



City of Warner Robins City Council Meeting Minutes

Monday, June 15, 2026

4:30 PM

Council Chambers

Presiding: Mayor LaRhonda W. Patrick

City Officials Present:

Councilman Larry Curtis
Councilman Keith Lauritsen
Councilman Kevin Lashley

Councilman Charlie Bibb
Councilman Clifford Holmes
Councilman Derek Mack

City Officials Absent:

Regular Meeting of Warner Robins City Council

Opening Prayer: Glenwood Warren; Veterans Issues Board

Pledge of Allegiance: Laykin McSwain; Mayor's Office

Call to Order: 4:40 p.m.

Adoption of the Agenda: Councilman Lauritsen motioned to adopt the agenda as presented. Councilman Bibb seconded the motion. Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for adoption of the agenda.

Announcements:

- KWRB – Awards
 - Tiffany Bowen named Barbara Mason Executive Director of the Year
 - Greenspace Guardian Award
- Public Works – Award
 - Haley Tayse named Public Works Employee of the Year
- Parks, Recreation and Cultural Services
 - 41NBC Viewer's Choice Award – Community Recreation Center

Proclamations/Awards/Presentations:

- Proclamation – America's 250th; Daughters of the American Revolution
- Recognition – 43rd Annual Independence Day Celebration Sponsors
- Recognition – Take Flight Tour Participants
- Awards – Employee Service Awards
 - Sgt. Chandralyn Jones - Police Department; 10 years
 - Allison Lanneau - General Administration; 20 years
 - Cynthia Walker - Recreation, Parks, and Cultural Services; 40 years
- Recognition – Unveiling of the WR250 T-Shirt and business owner shirt design

Action Item 1 Work Session Items

Motion:	N/A
Second:	N/A
Outcome:	N/A

Action Item 1 (B) Joint Comprehensive Plan – Greg Boike; Middle Ga Regional Commission

Mr. Greg Boike with the Middle Georgia Regional Commission presented on the Joint Comprehensive Plan and scheduled dates for public input and the purpose of the comprehensive plan.

Action Item 1 (A) Discussion of June 15, 2026 Agenda Items

All Items discussed in detail

Action Item 2 Formal Public Comments Pertaining to Current Agenda Items

Motion:	N/A
Second:	N/A
Outcome:	N/A

Action Item 3 Ordinance #17-26 – FY 2027 Budget – SECOND READING

Ordinance #17-26 of the Mayor and Council of the City of Warner Robins that the annual budget for the general government for the fiscal year beginning July 1, 2026 and ending June 30, 2027, attached hereto and made part hereof, for the funds and amounts referenced as follows are hereby approved and adopted:

FY 2027			
Budget, All Funds			
Fund	Budgeted Expenditures	Transfers to Other Funds	Total Expenditures and Transfers Out
General Fund	\$86,731,423	\$0	\$86,731,423
Capital Projects Funds	\$32,621,155	\$0	\$32,621,155
Sanitation Enterprise Fund	\$10,671,490	\$0	\$10,671,490
Water and Sewer Enterprise Fund	\$28,050,591	\$1,895,506	\$29,946,097
Natural Gas Enterprise Fund	\$14,723,737	\$2,320,716	\$17,044,453
Stormwater Enterprise Fund	\$3,257,347	\$0	\$3,257,347
Special Revenue Funds	\$8,211,824	\$2,115,000	\$10,326,824
Total Expenditures, All Funds	\$184,267,566	\$6,331,222	\$190,598,788

BE IT FURTHER ORDAINED that during the fiscal year of July 1, 2026 to June 30, 2027, the General Fund shall receive transfers of \$987,500 from the Tourist Allocation Board (TAB); \$240,000 from the Rental of Motor Vehicles; \$1,895,506 from the Water and Sewer Enterprise Fund; and \$2,320,716 from the Natural Gas Enterprise Fund.

BE IT FURTHER ORDAINED that the Budget shall be amended so as to adapt to changing governmental needs during the fiscal year as follows:

- (1) Any increase in appropriations in any Fund for any Function/Department, whether through a change in Anticipated Revenues in any Fund or through a transfer of appropriations among Functions/Department, in excess of the approved budget shall require an ordinance of Mayor and Council authorizing said funds to be expended, except in the case of insurance reimbursements for vehicle collisions and other equipment losses, and reimbursements of materials purchased from the City of Warner Robins, in which instance the Chief Financial Officer's Office is granted authority to allocate funds to the appropriate Function/Department line item from insurance proceeds, or from reimbursement of materials, for the replacement or repair of damaged equipment items, and for replacement of materials;
- (2) In the event of receipt of un-budgeted grant revenues, the Chief Financial Officer's Office is granted authority to allocate such funds to the appropriate Function/Department line item in order to comply with the purpose of such grant receipts;
- (3) Any transfers of appropriations in any line item can be shifted from one line item to another within each

Fund/Function/Department, only by written approval of the Mayor.

- (4) Any transfers from the committed fund balances of the City's Special Revenue Funds to further the support of those Funds' purpose shall require written approval of the Mayor.
- (5) Any allocation of the unassigned fund balance of the General Fund's minimum targeted level, not to exceed the total of one month's unassigned fund balance, must be returned to its target level within twenty-four (24) months of withdrawal.

BE IT FURTHER ORDAINED that the salaries of municipal employees are not established by the budget, and increase in salaries will only be done according to procedures outlined in the Classification, Salary Administration and Performance Management System.

Motion:	Councilman Lauritsen moved for the approval of Ordinance #17-26.
Second:	Councilman Bibb
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for approval.

Action Item 4 Consent Agenda

- A. June 1, 2026 Meeting Minutes
- B. Resolution – Employee Cost of Living Adjustment
- C. Resolution – Title VI Nondiscrimination; Georgia Department of Transportation

Motion:	Councilman Lashley moved for the approval of the consent agenda.
Second:	Councilman Curtis
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, and Curtis voted for approval. Councilman Holmes abstained from the vote.

Action Item 4 (A) June 1, 2026 Meeting Minutes

The minutes of the Regular Meeting of June 1, 2026 were presented for approval.

Action Item 4 (B) Resolution – Employee Cost of Living Adjustment

A resolution that the Mayor and Council adopted a budget for the fiscal year July 1, 2026, through June 30, 2027, and included in this budget was a 2.5% pay adjustment in the form of a cost-of-living adjustment (COLA) for all employees and to be applied to the pay scales for City employees, beginning on the first full pay period in July 2026, July 6, 2026, and, the Mayor and Council deem it in the best interest of the City of Warner Robins to officially adopt these pay increases. NOW, THEREFORE, BE IT RESOLVED that Mayor and Council of the City of Warner Robins adopt the employee salary adjustments as recommended in the 2026 – 2027 budget.

Action Item 4 (C) Resolution – Title VI Nondiscrimination; Georgia Department of Transportation

A resolution to authorize Mayor LaRhonda W. Patrick to execute the attached Non-Discrimination Agreement between the Georgia Department of Transportation and the City of Warner Robins, Georgia, for Title VI Assurances.

Councilman Mack motioned to amend the agenda to remove item #5G_IV from the Purchasing Consent Agenda to add it as agenda item #12 (read by him) to correct the amount to \$223,454.09. Councilman Bibb seconded the motion. Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for adoption of the agenda.

Action Item 5 Purchasing Consent Agenda Items

- A. **Resolution – Tri Scapes LLC – Public Works; Right of Way Maintenance**
- B. **Resolution – Forbes Dirt Work & Demolition Warrior, LLC – PD/Code Enforcement; Demolition**
- C. **Resolution – Good Success Company, Inc – Parks, Recreation and Cultural Services; Janitorial Services**
- D. **Resolution – Russell Landscape, LLC – Parks, Recreation and Cultural Services; Mowing & Landscape Maintenance**
- E. **Resolution – Dixie Lawn & Landscaping, Inc – Stormwater; Mowing & Landscape Maintenance (Stormwater Ponds)**
- F. **Resolution – RLC Farms, LLC – Community and Economic Development; Demolition**
- G. **Invoice Approvals**
 - I. Fire Department – Fisher Scientific Company LLC; \$49,409.50
 - II. Utilities – Delta Municipal Supply Company, Inc; \$31,140.00
 - III. Recreation, Parks and Cultural Services – Krown Sports; \$32,500.00
 - IV. ~~Recreation, Parks and Cultural Services – Jerry Pate Turf & Irrigation; \$233,454.09~~
 - V. Police Department – Insight Public Sector, Inc; \$21,544.32

Motion:	Councilman Mack moved for the approval.
Second:	Councilman Bibb
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for approval.

Action Item 5 (A) Resolution – Tri Scapes LLC – Public Works; Right of Way Maintenance

A resolution to authorize Mayor LaRhonda W. Patrick to execute the attached contract between Tri Scapes, LLC ("Contractor"), and the City of Warner Robins, Georgia ("City"), whereby Tri Scapes, LLC will provide Right of Way Mowing and Vegetation Management Services described in the scope of work and prices identified in Bid No. 26-PW-4757.

Action Item 5 (B) Resolution – Forbes Dirt Work & Demolition Warrior, LLC – PD/Code Enforcement; Demolition

A resolution to authorize Mayor LaRhonda W. Patrick to execute the attached contracts between Forbes Dirt Work and Demolition Warrior, LLC ("Contractor"), and the City of Warner Robins, Georgia ("City"), whereby Forbes Dirt Work agrees to commence and complete the asbestos abatement and demolition services described in the scope of work and prices identified in Bid No. 26-P-4753.

Action Item 5 (C) Resolution – Good Success Company, Inc – Parks, Recreation and Cultural Services; Janitorial Services

A resolution to authorize Mayor LaRhonda W. Patrick to execute the attached contract between Good Success Company, Inc. ("Contractor"), and the City of Warner Robins, Georgia ("City"), whereby Good Success Company, Inc will provide Park Restroom Janitorial Services described in the scope of work and prices identified in Bid No. 26-R-4760.

Action Item 5 (D) Resolution – Russell Landscape, LLC – Parks, Recreation and Cultural Services; Mowing & Landscape Maintenance

A resolution to authorize Mayor LaRhonda W. Patrick to execute the attached contract between Russell Landscape, LLC. ("Contractor"), and the City of Warner Robins, Georgia ("City"), whereby Russell Landscape, LLC will provide Mowing and Landscape maintenance services for designated Parks and Recreation Facilities described in the scope of work and prices identified in Bid No. 26-R-4773.

Action Item 5 (E) Resolution – Dixie Lawn & Landscaping, Inc – Stormwater; Mowing & Landscape Maintenance (Stormwater Ponds)

A resolution to authorize Mayor LaRhonda W. Patrick to execute the attached contract between Dixie Lawn & Landscaping, Inc ("Contractor"), and the City of Warner Robins, Georgia ("City"), whereby Dixie Lawn & Landscaping, Inc will provide Mowing and Landscape maintenance services for designated Stormwater Ponds described in the scope of work and prices identified in Bid No. 26-SW-4782.

Action Item 5 (F) Resolution – RLC Farms, LLC – Community and Economic Development; Demolition

A resolution to authorize Mayor LaRhonda W. Patrick to execute the attached contract between RLC Farms, LLC ("Contractor"), and the City of Warner Robins, Georgia ("City"), whereby RLC Farms, LLC agrees to commence and complete the asbestos abatement and demolition services described in the scope of work and prices identified in Bid No. 26-CED-4775.

Action Item 5 (G) Invoice Approvals

- I. Fire Department – Fisher Scientific Company LLC; \$49,409.50
- II. Utilities – Delta Municipal Supply Company, Inc; \$31,140.00
- III. Recreation, Parks and Cultural Services – Krown Sports; \$32,500.00
- IV. Recreation, Parks and Cultural Services – Jerry Pate Turf & Irrigation; \$223,454.09
- V. Police Department – Insight Public Sector, Inc; \$21,544.32

Action Item 6 Resolution – Employee Promotions

A resolution that the Mayor and City Council deem such recommendations beneficial and that these promotions be approved as follows:

- Sydney Tam, promoted from Police Officer, Job Class #633, Grade 602, Police Department to Detective, Job Class #630, Grade 603, Police Department, to be effective June 22, 2026.

Sarah Rodriguez, promoted from Accounts Payable Technician, Job Class #105, Grade 12, Finance Department to Staff Accountant, Job Class #117, Grade 18, Finance Department, to be effective June 22, 2026.	
Motion:	Councilman Bibb moved for the approval.
Second:	Councilman Mack
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for approval.

PD Promotional Pinning – Det. Tam was pinned for promotion

Action Item 7 Resolution – Engage Warner Robins Appointments	
A resolution that the Mayor and Council of the City of Warner Robins, acting pursuant to O.C.G.A. § 36-62-4, appoint the following individuals to the Board of Directors of Engage Warner Robins for the City of Warner Robins: - Amy Brand with a term to expire June 14, 2030 - Rikki Waite with a term to expire June 14, 2030	
Motion:	Councilman Holmes moved for the approval.
Second:	Councilman Lashley
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for approval.

Action Item 8 Resolution – Deferred Loan Payment Write-Off	
A resolution that the Mayor and Council for the City of Warner Robins hereby authorize the Community and Economic Development Department to reconcile the deferred payment loan for 212 Sunsteade to reflect a value of zero and to write off the outstanding balance thereby closing the account; and further authorize Mayor LaRhonda W. Patrick to execute any and all necessary documents.	
Motion:	Councilman Curtis moved for the approval.
Second:	Councilman Holmes
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for approval.

Action Item 9 Resolution – Intergovernmental Agreement; Peach County TSPLOST

A resolution to authorize Mayor LaRhonda W. Patrick to execute the attached Intergovernmental Agreement with the Peach County Board of Commissioners (County), the City of Byron (Byron), the City of Fort Valley (Fort Valley), the City of Perry (Perry), and the City of Warner Robins (Warner Robins) to set forth an agreement on mutual promises and understandings for the TSPLOST Referendum to be held on November 03, 2026.

Motion:	Councilman Lauritsen moved for the approval.
Second:	Councilman Bibb
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for approval.

Action Item 10 Resolution – Work Source Middle Georgia Fiscal Agent Agreement

A resolution to authorize Mayor Patrick to execute the Contract Services and Financial Agreement and any associated certifications, amendments, and related documents necessary for the City of Warner Robins to serve as Fiscal Agent and Grant Recipient for Workforce Innovation and Opportunity Act funds for Workforce Development Area 11 and the appropriate officers, employees, and agents of the City of Warner Robins are authorized and directed to take such actions as may be necessary to carry out the intent of this Resolution and administer the agreement.

Motion:	Councilman Lashley moved for the approval.
Second:	Councilman Holmes
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for approval.

Action Item 11 Resolution – Retail Liquor Package Stores & Regulated Products Moratorium Extension

A resolution of the Mayor and Council of the City of Warner Robins, that a moratorium for the permitting of retail liquor package store licenses and business licenses related to the sale of vape products, low THC oil products, tobacco products, tobacco objects, and cannabidiol products shall be implemented as outlined herein. No applications for retail liquor package store licenses or business licenses related to the sale of vape products, low THC oil products, tobacco products, tobacco objects,

and cannabidiol products within the City of Warner Robins shall be received or issued and such moratorium shall remain in effect until October 13, 2026, absent subsequent action by the governing authority. Notwithstanding the foregoing, any pending retail liquor package store license application or business license application for the sale of vape products, low THC oil products, tobacco products, tobacco objects, and cannabidiol products shall be exempt from the moratorium.

Motion:	Councilman Mack moved for the approval.
Second:	Councilman Bibb
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for approval.

Action Item 12 Purchasing Item - Recreation, Parks and Cultural Services – Jerry Pate Turf & Irrigation; \$223,454.09

Motion:	Councilman Mack moved for the approval of this purchasing item.
Second:	Councilman Bibb
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for approval.

Councilman Curtis motioned to amend the agenda to add agenda item #13 – Discussion of FY27 Budget. Councilman Holmes seconded the motion. Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for adoption of the agenda.

Action Item 13 Discussion – FY2027 Budget

New Initiatives in the FY27 budget were discussed.

Motion:	N/A
Second:	N/A
Outcome:	N/A

Councilman Lauritsen motioned to amend the agenda to add agenda item #14. Councilman Mack seconded the motion. Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes, and Curtis.

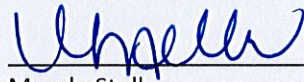
Action Item 14	Motion
Motion to direct city staff to prepare an ordinance reflecting the transfer of all budget funds identified for the creation of new positions to a single unallocated line item.	
Motion:	Councilman Bibb
Second:	Councilman Mack
Outcome:	Councilmen Mack, Bibb, Lauritsen, Lashley, Holmes and Curtis voted for approval.

Citizen Comments N/A

Council Comments

Adjournment: 8:00 pm

Next Regular Council Meeting: Monday, July 20, 2026



Mandy Stella
City Clerk

	Grade 14			Grade 15			Grade 16			Grade 17			Grade 18			Grade 19			Grade 20		
Step 1	22,355.4	46,499.18	23,473.1	48,824.10	24,646.7	51,265.24	25,879.1	53,828.58	Step 1	27,173.1	56,520.10	28,531.7	59,346.04	29,958.3	62,313.16						
Step 2	22,858.3	47,545.16	24,001.2	49,922.60	25,201.3	52,418.60	26,461.3	55,039.40	Step 2	27,784.4	57,791.50	29,173.7	60,681.40	30,632.3	63,715.08						
Step 3	23,372.7	48,615.32	24,541.3	51,045.80	25,768.3	53,597.96	27,056.7	56,278.04	Step 3	28,409.5	59,091.76	29,830.1	62,046.66	31,321.5	65,148.72						
Step 4	23,898.5	49,708.88	25,093.4	52,194.22	26,348.1	54,804.10	27,665.5	57,544.24	Step 4	29,048.8	60,421.40	30,501.2	63,442.60	32,026.2	66,614.60						
Step 5	24,436.2	50,827.40	25,658	53,368.64	26,940.9	56,037.02	28,288	58,839.04	Step 5	29,702.3	61,780.68	31,187.5	64,870.00	32,746.9	68,113.50						
Step 6	24,986	51,970.88	26,235.3	54,569.32	27,547.1	57,298.02	28,924.5	60,162.96	Step 6	30,370.6	63,170.90	31,889.2	66,329.64	33,483.7	69,646.20						
Step 7	25,548.2	53,140.36	26,825.6	55,797.30	28,166.9	58,587.10	29,575.2	61,516.52	Step 7	31,054	64,592.32	32,606.7	67,822.04	34,237.1	71,213.22						
Step 8	26,123	54,335.84	27,429.2	57,052.84	28,800.7	59,905.56	30,240.7	62,900.76	Step 8	31,752.8	66,045.72	33,340.4	69,347.98	35,007.3	72,815.08						
Step 9	26,710.8	55,558.36	28,046.4	58,336.46	29,448.7	61,253.40	30,921.1	64,315.94	Step 9	32,467.2	67,531.88	34,090.5	70,908.24	35,795.1	74,453.86						
Step 10	27,311.8	56,808.44	28,677.5	59,649.20	30,111.3	62,631.40	31,616.8	65,762.84	Step 10	33,197.7	69,051.32	34,857.6	72,503.86	36,600.4	76,128.78						
Step 11	27,926.3	58,086.60	29,327.7	60,991.32	30,788.7	64,040.60	32,328.2	67,242.76	Step 11	33,944.6	70,604.82	35,641.8	74,134.84	37,424	77,841.92						
Step 12	28,554.7	59,393.88	29,982.4	62,363.34	31,481.5	65,481.52	33,055.6	68,755.70	Step 12	34,708.3	72,193.16	36,443.8	75,803.00	38,266	79,593.28						
Step 13	29,197.1	60,730.02	30,657	63,766.56	32,189.8	66,954.68	33,799.4	70,302.70	Step 13	35,489.3	73,817.64	37,263.8	77,508.60	39,127	81,384.16						
Step 14	29,854	62,096.32	31,346.8	65,201.24	32,914.1	68,461.38	34,559.8	71,884.28	Step 14	36,287.9	75,478.78	38,102.2	79,252.68	40,007.3	83,215.08						
Step 15	30,528	63,493.56	32,052.1	66,668.42	33,654.7	70,001.88	35,337.4	73,501.74	Step 15	37,104.3	77,176.84	38,959.5	81,035.76	40,907.5	85,087.60						
Step 16	31,212.6	64,922.26	32,773.2	68,168.36	34,411.9	71,576.70	36,132.5	75,155.60	Step 16	37,939.1	78,913.38	39,836.1	82,859.14	41,827.9	87,001.98						
Step 17	31,914.9	66,382.94	33,510.6	69,702.10	35,186.2	73,187.40	36,945.5	76,846.64	Step 17	38,792.8	80,688.92	40,732.4	84,723.34	42,769	88,959.52						
Step 18	32,633	67,876.64	34,264.6	71,270.42	35,977.9	74,833.98	37,776.8	78,575.64	Step 18	39,665.7	82,504.76	41,648.9	86,629.66	43,731.3	90,961.00						
Step 19	33,367.2	69,403.88	35,035.6	72,874.10	36,787.4	76,517.74	38,626.7	80,343.64	Step 19	40,558.1	84,360.90	42,586	88,578.88	44,715.3	93,007.72						
Step 20	34,118	70,965.44	35,824	74,513.92	37,615.1	78,239.46	39,495.8	82,151.16	Step 20	41,470.7	86,259.16	43,544.2	90,572.04	45,721.4	95,100.46						

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	Grade 21		Grade 22		Grade 23		Grade 24		Grade 25		Grade 26		Grade 50		Grade 99		
Step 1	31,4561	65,428.74	33,029	68,700.32	34,6805	72,135.44	36,4145	75,742.16	Step 1	38,5467	80,177.24	42,5483	88,500.36	38,5467	80,177.24	8,0072	16,655.08
Step 2	32,1639	66,900.86	33,7721	70,246.02	35,4607	73,758.36	37,2337	77,446.20	Step 2	39,4139	81,980.86	43,5056	90,491.70				
Step 3	32,8876	68,406.26	34,532	71,826.56	36,2586	75,417.94	38,0716	79,188.98	Step 3	40,3007	83,825.56	44,4845	92,527.76				
Step 4	33,6276	69,945.46	35,309	73,442.72	37,0745	77,114.96	38,9282	80,970.76	Step 4	41,2076	85,711.86	45,4854	94,609.58				
Step 5	34,3842	71,519.24	36,1034	75,095.02	37,9086	78,849.94	39,804	82,792.32	Step 5	42,1347	87,640.28	46,5088	96,738.20				
Step 6	35,1578	73,128.12	36,9158	76,784.76	38,7615	80,623.92	40,6996	84,655.22	Step 6	43,0827	89,612.12	47,5552	98,914.92				
Step 7	35,9489	74,773.66	37,7463	78,512.20	39,6337	82,438.20	41,6153	86,559.72	Step 7	44,052	91,628.16	48,6252	101,140.52				
Step 8	36,7577	76,456.12	38,5957	80,279.16	40,5254	84,292.78	42,5516	88,507.38	Step 8	45,0432	93,689.96	49,7193	103,416.04				
Step 9	37,5848	78,176.28	39,464	82,085.12	41,4373	86,189.48	43,5091	90,498.98	Step 9	46,0567	95,798.04	50,838	105,743.04				
Step 10	38,4304	79,935.18	40,352	83,932.16	42,3696	88,128.82	44,4881	92,535.30	Step 10	47,093	97,953.44	51,9819	108,122.30	55,562	115,568.96	28,729	59,756.32
Step 11	39,2951	81,733.86	41,2599	85,820.54	43,3229	90,111.58	45,4891	94,617.38	Step 11	48,1526	100,157.46	53,1514	110,554.86				
Step 12	40,1793	83,572.84	42,1883	87,751.56	44,2976	92,139.06	46,5126	96,746.26	Step 12	49,2361	102,411.14	54,3473	113,042.28				
Step 13	41,0833	85,453.16	43,1375	89,726.00	45,2943	94,212.04	47,5591	98,922.98	Step 13	50,3438	104,715.00	55,5702	115,586.12				
Step 14	42,0077	87,376.12	44,1081	91,744.90	46,3135	96,332.08	48,6292	101,148.84	Step 14	51,4766	107,071.38	56,8205	118,186.64				
Step 15	42,9528	89,341.72	45,1005	93,809.04	47,3555	98,499.44	49,7234	103,424.62	Step 15	52,6348	109,480.28	58,0989	120,845.66				
Step 16	43,9193	91,352.04	46,1153	95,919.72	48,421	100,715.68	50,8421	105,751.62	Step 16	53,8191	111,943.78	59,4061	123,564.74				
Step 17	44,9075	93,407.60	47,1529	98,077.98	49,5105	102,981.84	51,9861	108,131.14	Step 17	55,03	114,462.40	60,7428	126,344.92				
Step 18	45,918	95,509.44	48,2138	100,284.60	50,6245	105,298.96	53,1557	110,563.96	Step 18	56,2682	117,037.96	62,1095	129,187.76				
Step 19	46,951	97,658.08	49,2986	102,541.14	51,7635	107,668.08	54,3518	113,051.64	Step 19	57,5343	119,671.24	63,507	132,094.56				
Step 20	48,0075	99,855.60	50,4079	104,848.38	52,9282	110,090.76	55,5747	115,595.48	Step 20	58,8287	122,363.80	64,9359	135,066.62	72,5774	150,960.94	57,458	119,512.64

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	Grade 602	Grade 603	Grade 605	Grade 606		Grade 608	Grade 609	Grade 610	Grade 611								
Step 1	25.8791	53.828.58	27.1731	56.520.10	29.9583	62.313.16	31.4561	65.428.74	Step 1	34.6805	72.135.44	35.7208	74.299.16	36.4145	75.742.16	42.5483	88.500.36
Step 2	26.4613	55.039.40	27.7844	57.791.50	30.6323	63.715.08	32.1639	66.900.86	Step 2	35.4607	73.758.36	36.5245	75.970.96	37.2337	77.446.20	43.5056	90.491.70
Step 3	27.0567	56.278.04	28.4095	59.091.76	31.3215	65.148.72	32.8876	68.406.26	Step 3	36.2586	75.417.94	37.3464	77.680.46	38.0716	79.188.98	44.4845	92.527.76
Step 4	27.6655	57.544.24	29.0488	60.421.40	32.0262	66.614.60	33.6276	69.945.46	Step 4	37.0745	77.114.96	38.1867	79.428.44	38.9282	80.970.76	45.4854	94.609.58
Step 5	28.288	58.839.04	29.7023	61.780.68	32.7469	68.113.50	34.3842	71.519.24	Step 5	37.9086	78.849.94	39.0458	81.215.16	39.804	82.792.32	46.5088	96.738.20
Step 6	28.9245	60.162.96	30.3706	63.170.90	33.4837	69.646.20	35.1578	73.128.12	Step 6	38.7615	80.623.92	39.9244	83.042.70	40.6996	84.655.22	47.5552	98.914.92
Step 7	29.5752	61.516.52	31.054	64.592.32	34.2371	71.213.22	35.9489	74.773.66	Step 7	39.6337	82.438.20	40.8227	84.911.32	41.6153	86.559.72	48.6252	101.140.52
Step 8	30.2407	62.900.76	31.7528	66.045.72	35.0073	72.815.08	36.7577	76.456.12	Step 8	40.5254	84.292.78	41.7412	86.821.80	42.5516	88.507.38	49.7193	103.416.04
Step 9	30.9211	64.315.94	32.4672	67.531.88	35.7951	74.453.86	37.5848	78.176.28	Step 9	41.4373	86.189.48	42.6804	88.775.18	43.5091	90.498.98	50.838	105.743.04
Step 10	31.6168	65.762.84	33.1977	69.051.32	36.6004	76.128.78	38.4304	79.935.18	Step 10	42.3696	88.128.82	43.6407	90.772.76	44.4881	92.535.30	51.9819	108.122.30
Step 11	32.3282	67.242.76	33.9446	70.604.82	37.424	77.841.92	39.2951	81.733.86	Step 11	43.3229	90.111.58	44.6226	92.815.06	45.4891	94.617.38	53.1514	110.554.86
Step 12	33.0556	68.755.70	34.7083	72.193.16	38.266	79.593.28	40.1793	83.572.84	Step 12	44.2976	92.139.06	45.6266	94.903.38	46.5126	96.746.26	54.3473	113.042.28
Step 13	33.7994	70.302.70	35.4893	73.817.64	39.127	81.384.16	41.0833	85.453.16	Step 13	45.2943	94.212.04	46.6532	97.038.76	47.5591	98.972.98	55.5702	115.586.12
Step 14	34.5598	71.884.28	36.2879	75.478.78	40.0073	83.215.08	42.0077	87.376.12	Step 14	46.3135	96.332.08	47.7029	99.221.98	48.6292	101.148.84	56.8205	118.186.64
Step 15	35.3374	73.501.74	37.1043	77.176.84	40.9075	85.087.60	42.9528	89.341.72	Step 15	47.3555	98.499.44	48.7762	101.454.60	49.7234	103.424.62	58.0989	120.845.66
Step 16	36.1325	75.155.60	37.9391	78.913.38	41.8279	87.001.98	43.9193	91.352.04	Step 16	48.421	100.715.68	49.8736	103.737.14	50.8421	105.751.62	59.4061	123.564.74
Step 17	36.9455	76.846.64	38.7928	80.688.92	42.769	88.959.52	44.9075	93.407.60	Step 17	49.5105	102.981.84	50.9958	106.071.16	51.9861	108.131.14	60.7428	126.344.92
Step 18	37.7768	78.575.64	39.6657	82.504.76	43.7313	90.961.00	45.918	95.509.44	Step 18	50.6245	105.298.96	52.1432	108.457.96	53.1557	110.563.96	62.1095	129.187.76
Step 19	38.6267	80.343.64	40.5581	84.360.90	44.7153	93.007.72	46.951	97.658.08	Step 19	51.7635	107.668.08	53.3165	110.898.32	54.3518	113.051.64	63.507	132.094.56
Step 20	39.4958	82.151.16	41.4707	86.259.16	45.7214	95.100.46	48.0075	99.855.60	Step 20	52.9282	110.090.76	54.5161	113.393.54	55.5747	115.595.48	64.9359	135.066.62
Step 21	40.3845	83.999.76	42.4037	88.199.80	46.7501	97.240.26	49.0877	102.102.52	Step 21	54.1191	112.567.78	55.7427	115.944.92	56.8251	118.196.26	66.3969	138.105.55
Step 22	41.2932	85.889.96	43.3578	90.184.12	47.802	99.428.16	50.1921	104.399.62	Step 22	55.3368	115.100.44	56.9969	118.553.50	58.1037	120.855.80	67.8909	141.213.07
Step 23	42.2223	87.822.28	44.3334	92.213.42	48.8775	101.665.20	51.3214	106.748.46	Step 23	56.5818	117.690.04	58.2793	121.220.84	59.4109	123.574.62	69.4184	144.390.27
Step 24	43.1723	89.798.28	45.3308	94.287.96	49.9773	103.952.68	52.4762	109.150.60	Step 24	57.855	120.338.40	59.5906	123.948.50	60.7478	126.355.32	70.9803	147.639.02
Step 25	44.1437	91.819.00	46.3508	96.409.56	51.1018	106.291.64	53.6569	111.606.30	Step 25	59.1567	123.046.04	60.9314	126.737.26	62.1145	129.198.16	72.5774	150.960.94

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Grade 14				Grade 16				Grade 18				Grade 20				Grade 22			
	80 Hour	106 Hour	Annual	80 Hour	106 Hour	Annual	80 Hour	106 Hour	Annual			80 Hour	106 Hour	Annual	80 Hour	106 Hour	Annual		
Step 1	22.3554	16.8719	46,499.18	24.6467	18.6013	51,265.24	27.1731	20.5079	56,520.10	Step 1		29.9583	22.61	62,313.16	33.029	24.9275	68,700.32		
Step 2	22.8583	17.2516	47,545.16	25.2013	19.0198	52,418.60	27.7844	20.9693	57,791.50	Step 2		30.6323	23.1188	63,715.08	33.7721	25.4884	70,246.02		
Step 3	23.3727	17.6397	48,615.32	25.7683	19.4477	53,597.96	28.4095	21.4412	59,091.76	Step 3		31.3215	23.6389	65,148.72	34.532	26.0619	71,826.56		
Step 4	23.8985	18.0366	49,708.88	26.3481	19.8853	54,804.10	29.0488	21.9236	60,421.40	Step 4		32.0262	24.1707	66,614.60	35.309	26.6483	73,442.72		
Step 5	24.4362	18.4424	50,827.40	26.9409	20.3328	56,037.02	29.7023	22.4169	61,780.68	Step 5		32.7469	24.7146	68,113.50	36.1034	27.2479	75,095.02		
Step 6	24.986	18.8573	51,970.88	27.5471	20.7903	57,298.02	30.3706	22.9213	63,170.90	Step 6		33.4837	25.2707	69,645.20	36.9158	27.8609	76,784.76		
Step 7	25.5482	19.2817	53,140.36	28.1669	21.2581	58,587.10	31.054	23.437	64,592.32	Step 7		34.2371	25.8393	71,213.22	37.7463	28.4878	78,512.20		
Step 8	26.123	19.7155	54,335.84	28.8007	21.7364	59,905.56	31.7528	23.9643	66,045.72	Step 8		35.0073	26.4207	72,815.08	38.5957	29.1288	80,279.16		
Step 9	26.7108	20.1591	55,558.36	29.4487	22.2254	61,253.40	32.4672	24.5035	67,531.88	Step 9		35.7951	27.0151	74,453.86	39.464	29.7841	82,085.12		
Step 10	27.3118	20.6126	56,808.44	30.1113	22.7255	62,631.40	33.1977	25.0549	69,051.32	Step 10		36.6004	27.6229	76,128.78	40.352	30.4543	83,932.16		
Step 11	27.9263	21.0765	58,086.60	30.7887	23.2369	64,040.60	33.9446	25.6185	70,604.82	Step 11		37.424	28.2445	77,841.92	41.2599	31.1395	85,820.54		
Step 12	28.5547	21.5507	59,393.88	31.4815	23.7596	65,481.52	34.7083	26.195	72,193.16	Step 12		38.266	28.88	79,593.28	42.1883	31.8402	87,751.56		
Step 13	29.1971	22.0356	60,730.02	32.1898	24.2942	66,954.68	35.4893	26.7844	73,817.64	Step 13		39.127	29.5298	81,384.16	43.1375	32.5566	89,726.00		
Step 14	29.854	22.5313	62,096.32	32.9141	24.8409	68,461.38	36.2879	27.3871	75,478.78	Step 14		40.0073	30.1942	83,215.08	44.1081	33.2891	91,744.90		
Step 15	30.5258	23.0383	63,493.56	33.6547	25.3988	70,001.88	37.1043	28.0032	77,176.84	Step 15		40.9075	30.8736	85,087.60	45.1005	34.0381	93,809.04		
Step 16	31.2126	23.5568	64,922.26	34.4119	25.9712	71,576.70	37.9391	28.6333	78,913.38	Step 16		41.8279	31.5683	87,001.98	46.1153	34.804	95,919.72		
Step 17	31.9149	24.0867	66,382.94	35.1862	26.5556	73,187.40	38.7928	29.2776	80,688.92	Step 17		42.769	32.2785	88,959.52	47.1529	35.5871	98,077.98		
Step 18	32.633	24.6287	67,876.64	35.9779	27.1532	74,833.98	39.6657	29.9364	82,504.76	Step 18		43.7313	33.0048	90,961.00	48.2138	36.3878	100,284.60		
Step 19	33.3672	25.1828	69,403.88	36.7874	27.7641	76,517.74	40.5581	30.6099	84,360.90	Step 19		44.7153	33.7474	93,007.72	49.2986	37.2065	102,541.14		
Step 20	34.118	25.7494	70,965.44	37.6151	28.3887	78,239.46	41.4707	31.2986	86,259.16	Step 20		45.7214	34.5067	95,100.46	50.4079	38.0437	104,848.38		

