	\$48,491.04	\$51,415.52
	Monthly	\$2,140.67	\$2,140.67	\$2,191.71	\$2,336.62	\$2,532.57	\$2,726.88	\$2,824.03	\$2,921.19	\$3,115.49	\$3,311.45	\$3,555.15	\$3,797.21	\$4,040.92	\$4,284.63
	Hourly	\$13.00	\$13.00	\$13.31	\$14.19	\$15.38	\$16.56	\$17.15	\$17.74	\$18.92	\$20.11	\$21.59	\$23.06	\$24.54	\$26.02
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$26,873.60	\$28,632.24	\$30,390.88	\$32,722.56	\$35,054.24	\$36,220.08	\$37,385.92	\$39,737.36	\$40,903.20	\$43,827.68	\$46,752.16	\$49,656.88	\$52,581.36
	Monthly	\$2,140.67	\$2,239.47	\$2,386.02	\$2,532.57	\$2,726.88	\$2,921.19	\$3,018.34	\$3,115.49	\$3,311.45	\$3,408.60	\$3,652.31	\$3,896.01	\$4,138.07	\$4,381.78
	Hourly	\$13.00	\$13.60	\$14.49	\$15.38	\$16.56	\$17.74	\$18.33	\$18.92	\$20.11	\$20.70	\$22.18	\$23.66	\$25.13	\$26.61
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$26,873.60	\$29,225.04	\$30,963.92	\$32,722.56	\$35,054.24	\$37,385.92	\$38,571.52	\$39,737.36	\$41,476.24	\$42,661.84	\$45,566.56	\$48,491.04	\$50,249.68	\$53,174.16
	Monthly	\$2,239.47	\$2,435.42	\$2,580.33	\$2,726.88	\$2,921.19	\$3,115.49	\$3,214.29	\$3,311.45	\$3,456.35	\$3,555.15	\$3,797.21	\$4,040.92	\$4,187.47	\$4,431.18
	Hourly	\$13.60	\$14.79	\$15.67	\$16.56	\$17.74	\$18.92	\$19.52	\$20.11	\$20.99	\$21.59	\$23.06	\$24.54	\$25.43	\$26.91
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$29,225.04	\$31,556.72	\$33,295.60	\$35,054.24	\$37,385.92	\$39,737.36	\$40,903.20	\$42,069.04	\$43,234.88	\$44,400.72	\$47,325.20	\$50,249.68	\$51,415.52	\$54,340.00
	Monthly	\$2,435.42	\$2,629.73	\$2,774.63	\$2,921.19	\$3,115.49	\$3,311.45	\$3,408.60	\$3,505.75	\$3,602.91	\$3,700.06	\$3,943.77	\$4,187.47	\$4,284.63	\$4,528.33
	Hourly	\$14.79	\$15.97	\$16.85	\$17.74	\$18.92	\$20.11	\$20.70	\$21.29	\$21.88	\$22.47	\$23.95	\$25.43	\$26.02	\$27.50
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$31,556.72	\$33,888.40	\$35,647.04	\$37,385.92	\$39,737.36	\$42,069.04	\$43,234.88	\$44,400.72	\$44,993.52	\$45,566.56	\$48,491.04	\$51,415.52	\$53,174.16	\$56,098.64
	Monthly	\$2,629.73	\$2,824.03	\$2,970.59	\$3,115.49	\$3,311.45	\$3,505.75	\$3,602.91	\$3,700.06	\$3,749.46	\$3,797.21	\$4,040.92	\$4,284.63	\$4,431.18	\$4,674.89
	Hourly	\$15.97	\$17.15	\$18.04	\$18.92	\$20.11	\$21.29	\$21.88	\$22.47	\$22.77	\$23.06	\$24.54	\$26.02	\$26.91	\$28.39
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$33,295.60	\$36,220.08	\$37,978.72	\$39,737.36	\$42,069.04	\$44,400.72	\$45,566.56	\$46,752.16	\$46,752.16	\$47,325.20	\$50,249.68	\$53,174.16	\$54,932.80	\$57,837.52
	Monthly	\$2,774.63	\$3,018.34	\$3,164.89	\$3,311.45	\$3,505.75	\$3,700.06	\$3,797.21	\$3,896.01	\$3,896.01	\$3,943.77	\$4,187.47	\$4,431.18	\$4,577.73	\$4,819.79
	Hourly	\$16.85	\$18.33	\$19.22	\$20.11	\$21.29	\$22.47	\$23.06	\$23.66	\$23.66	\$23.95	\$25.43	\$26.91	\$27.80	\$29.27

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 13

ERI Wage Scale (100%) \$29.08

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,865.84	\$27,584.96	\$29,877.12	\$32,169.28	\$33,335.12	\$34,481.20	\$36,773.36	\$39,065.52	\$41,950.48	\$44,815.68	\$47,700.64	\$50,565.84
	Monthly	\$2,140.67	\$2,140.67	\$2,155.49	\$2,298.75	\$2,489.76	\$2,680.77	\$2,777.93	\$2,873.43	\$3,064.45	\$3,255.46	\$3,495.87	\$3,734.64	\$3,975.05	\$4,213.82
	Hourly	\$13.00	\$13.00	\$13.09	\$13.96	\$15.12	\$16.28	\$16.87	\$17.45	\$18.61	\$19.77	\$21.23	\$22.68	\$24.14	\$25.59
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$26,438.88	\$28,158.00	\$29,877.12	\$32,169.28	\$34,481.20	\$35,627.28	\$36,773.36	\$39,065.52	\$40,231.36	\$43,096.56	\$45,961.76	\$48,846.72	\$51,711.92
	Monthly	\$2,140.67	\$2,203.24	\$2,346.50	\$2,489.76	\$2,680.77	\$2,873.43	\$2,968.94	\$3,064.45	\$3,255.46	\$3,352.61	\$3,591.38	\$3,830.15	\$4,070.56	\$4,309.33
	Hourly	\$13.00	\$13.38	\$14.25	\$15.12	\$16.28	\$17.45	\$18.03	\$18.61	\$19.77	\$20.36	\$21.81	\$23.26	\$24.72	\$26.17
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$26,438.88	\$28,731.04	\$30,450.16	\$32,169.28	\$34,481.20	\$36,773.36	\$37,919.44	\$39,065.52	\$40,804.40	\$41,950.48	\$44,815.68	\$47,700.64	\$49,419.76	\$52,284.96
	Monthly	\$2,203.24	\$2,394.25	\$2,537.51	\$2,680.77	\$2,873.43	\$3,064.45	\$3,159.95	\$3,255.46	\$3,400.37	\$3,495.87	\$3,734.64	\$3,975.05	\$4,118.31	\$4,357.08
	Hourly	\$13.38	\$14.54	\$15.41	\$16.28	\$17.45	\$18.61	\$19.19	\$19.77	\$20.65	\$21.23	\$22.68	\$24.14	\$25.01	\$26.46
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$28,731.04	\$31,023.20	\$32,762.08	\$34,481.20	\$36,773.36	\$39,065.52	\$40,231.36	\$41,377.44	\$42,523.52	\$43,669.60	\$46,534.80	\$49,419.76	\$50,565.84	\$53,431.04
	Monthly	\$2,394.25	\$2,585.27	\$2,730.17	\$2,873.43	\$3,064.45	\$3,255.46	\$3,352.61	\$3,448.12	\$3,543.63	\$3,639.13	\$3,877.90	\$4,118.31	\$4,213.82	\$4,452.59
	Hourly	\$14.54	\$15.70	\$16.58	\$17.45	\$18.61	\$19.77	\$20.36	\$20.94	\$21.52	\$22.10	\$23.55	\$25.01	\$25.59	\$27.04
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$31,023.20	\$33,335.12	\$35,054.24	\$36,773.36	\$39,065.52	\$41,377.44	\$42,523.52	\$43,669.60	\$44,242.64	\$44,815.68	\$47,700.64	\$50,565.84	\$52,284.96	\$55,169.92
	Monthly	\$2,585.27	\$2,777.93	\$2,921.19	\$3,064.45	\$3,255.46	\$3,448.12	\$3,543.63	\$3,639.13	\$3,686.89	\$3,734.64	\$3,975.05	\$4,213.82	\$4,357.08	\$4,597.49
	Hourly	\$15.70	\$16.87	\$17.74	\$18.61	\$19.77	\$20.94	\$21.52	\$22.10	\$22.39	\$22.68	\$24.14	\$25.59	\$26.46	\$27.92
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$32,762.08	\$35,627.28	\$37,346.40	\$39,065.52	\$41,377.44	\$43,669.60	\$44,815.68	\$45,961.76	\$45,961.76	\$46,534.80	\$49,419.76	\$52,284.96	\$54,023.84	\$56,889.04
	Monthly	\$2,730.17	\$2,968.94	\$3,112.20	\$3,255.46	\$3,448.12	\$3,639.13	\$3,734.64	\$3,830.15	\$3,830.15	\$3,877.90	\$4,118.31	\$4,357.08	\$4,501.99	\$4,740.75
	Hourly	\$16.58	\$18.03	\$18.90	\$19.77	\$20.94	\$22.10	\$22.68	\$23.26	\$23.26	\$23.55	\$25.01	\$26.46	\$27.34	\$28.79

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 14

ERI Wage Scale (100%) \$31.90

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$26,478.40	\$28,375.36	\$30,252.56	\$32,781.84	\$35,291.36	\$36,556.00	\$37,820.64	\$40,349.92	\$42,859.44	\$46,021.04	\$49,162.88	\$52,324.48	\$55,466.32
	Monthly	\$2,140.67	\$2,206.53	\$2,364.61	\$2,521.05	\$2,731.82	\$2,940.95	\$3,046.33	\$3,151.72	\$3,362.49	\$3,571.62	\$3,835.09	\$4,096.91	\$4,360.37	\$4,622.19
	Hourly	\$13.00	\$13.40	\$14.36	\$15.31	\$16.59	\$17.86	\$18.50	\$19.14	\$20.42	\$21.69	\$23.29	\$24.88	\$26.48	\$28.07
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$26,478.40	\$28,987.92	\$30,884.88	\$32,781.84	\$35,291.36	\$37,820.64	\$39,085.28	\$40,349.92	\$42,859.44	\$44,124.08	\$47,285.68	\$50,427.52	\$53,589.12	\$56,730.96
	Monthly	\$2,206.53	\$2,415.66	\$2,573.74	\$2,731.82	\$2,940.95	\$3,151.72	\$3,257.11	\$3,362.49	\$3,571.62	\$3,677.01	\$3,940.47	\$4,202.29	\$4,465.76	\$4,727.58
	Hourly	\$13.40	\$14.67	\$15.63	\$16.59	\$17.86	\$19.14	\$19.78	\$20.42	\$21.69	\$22.33	\$23.93	\$25.52	\$27.12	\$28.71
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$28,987.92	\$31,517.20	\$33,414.16	\$35,291.36	\$37,820.64	\$40,349.92	\$41,594.80	\$42,859.44	\$44,756.40	\$46,021.04	\$49,162.88	\$52,324.48	\$54,201.68	\$57,363.28
	Monthly	\$2,415.66	\$2,626.43	\$2,784.51	\$2,940.95	\$3,151.72	\$3,362.49	\$3,466.23	\$3,571.62	\$3,729.70	\$3,835.09	\$4,096.91	\$4,360.37	\$4,516.81	\$4,780.27
	Hourly	\$14.67	\$15.95	\$16.91	\$17.86	\$19.14	\$20.42	\$21.05	\$21.69	\$22.65	\$23.29	\$24.88	\$26.48	\$27.43	\$29.03
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$31,517.20	\$34,046.48	\$35,923.68	\$37,820.64	\$40,349.92	\$42,859.44	\$44,124.08	\$45,388.72	\$46,653.36	\$47,898.24	\$51,059.84	\$54,201.68	\$55,466.32	\$58,627.92
	Monthly	\$2,626.43	\$2,837.21	\$2,993.64	\$3,151.72	\$3,362.49	\$3,571.62	\$3,677.01	\$3,782.39	\$3,887.78	\$3,991.52	\$4,254.99	\$4,516.81	\$4,622.19	\$4,885.66
	Hourly	\$15.95	\$17.23	\$18.18	\$19.14	\$20.42	\$21.69	\$22.33	\$22.97	\$23.61	\$24.24	\$25.84	\$27.43	\$28.07	\$29.67
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$34,046.48	\$36,556.00	\$38,452.96	\$40,349.92	\$42,859.44	\$45,388.72	\$46,653.36	\$47,898.24	\$48,530.56	\$49,162.88	\$52,324.48	\$55,466.32	\$57,363.28	\$60,505.12
	Monthly	\$2,837.21	\$3,046.33	\$3,204.41	\$3,362.49	\$3,571.62	\$3,782.39	\$3,887.78	\$3,991.52	\$4,044.21	\$4,096.91	\$4,360.37	\$4,622.19	\$4,780.27	\$5,042.09
	Hourly	\$17.23	\$18.50	\$19.46	\$20.42	\$21.69	\$22.97	\$23.61	\$24.24	\$24.56	\$24.88	\$26.48	\$28.07	\$29.03	\$30.62
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$35,923.68	\$39,085.28	\$40,982.24	\$42,859.44	\$45,388.72	\$47,898.24	\$49,162.88	\$50,427.52	\$50,427.52	\$51,059.84	\$54,201.68	\$57,363.28	\$59,260.24	\$62,402.08
	Monthly	\$2,993.64	\$3,257.11	\$3,415.19	\$3,571.62	\$3,782.39	\$3,991.52	\$4,096.91	\$4,202.29	\$4,202.29	\$4,254.99	\$4,516.81	\$4,780.27	\$4,938.35	\$5,200.17
	Hourly	\$18.18	\$19.78	\$20.74	\$21.69	\$22.97	\$24.24	\$24.88	\$25.52	\$25.52	\$25.84	\$27.43	\$29.03	\$29.99	\$31.58

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 15

ERI Wage Scale (100%) \$29.99

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$26,676.00	\$28,454.40	\$30,805.84	\$33,177.04	\$34,362.64	\$35,548.24	\$37,919.44	\$40,290.64	\$43,254.64	\$46,218.64	\$49,182.64	\$52,146.64
	Monthly	\$2,140.67	\$2,140.67	\$2,223.00	\$2,371.20	\$2,567.15	\$2,764.75	\$2,863.55	\$2,962.35	\$3,159.95	\$3,357.55	\$3,604.55	\$3,851.55	\$4,098.55	\$4,345.55
	Hourly	\$13.00	\$13.00	\$13.50	\$14.40	\$15.59	\$16.79	\$17.39	\$17.99	\$19.19	\$20.39	\$21.89	\$23.39	\$24.89	\$26.39
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$27,268.80	\$29,047.20	\$30,805.84	\$33,177.04	\$35,548.24	\$36,733.84	\$37,919.44	\$40,290.64	\$41,476.24	\$44,440.24	\$47,404.24	\$50,368.24	\$53,332.24
	Monthly	\$2,140.67	\$2,272.40	\$2,420.60	\$2,567.15	\$2,764.75	\$2,962.35	\$3,061.15	\$3,159.95	\$3,357.55	\$3,456.35	\$3,703.35	\$3,950.35	\$4,197.35	\$4,444.35
	Hourly	\$13.00	\$13.80	\$14.70	\$15.59	\$16.79	\$17.99	\$18.59	\$19.19	\$20.39	\$20.99	\$22.49	\$23.99	\$25.49	\$26.99
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$27,268.80	\$29,640.00	\$31,398.64	\$33,177.04	\$35,548.24	\$37,919.44	\$39,105.04	\$40,290.64	\$42,069.04	\$43,254.64	\$46,218.64	\$49,182.64	\$50,961.04	\$53,925.04
	Monthly	\$2,272.40	\$2,470.00	\$2,616.55	\$2,764.75	\$2,962.35	\$3,159.95	\$3,258.75	\$3,357.55	\$3,505.75	\$3,604.55	\$3,851.55	\$4,098.55	\$4,246.75	\$4,493.75
	Hourly	\$13.80	\$15.00	\$15.89	\$16.79	\$17.99	\$19.19	\$19.79	\$20.39	\$21.29	\$21.89	\$23.39	\$24.89	\$25.79	\$27.29
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$29,640.00	\$31,991.44	\$33,769.84	\$35,548.24	\$37,919.44	\$40,290.64	\$41,476.24	\$42,661.84	\$43,847.44	\$45,033.04	\$47,997.04	\$50,961.04	\$52,146.64	\$55,110.64
	Monthly	\$2,470.00	\$2,665.95	\$2,814.15	\$2,962.35	\$3,159.95	\$3,357.55	\$3,456.35	\$3,555.15	\$3,653.95	\$3,752.75	\$3,999.75	\$4,246.75	\$4,345.55	\$4,592.55
	Hourly	\$15.00	\$16.19	\$17.09	\$17.99	\$19.19	\$20.39	\$20.99	\$21.59	\$22.19	\$22.79	\$24.29	\$25.79	\$26.39	\$27.89
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$31,991.44	\$34,362.64	\$36,141.04	\$37,919.44	\$40,290.64	\$42,661.84	\$43,847.44	\$45,033.04	\$45,625.84	\$46,218.64	\$49,182.64	\$52,146.64	\$53,925.04	\$56,889.04
	Monthly	\$2,665.95	\$2,863.55	\$3,011.75	\$3,159.95	\$3,357.55	\$3,555.15	\$3,653.95	\$3,752.75	\$3,802.15	\$3,851.55	\$4,098.55	\$4,345.55	\$4,493.75	\$4,740.75
	Hourly	\$16.19	\$17.39	\$18.29	\$19.19	\$20.39	\$21.59	\$22.19	\$22.79	\$23.09	\$23.39	\$24.89	\$26.39	\$27.29	\$28.79
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$33,769.84	\$36,733.84	\$38,512.24	\$40,290.64	\$42,661.84	\$45,033.04	\$46,218.64	\$47,404.24	\$47,404.24	\$47,997.04	\$50,961.04	\$53,925.04	\$55,703.44	\$58,667.44
	Monthly	\$2,814.15	\$3,061.15	\$3,209.35	\$3,357.55	\$3,555.15	\$3,752.75	\$3,851.55	\$3,950.35	\$3,950.35	\$3,999.75	\$4,246.75	\$4,493.75	\$4,641.95	\$4,888.95
	Hourly	\$17.09	\$18.59	\$19.49	\$20.39	\$21.59	\$22.79	\$23.39	\$23.99	\$23.99	\$24.29	\$25.79	\$27.29	\$28.19	\$29.69

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 16

ERI Wage Scale (100%) \$33.40

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$27,723.28	\$29,699.28	\$31,675.28	\$34,323.12	\$36,951.20	\$38,275.12	\$39,599.04	\$42,246.88	\$44,874.96	\$48,174.88	\$51,474.80	\$54,774.72	\$58,074.64
	Monthly	\$2,140.67	\$2,310.27	\$2,474.94	\$2,639.61	\$2,860.26	\$3,079.27	\$3,189.59	\$3,299.92	\$3,520.57	\$3,739.58	\$4,014.57	\$4,289.57	\$4,564.56	\$4,839.55
	Hourly	\$13.00	\$14.03	\$15.03	\$16.03	\$17.37	\$18.70	\$19.37	\$20.04	\$21.38	\$22.71	\$24.38	\$26.05	\$27.72	\$29.39
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$27,723.28	\$30,351.36	\$32,347.12	\$34,323.12	\$36,951.20	\$39,599.04	\$40,922.96	\$42,246.88	\$44,874.96	\$46,198.88	\$49,498.80	\$52,798.72	\$56,098.64	\$59,398.56
	Monthly	\$2,310.27	\$2,529.28	\$2,695.59	\$2,860.26	\$3,079.27	\$3,299.92	\$3,410.25	\$3,520.57	\$3,739.58	\$3,849.91	\$4,124.90	\$4,399.89	\$4,674.89	\$4,949.88
	Hourly	\$14.03	\$15.36	\$16.37	\$17.37	\$18.70	\$20.04	\$20.71	\$21.38	\$22.71	\$23.38	\$25.05	\$26.72	\$28.39	\$30.06
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$30,351.36	\$32,999.20	\$34,975.20	\$36,951.20	\$39,599.04	\$42,246.88	\$43,551.04	\$44,874.96	\$46,850.96	\$48,174.88	\$51,474.80	\$54,774.72	\$56,750.72	\$60,050.64
	Monthly	\$2,529.28	\$2,749.93	\$2,914.60	\$3,079.27	\$3,299.92	\$3,520.57	\$3,629.25	\$3,739.58	\$3,904.25	\$4,014.57	\$4,289.57	\$4,564.56	\$4,729.23	\$5,004.22
	Hourly	\$15.36	\$16.70	\$17.70	\$18.70	\$20.04	\$21.38	\$22.04	\$22.71	\$23.71	\$24.38	\$26.05	\$27.72	\$28.72	\$30.39
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$32,999.20	\$35,647.04	\$37,623.04	\$39,599.04	\$42,246.88	\$44,874.96	\$46,198.88	\$47,522.80	\$48,846.72	\$50,150.88	\$53,450.80	\$56,750.72	\$58,074.64	\$61,374.56
	Monthly	\$2,749.93	\$2,970.59	\$3,135.25	\$3,299.92	\$3,520.57	\$3,739.58	\$3,849.91	\$3,960.23	\$4,070.56	\$4,179.24	\$4,454.23	\$4,729.23	\$4,839.55	\$5,114.55
	Hourly	\$16.70	\$18.04	\$19.04	\$20.04	\$21.38	\$22.71	\$23.38	\$24.05	\$24.72	\$25.38	\$27.05	\$28.72	\$29.39	\$31.06
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$35,647.04	\$38,275.12	\$40,251.12	\$42,246.88	\$44,874.96	\$47,522.80	\$48,846.72	\$50,150.88	\$50,822.72	\$51,474.80	\$54,774.72	\$58,074.64	\$60,050.64	\$63,350.56
	Monthly	\$2,970.59	\$3,189.59	\$3,354.26	\$3,520.57	\$3,739.58	\$3,960.23	\$4,070.56	\$4,179.24	\$4,235.23	\$4,289.57	\$4,564.56	\$4,839.55	\$5,004.22	\$5,279.21
	Hourly	\$18.04	\$19.37	\$20.37	\$21.38	\$22.71	\$24.05	\$24.72	\$25.38	\$25.72	\$26.05	\$27.72	\$29.39	\$30.39	\$32.06
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$37,623.04	\$40,922.96	\$42,898.96	\$44,874.96	\$47,522.80	\$50,150.88	\$51,474.80	\$52,798.72	\$52,798.72	\$53,450.80	\$56,750.72	\$60,050.64	\$62,046.40	\$65,346.32
	Monthly	\$3,135.25	\$3,410.25	\$3,574.91	\$3,739.58	\$3,960.23	\$4,179.24	\$4,289.57	\$4,399.89	\$4,399.89	\$4,454.23	\$4,729.23	\$5,004.22	\$5,170.53	\$5,445.53
	Hourly	\$19.04	\$20.71	\$21.71	\$22.71	\$24.05	\$25.38	\$26.05	\$26.72	\$26.72	\$27.05	\$28.72	\$30.39	\$31.40	\$33.07

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 16

ERI Wage Scale (100%) \$33.40

ALAMEDA Min. Wage \$ 13.50 effective 7/1/2019
ERI 16 Changes to \$15.00 on 7/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$26,676.00	\$27,723.28	\$29,699.28	\$31,675.28	\$34,323.12	\$36,951.20	\$38,275.12	\$39,599.04	\$42,246.88	\$44,874.96	\$48,174.88	\$51,474.80	\$54,774.72	\$58,074.64
	Monthly	\$2,223.00	\$2,310.27	\$2,474.94	\$2,639.61	\$2,860.26	\$3,079.27	\$3,189.59	\$3,299.92	\$3,520.57	\$3,739.58	\$4,014.57	\$4,289.57	\$4,564.56	\$4,839.55
	Hourly	\$13.50	\$14.03	\$15.03	\$16.03	\$17.37	\$18.70	\$19.37	\$20.04	\$21.38	\$22.71	\$24.38	\$26.05	\$27.72	\$29.39
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$27,723.28	\$30,351.36	\$32,347.12	\$34,323.12	\$36,951.20	\$39,599.04	\$40,922.96	\$42,246.88	\$44,874.96	\$46,198.88	\$49,498.80	\$52,798.72	\$56,098.64	\$59,398.56
	Monthly	\$2,310.27	\$2,529.28	\$2,695.59	\$2,860.26	\$3,079.27	\$3,299.92	\$3,410.25	\$3,520.57	\$3,739.58	\$3,849.91	\$4,124.90	\$4,399.89	\$4,674.89	\$4,949.88
	Hourly	\$14.03	\$15.36	\$16.37	\$17.37	\$18.70	\$20.04	\$20.71	\$21.38	\$22.71	\$23.38	\$25.05	\$26.72	\$28.39	\$30.06
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$30,351.36	\$32,999.20	\$34,975.20	\$36,951.20	\$39,599.04	\$42,246.88	\$43,551.04	\$44,874.96	\$46,850.96	\$48,174.88	\$51,474.80	\$54,774.72	\$56,750.72	\$60,050.64
	Monthly	\$2,529.28	\$2,749.93	\$2,914.60	\$3,079.27	\$3,299.92	\$3,520.57	\$3,629.25	\$3,739.58	\$3,904.25	\$4,014.57	\$4,289.57	\$4,564.56	\$4,729.23	\$5,004.22
	Hourly	\$15.36	\$16.70	\$17.70	\$18.70	\$20.04	\$21.38	\$22.04	\$22.71	\$23.71	\$24.38	\$26.05	\$27.72	\$28.72	\$30.39
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$32,999.20	\$35,647.04	\$37,623.04	\$39,599.04	\$42,246.88	\$44,874.96	\$46,198.88	\$47,522.80	\$48,846.72	\$50,150.88	\$53,450.80	\$56,750.72	\$58,074.64	\$61,374.56
	Monthly	\$2,749.93	\$2,970.59	\$3,135.25	\$3,299.92	\$3,520.57	\$3,739.58	\$3,849.91	\$3,960.23	\$4,070.56	\$4,179.24	\$4,454.23	\$4,729.23	\$4,839.55	\$5,114.55
	Hourly	\$16.70	\$18.04	\$19.04	\$20.04	\$21.38	\$22.71	\$23.38	\$24.05	\$24.72	\$25.38	\$27.05	\$28.72	\$29.39	\$31.06
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$35,647.04	\$38,275.12	\$40,251.12	\$42,246.88	\$44,874.96	\$47,522.80	\$48,846.72	\$50,150.88	\$50,822.72	\$51,474.80	\$54,774.72	\$58,074.64	\$60,050.64	\$63,350.56
	Monthly	\$2,970.59	\$3,189.59	\$3,354.26	\$3,520.57	\$3,739.58	\$3,960.23	\$4,070.56	\$4,179.24	\$4,235.23	\$4,289.57	\$4,564.56	\$4,839.55	\$5,004.22	\$5,279.21
	Hourly	\$18.04	\$19.37	\$20.37	\$21.38	\$22.71	\$24.05	\$24.72	\$25.38	\$25.72	\$26.05	\$27.72	\$29.39	\$30.39	\$32.06
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$37,623.04	\$40,922.96	\$42,898.96	\$44,874.96	\$47,522.80	\$50,150.88	\$51,474.80	\$52,798.72	\$52,798.72	\$53,450.80	\$56,750.72	\$60,050.64	\$62,046.40	\$65,346.32
	Monthly	\$3,135.25	\$3,410.25	\$3,574.91	\$3,739.58	\$3,960.23	\$4,179.24	\$4,289.57	\$4,399.89	\$4,399.89	\$4,454.23	\$4,729.23	\$5,004.22	\$5,170.53	\$5,445.53
	Hourly	\$19.04	\$20.71	\$21.71	\$22.71	\$24.05	\$25.38	\$26.05	\$26.72	\$26.72	\$27.05	\$28.72	\$30.39	\$31.40	\$33.07

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 16

ERI Wage Scale (100%) \$33.40

BERKELEY Min. Wage \$ 15.00 effective 7/1/2019

ERI 16 Changes to \$15.59 on 7/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$29,640.00	\$29,640.00	\$29,699.28	\$31,675.28	\$34,323.12	\$36,951.20	\$38,275.12	\$39,599.04	\$42,246.88	\$44,874.96	\$48,174.88	\$51,474.80	\$54,774.72	\$58,074.64
	Monthly	\$2,470.00	\$2,470.00	\$2,474.94	\$2,639.61	\$2,860.26	\$3,079.27	\$3,189.59	\$3,299.92	\$3,520.57	\$3,739.58	\$4,014.57	\$4,289.57	\$4,564.56	\$4,839.55
	Hourly	\$15.00	\$15.00	\$15.03	\$16.03	\$17.37	\$18.70	\$19.37	\$20.04	\$21.38	\$22.71	\$24.38	\$26.05	\$27.72	\$29.39
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$29,640.00	\$30,351.36	\$32,347.12	\$34,323.12	\$36,951.20	\$39,599.04	\$40,922.96	\$42,246.88	\$44,874.96	\$46,198.88	\$49,498.80	\$52,798.72	\$56,098.64	\$59,398.56
	Monthly	\$2,470.00	\$2,529.28	\$2,695.59	\$2,860.26	\$3,079.27	\$3,299.92	\$3,410.25	\$3,520.57	\$3,739.58	\$3,849.91	\$4,124.90	\$4,399.89	\$4,674.89	\$4,949.88
	Hourly	\$15.00	\$15.36	\$16.37	\$17.37	\$18.70	\$20.04	\$20.71	\$21.38	\$22.71	\$23.38	\$25.05	\$26.72	\$28.39	\$30.06
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$30,351.36	\$32,999.20	\$34,975.20	\$36,951.20	\$39,599.04	\$42,246.88	\$43,551.04	\$44,874.96	\$46,850.96	\$48,174.88	\$51,474.80	\$54,774.72	\$56,750.72	\$60,050.64
	Monthly	\$2,529.28	\$2,749.93	\$2,914.60	\$3,079.27	\$3,299.92	\$3,520.57	\$3,629.25	\$3,739.58	\$3,904.25	\$4,014.57	\$4,289.57	\$4,564.56	\$4,729.23	\$5,004.22
	Hourly	\$15.36	\$16.70	\$17.70	\$18.70	\$20.04	\$21.38	\$22.04	\$22.71	\$23.71	\$24.38	\$26.05	\$27.72	\$28.72	\$30.39
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$32,999.20	\$35,647.04	\$37,623.04	\$39,599.04	\$42,246.88	\$44,874.96	\$46,198.88	\$47,522.80	\$48,846.72	\$50,150.88	\$53,450.80	\$56,750.72	\$58,074.64	\$61,374.56
	Monthly	\$2,749.93	\$2,970.59	\$3,135.25	\$3,299.92	\$3,520.57	\$3,739.58	\$3,849.91	\$3,960.23	\$4,070.56	\$4,179.24	\$4,454.23	\$4,729.23	\$4,839.55	\$5,114.55
	Hourly	\$16.70	\$18.04	\$19.04	\$20.04	\$21.38	\$22.71	\$23.38	\$24.05	\$24.72	\$25.38	\$27.05	\$28.72	\$29.39	\$31.06
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$35,647.04	\$38,275.12	\$40,251.12	\$42,246.88	\$44,874.96	\$47,522.80	\$48,846.72	\$50,150.88	\$50,822.72	\$51,474.80	\$54,774.72	\$58,074.64	\$60,050.64	\$63,350.56
	Monthly	\$2,970.59	\$3,189.59	\$3,354.26	\$3,520.57	\$3,739.58	\$3,960.23	\$4,070.56	\$4,179.24	\$4,235.23	\$4,289.57	\$4,564.56	\$4,839.55	\$5,004.22	\$5,279.21
	Hourly	\$18.04	\$19.37	\$20.37	\$21.38	\$22.71	\$24.05	\$24.72	\$25.38	\$25.72	\$26.05	\$27.72	\$29.39	\$30.39	\$32.06
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$37,623.04	\$40,922.96	\$42,898.96	\$44,874.96	\$47,522.80	\$50,150.88	\$51,474.80	\$52,798.72	\$52,798.72	\$53,450.80	\$56,750.72	\$60,050.64	\$62,046.40	\$65,346.32
	Monthly	\$3,135.25	\$3,410.25	\$3,574.91	\$3,739.58	\$3,960.23	\$4,179.24	\$4,289.57	\$4,399.89	\$4,399.89	\$4,454.23	\$4,729.23	\$5,004.22	\$5,170.53	\$5,445.53
	Hourly	\$19.04	\$20.71	\$21.71	\$22.71	\$24.05	\$25.38	\$26.05	\$26.72	\$26.72	\$27.05	\$28.72	\$30.39	\$31.40	\$33.07

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 16

ERI Wage Scale (100%) \$33.40

FREMONT Min. Wage \$ 13.50 effective 7/1/2019

ERI 16 Changes to \$15.00 on 7/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$26,676.00	\$27,723.28	\$29,699.28	\$31,675.28	\$34,323.12	\$36,951.20	\$38,275.12	\$39,599.04	\$42,246.88	\$44,874.96	\$48,174.88	\$51,474.80	\$54,774.72	\$58,074.64
	Monthly	\$2,223.00	\$2,310.27	\$2,474.94	\$2,639.61	\$2,860.26	\$3,079.27	\$3,189.59	\$3,299.92	\$3,520.57	\$3,739.58	\$4,014.57	\$4,289.57	\$4,564.56	\$4,839.55
	Hourly	\$13.50	\$14.03	\$15.03	\$16.03	\$17.37	\$18.70	\$19.37	\$20.04	\$21.38	\$22.71	\$24.38	\$26.05	\$27.72	\$29.39
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$27,723.28	\$30,351.36	\$32,347.12	\$34,323.12	\$36,951.20	\$39,599.04	\$40,922.96	\$42,246.88	\$44,874.96	\$46,198.88	\$49,498.80	\$52,798.72	\$56,098.64	\$59,398.56
	Monthly	\$2,310.27	\$2,529.28	\$2,695.59	\$2,860.26	\$3,079.27	\$3,299.92	\$3,410.25	\$3,520.57	\$3,739.58	\$3,849.91	\$4,124.90	\$4,399.89	\$4,674.89	\$4,949.88
	Hourly	\$14.03	\$15.36	\$16.37	\$17.37	\$18.70	\$20.04	\$20.71	\$21.38	\$22.71	\$23.38	\$25.05	\$26.72	\$28.39	\$30.06
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$30,351.36	\$32,999.20	\$34,975.20	\$36,951.20	\$39,599.04	\$42,246.88	\$43,551.04	\$44,874.96	\$46,850.96	\$48,174.88	\$51,474.80	\$54,774.72	\$56,750.72	\$60,050.64
	Monthly	\$2,529.28	\$2,749.93	\$2,914.60	\$3,079.27	\$3,299.92	\$3,520.57	\$3,629.25	\$3,739.58	\$3,904.25	\$4,014.57	\$4,289.57	\$4,564.56	\$4,729.23	\$5,004.22
	Hourly	\$15.36	\$16.70	\$17.70	\$18.70	\$20.04	\$21.38	\$22.04	\$22.71	\$23.71	\$24.38	\$26.05	\$27.72	\$28.72	\$30.39
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$32,999.20	\$35,647.04	\$37,623.04	\$39,599.04	\$42,246.88	\$44,874.96	\$46,198.88	\$47,522.80	\$48,846.72	\$50,150.88	\$53,450.80	\$56,750.72	\$58,074.64	\$61,374.56
	Monthly	\$2,749.93	\$2,970.59	\$3,135.25	\$3,299.92	\$3,520.57	\$3,739.58	\$3,849.91	\$3,960.23	\$4,070.56	\$4,179.24	\$4,454.23	\$4,729.23	\$4,839.55	\$5,114.55
	Hourly	\$16.70	\$18.04	\$19.04	\$20.04	\$21.38	\$22.71	\$23.38	\$24.05	\$24.72	\$25.38	\$27.05	\$28.72	\$29.39	\$31.06
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$35,647.04	\$38,275.12	\$40,251.12	\$42,246.88	\$44,874.96	\$47,522.80	\$48,846.72	\$50,150.88	\$50,822.72	\$51,474.80	\$54,774.72	\$58,074.64	\$60,050.64	\$63,350.56
	Monthly	\$2,970.59	\$3,189.59	\$3,354.26	\$3,520.57	\$3,739.58	\$3,960.23	\$4,070.56	\$4,179.24	\$4,235.23	\$4,289.57	\$4,564.56	\$4,839.55	\$5,004.22	\$5,279.21
	Hourly	\$18.04	\$19.37	\$20.37	\$21.38	\$22.71	\$24.05	\$24.72	\$25.38	\$25.72	\$26.05	\$27.72	\$29.39	\$30.39	\$32.06
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$37,623.04	\$40,922.96	\$42,898.96	\$44,874.96	\$47,522.80	\$50,150.88	\$51,474.80	\$52,798.72	\$52,798.72	\$53,450.80	\$56,750.72	\$60,050.64	\$62,046.40	\$65,346.32
	Monthly	\$3,135.25	\$3,410.25	\$3,574.91	\$3,739.58	\$3,960.23	\$4,179.24	\$4,289.57	\$4,399.89	\$4,399.89	\$4,454.23	\$4,729.23	\$5,004.22	\$5,170.53	\$5,445.53
	Hourly	\$19.04	\$20.71	\$21.71	\$22.71	\$24.05	\$25.38	\$26.05	\$26.72	\$26.72	\$27.05	\$28.72	\$30.39	\$31.40	\$33.07

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 16

ERI Wage Scale (100%) \$33.40

OAKLAND Min. Wage \$ 14.14 effective 1/1/2020
ERI 16 Changes to \$14.14 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$27,940.64	\$27,940.64	\$29,699.28	\$31,675.28	\$34,323.12	\$36,951.20	\$38,275.12	\$39,599.04	\$42,246.88	\$44,874.96	\$48,174.88	\$51,474.80	\$54,774.72	\$58,074.64
	Monthly	\$2,328.39	\$2,328.39	\$2,474.94	\$2,639.61	\$2,860.26	\$3,079.27	\$3,189.59	\$3,299.92	\$3,520.57	\$3,739.58	\$4,014.57	\$4,289.57	\$4,564.56	\$4,839.55
	Hourly	\$14.14	\$14.14	\$15.03	\$16.03	\$17.37	\$18.70	\$19.37	\$20.04	\$21.38	\$22.71	\$24.38	\$26.05	\$27.72	\$29.39
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$27,940.64	\$30,351.36	\$32,347.12	\$34,323.12	\$36,951.20	\$39,599.04	\$40,922.96	\$42,246.88	\$44,874.96	\$46,198.88	\$49,498.80	\$52,798.72	\$56,098.64	\$59,398.56
	Monthly	\$2,328.39	\$2,529.28	\$2,695.59	\$2,860.26	\$3,079.27	\$3,299.92	\$3,410.25	\$3,520.57	\$3,739.58	\$3,849.91	\$4,124.90	\$4,399.89	\$4,674.89	\$4,949.88
	Hourly	\$14.14	\$15.36	\$16.37	\$17.37	\$18.70	\$20.04	\$20.71	\$21.38	\$22.71	\$23.38	\$25.05	\$26.72	\$28.39	\$30.06
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$30,351.36	\$32,999.20	\$34,975.20	\$36,951.20	\$39,599.04	\$42,246.88	\$43,551.04	\$44,874.96	\$46,850.96	\$48,174.88	\$51,474.80	\$54,774.72	\$56,750.72	\$60,050.64
	Monthly	\$2,529.28	\$2,749.93	\$2,914.60	\$3,079.27	\$3,299.92	\$3,520.57	\$3,629.25	\$3,739.58	\$3,904.25	\$4,014.57	\$4,289.57	\$4,564.56	\$4,729.23	\$5,004.22
	Hourly	\$15.36	\$16.70	\$17.70	\$18.70	\$20.04	\$21.38	\$22.04	\$22.71	\$23.71	\$24.38	\$26.05	\$27.72	\$28.72	\$30.39
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$32,999.20	\$35,647.04	\$37,623.04	\$39,599.04	\$42,246.88	\$44,874.96	\$46,198.88	\$47,522.80	\$48,846.72	\$50,150.88	\$53,450.80	\$56,750.72	\$58,074.64	\$61,374.56
	Monthly	\$2,749.93	\$2,970.59	\$3,135.25	\$3,299.92	\$3,520.57	\$3,739.58	\$3,849.91	\$3,960.23	\$4,070.56	\$4,179.24	\$4,454.23	\$4,729.23	\$4,839.55	\$5,114.55
	Hourly	\$16.70	\$18.04	\$19.04	\$20.04	\$21.38	\$22.71	\$23.38	\$24.05	\$24.72	\$25.38	\$27.05	\$28.72	\$29.39	\$31.06
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$35,647.04	\$38,275.12	\$40,251.12	\$42,246.88	\$44,874.96	\$47,522.80	\$48,846.72	\$50,150.88	\$50,822.72	\$51,474.80	\$54,774.72	\$58,074.64	\$60,050.64	\$63,350.56
	Monthly	\$2,970.59	\$3,189.59	\$3,354.26	\$3,520.57	\$3,739.58	\$3,960.23	\$4,070.56	\$4,179.24	\$4,235.23	\$4,289.57	\$4,564.56	\$4,839.55	\$5,004.22	\$5,279.21
	Hourly	\$18.04	\$19.37	\$20.37	\$21.38	\$22.71	\$24.05	\$24.72	\$25.38	\$25.72	\$26.05	\$27.72	\$29.39	\$30.39	\$32.06
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$37,623.04	\$40,922.96	\$42,898.96	\$44,874.96	\$47,522.80	\$50,150.88	\$51,474.80	\$52,798.72	\$52,798.72	\$53,450.80	\$56,750.72	\$60,050.64	\$62,046.40	\$65,346.32
	Monthly	\$3,135.25	\$3,410.25	\$3,574.91	\$3,739.58	\$3,960.23	\$4,179.24	\$4,289.57	\$4,399.89	\$4,399.89	\$4,454.23	\$4,729.23	\$5,004.22	\$5,170.53	\$5,445.53
	Hourly	\$19.04	\$20.71	\$21.71	\$22.71	\$24.05	\$25.38	\$26.05	\$26.72	\$26.72	\$27.05	\$28.72	\$30.39	\$31.40	\$33.07

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 17

ERI Wage Scale (100%) \$33.25

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$27,604.72	\$29,560.96	\$31,536.96	\$34,165.04	\$36,793.12	\$38,117.04	\$39,421.20	\$42,049.28	\$44,677.36	\$47,957.52	\$51,257.44	\$54,537.60	\$57,817.76
	Monthly	\$2,140.67	\$2,300.39	\$2,463.41	\$2,628.08	\$2,847.09	\$3,066.09	\$3,176.42	\$3,285.10	\$3,504.11	\$3,723.11	\$3,996.46	\$4,271.45	\$4,544.80	\$4,818.15
	Hourly	\$13.00	\$13.97	\$14.96	\$15.96	\$17.29	\$18.62	\$19.29	\$19.95	\$21.28	\$22.61	\$24.27	\$25.94	\$27.60	\$29.26
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$27,604.72	\$30,232.80	\$32,189.04	\$34,165.04	\$36,793.12	\$39,421.20	\$40,745.12	\$42,049.28	\$44,677.36	\$46,001.28	\$49,281.44	\$52,561.60	\$55,841.76	\$59,141.68
	Monthly	\$2,300.39	\$2,519.40	\$2,682.42	\$2,847.09	\$3,066.09	\$3,285.10	\$3,395.43	\$3,504.11	\$3,723.11	\$3,833.44	\$4,106.79	\$4,380.13	\$4,653.48	\$4,928.47
	Hourly	\$13.97	\$15.30	\$16.29	\$17.29	\$18.62	\$19.95	\$20.62	\$21.28	\$22.61	\$23.28	\$24.94	\$26.60	\$28.26	\$29.93
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$30,232.80	\$32,860.88	\$34,817.12	\$36,793.12	\$39,421.20	\$42,049.28	\$43,373.20	\$44,677.36	\$46,653.36	\$47,957.52	\$51,257.44	\$54,537.60	\$56,513.60	\$59,793.76
	Monthly	\$2,519.40	\$2,738.41	\$2,901.43	\$3,066.09	\$3,285.10	\$3,504.11	\$3,614.43	\$3,723.11	\$3,887.78	\$3,996.46	\$4,271.45	\$4,544.80	\$4,709.47	\$4,982.81
	Hourly	\$15.30	\$16.63	\$17.62	\$18.62	\$19.95	\$21.28	\$21.95	\$22.61	\$23.61	\$24.27	\$25.94	\$27.60	\$28.60	\$30.26
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$32,860.88	\$35,488.96	\$37,445.20	\$39,421.20	\$42,049.28	\$44,677.36	\$46,001.28	\$47,305.44	\$48,629.36	\$49,933.52	\$53,213.68	\$56,513.60	\$57,817.76	\$61,097.92
	Monthly	\$2,738.41	\$2,957.41	\$3,120.43	\$3,285.10	\$3,504.11	\$3,723.11	\$3,833.44	\$3,942.12	\$4,052.45	\$4,161.13	\$4,434.47	\$4,709.47	\$4,818.15	\$5,091.49
	Hourly	\$16.63	\$17.96	\$18.95	\$19.95	\$21.28	\$22.61	\$23.28	\$23.94	\$24.61	\$25.27	\$26.93	\$28.60	\$29.26	\$30.92
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$35,488.96	\$38,117.04	\$40,073.28	\$42,049.28	\$44,677.36	\$47,305.44	\$48,629.36	\$49,933.52	\$50,585.60	\$51,257.44	\$54,537.60	\$57,817.76	\$59,793.76	\$63,073.92
	Monthly	\$2,957.41	\$3,176.42	\$3,339.44	\$3,504.11	\$3,723.11	\$3,942.12	\$4,052.45	\$4,161.13	\$4,215.47	\$4,271.45	\$4,544.80	\$4,818.15	\$4,982.81	\$5,256.16
	Hourly	\$17.96	\$19.29	\$20.28	\$21.28	\$22.61	\$23.94	\$24.61	\$25.27	\$25.60	\$25.94	\$27.60	\$29.26	\$30.26	\$31.92
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$37,445.20	\$40,745.12	\$42,701.36	\$44,677.36	\$47,305.44	\$49,933.52	\$51,257.44	\$52,561.60	\$52,561.60	\$53,213.68	\$56,513.60	\$59,793.76	\$61,769.76	\$65,049.92
	Monthly	\$3,120.43	\$3,395.43	\$3,558.45	\$3,723.11	\$3,942.12	\$4,161.13	\$4,271.45	\$4,380.13	\$4,380.13	\$4,434.47	\$4,709.47	\$4,982.81	\$5,147.48	\$5,420.83
	Hourly	\$18.95	\$20.62	\$21.61	\$22.61	\$23.94	\$25.27	\$25.94	\$26.60	\$26.60	\$26.93	\$28.60	\$30.26	\$31.26	\$32.92

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2019 — December 31, 2019

ERI Area 17

ERI Wage Scale (100%) \$33.25

RICHMOND Min. Wage \$ 15.00 effective 1/1/2020

ERI 17 Changes to \$15.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$29,640.00	\$29,640.00	\$29,640.00	\$31,536.96	\$34,165.04	\$36,793.12	\$38,117.04	\$39,421.20	\$42,049.28	\$44,677.36	\$47,957.52	\$51,257.44	\$54,537.60	\$57,817.76
	Monthly	\$2,470.00	\$2,470.00	\$2,470.00	\$2,628.08	\$2,847.09	\$3,066.09	\$3,176.42	\$3,285.10	\$3,504.11	\$3,723.11	\$3,996.46	\$4,271.45	\$4,544.80	\$4,818.15
	Hourly	\$15.00	\$15.00	\$15.00	\$15.96	\$17.29	\$18.62	\$19.29	\$19.95	\$21.28	\$22.61	\$24.27	\$25.94	\$27.60	\$29.26
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$29,640.00	\$30,232.80	\$32,189.04	\$34,165.04	\$36,793.12	\$39,421.20	\$40,745.12	\$42,049.28	\$44,677.36	\$46,001.28	\$49,281.44	\$52,561.60	\$55,841.76	\$59,141.68
	Monthly	\$2,470.00	\$2,519.40	\$2,682.42	\$2,847.09	\$3,066.09	\$3,285.10	\$3,395.43	\$3,504.11	\$3,723.11	\$3,833.44	\$4,106.79	\$4,380.13	\$4,653.48	\$4,928.47
	Hourly	\$15.00	\$15.30	\$16.29	\$17.29	\$18.62	\$19.95	\$20.62	\$21.28	\$22.61	\$23.28	\$24.94	\$26.60	\$28.26	\$29.93
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$30,232.80	\$32,860.88	\$34,817.12	\$36,793.12	\$39,421.20	\$42,049.28	\$43,373.20	\$44,677.36	\$46,653.36	\$47,957.52	\$51,257.44	\$54,537.60	\$56,513.60	\$59,793.76
	Monthly	\$2,519.40	\$2,738.41	\$2,901.43	\$3,066.09	\$3,285.10	\$3,504.11	\$3,614.43	\$3,723.11	\$3,887.78	\$3,996.46	\$4,271.45	\$4,544.80	\$4,709.47	\$4,982.81
	Hourly	\$15.30	\$16.63	\$17.62	\$18.62	\$19.95	\$21.28	\$21.95	\$22.61	\$23.61	\$24.27	\$25.94	\$27.60	\$28.60	\$30.26
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$32,860.88	\$35,488.96	\$37,445.20	\$39,421.20	\$42,049.28	\$44,677.36	\$46,001.28	\$47,305.44	\$48,629.36	\$49,933.52	\$53,213.68	\$56,513.60	\$57,817.76	\$61,097.92
	Monthly	\$2,738.41	\$2,957.41	\$3,120.43	\$3,285.10	\$3,504.11	\$3,723.11	\$3,833.44	\$3,942.12	\$4,052.45	\$4,161.13	\$4,434.47	\$4,709.47	\$4,818.15	\$5,091.49
	Hourly	\$16.63	\$17.96	\$18.95	\$19.95	\$21.28	\$22.61	\$23.28	\$23.94	\$24.61	\$25.27	\$26.93	\$28.60	\$29.26	\$30.92
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$35,488.96	\$38,117.04	\$40,073.28	\$42,049.28	\$44,677.36	\$47,305.44	\$48,629.36	\$49,933.52	\$50,585.60	\$51,257.44	\$54,537.60	\$57,817.76	\$59,793.76	\$63,073.92
	Monthly	\$2,957.41	\$3,176.42	\$3,339.44	\$3,504.11	\$3,723.11	\$3,942.12	\$4,052.45	\$4,161.13	\$4,215.47	\$4,271.45	\$4,544.80	\$4,818.15	\$4,982.81	\$5,256.16
	Hourly	\$17.96	\$19.29	\$20.28	\$21.28	\$22.61	\$23.94	\$24.61	\$25.27	\$25.60	\$25.94	\$27.60	\$29.26	\$30.26	\$31.92
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$37,445.20	\$40,745.12	\$42,701.36	\$44,677.36	\$47,305.44	\$49,933.52	\$51,257.44	\$52,561.60	\$52,561.60	\$53,213.68	\$56,513.60	\$59,793.76	\$61,769.76	\$65,049.92
	Monthly	\$3,120.43	\$3,395.43	\$3,558.45	\$3,723.11	\$3,942.12	\$4,161.13	\$4,271.45	\$4,380.13	\$4,380.13	\$4,434.47	\$4,709.47	\$4,982.81	\$5,147.48	\$5,420.83
	Hourly	\$18.95	\$20.62	\$21.61	\$22.61	\$23.94	\$25.27	\$25.94	\$26.60	\$26.60	\$26.93	\$28.60	\$30.26	\$31.26	\$32.92

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 18

ERI Wage Scale (100%) \$33.88

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$28,118.48	\$30,134.00	\$32,129.76	\$34,817.12	\$37,484.72	\$38,828.40	\$40,172.08	\$42,839.68	\$45,527.04	\$48,866.48	\$52,225.68	\$55,565.12	\$58,904.56
	Monthly	\$2,140.67	\$2,343.21	\$2,511.17	\$2,677.48	\$2,901.43	\$3,123.73	\$3,235.70	\$3,347.67	\$3,569.97	\$3,793.92	\$4,072.21	\$4,352.14	\$4,630.43	\$4,908.71
	Hourly	\$13.00	\$14.23	\$15.25	\$16.26	\$17.62	\$18.97	\$19.65	\$20.33	\$21.68	\$23.04	\$24.73	\$26.43	\$28.12	\$29.81
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$28,118.48	\$30,786.08	\$32,801.60	\$34,817.12	\$37,484.72	\$40,172.08	\$41,515.76	\$42,839.68	\$45,527.04	\$46,870.72	\$50,210.16	\$53,549.60	\$56,908.80	\$60,248.24
	Monthly	\$2,343.21	\$2,565.51	\$2,733.47	\$2,901.43	\$3,123.73	\$3,347.67	\$3,459.65	\$3,569.97	\$3,793.92	\$3,905.89	\$4,184.18	\$4,462.47	\$4,742.40	\$5,020.69
	Hourly	\$14.23	\$15.58	\$16.60	\$17.62	\$18.97	\$20.33	\$21.01	\$21.68	\$23.04	\$23.72	\$25.41	\$27.10	\$28.80	\$30.49
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$30,786.08	\$33,473.44	\$35,488.96	\$37,484.72	\$40,172.08	\$42,839.68	\$44,183.36	\$45,527.04	\$47,522.80	\$48,866.48	\$52,225.68	\$55,565.12	\$57,580.64	\$60,920.08
	Monthly	\$2,565.51	\$2,789.45	\$2,957.41	\$3,123.73	\$3,347.67	\$3,569.97	\$3,681.95	\$3,793.92	\$3,960.23	\$4,072.21	\$4,352.14	\$4,630.43	\$4,798.39	\$5,076.67
	Hourly	\$15.58	\$16.94	\$17.96	\$18.97	\$20.33	\$21.68	\$22.36	\$23.04	\$24.05	\$24.73	\$26.43	\$28.12	\$29.14	\$30.83
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$33,473.44	\$36,160.80	\$38,156.56	\$40,172.08	\$42,839.68	\$45,527.04	\$46,870.72	\$48,194.64	\$49,538.32	\$50,882.00	\$54,221.44	\$57,580.64	\$58,904.56	\$62,263.76
	Monthly	\$2,789.45	\$3,013.40	\$3,179.71	\$3,347.67	\$3,569.97	\$3,793.92	\$3,905.89	\$4,016.22	\$4,128.19	\$4,240.17	\$4,518.45	\$4,798.39	\$4,908.71	\$5,188.65
	Hourly	\$16.94	\$18.30	\$19.31	\$20.33	\$21.68	\$23.04	\$23.72	\$24.39	\$25.07	\$25.75	\$27.44	\$29.14	\$29.81	\$31.51
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$36,160.80	\$38,828.40	\$40,843.92	\$42,839.68	\$45,527.04	\$48,194.64	\$49,538.32	\$50,882.00	\$51,553.84	\$52,225.68	\$55,565.12	\$58,904.56	\$60,920.08	\$64,259.52
	Monthly	\$3,013.40	\$3,235.70	\$3,403.66	\$3,569.97	\$3,793.92	\$4,016.22	\$4,128.19	\$4,240.17	\$4,296.15	\$4,352.14	\$4,630.43	\$4,908.71	\$5,076.67	\$5,354.96
	Hourly	\$18.30	\$19.65	\$20.67	\$21.68	\$23.04	\$24.39	\$25.07	\$25.75	\$26.09	\$26.43	\$28.12	\$29.81	\$30.83	\$32.52
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$38,156.56	\$41,515.76	\$43,511.52	\$45,527.04	\$48,194.64	\$50,882.00	\$52,225.68	\$53,549.60	\$53,549.60	\$54,221.44	\$57,580.64	\$60,920.08	\$62,935.60	\$66,275.04
	Monthly	\$3,179.71	\$3,459.65	\$3,625.96	\$3,793.92	\$4,016.22	\$4,240.17	\$4,352.14	\$4,462.47	\$4,462.47	\$4,518.45	\$4,798.39	\$5,076.67	\$5,244.63	\$5,522.92
	Hourly	\$19.31	\$21.01	\$22.02	\$23.04	\$24.39	\$25.75	\$26.43	\$27.10	\$27.10	\$27.44	\$29.14	\$30.83	\$31.85	\$33.54

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 20

ERI Wage Scale (100%) \$26.55

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$25,174.24	\$27,288.56	\$29,383.12	\$30,430.40	\$31,477.68	\$33,572.24	\$35,666.80	\$38,294.88	\$40,922.96	\$43,551.04	\$46,159.36
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,097.85	\$2,274.05	\$2,448.59	\$2,535.87	\$2,623.14	\$2,797.69	\$2,972.23	\$3,191.24	\$3,410.25	\$3,629.25	\$3,846.61
	Hourly	\$13.00	\$13.00	\$13.00	\$12.74	\$13.81	\$14.87	\$15.40	\$15.93	\$16.99	\$18.05	\$19.38	\$20.71	\$22.04	\$23.36
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$25,707.76	\$27,288.56	\$29,383.12	\$31,477.68	\$32,524.96	\$33,572.24	\$35,666.80	\$36,733.84	\$39,342.16	\$41,970.24	\$44,598.32	\$47,226.40
	Monthly	\$2,140.67	\$2,140.67	\$2,142.31	\$2,274.05	\$2,448.59	\$2,623.14	\$2,710.41	\$2,797.69	\$2,972.23	\$3,061.15	\$3,278.51	\$3,497.52	\$3,716.53	\$3,935.53
	Hourly	\$13.00	\$13.00	\$13.01	\$13.81	\$14.87	\$15.93	\$16.46	\$16.99	\$18.05	\$18.59	\$19.91	\$21.24	\$22.57	\$23.90
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$26,241.28	\$27,802.32	\$29,383.12	\$31,477.68	\$33,572.24	\$34,619.52	\$35,666.80	\$37,247.60	\$38,294.88	\$40,922.96	\$43,551.04	\$45,112.08	\$47,740.16
	Monthly	\$2,140.67	\$2,186.77	\$2,316.86	\$2,448.59	\$2,623.14	\$2,797.69	\$2,884.96	\$2,972.23	\$3,103.97	\$3,191.24	\$3,410.25	\$3,629.25	\$3,759.34	\$3,978.35
	Hourly	\$13.00	\$13.28	\$14.07	\$14.87	\$15.93	\$16.99	\$17.52	\$18.05	\$18.85	\$19.38	\$20.71	\$22.04	\$22.83	\$24.16
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$26,241.28	\$28,335.84	\$29,896.88	\$31,477.68	\$33,572.24	\$35,666.80	\$36,733.84	\$37,781.12	\$38,828.40	\$39,875.68	\$42,503.76	\$45,112.08	\$46,159.36	\$48,787.44
	Monthly	\$2,186.77	\$2,361.32	\$2,491.41	\$2,623.14	\$2,797.69	\$2,972.23	\$3,061.15	\$3,148.43	\$3,235.70	\$3,322.97	\$3,541.98	\$3,759.34	\$3,846.61	\$4,065.62
	Hourly	\$13.28	\$14.34	\$15.13	\$15.93	\$16.99	\$18.05	\$18.59	\$19.12	\$19.65	\$20.18	\$21.51	\$22.83	\$23.36	\$24.69
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$28,335.84	\$30,430.40	\$32,011.20	\$33,572.24	\$35,666.80	\$37,781.12	\$38,828.40	\$39,875.68	\$40,389.44	\$40,922.96	\$43,551.04	\$46,159.36	\$47,740.16	\$50,368.24
	Monthly	\$2,361.32	\$2,535.87	\$2,667.60	\$2,797.69	\$2,972.23	\$3,148.43	\$3,235.70	\$3,322.97	\$3,365.79	\$3,410.25	\$3,629.25	\$3,846.61	\$3,978.35	\$4,197.35
	Hourly	\$14.34	\$15.40	\$16.20	\$16.99	\$18.05	\$19.12	\$19.65	\$20.18	\$20.44	\$20.71	\$22.04	\$23.36	\$24.16	\$25.49
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$29,896.88	\$32,524.96	\$34,105.76	\$35,666.80	\$37,781.12	\$39,875.68	\$40,922.96	\$41,970.24	\$41,970.24	\$42,503.76	\$45,112.08	\$47,740.16	\$49,320.96	\$51,929.28
	Monthly	\$2,491.41	\$2,710.41	\$2,842.15	\$2,972.23	\$3,148.43	\$3,322.97	\$3,410.25	\$3,497.52	\$3,497.52	\$3,541.98	\$3,759.34	\$3,978.35	\$4,110.08	\$4,327.44
	Hourly	\$15.13	\$16.46	\$17.26	\$18.05	\$19.12	\$20.18	\$20.71	\$21.24	\$21.24	\$21.51	\$22.83	\$24.16	\$24.96	\$26.28

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 21

ERI Wage Scale (100%) \$26.23

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$24,877.84	\$26,952.64	\$29,027.44	\$30,054.96	\$31,102.24	\$33,177.04	\$35,251.84	\$37,840.40	\$40,428.96	\$43,017.52	\$45,606.08
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,073.15	\$2,246.05	\$2,418.95	\$2,504.58	\$2,591.85	\$2,764.75	\$2,937.65	\$3,153.37	\$3,369.08	\$3,584.79	\$3,800.51
	Hourly	\$13.00	\$13.00	\$13.00	\$12.59	\$13.64	\$14.69	\$15.21	\$15.74	\$16.79	\$17.84	\$19.15	\$20.46	\$21.77	\$23.08
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$26,952.64	\$29,027.44	\$31,102.24	\$32,129.76	\$33,177.04	\$35,251.84	\$36,279.36	\$38,867.92	\$41,456.48	\$44,064.80	\$46,653.36
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,246.05	\$2,418.95	\$2,591.85	\$2,677.48	\$2,764.75	\$2,937.65	\$3,023.28	\$3,238.99	\$3,454.71	\$3,672.07	\$3,887.78
	Hourly	\$13.00	\$13.00	\$13.00	\$13.64	\$14.69	\$15.74	\$16.26	\$16.79	\$17.84	\$18.36	\$19.67	\$20.98	\$22.30	\$23.61
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$25,925.12	\$27,466.40	\$29,027.44	\$31,102.24	\$33,177.04	\$34,204.56	\$35,251.84	\$36,793.12	\$37,840.40	\$40,428.96	\$43,017.52	\$44,578.56	\$47,167.12
	Monthly	\$2,140.67	\$2,160.43	\$2,288.87	\$2,418.95	\$2,591.85	\$2,764.75	\$2,850.38	\$2,937.65	\$3,066.09	\$3,153.37	\$3,369.08	\$3,584.79	\$3,714.88	\$3,930.59
	Hourly	\$13.00	\$13.12	\$13.90	\$14.69	\$15.74	\$16.79	\$17.31	\$17.84	\$18.62	\$19.15	\$20.46	\$21.77	\$22.56	\$23.87
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$25,925.12	\$27,980.16	\$29,541.20	\$31,102.24	\$33,177.04	\$35,251.84	\$36,279.36	\$37,326.64	\$38,354.16	\$39,381.68	\$41,990.00	\$44,578.56	\$45,606.08	\$48,194.64
	Monthly	\$2,160.43	\$2,331.68	\$2,461.77	\$2,591.85	\$2,764.75	\$2,937.65	\$3,023.28	\$3,110.55	\$3,196.18	\$3,281.81	\$3,499.17	\$3,714.88	\$3,800.51	\$4,016.22
	Hourly	\$13.12	\$14.16	\$14.95	\$15.74	\$16.79	\$17.84	\$18.36	\$18.89	\$19.41	\$19.93	\$21.25	\$22.56	\$23.08	\$24.39
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$27,980.16	\$30,054.96	\$31,616.00	\$33,177.04	\$35,251.84	\$37,326.64	\$38,354.16	\$39,381.68	\$39,915.20	\$40,428.96	\$43,017.52	\$45,606.08	\$47,167.12	\$49,755.68
	Monthly	\$2,331.68	\$2,504.58	\$2,634.67	\$2,764.75	\$2,937.65	\$3,110.55	\$3,196.18	\$3,281.81	\$3,326.27	\$3,369.08	\$3,584.79	\$3,800.51	\$3,930.59	\$4,146.31
	Hourly	\$14.16	\$15.21	\$16.00	\$16.79	\$17.84	\$18.89	\$19.41	\$19.93	\$20.20	\$20.46	\$21.77	\$23.08	\$23.87	\$25.18
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$29,541.20	\$32,129.76	\$33,690.80	\$35,251.84	\$37,326.64	\$39,381.68	\$40,428.96	\$41,456.48	\$41,456.48	\$41,990.00	\$44,578.56	\$47,167.12	\$48,728.16	\$51,316.72
	Monthly	\$2,461.77	\$2,677.48	\$2,807.57	\$2,937.65	\$3,110.55	\$3,281.81	\$3,369.08	\$3,454.71	\$3,454.71	\$3,499.17	\$3,714.88	\$3,930.59	\$4,060.68	\$4,276.39
	Hourly	\$14.95	\$16.26	\$17.05	\$17.84	\$18.89	\$19.93	\$20.46	\$20.98	\$20.98	\$21.25	\$22.56	\$23.87	\$24.66	\$25.97

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 22

ERI Wage Scale (100%) \$26.86

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$25,470.64	\$27,604.72	\$29,719.04	\$30,786.08	\$31,853.12	\$33,967.44	\$36,081.76	\$38,749.36	\$41,397.20	\$44,045.04	\$46,712.64
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,122.55	\$2,300.39	\$2,476.59	\$2,565.51	\$2,654.43	\$2,830.62	\$3,006.81	\$3,229.11	\$3,449.77	\$3,670.42	\$3,892.72
	Hourly	\$13.00	\$13.00	\$13.00	\$12.89	\$13.97	\$15.04	\$15.58	\$16.12	\$17.19	\$18.26	\$19.61	\$20.95	\$22.29	\$23.64
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$26,004.16	\$27,604.72	\$29,719.04	\$31,853.12	\$32,900.40	\$33,967.44	\$36,081.76	\$37,148.80	\$39,816.40	\$42,464.24	\$45,112.08	\$47,759.92
	Monthly	\$2,140.67	\$2,140.67	\$2,167.01	\$2,300.39	\$2,476.59	\$2,654.43	\$2,741.70	\$2,830.62	\$3,006.81	\$3,095.73	\$3,318.03	\$3,538.69	\$3,759.34	\$3,979.99
	Hourly	\$13.00	\$13.00	\$13.16	\$13.97	\$15.04	\$16.12	\$16.65	\$17.19	\$18.26	\$18.80	\$20.15	\$21.49	\$22.83	\$24.17
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$26,537.68	\$28,138.24	\$29,719.04	\$31,853.12	\$33,967.44	\$35,034.48	\$36,081.76	\$37,682.32	\$38,749.36	\$41,397.20	\$44,045.04	\$45,645.60	\$48,293.44
	Monthly	\$2,140.67	\$2,211.47	\$2,344.85	\$2,476.59	\$2,654.43	\$2,830.62	\$2,919.54	\$3,006.81	\$3,140.19	\$3,229.11	\$3,449.77	\$3,670.42	\$3,803.80	\$4,024.45
	Hourly	\$13.00	\$13.43	\$14.24	\$15.04	\$16.12	\$17.19	\$17.73	\$18.26	\$19.07	\$19.61	\$20.95	\$22.29	\$23.10	\$24.44
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$26,537.68	\$28,652.00	\$30,252.56	\$31,853.12	\$33,967.44	\$36,081.76	\$37,148.80	\$38,215.84	\$39,282.88	\$40,330.16	\$42,997.76	\$45,645.60	\$46,712.64	\$49,360.48
	Monthly	\$2,211.47	\$2,387.67	\$2,521.05	\$2,654.43	\$2,830.62	\$3,006.81	\$3,095.73	\$3,184.65	\$3,273.57	\$3,360.85	\$3,583.15	\$3,803.80	\$3,892.72	\$4,113.37
	Hourly	\$13.43	\$14.50	\$15.31	\$16.12	\$17.19	\$18.26	\$18.80	\$19.34	\$19.88	\$20.41	\$21.76	\$23.10	\$23.64	\$24.98
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$28,652.00	\$30,786.08	\$32,366.88	\$33,967.44	\$36,081.76	\$38,215.84	\$39,282.88	\$40,330.16	\$40,863.68	\$41,397.20	\$44,045.04	\$46,712.64	\$48,293.44	\$50,961.04
	Monthly	\$2,387.67	\$2,565.51	\$2,697.24	\$2,830.62	\$3,006.81	\$3,184.65	\$3,273.57	\$3,360.85	\$3,405.31	\$3,449.77	\$3,670.42	\$3,892.72	\$4,024.45	\$4,246.75
	Hourly	\$14.50	\$15.58	\$16.38	\$17.19	\$18.26	\$19.34	\$19.88	\$20.41	\$20.68	\$20.95	\$22.29	\$23.64	\$24.44	\$25.79
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$30,252.56	\$32,900.40	\$34,500.96	\$36,081.76	\$38,215.84	\$40,330.16	\$41,397.20	\$42,464.24	\$42,464.24	\$42,997.76	\$45,645.60	\$48,293.44	\$49,894.00	\$52,541.84
	Monthly	\$2,521.05	\$2,741.70	\$2,875.08	\$3,006.81	\$3,184.65	\$3,360.85	\$3,449.77	\$3,538.69	\$3,538.69	\$3,583.15	\$3,803.80	\$4,024.45	\$4,157.83	\$4,378.49
	Hourly	\$15.31	\$16.65	\$17.46	\$18.26	\$19.34	\$20.41	\$20.95	\$21.49	\$21.49	\$21.76	\$23.10	\$24.44	\$25.25	\$26.59

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 23

ERI Wage Scale (100%) \$27.80

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$26,359.84	\$28,572.96	\$30,766.32	\$31,853.12	\$32,959.68	\$35,153.04	\$37,346.40	\$40,093.04	\$42,839.68	\$45,586.32	\$48,332.96
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,196.65	\$2,381.08	\$2,563.86	\$2,654.43	\$2,746.64	\$2,929.42	\$3,112.20	\$3,341.09	\$3,569.97	\$3,798.86	\$4,027.75
	Hourly	\$13.00	\$13.00	\$13.00	\$13.34	\$14.46	\$15.57	\$16.12	\$16.68	\$17.79	\$18.90	\$20.29	\$21.68	\$23.07	\$24.46
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,688.00	\$26,913.12	\$28,572.96	\$30,766.32	\$32,959.68	\$34,066.24	\$35,153.04	\$37,346.40	\$38,452.96	\$41,199.60	\$43,946.24	\$46,692.88	\$49,439.52
	Monthly	\$2,140.67	\$2,140.67	\$2,242.76	\$2,381.08	\$2,563.86	\$2,746.64	\$2,838.85	\$2,929.42	\$3,112.20	\$3,204.41	\$3,433.30	\$3,662.19	\$3,891.07	\$4,119.96
	Hourly	\$13.00	\$13.00	\$13.62	\$14.46	\$15.57	\$16.68	\$17.24	\$17.79	\$18.90	\$19.46	\$20.85	\$22.24	\$23.63	\$25.02
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,688.00	\$27,466.40	\$29,106.48	\$30,766.32	\$32,959.68	\$35,153.04	\$36,259.60	\$37,346.40	\$39,006.24	\$40,093.04	\$42,839.68	\$45,586.32	\$47,246.16	\$49,992.80
	Monthly	\$2,140.67	\$2,288.87	\$2,425.54	\$2,563.86	\$2,746.64	\$2,929.42	\$3,021.63	\$3,112.20	\$3,250.52	\$3,341.09	\$3,569.97	\$3,798.86	\$3,937.18	\$4,166.07
	Hourly	\$13.00	\$13.90	\$14.73	\$15.57	\$16.68	\$17.79	\$18.35	\$18.90	\$19.74	\$20.29	\$21.68	\$23.07	\$23.91	\$25.30
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$27,466.40	\$29,659.76	\$31,319.60	\$32,959.68	\$35,153.04	\$37,346.40	\$38,452.96	\$39,559.52	\$40,646.32	\$41,752.88	\$44,499.52	\$47,246.16	\$48,332.96	\$51,079.60
	Monthly	\$2,288.87	\$2,471.65	\$2,609.97	\$2,746.64	\$2,929.42	\$3,112.20	\$3,204.41	\$3,296.63	\$3,387.19	\$3,479.41	\$3,708.29	\$3,937.18	\$4,027.75	\$4,256.63
	Hourly	\$13.90	\$15.01	\$15.85	\$16.68	\$17.79	\$18.90	\$19.46	\$20.02	\$20.57	\$21.13	\$22.52	\$23.91	\$24.46	\$25.85
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$29,659.76	\$31,853.12	\$33,512.96	\$35,153.04	\$37,346.40	\$39,559.52	\$40,646.32	\$41,752.88	\$42,306.16	\$42,839.68	\$45,586.32	\$48,332.96	\$49,992.80	\$52,739.44
	Monthly	\$2,471.65	\$2,654.43	\$2,792.75	\$2,929.42	\$3,112.20	\$3,296.63	\$3,387.19	\$3,479.41	\$3,525.51	\$3,569.97	\$3,798.86	\$4,027.75	\$4,166.07	\$4,394.95
	Hourly	\$15.01	\$16.12	\$16.96	\$17.79	\$18.90	\$20.02	\$20.57	\$21.13	\$21.41	\$21.68	\$23.07	\$24.46	\$25.30	\$26.69
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$31,319.60	\$34,066.24	\$35,706.32	\$37,346.40	\$39,559.52	\$41,752.88	\$42,839.68	\$43,946.24	\$43,946.24	\$44,499.52	\$47,246.16	\$49,992.80	\$51,632.88	\$54,379.52
	Monthly	\$2,609.97	\$2,838.85	\$2,975.53	\$3,112.20	\$3,296.63	\$3,479.41	\$3,569.97	\$3,662.19	\$3,662.19	\$3,708.29	\$3,937.18	\$4,166.07	\$4,302.74	\$4,531.63
	Hourly	\$15.85	\$17.24	\$18.07	\$18.90	\$20.02	\$21.13	\$21.68	\$22.24	\$22.24	\$22.52	\$23.91	\$25.30	\$26.13	\$27.52

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 24

ERI Wage Scale (100%) \$28.52

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,688.00	\$27,051.44	\$29,304.08	\$31,556.72	\$32,683.04	\$33,809.36	\$36,062.00	\$38,314.64	\$41,140.32	\$43,966.00	\$46,771.92	\$49,597.60
	Monthly	\$2,140.67	\$2,140.67	\$2,140.67	\$2,254.29	\$2,442.01	\$2,629.73	\$2,723.59	\$2,817.45	\$3,005.17	\$3,192.89	\$3,428.36	\$3,663.83	\$3,897.66	\$4,133.13
	Hourly	\$13.00	\$13.00	\$13.00	\$13.69	\$14.83	\$15.97	\$16.54	\$17.11	\$18.25	\$19.39	\$20.82	\$22.25	\$23.67	\$25.10
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$25,925.12	\$27,604.72	\$29,304.08	\$31,556.72	\$33,809.36	\$34,935.68	\$36,062.00	\$38,314.64	\$39,440.96	\$42,266.64	\$45,092.32	\$47,898.24	\$50,723.92
	Monthly	\$2,140.67	\$2,160.43	\$2,300.39	\$2,442.01	\$2,629.73	\$2,817.45	\$2,911.31	\$3,005.17	\$3,192.89	\$3,286.75	\$3,522.22	\$3,757.69	\$3,991.52	\$4,226.99
	Hourly	\$13.00	\$13.12	\$13.97	\$14.83	\$15.97	\$17.11	\$17.68	\$18.25	\$19.39	\$19.96	\$21.39	\$22.82	\$24.24	\$25.67
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$25,925.12	\$28,177.76	\$29,877.12	\$31,556.72	\$33,809.36	\$36,062.00	\$37,188.32	\$38,314.64	\$40,014.00	\$41,140.32	\$43,966.00	\$46,771.92	\$48,471.28	\$51,277.20
	Monthly	\$2,160.43	\$2,348.15	\$2,489.76	\$2,629.73	\$2,817.45	\$3,005.17	\$3,099.03	\$3,192.89	\$3,334.50	\$3,428.36	\$3,663.83	\$3,897.66	\$4,039.27	\$4,273.10
	Hourly	\$13.12	\$14.26	\$15.12	\$15.97	\$17.11	\$18.25	\$18.82	\$19.39	\$20.25	\$20.82	\$22.25	\$23.67	\$24.53	\$25.95
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$28,177.76	\$30,430.40	\$32,129.76	\$33,809.36	\$36,062.00	\$38,314.64	\$39,440.96	\$40,567.28	\$41,693.60	\$42,839.68	\$45,645.60	\$48,471.28	\$49,597.60	\$52,403.52
	Monthly	\$2,348.15	\$2,535.87	\$2,677.48	\$2,817.45	\$3,005.17	\$3,192.89	\$3,286.75	\$3,380.61	\$3,474.47	\$3,569.97	\$3,803.80	\$4,039.27	\$4,133.13	\$4,366.96
	Hourly	\$14.26	\$15.40	\$16.26	\$17.11	\$18.25	\$19.39	\$19.96	\$20.53	\$21.10	\$21.68	\$23.10	\$24.53	\$25.10	\$26.52
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$30,430.40	\$32,683.04	\$34,382.40	\$36,062.00	\$38,314.64	\$40,567.28	\$41,693.60	\$42,839.68	\$43,392.96	\$43,966.00	\$46,771.92	\$49,597.60	\$51,277.20	\$54,102.88
	Monthly	\$2,535.87	\$2,723.59	\$2,865.20	\$3,005.17	\$3,192.89	\$3,380.61	\$3,474.47	\$3,569.97	\$3,616.08	\$3,663.83	\$3,897.66	\$4,133.13	\$4,273.10	\$4,508.57
	Hourly	\$15.40	\$16.54	\$17.40	\$18.25	\$19.39	\$20.53	\$21.10	\$21.68	\$21.96	\$22.25	\$23.67	\$25.10	\$25.95	\$27.38
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$32,129.76	\$34,935.68	\$36,635.04	\$38,314.64	\$40,567.28	\$42,839.68	\$43,966.00	\$45,092.32	\$45,092.32	\$45,645.60	\$48,471.28	\$51,277.20	\$52,976.56	\$55,782.48
	Monthly	\$2,677.48	\$2,911.31	\$3,052.92	\$3,192.89	\$3,380.61	\$3,569.97	\$3,663.83	\$3,757.69	\$3,757.69	\$3,803.80	\$4,039.27	\$4,273.10	\$4,414.71	\$4,648.54
	Hourly	\$16.26	\$17.68	\$18.54	\$19.39	\$20.53	\$21.68	\$22.25	\$22.82	\$22.82	\$23.10	\$24.53	\$25.95	\$26.81	\$28.23

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 25

ERI Wage Scale (100%) \$29.08

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$25,688.00	\$25,865.84	\$27,584.96	\$29,877.12	\$32,169.28	\$33,335.12	\$34,481.20	\$36,773.36	\$39,065.52	\$41,950.48	\$44,815.68	\$47,700.64	\$50,565.84
	Monthly	\$2,140.67	\$2,140.67	\$2,155.49	\$2,298.75	\$2,489.76	\$2,680.77	\$2,777.93	\$2,873.43	\$3,064.45	\$3,255.46	\$3,495.87	\$3,734.64	\$3,975.05	\$4,213.82
	Hourly	\$13.00	\$13.00	\$13.09	\$13.96	\$15.12	\$16.28	\$16.87	\$17.45	\$18.61	\$19.77	\$21.23	\$22.68	\$24.14	\$25.59
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$25,688.00	\$26,438.88	\$28,158.00	\$29,877.12	\$32,169.28	\$34,481.20	\$35,627.28	\$36,773.36	\$39,065.52	\$40,231.36	\$43,096.56	\$45,961.76	\$48,846.72	\$51,711.92
	Monthly	\$2,140.67	\$2,203.24	\$2,346.50	\$2,489.76	\$2,680.77	\$2,873.43	\$2,968.94	\$3,064.45	\$3,255.46	\$3,352.61	\$3,591.38	\$3,830.15	\$4,070.56	\$4,309.33
	Hourly	\$13.00	\$13.38	\$14.25	\$15.12	\$16.28	\$17.45	\$18.03	\$18.61	\$19.77	\$20.36	\$21.81	\$23.26	\$24.72	\$26.17
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$26,438.88	\$28,731.04	\$30,450.16	\$32,169.28	\$34,481.20	\$36,773.36	\$37,919.44	\$39,065.52	\$40,804.40	\$41,950.48	\$44,815.68	\$47,700.64	\$49,419.76	\$52,284.96
	Monthly	\$2,203.24	\$2,394.25	\$2,537.51	\$2,680.77	\$2,873.43	\$3,064.45	\$3,159.95	\$3,255.46	\$3,400.37	\$3,495.87	\$3,734.64	\$3,975.05	\$4,118.31	\$4,357.08
	Hourly	\$13.38	\$14.54	\$15.41	\$16.28	\$17.45	\$18.61	\$19.19	\$19.77	\$20.65	\$21.23	\$22.68	\$24.14	\$25.01	\$26.46
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$28,731.04	\$31,023.20	\$32,762.08	\$34,481.20	\$36,773.36	\$39,065.52	\$40,231.36	\$41,377.44	\$42,523.52	\$43,669.60	\$46,534.80	\$49,419.76	\$50,565.84	\$53,431.04
	Monthly	\$2,394.25	\$2,585.27	\$2,730.17	\$2,873.43	\$3,064.45	\$3,255.46	\$3,352.61	\$3,448.12	\$3,543.63	\$3,639.13	\$3,877.90	\$4,118.31	\$4,213.82	\$4,452.59
	Hourly	\$14.54	\$15.70	\$16.58	\$17.45	\$18.61	\$19.77	\$20.36	\$20.94	\$21.52	\$22.10	\$23.55	\$25.01	\$25.59	\$27.04
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$31,023.20	\$33,335.12	\$35,054.24	\$36,773.36	\$39,065.52	\$41,377.44	\$42,523.52	\$43,669.60	\$44,242.64	\$44,815.68	\$47,700.64	\$50,565.84	\$52,284.96	\$55,169.92
	Monthly	\$2,585.27	\$2,777.93	\$2,921.19	\$3,064.45	\$3,255.46	\$3,448.12	\$3,543.63	\$3,639.13	\$3,686.89	\$3,734.64	\$3,975.05	\$4,213.82	\$4,357.08	\$4,597.49
	Hourly	\$15.70	\$16.87	\$17.74	\$18.61	\$19.77	\$20.94	\$21.52	\$22.10	\$22.39	\$22.68	\$24.14	\$25.59	\$26.46	\$27.92
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$32,762.08	\$35,627.28	\$37,346.40	\$39,065.52	\$41,377.44	\$43,669.60	\$44,815.68	\$45,961.76	\$45,961.76	\$46,534.80	\$49,419.76	\$52,284.96	\$54,023.84	\$56,889.04
	Monthly	\$2,730.17	\$2,968.94	\$3,112.20	\$3,255.46	\$3,448.12	\$3,639.13	\$3,734.64	\$3,830.15	\$3,830.15	\$3,877.90	\$4,118.31	\$4,357.08	\$4,501.99	\$4,740.75
	Hourly	\$16.58	\$18.03	\$18.90	\$19.77	\$20.94	\$22.10	\$22.68	\$23.26	\$23.26	\$23.55	\$25.01	\$26.46	\$27.34	\$28.79

Locally Funded Non-Exempt (Hourly) Wage Scales

January 1, 2020 — December 31, 2020

ERI Area 26

ERI Wage Scale (100%) \$33.88

CALIFORNIA Min. Wage \$ 13.00 effective 1/1/2020
Changes to \$13.00 on 1/1/2020

Experience	Rate	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Step 1	Percent	35.00%	42.00%	45.00%	48.00%	52.00%	56.00%	58.00%	60.00%	64.00%	68.00%	73.00%	78.00%	83.00%	88.00%
	Annual	\$25,688.00	\$28,118.48	\$30,134.00	\$32,129.76	\$34,817.12	\$37,484.72	\$38,828.40	\$40,172.08	\$42,839.68	\$45,527.04	\$48,866.48	\$52,225.68	\$55,565.12	\$58,904.56
	Monthly	\$2,140.67	\$2,343.21	\$2,511.17	\$2,677.48	\$2,901.43	\$3,123.73	\$3,235.70	\$3,347.67	\$3,569.97	\$3,793.92	\$4,072.21	\$4,352.14	\$4,630.43	\$4,908.71
	Hourly	\$13.00	\$14.23	\$15.25	\$16.26	\$17.62	\$18.97	\$19.65	\$20.33	\$21.68	\$23.04	\$24.73	\$26.43	\$28.12	\$29.81
Step 2	Percent	42.00%	46.00%	49.00%	52.00%	56.00%	60.00%	62.00%	64.00%	68.00%	70.00%	75.00%	80.00%	85.00%	90.00%
	Annual	\$28,118.48	\$30,786.08	\$32,801.60	\$34,817.12	\$37,484.72	\$40,172.08	\$41,515.76	\$42,839.68	\$45,527.04	\$46,870.72	\$50,210.16	\$53,549.60	\$56,908.80	\$60,248.24
	Monthly	\$2,343.21	\$2,565.51	\$2,733.47	\$2,901.43	\$3,123.73	\$3,347.67	\$3,459.65	\$3,569.97	\$3,793.92	\$3,905.89	\$4,184.18	\$4,462.47	\$4,742.40	\$5,020.69
	Hourly	\$14.23	\$15.58	\$16.60	\$17.62	\$18.97	\$20.33	\$21.01	\$21.68	\$23.04	\$23.72	\$25.41	\$27.10	\$28.80	\$30.49
Step 3	Percent	46.00%	50.00%	53.00%	56.00%	60.00%	64.00%	66.00%	68.00%	71.00%	73.00%	78.00%	83.00%	86.00%	91.00%
	Annual	\$30,786.08	\$33,473.44	\$35,488.96	\$37,484.72	\$40,172.08	\$42,839.68	\$44,183.36	\$45,527.04	\$47,522.80	\$48,866.48	\$52,225.68	\$55,565.12	\$57,580.64	\$60,920.08
	Monthly	\$2,565.51	\$2,789.45	\$2,957.41	\$3,123.73	\$3,347.67	\$3,569.97	\$3,681.95	\$3,793.92	\$3,960.23	\$4,072.21	\$4,352.14	\$4,630.43	\$4,798.39	\$5,076.67
	Hourly	\$15.58	\$16.94	\$17.96	\$18.97	\$20.33	\$21.68	\$22.36	\$23.04	\$24.05	\$24.73	\$26.43	\$28.12	\$29.14	\$30.83
Step 4	Percent	50.00%	54.00%	57.00%	60.00%	64.00%	68.00%	70.00%	72.00%	74.00%	76.00%	81.00%	86.00%	88.00%	93.00%
	Annual	\$33,473.44	\$36,160.80	\$38,156.56	\$40,172.08	\$42,839.68	\$45,527.04	\$46,870.72	\$48,194.64	\$49,538.32	\$50,882.00	\$54,221.44	\$57,580.64	\$58,904.56	\$62,263.76
	Monthly	\$2,789.45	\$3,013.40	\$3,179.71	\$3,347.67	\$3,569.97	\$3,793.92	\$3,905.89	\$4,016.22	\$4,128.19	\$4,240.17	\$4,518.45	\$4,798.39	\$4,908.71	\$5,188.65
	Hourly	\$16.94	\$18.30	\$19.31	\$20.33	\$21.68	\$23.04	\$23.72	\$24.39	\$25.07	\$25.75	\$27.44	\$29.14	\$29.81	\$31.51
Step 5	Percent	54.00%	58.00%	61.00%	64.00%	68.00%	72.00%	74.00%	76.00%	77.00%	78.00%	83.00%	88.00%	91.00%	96.00%
	Annual	\$36,160.80	\$38,828.40	\$40,843.92	\$42,839.68	\$45,527.04	\$48,194.64	\$49,538.32	\$50,882.00	\$51,553.84	\$52,225.68	\$55,565.12	\$58,904.56	\$60,920.08	\$64,259.52
	Monthly	\$3,013.40	\$3,235.70	\$3,403.66	\$3,569.97	\$3,793.92	\$4,016.22	\$4,128.19	\$4,240.17	\$4,296.15	\$4,352.14	\$4,630.43	\$4,908.71	\$5,076.67	\$5,354.96
	Hourly	\$18.30	\$19.65	\$20.67	\$21.68	\$23.04	\$24.39	\$25.07	\$25.75	\$26.09	\$26.43	\$28.12	\$29.81	\$30.83	\$32.52
Step 6	Percent	57.00%	62.00%	65.00%	68.00%	72.00%	76.00%	78.00%	80.00%	80.00%	81.00%	86.00%	91.00%	94.00%	99.00%
	Annual	\$38,156.56	\$41,515.76	\$43,511.52	\$45,527.04	\$48,194.64	\$50,882.00	\$52,225.68	\$53,549.60	\$53,549.60	\$54,221.44	\$57,580.64	\$60,920.08	\$62,935.60	\$66,275.04
	Monthly	\$3,179.71	\$3,459.65	\$3,625.96	\$3,793.92	\$4,016.22	\$4,240.17	\$4,352.14	\$4,462.47	\$4,462.47	\$4,518.45	\$4,798.39	\$5,076.67	\$5,244.63	\$5,522.92
	Hourly	\$19.31	\$21.01	\$22.02	\$23.04	\$24.39	\$25.75	\$26.43	\$27.10	\$27.10	\$27.44	\$29.14	\$30.83	\$31.85	\$33.54