



Child Care and Early Education Professional Wage Scale and Comparable Competencies

Legislative Report

January 30, 2025



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I. Executive summary

Laws of Minnesota 2023, chapter 70, article 13, section 25 directed the Minnesota Department of Human Services (DHS) to develop a child care and early education professional wage scale and a process for recognizing comparable competencies for use in a wage scale, based on the recommendations made by the Great Start for All Minnesota Children Task Force. The Child Care Services Division of DHS transferred to the newly launched Department of Children, Youth, and Families (DCYF) in July 2024 and prepared this report, which includes:

- Background on Minnesota’s early care and education (ECE) challenges and compensation efforts to date,
- Information on the collaborative development process of the wage scale and comparable competency recommendations,
- Recommendations for the structure of the wage scale, process for qualifying for the wage scale, and implementation of a wage scale.

Low compensation of early educators affects their well-being, overall program quality, and workforce retention. These factors contribute to the current crisis in ECE, whose annual economic impacts in Minnesota cost more than [\\$2.1 billion](#). Increasing wages to parity with public school kindergarten through grade 12 (K-12) educators of equivalent qualifications and experience by using a wage scale has the potential to achieve improved outcomes for this workforce. A wage or salary scale is a system that describes what a person is to be paid for doing a job, dependent on several variables, which often include factors like how long the person has been employed and their highest level of education or training level. In a 2024 Minnesota ECE Pay Equity Pilot, participants receiving supplemental payments based on their highest level of education reported less stress over short-term and long-term finances, a more positive outlook on life, more desire to stay in the ECE field, and an increased willingness to pursue additional qualifications. A child care and early education professional wage scale with funded supplemental payments to early educators has the potential to affect the transformational compensation change that is needed for Minnesota to have a thriving ECE system.

An overview of a recommended Minnesota ECE wage scale average with annual income levels at standard parity with K-12 educators is shown in Figure 1. Standard parity is one of two versions of parity modeled for “pay equivalent to elementary school educators with similar credentials and experience,” as required in legislation. **Standard parity** correlates to comparable annual salary across K-12 educators and early educators, despite the average contracted hours for the two groups being different, while **enhanced parity** interprets equivalency at the rate of an hourly wage, and thus has higher annual income levels than standard parity. Additionally, equivalent pay for elementary educators as described in legislation is based on K-12 educator pay for the wage scale, due to data clarity and availability. A full model of the recommended wage scale is included in Appendix D, which includes regional variation, levels of benefits, and versions for both definitions of pay parity.

Figure 1: ECE wage scale snapshot, state average annual income levels at standard parity

ECE Wage Scale — Standard Parity										
Step	Years of Experience:									
	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Base	\$34,493	\$35,183	\$35,886	\$36,604	\$37,336	\$38,083	\$38,845	\$42,047	\$46,423	\$51,255
Step 1	\$36,920	\$37,659	\$38,412	\$39,180	\$39,964	\$40,763	\$41,578	\$45,006	\$49,690	\$54,862
Step 2	\$39,348	\$40,135	\$40,938	\$41,756	\$42,592	\$43,443	\$44,312	\$47,965	\$52,957	\$58,469
Step 3	\$41,776	\$42,611	\$43,463	\$44,333	\$45,219	\$46,124	\$47,046	\$50,924	\$56,224	\$62,076
Step 4	\$44,203	\$45,087	\$45,989	\$46,909	\$47,847	\$48,804	\$49,780	\$53,883	\$59,492	\$65,684
Step 5	\$46,631	\$47,563	\$48,515	\$49,485	\$50,475	\$51,484	\$52,514	\$56,843	\$62,759	\$69,291
Step 6	\$52,125	\$53,168	\$54,231	\$55,316	\$56,422	\$57,551	\$58,702	\$63,541	\$70,154	\$77,456
Step 7	\$57,620	\$58,772	\$59,948	\$61,147	\$62,370	\$63,617	\$64,890	\$70,239	\$77,549	\$85,620
Step 8	\$63,115	\$64,377	\$65,664	\$66,978	\$68,317	\$69,684	\$71,077	\$76,936	\$84,944	\$93,785
Step 9	\$68,609	\$69,981	\$71,381	\$72,809	\$74,265	\$75,750	\$77,265	\$83,634	\$92,339	\$101,950
Step 10	\$74,104	\$75,586	\$77,098	\$78,640	\$80,212	\$81,817	\$83,453	\$90,332	\$99,734	\$110,114

This report also outlines how the wage scale could be implemented in alignment with overall recommendations in the [Great Start for All Minnesota Children's Task Force Final Report](#), which recommends full implementation of a compensation framework for the early childhood workforce by 2031. This includes how a wage scale could inform state reimbursement rates of early childhood programs as well as direct compensation of early educators to cover the gap between wages of the current workforce and those developed for the wage scale. An estimate of the total cost of direct compensation implementation of the wage scale in the first year totaled \$668.5 million for standard parity wages with partial benefits, or \$1.2 billion for enhanced parity with full benefits. Appendix C includes estimates on the total cost of implementing supplemental direct compensation of the wage scale for each combination of wages and benefits presented in this report.

Report recommendations

The wage scale recommendations in this report were developed with feedback from an extensive engagement process with early educators and stakeholders. Where relevant, each section of the report includes a recommendation and supporting context. A summary of the recommendations for the structure, qualification, and implementation of the wage scale is below.

1. Structure of the wage scale:

- 1-A. Align wage scale to geographical groups based on Rural-Urban Commuting Areas (RUCA) designations in four categories: rural, small town, large town, and urban.
- 1-B. Align the base level of the wage scale to Department of Employment and Economic Development (DEED) individual cost of living and adjust the full scale annually to correspond with the updated cost of living.
- 1-C. Provide for a wage growth rate of 2% per year of experience, in addition to cost of living adjustments.
- 1-D. Align participants' wage scale level to their individual professional qualification, with compensation equivalent to K-12 educators with similar credentials and experience.
- 1-E. Provide for levels of benefits in health insurance, retirement savings, paid time off, and a cafeteria plan.

2. Qualifications for the wage scale:

- 2-A. Allow individuals to qualify for wage scale placement by either direct placement based on their experience and level of formal education, or through the Comparable Competency Pathways, which consider qualifications inclusive of competencies obtained through experience and training in addition to education.
- 2-B. Assign points correlating to a step of the wage scale for expertise attained through training and experience, aligned to Minnesota's Knowledge and Competency Framework for Early Childhood Professionals.
- 2-C. Prioritize transparency for the pathway to higher wages.
- 2-D. Maintain the Comparable Competency Pathways beyond the 2031 reevaluation period proposed by the Great Start for All Minnesota Children Task Force.

3. Implementation of the wage scale:

- 3-A. Include and engage Tribal Nations in future implementation planning of wage scale initiatives.
- 3-B. Increase reimbursement rates in the Child Care Assistance Program (CCAP), the Early Learning Scholarship Program (ELS), and the proposed Great Start Scholarship Program to ensure compensation of early educators at their level of wage scale qualification. These investments would require statute changes and additional state funds and are scalable.
- 3-C. Implement payments that cover the disparity between an early educator's current income and their qualification on the wage scale. This would require a legislative appropriation and is scalable.
- 3-D. Allow participation in a funded wage scale program to be voluntary.

Of note: While the ECE field sometimes uses terms like "early childhood educator" or "child care provider" interchangeably to describe their work, throughout this report the term "early educator" will be used to refer to individuals working within the program types identified by the Laws of Minnesota 2023, chapter 70, article 13, section 25, including licensed and certified child care centers, licensed family child care providers, Head Start Programs, voluntary prekindergarten programs, school readiness and school readiness plus programs, early childhood family education programs, and programs for children who are eligible for Part B of Part C of the

Individuals with Disabilities Education Act, Public Law 108-446. This terminology reflects an acknowledgement that learning occurs in every interaction of the early years, so care cannot be separated from education.

II. Legislation

This report is submitted to the Minnesota Legislature pursuant to Child Care and Early Education Professional Wage Scale, Laws of Minnesota 2023, chapter 70, article 13, section 25.

“(b) By January 30, 2025, the commissioner shall report to the legislative committees with jurisdiction over early childhood programs on the development of the wage scale, make recommendations for implementing a process for recognizing comparable competencies, and make recommendations about how the wage scale could be used to inform payment rates for child care assistance under Minnesota Statutes, chapter 119B, and great start scholarships under Minnesota Statutes, section 119C.01.”

III. Background

Access to high quality early care and education (ECE) is critical to a child’s [development](#) and a family’s economic stability, and it has been shown to result in a high rate of public return on [investment](#). Adequate availability of child care is also a crucial component of a stable workforce and healthy [economy](#). Affordability of care is a struggle for many families across the nation, and Minnesota is no exception. The average cost for infant care in Minnesota is [\\$16,087 annually](#), which is more than the average tuition and fees at a Minnesota public university, according to 2024 [data published by the Minnesota State colleges and university system](#). These stressors on families affect the state’s overall economy, with [a recent report from Ready Nation](#) calculating Minnesota’s annual economic cost of the infant-and-toddler child care crisis at \$2.1 billion in lost earnings. Since this report only investigates access to infant and toddler care, it represents only a portion of the true economic cost of the child care crisis.

In an effort to keep ECE affordable for families, the high cost of providing that care has long been subsidized by the low wages of early educators. According to a 2023 statewide report from Wilder Research on the ECE workforce in Minnesota (Valorose et al., 2023), the average compensation for an ECE professional is well below the state average income level, exacerbating the stress of a challenging job and contributing to burnout. The report states that while the “majority of early childhood educators (63%) are working full time,” over half made less than \$44,000 annually in 2022 from their early education job, and 25% made less than \$26,000. The 2022 median hourly wage in Minnesota was \$11.48 for a child care worker and \$15.85 for a preschool teacher, compared to \$34.31 for elementary and middle school teachers ([from the Center for the Study of Child Care Employment \(CSCCE\) 2024 workforce index](#)).

The current system also leads to compensation disparities for members of the workforce who are Black, Indigenous, and people of color. The [2019 National Survey of Early Care and Education](#) revealed that Black teachers in preschool-age classes earn 66.3 percent of what their white counterparts earn, and Hispanic teachers earn 85.2 percent, with both groups’ wage gaps increasing since 2012. “Even after controlling for

educational attainment, African American educators still earn an average of \$0.78 less per hour than white early educators, which means \$1,622.40 less per year for a full-time, full-year worker” ([CSCCE, 2024](#)).

Sixteen percent of early educators are living under 200% of the federal poverty line despite being employed, and 15% rely on public benefits (Valorose et al., 2023). In engagement efforts to inform the development of the wage scale, “a subset of participants who received public benefits reported experiencing many financial hardships and stressors and were often considering leaving the ECE field. They described being unable to meet day-to-day needs, including being food insecure” (Mauzy et al., 2024). In a DCYF 2024 Pay Equity Pilot, only 31% of participants felt that their regular household income was enough to make ends meet. Compensating our essential ECE workforce commensurate with their experience and qualifications with a wage scale has the potential to lift these groups out of poverty.

Poor compensation is negatively associated with program quality, professional well-being, recruitment, and retention (Bassok et al., 2021). Valorose et al. (2023) measured the turnover rate for early childhood educators at around 30%, with “participants in 4 of 6 groups [saying] they have felt burnout in the last two years,” citing the financial stress of working in early childhood education as a key challenge. This burnout leads many to leave the ECE field for jobs with comparable wages and lower stress levels. The high level of turnover creates an unstable ECE system, which limits the effectiveness of other interventions for program capacity and quality. When asked what supports or resources would help them better manage the stressors in ECE, early educators reported increased pay, sick leave or personal time off, and health benefits would be helpful supports (Omonuwa et al., 2024).

In addition to those who leave the field, the flat wage trajectory of working directly with young children also leads quality educators to leave the classroom for administrative and other jobs, where pay increases are available. Data from the Pay Equity Pilot showed that the more experienced and/or educated an early educator was, the less likely it was that their compensation adequately matched their qualifications. Adequate compensation through a wage scale has the potential to retain these experienced professionals, with 67% of participants in the Pay Equity Pilot expressing more desire to stay in the field based on their participation in the pilot. In the wage scale World Café engagement event, “Participants felt that the wage scale should be tailored to maximize retention of professionals in the field, to both preserve the expertise of individuals who have been in the field for many years as well as reward experience gained on the job by newer professionals” (Mauzy et al., 2024). A wage scale would also assist in recruitment of new professionals with the promise of a wage that will reflect the investments they make in their careers through education and ongoing professional development.

Development of a child care and early education wage scale is part of a 2021 law establishing The Great Start for All Minnesota Children Task Force, with the state goal for “all families to have access to affordable, high-quality early care and education,” in part by “ensuring that early childhood educators and care providers are qualified, diverse, supported, and equitably compensated regardless of setting” ([Laws of Minnesota 2021, 1st Spec. Sess., chapter 7, article 14, section 18, subdivision 1](#)). The Great Start for All Minnesota Children Task Force [Final Report](#) recommendations include the development and implementation of a wage scale and comparable competencies process and resulted in the law requiring this report.

These challenges in the compensation of early educators underscore the call in the Great Start for All Minnesota Children Task Force Final Report “to create opportunity for individuals working in the ECE workforce to be able to earn a livable wage and in accordance with the expectations of this professional field, transformational financial compensation changes are needed.” A wage scale that affords parity with K-12 educators could strengthen workforce stability and individual well-being based on increased compensation and could improve equity by tying compensation to qualifications.

Existing compensation efforts

The development and implementation of a Minnesota ECE Wage Scale is a recommendation of the Great Start for All Minnesota Children Task Force, and development of a wage scale should be mindful of other existing compensation initiatives in Minnesota. These include the Great Start Compensation Support Payment Program, Teacher Education and Compensation Helps Early Childhood Minnesota (T.E.A.C.H.) and Retaining Early Educators Through Attaining Incentives Now (REETAIN). The Great Start Compensation Support Payment Program was established in 2023 and issues payments currently set at \$375 per month for one full-time equivalent educator (who is regularly caring for children) to eligible licensed family child care providers, licensed child care centers, and certified child care centers for the purpose of supporting increased compensation or benefits. In fiscal year 2024, 4,966 family child care programs received these monthly bonuses, along with 29 Tribal child care programs and 2,088 licensed or certified child care centers. T.E.A.C.H. allows participants to earn a 2% raise and/or a \$250-\$300 bonus upon completion of higher education credits, and REETAIN bonuses of \$500-\$3,000 are available annually as funds allow. T.E.A.C.H. Early Childhood Minnesota and REETAIN had a combined 506 participants in fiscal year 2024.

Other initiatives are also making advances toward increasing compensation for early educators. At the local level in Minnesota, [Cook County North Stars](#) is a program where licensed child care providers receive a locally funded wage enhancement of almost \$6 per hour. A [new federal rule for Head Start](#) will require all programs to significantly increase compensation and benefits by August 2031, using a salary scale that offers pay comparable to public preschool teacher salaries and is sufficient to cover basic costs of living in their area. In 2023, the definition of a teacher for purposes of collective bargaining under the Public Employee Labor Relations Act (PELRA) was expanded to include early educators providing instruction in public schools thus enabling them to be included in licensed staff (teacher) bargaining units. Implementation of a wage scale should coordinate with these existing state compensation efforts, which alone are not enough to achieve transformational compensation changes.

IV. Collaborative development process

This report was prepared by the DCYF Child Care Services Division, in collaboration with a workgroup that included staff from the DCYF Early Learning Services Division, the Minnesota Children’s Cabinet, and the Minnesota Department of Employment and Economic Development. The workgroup leveraged information and recommendations from other ongoing efforts to support the early care and education workforce, including:

- The Department of Employment and Economic Development’s Labor Market Information Office for coordination on cost of living data
- The Departments of Education and Human Services 2023 Early Care and Education Workforce Study conducted by Wilder Research
- The Department of Human Services Office of Inspector General’s licensing regulation modernization initiative for alignment in child care center staff qualifications
- The Department of Labor and Industry’s Dual Pipeline Workforce Program
- The Department of Education’s Mixed Delivery Action Labs and Pay Equity Pilot
- The Department of Human Services 2023 Child Care Cost Modeling Report

InsightWorks, LLC was contracted to supply wage scale expertise and design wage scale models (Appendix D), while SRI Education (SRI) was contracted to create a process for recognizing comparable competencies, as well as to conduct engagement on the comparable competencies and the wage scale.

Decision-making principles

Throughout the development of each wage scale recommendation, three decision-making principles were used:

- **Equity:** The recommendation incorporates voices of different members of the early childhood workforce, considers historical and current racial inequities within the profession, and considers who most benefits and who is most burdened by the outcome.
- **Simplicity:** The recommendation can be understood easily and avoids unnecessary complexity.
- **Flexibility:** The recommendation considers variation across different types of early educator roles and life stages, and different types of ECE program and settings.

Simplicity and flexibility were principles that often needed to be balanced, when fully accommodating both was not possible. Recommendations that allowed for the most flexibility were often not the simplest, and vice versa.

Applicable program types

The law for the development of a wage scale calls for the recommendations to be applicable to early educators employed in the following types of programs:

- Licensed family and group family child care under Minnesota Rules, chapter 9502
- Licensed child care centers under Minnesota Rules, chapter 9503
- Certified, license-exempt child care centers under Minnesota Statutes, chapter 245H
- Voluntary prekindergarten and school readiness plus programs
- School readiness programs
- Early childhood family education programs
- Programs for children who are eligible for Part B or Part C of the Individuals with Disabilities Education Act, Public Law 108-446
- Head Start programs

These program types have varying business structures, funding sources and compensation methods, adding complexity to the development of a wage scale that applies to all of them. For example, a public school teacher serving children who are eligible for Part B or Part C of the Individuals with Disabilities Education Act may be employed under a collective bargaining agreement for their compensation level. Privately owned child care centers collect tuition or fees from families along with public sources of revenue such as the Child Care Assistance Program, Early Learning Scholarships and/or the Child and Adult Care Food Program to pay for expenses, including salaries and benefits. In licensed family child care settings, early educators are most often the business owner and self-employed, with the net profit of their business accounting for their total income. Likewise, employment roles and qualifications vary across these program types, with an example being public school-based preschool programs requiring licensure of lead teachers by 2028, a process that involves minimum education requirements, pedagogical training, annual renewal requirements. Lead teacher licensure is not a DHS requirement of child care centers or family child care programs. Qualifications for aides in classrooms vary as well; aides in licensed care require no minimum level of education for the program's license requirements, though minimum requirements vary based on individual employers' hiring practices. School-based ECE programs' requirements similarly vary for aides and assistants in a classroom, based on locality and program funding. Roles within Head Start programs have differing minimum qualifications based on the age of children served, with Early Head Start teachers requiring a Child Development Associate (CDA) or comparable credential and Head Start Preschool teachers requiring at least an associate degree.

Inequitable compensation between different types of programs has historically contributed to staff turnover, as early educators may leave one type of program for a higher paying role, often where public funding is available. These complex considerations fueled the recommendation to tie wage scale level to individual professional qualification, rather than to employment role or program type.

Engagement

The collaborative development process included direct engagement with members of the ECE workforce and other related/interested parties, ensuring that their input and experiences were consistently understood, considered, and directly reflected to the greatest extent possible in the wage scale models developed. The process included an important step of informing the individuals and groups engaged on how their input influenced the ideas and models put forward in this report. This input impacted three separate phases of the work on the wage scale and comparable competencies. It shaped the initial drafting process, provided for feedback and opportunities for edits on existing drafts, and informed what future issues should be considered for the implementation of a wage scale program.

The recruitment plan and subsequent engagement prioritized diverse representation in race, ethnicity, language, geography, and program type. An open public call for participation used a variety of outreach strategies, including sending mass emails in multiple languages to the points of contact listed in the databases of DCYF licensed programs, Head Start, Early Childhood Special Education and Early Childhood Family Education. Targeted emails were also sent to individuals with a public Q & A session made available to provide more information. Others invited to engage included relevant state agency representatives, potential implementation partners, early care and education advocates, and families with children enrolled in early care and education programs.

The resulting total recruitment pool was 499; this is unlikely to accurately represent the full Minnesota ECE workforce as there is no current data source that captures the full workforce. Table 1 describes the recruitment pool in comparison with other samples of the ECE workforce (2023 Workforce Study and September 2024 licensing database) and the broader state population (2020 Census, 2018 American Community Survey, Minnesota GO). The pool of engagement participants was less diverse in race/ethnicity than the state general population and had higher formal education levels than national ECE workforce estimates. The sample also included a large representation from family child care settings.

Table 1: Demographics of recruitment pool compared with other samples of Minnesota’s ECE workforce and general population

Characteristic	Recruitment Pool	Other Samples of State ECE Workforce	State General Population
Average years of experience in ECE	17	18.1	----
Formal education	73% associate degree or higher	63.4% associate degree or higher	----
Percent by ECE setting	51% family child care; 40% centers; 4% ECFE; 4% HS/EHS; 1% ECSE	17% family child care; 61% licensed centers; 9% HS/EHS; 7% license-exempt (e.g., certified centers); 6% school-based (ECFE/ECSE/PreK)	----
Gender	91% female	98% female	----
Race/ethnicity	86% white; 3% Black or African American; 3% Hispanic; 3% Asian	96% white; 92% white alone; 3% Hispanic/Latino; 2% American Indian; 2% Asian; 1% Black/African American; 1% Native Hawaiian/Pacific Islander	76% white; 7% Black or African American; 6% Hispanic; 6% two or more races; 5% Asian; 3% some other race; 1% American Indian or Native American
Language	Primary language is 95% English; 2% Spanish; 2% other languages	99% English; 1% Spanish	12% spoke a language other than English at home
Geography	62% urban; 19% large town; 11% small town; 8% rural	64% urban; 14% large town; 12% small town; 10% rural	80% urban

Note. ECFE = Early Childhood Family Education; HS/EHS = Head Start/Early Head Start; ECSE = Early Childhood Special Education. Source: Mauzy et al., 2024

The contractor sought to develop the most robust recruitment plan possible and developed recruitment strategies that aimed to address both anticipated challenges and challenges encountered in the process. For example, the recruitment pool lacked sufficient representation from school district and Head Start staff due to

engagement recruitment information distribution during summer break. Other challenges and responses during the recruitment process are included in Table 2.

Table 2: Recruitment challenges and responses (Source: SRI Minnesota Wage Scale Final Report)

Challenge: Small number of center-based teachers in recruitment pool
Response: SRI worked with DCYF to send an additional message to center directors encouraging them to pass the recruitment information along to their staff.
Challenge: Small number of Tribally-licensed child care providers responding to recruitment materials
Response: DCYF hosted a series of Q & A sessions specifically for these providers in collaboration with Minnesota Tribal Resources for Early Childhood Care (MNTRECC).
Challenge: Small number of responses from individuals whose primary language was Spanish, Hmong, or Somali
Response: In collaboration with Think Small and its Language Access Line staff, SRI revised the email language so that the main message was easier to understand and found at the beginning of the message.
Response: Think Small Language Access Line staff reached out via email to providers with whom they had relationships and who spoke Hmong or Somali.
Response: DCYF staff used data from Parent Aware, Minnesota’s quality rating and improvement system (QRIS), to identify licensed family child care and licensed group child care programs that indicated they spoke Spanish, Hmong, or Somali, and then sent tailored requests to those programs for participation.

Engagement activities included a comparable competency pathways workgroup, surveys, Tribal outreach events, focus group interviews, and larger virtual event called a World Café. These activities were intended to gain perspectives on and provide feedback from interested parties in two areas:

- The recognition of comparable competencies based on a combination of education, training, and experience.
- The implementation of a child care and early education professional wage scale.

The engagement process for comparable competencies included an interactive workgroup planning process with key interest holders that convened five times in May and June 2024 to provide input for the creation of the pathways and correlation with levels on a wage scale. This workgroup was comprised of 23 professionals representing a variety of program types, including family child care, center-based child care, higher education faculty, technical assistance/consultation, other care and education providers, and state agencies. During the workgroup meetings, SRI led discussion on definitions and prioritization of formal education and/or experience, inclusion of particular credentials or assessments, and impact on diverse populations and historically marginalized communities. A survey was also distributed to solicit feedback from early childhood educators in the development of the comparable competencies. The survey focused on perceptions about the knowledge,

skills, experience, and training an early educator needs to do their job well. Of the 469 individuals to whom the survey was sent, 279 (59%) completed at least some of the survey. Respondents included individuals from family child care, center-based child care, early childhood family education, early childhood special education, and Head Start/Early Head Start. (See Appendix C for demographic information about the survey respondents.)

Three Tribal engagement sessions were held in June 2024, with collaboration and support from Minnesota Tribal Resources for Early Childhood Care (MNTRECC), for Tribal child care providers to provide feedback on the development of the wage scale. Representatives from DCYF also presented information on the wage scale at the MNTRECC planning team meeting in July 2024. The reaction to the concept of a wage scale was mostly positive, with providers and MNTRECC staff sharing that compensation equivalent to K-12 educators could be transformative for individual providers and the field as a whole, although frustration was also shared that Tribal input was not sought before the passage of the wage scale legislation.

Six interviews with focus groups informed wage scale development based on the perspectives of key groups of stakeholders. Participants in these groups included variation based on program type, role, and geography. One small group was conducted with providers who identified as people of color (regardless of program type or role; Table 3). Participants were asked for feedback on what positive effects they thought an ECE wage scale could have on them, what challenges in implementation they foresaw, and what suggestions they had for the state. The goal was to have 6-8 participants in each group.

Table 1: Focus group interview groups and participants

Group Type	Number of Participants
Rural family child care providers	3
Urban family child care providers	9
Rural child care center directors	4
Urban child care center directors	6
Child care center teachers	3
Providers of color	7

The last formal engagement activity was a virtual World Café on September 5, 2024, where participants viewed a large group presentation on the wage scale, then broke into small, facilitated groups where they had the opportunity to ask questions and provide feedback. SRI hosted the event in partnership with Think Small. State staff presented information on the wage scale in English, and SRI and Think Small facilitated small-group discussions in English, Spanish, and Hmong. A discussion group in Somali was offered, but no attendees requested it. One hundred thirty-nine individuals (16% of those invited) registered for the event and 66 professionals (47% of those who registered) participated.

Wage scale development also aligned with DCYF's Early Learning Services Division Pay Equity Pilot, where eligible providers selected in four Minnesota communities received payments based on their highest level of education, years of experience in the field, and current rate of pay compared to an elementary educator with

equivalent credentials. The participants completed surveys and interviews, which the wage scale workgroup used to understand their experiences, ensure equity, and see how the concepts behind the wage scale played out in the real world.

V. Recommendations

Structure of the wage scale

The wage scale model (Appendix D) includes recommended wages in two models of parity with K-12 educators and three levels of recommended benefits. Each of these models is represented in four geographical groups in addition to a state average. The scale begins with a base wage based on DEED's individual cost of living, and income levels are displayed as annual, hourly, and monthly rates. These income levels represent gross pay for individuals who receive a paycheck, or net profit numbers for those who are self-employed. The document also contains a benefits scale with annual costs for each benefits recommendation.

Geographical groupings

Recommendation 1-A: Align the wage scale to geographical groups based on Rural-Urban Commuting Areas (RUCA) designations in four categories: rural, small town, large town, and urban.

Wages, cost of child care, and overall cost of living vary greatly across the state, and the wage scale should be responsive to those differences. Consistent with this, a recurrent theme in the engagement activities was whether the wage scale would align to regional differences in costs (Mauzy et al., 2024). The Wage Scale Workgroup considered using a number of different geographical groupings for creating regional wage scales, including DEED Economic Development Regions, CCAP Price Clusters, Rural-Urban Commuting Areas (RUCA) and individual counties at the most granular level. Analyses of the variation of costs of living and K-12 educator salaries from county to county show a great deal of variation. Importantly, cost of living and K-12 educator salaries do not move in tandem from county to county, with wide gaps between the two in some counties and small gaps in others. In order to produce a set of wage scales that behave similarly to one another and do not produce large gaps in wages across short distances, RUCA codes were determined as the most suitable option and provide alignment with the Minnesota Child Care Cost Modeling Reports. The county-to-RUCA codes were provided by the department's contractor for cost modeling reports, First Children's Finance.

Base wage

Recommendation 1-B: Align the base level of the wage scale to DEED individual cost of living and adjust the full scale annually to correspond with the updated cost of living.

The base of the wage scale is designed to apply to early educators whose previous experience and/or formal education would not place them on at least step 1 of the wage scale. The base wage was calculated with DEED individual cost of living data, which aligns with the recommendation in the Great Start for All Minnesota Children Task Force Final Report, which says, "The base wage recommendation is based on the DEED Cost of Living tool at the individual level and will be supported by additional funding to cover the additional costs of wages paid" (p.

49). This recommendation would mean early educators with entry-level positions would, at minimum, be making a wage that meets the cost of living for an individual.

When considering whether the cost of living for an individual or family should inform the base wage, it was found that the cost of living for multiple-person families is higher than the average K-12 educator salary for many counties. Thus, using multiple-person figures would effectively make the base wage higher than that of the highest step on the scale. Based on this information, the workgroup decided that cost of living figures for single individuals with no partner or children should be used.

It is recommended that this base wage should be updated annually based on the DEED Cost of Living tool to ensure that the wage scale remains responsive to changes in the cost of living and that these cost-of-living adjustments to compensation for wage scale participants should be in addition to the wage growth rate of increase for each additional year of experience. This is supported by wage scale engagement efforts, with participants in the World Café sharing that “the wage scale should ensure that educators have access to livable wages over time; participants noted that current wages drive educators out of the field and make it difficult to retain and develop staff over time. Furthermore, a few participants felt that the wage scale should have frequent updates to account for inflation” (Mauzy et al., 2024).

Growth Rate

Recommendation 1-C: Provide for a wage growth rate of 2% per year of experience in addition to cost-of-living adjustments.

To maintain parity with the growth rate of K-12 educators, wage data from Professional Educator Licensing and Standards Board (PELSB) was examined to inform determination of a wage growth rate based on years of experience. Holding all other things constant, each additional year of teaching experience led to an increase in earnings of roughly \$750. The current value of this parameter (+2%) is set to roughly approximate this finding.

Parity with K-12 educators

Recommendation 1-D: Align participants’ wage scale level to their individual professional qualification, with compensation equivalent to K-12 educators with similar credentials and experience.

The legislation directing the wage scale requires “recommended wages that are equivalent to elementary school educators with similar credentials and experience.” Equivalent pay for elementary educators as described in legislation is based on K-12 educators pay, due to data clarity and availability. This parity was designed using source data on K-12 educators’ salary levels from PELSB, which maintains individual-level data on K-12 educator assignments and contract salaries. PELSB data are used to calculate average K-12 earnings by RUCA code and level of education, which are mapped to steps on the wage scale. Education levels captured in PELSB data correlate with the wage scale steps defined by the Wage Scale Workgroup. This allowed the calculation of average K-12 educators’ earnings at different education levels, which map to specific steps on the wage scale. Wage scale level correlates to individual professional qualification, rather than to employment role or program type, based on complexity of roles and qualifications that exist in the applicable programs, and a desire to avoid a devaluation of smaller types of programs.

Individuals who participated in the Pay Equity Pilot received supplemental compensation that brought them to parity with K-12 educators of the same education level for the duration of the three-month program.

- 78% agreed that adding the equity pay to regular household income was enough for them to make ends meet; 78% reported the pay was enough to make a real difference in their lives.
- 77% felt the income received during pilot program was a fair payment for their education, experience, and skills.
- Participants reported:
 - Less stress over short-term and long-term finances
 - More positive outlook on life
 - More satisfaction in their job and ECE career
 - More desire to stay in the field.

In written comments, participants shared that the payments lightened their financial burdens, gave them breathing room, and helped them feel acknowledged and appreciated in their professional roles. One family child care provider wrote, “It made a big difference in my income for my family. Just to be able to afford food, supplies and pay bills has been challenging and the credit card balance keeps going up. This helped to be able to make a bigger payment to the credit card and purchase supplies, food for my family and daycare children without making the credit card balance go back up.”

The recommended wage scale contains two versions of equivalent pay with elementary educators called **standard parity** and **enhanced parity**. Standard parity correlates to comparable annual salary across K-12 educators and early educators, despite the average contracted hours for the two groups being different, while enhanced parity interprets equivalency at the rate of an hourly wage. The number of contracted hours for K-12 educators was an average of 1,493 per year based on PELSB data, while the wage scale annual salary correlates to 2,080 hours per year for early educators. This means that enhanced parity correlates to a higher annual income level than standard parity. These two ways to calculate “equivalent pay” as directed in legislation were provided to illustrate both interpretations of equivalent pay, and to ensure that both versions were available for use as a reference or in future program development and implementation.

Benefits

Recommendation 1-E: Provide for levels of benefits in health insurance, retirement savings, paid time off, and a cafeteria plan.

The Great Start for All Minnesota Children Task Force recommended comprehensive benefits for early educators based on a belief statement that “all workforce members deserve access to benefits” and that benefits are needed to “support, attract, and retain the ECE workforce” (Great Start, 2023). Wage scale engagement supported the necessity of this element. The rural family child care focus group said, “Access to benefits could remove a barrier to new individuals opening FCC businesses” while participants in the providers of color focus group said, “Both benefits and improved wages could help attract, recruit, and retain high-quality employees, as well as make running a center-based or family-based child care business easier” (Mauzy et al., 2024).

Three options are recommended for benefits levels, based on recommendations from the Great Start for All Minnesota Children Task Force and informed by employee benefits data provided by the US Bureau of Labor Statistics (BLS). These levels are presented as a percentage of earnings, and all levels include paid time off and a cafeteria plan negotiable package at levels recommended by the Task Force. Table 4 shows a simplified view of the benefits recommendations. In the table, “total” refers to the value of the benefit as a percentage of earnings. Full recommendations are included in the Wage Scale Model (Appendix D). Allowing for owner/provider discretion in distributing compensation for benefits would help accommodate the complexity of benefits needs and delivery.

Table 2: Minimum level of benefits recommendations as a percentage of earnings based on recommendations from the Great Start for All Minnesota Children Task Force

	Full Benefits	Partial-Plus Benefits	Partial Benefits
Health Insurance + HSA	16% <i>Equivalent to K-12 educators nationally</i>	12% <i>Equivalent to average US worker</i>	8% <i>Based on K-12 national average, scaled by participation rate</i>
Retirement Savings	21% <i>Equivalent to K-12 educators nationally</i>	8% <i>Equivalent to average US worker</i>	8% <i>Equivalent to average US worker</i>
Cafeteria Plan	10% <i>Minimum level recommended by GSTF</i>	10% <i>Minimum level recommended by GSTF</i>	10% <i>Minimum level recommended by GSTF</i>
Paid Time Off	11.2% <i>Minimum level recommended by GSTF</i>	11.2% <i>Minimum level recommended by GSTF</i>	11.2% <i>Minimum level recommended by GSTF</i>
TOTAL	58.2%	41.2%	37.2%

Benefits cliff consideration

In its final report, the Great Start for All Minnesota Children Task Force acknowledged that increasing wages for early educators “could negatively impact ECE workers who may no longer be eligible for public benefits programs at certain income thresholds. Raising wages without considering the potential benefits cliffs could lead to workers experiencing a net loss in income if their increased financial compensation results in a greater loss in benefits.” This potential for a net loss in income could hinder participation in a wage scale. In engagement with a subset of early educators who receive public benefits, including medical assistance, energy assistance, and food assistance, nearly half of survey respondents felt somewhat or very concerned that, if they earned more money, they could lose eligibility for public benefits they currently have. “Additionally, respondents indicated they would need a substantial wage increase before feeling that it offset the loss of public benefits” (Mauzy et al., 2024). The complex and individual nature of benefits cliffs will require consideration in implementation of the wage scale, including investigating strategies used by other states. It also contributed to the workgroup’s recommendation of voluntary participation in the wage scale, which would allow individuals to choose whether they would benefit from participation.

Qualifications for the wage scale

Recommendation 2-A: Allow individuals to qualify for wage scale placement by either direct placement based on their experience and level of formal education, or by the Comparable Competency Pathways, which consider qualifications inclusive of competencies obtained through experience and training in addition to education.

PELSB pay scales used to calculate parity with K-12 educators for the wage scale align with levels of formal education, and legislation requires that the wage scale “incorporates, to the extent feasible, qualifications inclusive of competencies attained through experience, training, and educational attainment.” A higher level of teacher qualification, including formal education, [has been shown](#) to significantly correlate with higher quality ECE environments. On-the-job experience, cultural competence, language skills, and specialized training can also contribute to an early educator’s expertise. Additionally, findings from the wage scale engagement process indicated strong support in the field for the state to prioritize both experience and formal education when deciding where on the wage scale an individual falls (Mauzy et al., 2024). Specifically, 91% of survey respondents agreed that skills and knowledge gained through lived experience prepares early educators to provide high-quality services to young children and their families, and 66% agreed that skills and knowledge gained through formal education prepares early educators to provide high-quality services to young children and their families (Mauzy et al., 2024). For this reason, two methods for wage scale qualification are recommended: direct placement and the Comparable Competency Pathways.

Direct placement

Direct placement qualification could consider an individual’s highest level of formal education and how much of that formal education is related to early childhood. These will directly correspond to a level on the wage scale, as illustrated in Table 5. The order of the steps considered the level of practicum required in ECE-specific degree programs, as well as the return on investment for further formal education based on the increased pay within the wage scale for higher levels of education or demonstrated expertise.

Table 3: Wage scale steps for direct placement

Wage Scale Step	Highest Education Level
Base	None
1	CDA and equivalent
2	Non-ECE AA
3	ECE-related AA
4	ECE-specific AA
5	Non-ECE BA
6	Non-ECE MA+

Wage Scale Step	Highest Education Level
7	ECE-related BA
8	ECE-related MA+
9	ECE-specific BA
10	ECE-specific MA+

Level definitions and considerations:

- CDA and equivalent: Examples of allowable credentials could include, but are not limited to, a current Child Development Associate (CDA) credential, American Montessori Society Certificate, or approved higher education certifications that require a similar level of credits.
- Non-ECE: These steps apply to professionals with a completed degree corresponding to the step (Associate, Bachelor's, Master's or Doctoral) and 6-23 approved credits in infant and toddler or early childhood education.
- ECE-related: These steps apply to professionals with a completed degree corresponding to the step (Associate, Bachelor's, Master's or Doctoral) and 24-36 approved credits in infant and toddler or early childhood education.
- ECE-specific: These steps apply to professionals with a completed degree in early childhood education corresponding to the step (Associate, Bachelor's, Master's or Doctoral) or more than 36 approved credits in infant and toddler or early childhood education.

Alignment of wage scale steps considers multiple sources, including the Great Start for All Minnesota Children wage scale levels, [the Power to the Profession Unifying Framework](#), the Develop Career Lattice, PELSB education and additional credits levels, and Comparable Competency Pathways.

Comparable Competency Pathways

In addition to direct placement, the other recommended option for wage scale qualification is the Comparable Competency Pathways. Early educators can gain competence in working with young children in a variety of other ways in addition to formal education, including training and through lived experiences, and legislation requires recommendations for implementing a process for recognizing comparable competencies. This recommended process would involve assessment and assignment of points for demonstrations of expertise in ECE, in alignment with [Minnesota's Knowledge and Competency Framework for Early Childhood Professionals](#). Including assessment of comparable competencies as part of Minnesota's wage scale will allow individuals who do not find themselves on the wage scale through formal education to demonstrate their knowledge and competency in ECE. It would also allow individuals who qualify for one level of the wage scale based on their level of formal education to increase their step on the wage scale if they can demonstrate additional knowledge and expertise. The inclusion of the Comparable Competency Pathways also reflects an intention to address equity concerns, as a wage scale reliant of formal education only may fail to acknowledge the systemic barriers that exist for both the completion and documentation of formal higher education programs.

The Great Start for All Minnesota Children Task Force indicated comparable competencies as part of the process of recognizing an individual's level of education and experience. The wage scale engagement reiterated support from the field, with 75% of respondents responding that they "believe that lived experience provides a better foundation than formal education for a successful career as an ECE professional." However, given that experience does not always result in knowledge and skill acquisition, participants also expressed support for using a skill and competency assessment to place people on the wage scale. The Comparable Competency Pathways can recognize professionals for their expertise gained through experience, while incentivizing continued growth and deepening knowledge.

The goal of the Comparable Competency Pathways is to create a comprehensive picture of how people gain knowledge and skills through on-the-job experience, professional development such as coaching and training, and lived experiences including cultural competency. This process of recognizing knowledge and skills can also acknowledge cultural competency, as well as language skills necessary to serve children and their families in their home language and/or indigenous language. The 2022 Minnesota Department of Education report "Ojibwe Language Revitalization in Early Childhood in Minnesota" includes a recommendation to "provide increased pay for early childhood educators as they increase their proficiency in their Indigenous language." Additionally, in Minnesota, one-fifth of children ages 0-5 have at least one parent who speaks a language other than English at home (from [Minnesota's Dual Language Learners](#), 2022). This, with other areas of expertise, could be documented through specialization certificates or endorsements, completion of apprenticeship programs, or virtual competency assessments.

Figure 2: Qualifications flowchart

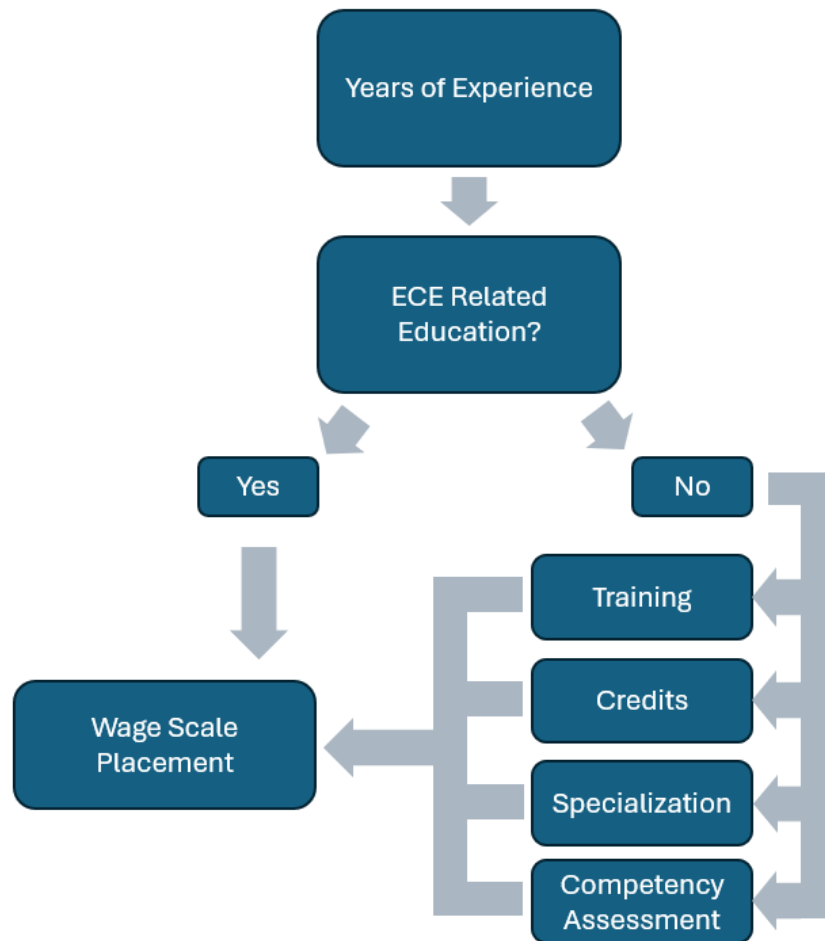


Figure 2 provides a visual of how a person may qualify for placement on the wage scale, through either direct placement or the Comparable Competency Pathways. If an individual's level of formal education would automatically place them at one spot on the wage scale, but they can provide evidence of a higher level of competence, it is recommended that they have the option to participate in this pathway to try to increase their step on the wage scale. In this scenario, the recommendation would be that an individual's step would not go down, but it could go up.

Evidence of competency in these achievement areas could be scored as a points system that affixes numeric values to specific achievements to determine competency levels based on [Minnesota's Knowledge and Competency Framework for Early Childhood Professionals](#). An individual's final tally of points would correlate to a step on the wage scale. A draft points system created during the wage scale development process will be refined in 2025 as part of the work funded through Preschool Development Grant funding, awarded September 2024, to evaluate options and establish a method for the assessment of an early educator's knowledge and

competency for placement on the wage scale. The exploration process will involve interviews, focus groups, research and connection with peer states, and the testing of different systems. Resulting recommendations will help Minnesota identify a competency evaluation that will best suit Minnesota's context.

Additional recommendations for comparable competencies:

- **2-B: Assign points correlating to a step of the wage scale for expertise attained through training and experience, aligned to Minnesota's Knowledge and Competency Framework for Early Childhood Professionals.**
- **2-C: Prioritize transparency for the pathway to higher wages, so that early educators who deepen their knowledge and expertise in the field understand how it will impact their compensation.**
- **2-D: Support implementation of the Comparable Competency Pathways beyond the 2031 reevaluation period proposed by the Great Start for All Minnesota Children Task Force. While progress is being made toward accessibility of higher education, early educators will need more time to earn degrees, and systems need more time to dismantle the barriers that restrict access to higher education.**

Implementation of the wage scale

The wage scale was developed in alignment with the recommendations of the Great Start for All Minnesota Children Task Force, which calls for full implementation of a compensation framework by 2031, in addition to other workforce supports and affordability solutions for families. Increased compensation for early educators according to the wage scale could occur in ways including, but not limited to, enhanced reimbursement rates in programs that help families pay for the cost of some types of early care and education, including the Child Care Assistance Program (CCAP), Early Learning Scholarships (ELS), and the proposed Great Start Scholarships Program, and direct compensation payment of the qualifying wage disparity. Any new programming for wage scale implementation would require the development of a program integrity process, as well as eligibility and payment technology infrastructure. Additional recommendations for implementation considerations include Tribal inclusion, voluntary participation, sustainable state funding, and an implementation timeline.

Tribal Nations

Recommendation 3-A: Include and engage Tribal Nations in future implementation planning of wage scale initiatives.

Though Tribally-licensed child care providers were not listed among the groups for which the wage scale could apply, the workgroup recommends that Tribal Nations be included in implementation planning for wage scale initiatives. Participation in the wage scale would need to be determined separately by leadership of each Tribal Nation.

Informing payment rates of the Child Care Assistance Program, Early Learning Scholarships and Great Start Scholarships

Recommendation 3-B: Increase reimbursement rates in programs that support families in paying for the cost of early care and education to ensure compensation of early educators at their level of wage scale qualification. These programs include the Child Care Assistance Program (CCAP) the Early Learning Scholarship Program (ELS) and the proposed Great Start Scholarship Program. These investments would require statute changes and additional state funds and are scalable.

The legislation directing wage scale development requires recommendations for how the wage scale could be used to inform payment rates of both the Child Care Assistance Program and Great Start Scholarships. The new Great Start Scholarships program will launch by July 1, 2028 to the extent funding is appropriated, per 142A.44, and will combine assistance given through the CCAP and ELS. A separate 2025 DCYF report to the legislature, *Child Care Assistance and Cost-Based Rate Setting: Using Child Care Provider Expenses to Inform Payment Rates*, aligns with this wage scale report and covers detailed cost implications of wage-scale-informed payment rates to CCAP. Based on this updated child care cost model, the per-child cost for programs would increase for infants in an urban area by \$13,050 annually to cover the higher wages of the average Four-Star Parent Aware Rated center teacher at wage scale levels with full benefits. More detailed information on these increases, including costs for all age groups and program types and information on how the wage scale could be used in conjunction with provider cost data to set CCAP reimbursement rates, is available in the full cost model legislative report.

The relatively low number of Minnesota children participating in CCAP and ELS should be a key consideration when considering this implementation strategy, as it would limit the ability of the wage scale to have the transformative positive impact on the Minnesota ECE workforce intended by the Great Start for All Minnesota Children Task Force. There would be a gap between what publicly funded programs contribute and what is needed to fully address the wage problem, because the cost model represents the cost of care for every child enrolled, not only children who are participating in a reimbursement program like CCAP or ELS. This gap between costs and revenue needed to pay amounts reflected in the wage scale should not be the responsibility of families.

Direct compensation

Recommendation 3-C: Implement payments that cover the disparity between an early educator's current income and their qualification on the wage scale. This would require a legislative appropriation and is scalable.

Implementing a wage scale only through increases of subsidy rates in programs designed to help families pay for the cost of early care and education has limitations for providing publicly funded compensation increases to early childhood educators working in all programs for whom the wage scale is intended to apply. For example, Early Childhood Family Education programs do not participate in Early Learning Scholarships or the Child Care Assistance Program. Use of a direct compensation method would enable participation in the wage scale for early educators in all relevant settings.

To provide compensation increases more broadly, implementation could also involve direct compensation to all ECE programs or to individual early educators. This system could involve payments to programs or to individual early educators. Payments to ECE programs would place the administrative burden on the ECE program and would be difficult to track program integrity, while payments to individuals would be more efficient for programs and individuals but likely more burdensome and expensive for the state. Under this recommendation, the funding received could cover the disparity between what a provider is currently making and the wages they qualify for in the wage scale. An estimate of the total annual cost of these supplements totals \$668.5 million for standard parity wages with partial benefits, or \$1.2 billion for enhanced parity with full benefits. Appendix C includes estimates on the total cost of implementing supplemental direct compensation of the wage scale for each combination of wages and benefits presented in this report. Appendix C also contains an analysis of economic effects of wage subsidies including labor supply, employer behavior, and net household spending. These estimates do not include the cost to plan or administer any new programming related to wage scale compensation.

Direct compensation implementation of a wage scale to the broad variety of program types discussed in this report would also lead to a more formalized registry system for recognizing early childhood educators as professionals in the field. This enables the state to collect reliable data on the workforce, and a more comprehensive registry system has the potential for creating better communication loops with educators in the field. These are important steps toward supporting the professionalism of the ECE workforce. Additionally, direct compensation supports equity in the early childhood workforce by ensuring that a living wage that honors qualifications is available to early educators regardless of the family income, race, or zip code of the children for whom they are caring.

Voluntary participation

Recommendation 3-D: Allow participation in a funded wage scale program to be voluntary.

Voluntary participation in a wage scale program allows early educators the autonomy to decide whether the wage scale would benefit them and their families. In wage scale engagement, participants were wary of potential negative consequences of a wage scale, with multiple focus groups recommending that participation should be voluntary. Voluntary participation would also allow individuals to choose for themselves whether the wage scale would have a net positive result on their total compensation and access to benefits. This flexibility would also be important for early educators working in public schools, where local unions are involved in negotiating wage scales on behalf of those in the bargaining unit. Finally, voluntary participation also allows for groups and individuals with institutional distrust to choose their privacy over increased compensation.

Sustainable funding

The recommendations of this report respond to the direction given by the legislature to develop a child care and early education professional wage scale that implements the recommendations made by the Great Start for All Minnesota Children Task Force. They should not be seen as an unfunded mandate for ECE programs or a call for programs and providers to increase the amounts families pay. Increasing public investment in the early childhood workforce with targeted standards for salaries and benefits is also a key recommendation of the

[Center for the Study of Child Care Employment’s 2024 Early Childhood Workforce Index](#), and would prevent the cost of increased compensation from being passed on to families. Participants in wage scale engagement were cautious of the impact of increased compensation, describing a wage scale that should ensure it does not result in higher cost to families (Mauzy et al., 2024). Funding for wage scale payments, program planning, and program administration would need long-term sustainability through public investment to affect positive change for the field.

Timeline

The [Great Start for All Minnesota Children Task Force Final Report](#) included an implementation timeline, which recommended phased-in implementation of wage scale compensation to begin in July 2026, with full implementation by July 2031. Specific items from that timeline relevant to wage scale (compensation framework) implementation are listed in Table 6.

Table 4: Great Start Task Force recommended implementation timeline milestones relevant to wage scale

Year	Milestone
2025	<p>“To inform the compensation framework, the state should define comparable competencies and experience, aligned with the MN Knowledge and Competency Frameworks, using a human-centered design process inclusive of relevant state agency representatives, all types of ECE providers, and other relevant end-users (i.e., parents, teachers in the ECE field)” (Great Start, 2023).</p> <p>“To prepare for more systemic changes to make Minnesota’s ECE system more affordable for families, the state should launch recommended affordability studies including a cost modeling study...” (Great Start, 2023).</p> <p>Status: Complete with the submission of this report and the cost-modeling study prepared by DCYF.</p>
2026	<p>“The state should start implementation of the new Compensation Framework. Over the implementation timeline, as funding to providers increases through our long-term affordability recommendations, wages should be increased for the existing workforce and new members of the field. As programs opt-in to these systems of funding, they will be able to implement wage increases in alignment with additional funding. Throughout the phased-in implementation timeline, employers will be incentivized to pay ECE educators at wages commensurate with both experience and education, and to hire educators who meet educational and/or competency guidelines. The compensation framework will be fully implemented by 2031” (Great Start, 2023).</p> <p>Status: Legislative action and sustainable state funding is necessary to begin implementing a wage scale payment program like the Compensation Framework. Implementation recommendations are included in this report, and cost estimates of direct compensation are included in Appendix C.</p>

Year	Milestone
	Further analysis would be needed to determine costs of program development and administration, including robust program integrity measures.
2027	<p>“There should be several significant changes to the state’s approach to funding ECE programs within existing program funding streams. This includes that public funding should be paid for in advance of services, it should be provided through both per child rates and base operational funding amounts, and amounts should be based on cost modeling rather than market rates” (Great Start, 2023).</p> <p><i>*Continue phasing in of Compensation Framework</i></p> <p>Status: Making payments to providers in advance rather than as a reimbursement based upon attendance is a new federal requirement. This and the use of cost modeling to set amounts both have a cost and will need a cost analysis completed, a legislative appropriation, and change to state statute to implement this requirement. For more information, see the legislative report <i>Child Care Assistance and Cost-Based Rate Setting: Using Child Care Provider Expenses to Inform Payment Rates</i>.</p>
2028	<p>“At this point in time, the state should launch the new Great Start Minnesota Program, replacing Child Care Assistance Program and Early Learning Scholarships” (Great Start, 2023).</p> <p>“There should be several program funding changes made in line with the start of the Great Start Minnesota program. This includes a shift to one payment system and one administrative agency for the program” (Great Start, 2023).</p> <p><i>*Continue phasing in of Compensation Framework</i></p> <p>Status: 2023 legislation established 142A.44 which requires the state to launch the new Great Start Scholarships (aka Great Start Minnesota Program) by July 1, 2028 to the extent funding is appropriated. Separate 2023 legislation requires the state develop recommendations on how the cost estimation model could be used in conjunction with a child care and early education professional wage scale to set child care provider payment rates for child care assistance under Minnesota Statutes, chapter 142E, and great start scholarships under Minnesota Statutes, section 142A.44.</p>
2031	<p>“By 2031, ... the Compensation Framework should be fully implemented, meaning all members of the workforce whose employers opt-in to the compensation grant will be paid a base wage equal to or above the DEED cost of living” (Great Start, 2023).</p> <p>Status: Implementation of the Compensation Framework requires statutory changes, state funding for wage subsidies, IT infrastructure, and development of robust program integrity measures and processes.</p>

VI. Conclusion

The recommended wage scale, process for qualification, and implementation considerations are a response to Laws of Minnesota 2023, chapter 70, article 13, section 25. The Great Start for All Minnesota Children Task Force noted in their final report that high family costs and low early educator pay have resulted in a broken ECE market, and as part of a comprehensive strategy to address it, recommended transformational compensation changes for the ECE workforce. The recommended ECE wage scale with recognition of expertise attained through experience as well as formal education has the potential to affect these transformational changes, but it would need to be part of a comprehensive solution that considers factors like family affordability and the operational budgets of ECE programs. Implementation of an ECE wage scale could ease recruitment and retention struggles of programs by allowing for compensation that is competitive with those in other educational settings with similar qualifications.

The resulting increase in the stability and capacity of our ECE system would benefit the broader workforce, allowing employees in all sectors to work knowing that there is a place for their child to attend an ECE setting of their choice. The recommended wage scale could also lift some early educators out of poverty by guaranteeing a wage that meets cost of living for full time work. It could increase wage equity across the ECE workforce by tying compensation to individual qualifications, measured by both formal education and lived experience, and ensuring that compensation isn't reliant on what families are able to pay. These improved outcomes would create a more stable and equitable ECE system, benefitting the workforce and the families and children they serve.

VII. Citations

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Appendix A: Laws of Minnesota 2023, chapter 70, article 14, section 25

Sec. 25. DIRECTION TO COMMISSIONER OF HUMAN SERVICES; CHILD CARE AND EARLY EDUCATION PROFESSIONAL WAGE SCALE.

(a) The commissioner of human services shall develop, in consultation with the commissioners of employment and economic development and education, the Children's Cabinet, and relevant stakeholders, a process for recognizing comparable competencies for use in a wage scale and a child care and early education professional wage scale that:

(1) implements the wage scale recommendations made by the Great Start for All Minnesota Children Task Force under Laws 2021, First Special Session chapter 7, article 14, section 18;

(2) provides recommended wages that are equivalent to elementary school educators with similar credentials and experience;

(3) provides recommended levels of compensation and benefits, such as professional development stipends, health care benefits, and retirement benefits, that vary based on child care and early education professional roles and qualifications and other criteria established by the commissioner;

(4) incorporates, to the extent feasible, qualifications inclusive of competencies attained through experience, training, and educational attainment; and

(5) is applicable to the following types of child care and early education programs:

(i) licensed family and group family child care under Minnesota Rules, chapter 9502;

(ii) licensed child care centers under Minnesota Rules, chapter 9503;

(iii) certified, license-exempt child care centers under Minnesota Statutes, chapter 245H;

(iv) voluntary prekindergarten and school readiness plus programs;

(v) school readiness programs;

(vi) early childhood family education programs;

(vii) programs for children who are eligible for Part B or Part C of the Individuals with Disabilities Education Act, Public Law 108-446; and

(viii) Head Start programs.

(b) By January 30, 2025, the commissioner shall report to the legislative committees with jurisdiction over early childhood programs on the development of the wage scale, make recommendations for implementing a process for recognizing comparable competencies, and make recommendations about how the wage scale could be used to inform payment rates for child care assistance under Minnesota Statutes, chapter 119B, and great start scholarships under Minnesota Statutes, section 119C.01.

Appendix B: Comparable competency engagement participants

The following data on participants in engagement for the Comparable Competency Pathways (CCP) are from SRI's *Minnesota Comparable Competencies Pathways to Wage Scale Levels Report*.

Figure 3: CCP Survey Participants by Type of Employer (n=263)

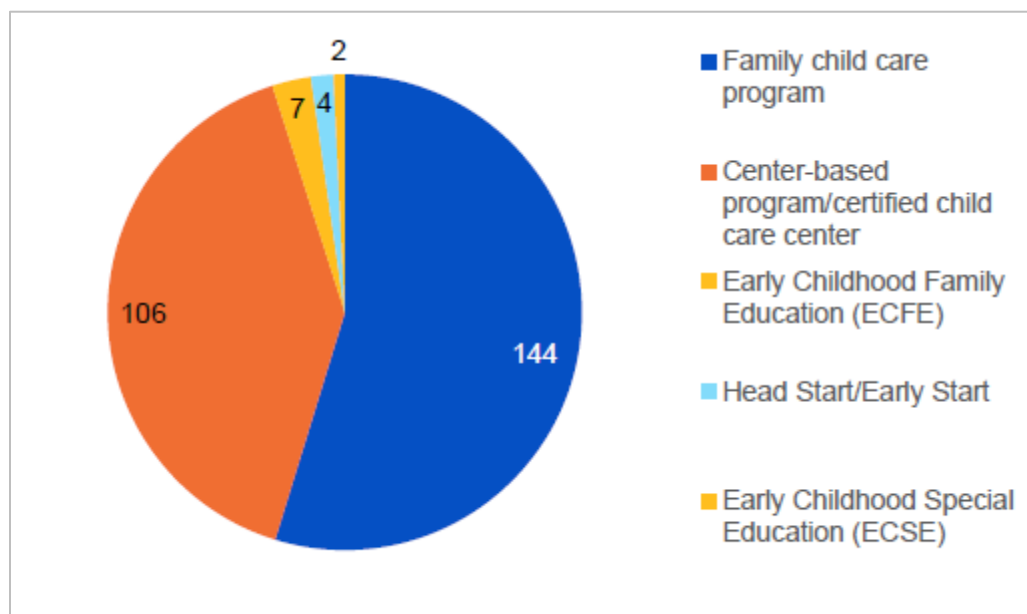
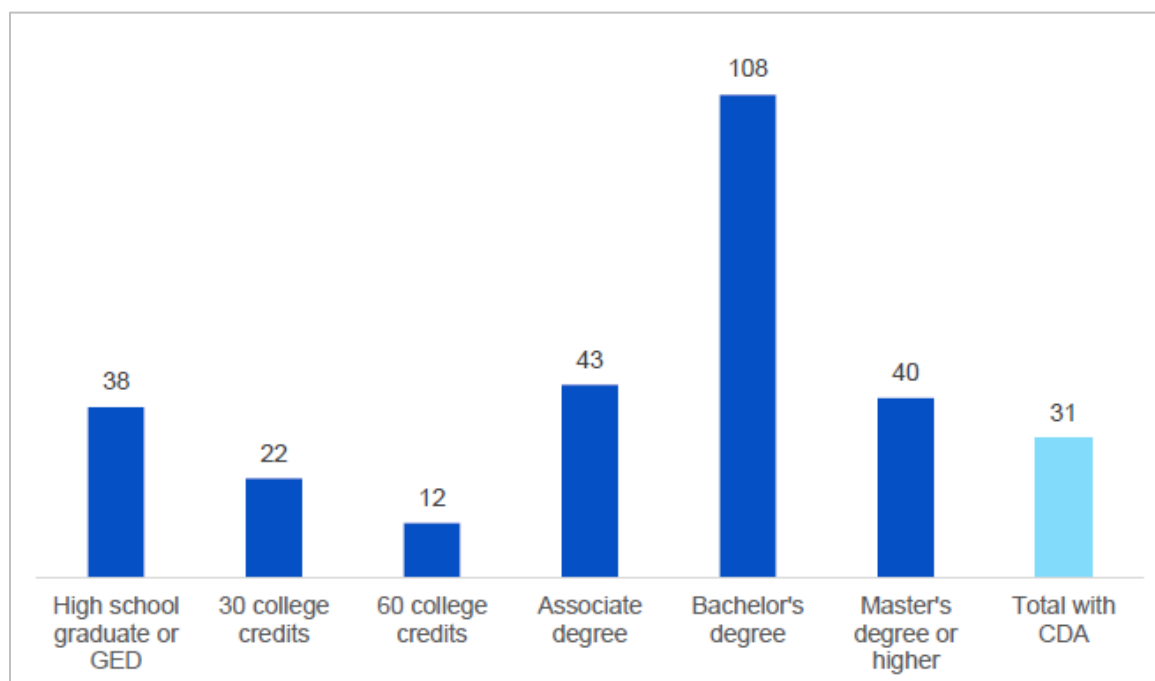
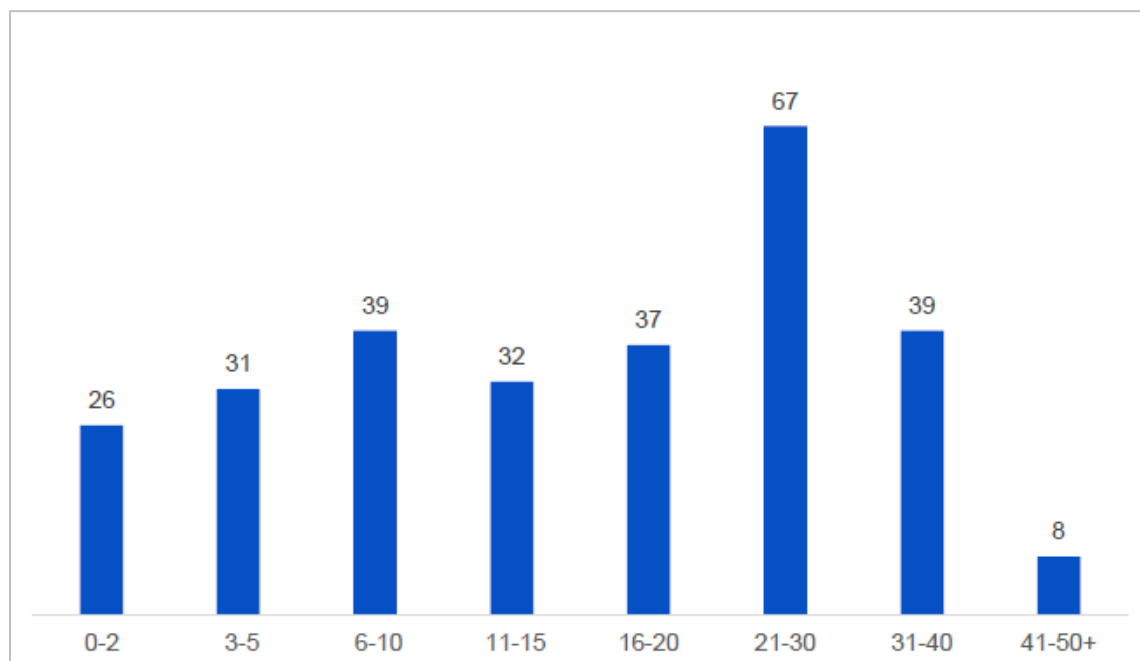


Figure 4: CCP Survey Participants' Highest Level of Education and CDA (n=263)**Figure 5: CCP Survey Participants' Years of Experience (n=279)**

Appendix C: Wage scale direct compensation cost estimate and economic considerations

As part of their contract for wage scale expertise, InsightWorks provided the subsidy cost estimate and subsequent economic considerations analysis below.

This section provides estimates of the first-year, annual costs of subsidies to early care and education (ECE) workers under wage scales recommended by DCYF, based on guidance from [SF2995](#) (2023 Session) and [the Great Start for All Minnesota Children Task Force](#).

Cost estimates reflect only the total prospective amount of subsidies paid to supplement ECE worker pay and benefits, and do not include the costs associated with the economic and labor market effects of the subsidies, nor the cost of administering the subsidies. These additional effects and potential costs are important to consider and are discussed briefly in section II.

I. ESTIMATE OF THE ANNUAL COST OF WAGE SCALE SUBSIDIES

First-year annual cost figures are calculated for six scenarios, applied to an existing workforce of roughly 25,068 ECE workers in Minnesota. (Note: The figures assume 100% take-up of the subsidy, meaning that all who are eligible for the subsidy receive it. It is likely that take-up would not reach 100% in year one, so estimates should be judged accordingly.) Assuming the subsidies are implemented, we report the percentage of both the FY2025 total state budget and FY2025 spending on health and human services that the subsidies would represent.

Table 5: Estimated ECE Wage Scale Subsidies, \$ millions, 2024 dollars

Estimated ECE Wage Scale Subsidies \$ millions, 2024 dollars	Earnings Parity Level	
	Standard Parity	Enhanced Parity
Wages Only	\$348.2	\$537.6
Benefits Level		
Partial	\$320.3	\$390.8
Partial-Plus	\$368.8	\$446.9
Full	\$575.0	\$685.3
TOTAL COSTS (Wages + Benefits)		
Partial Benefits	\$668.5	\$928.3
% of MN Budget FY2025	1.1%	1.5%
% of MN HHS Budget FY2025	2.3%	3.2%
Partial-Plus Benefits	\$717.0	\$984.4
% of MN Budget FY2025	1.2%	1.6%
% of MN HHS Budget FY2025	2.5%	3.4%
Full Benefits	\$923.2	\$1,222.8
% of MN Budget FY2025	1.5%	2.0%
% of MN HHS Budget FY2025	3.2%	4.2%

The cost estimates above span two recommended levels of earnings parity (relative to Minnesota K12 educators) and three recommended levels of benefits. These options are defined as follows:

Standard vs Enhanced Parity

Costs are calculated based on wage scales that reflect two options for the earnings levels for ECE workers:

- *Standard Parity*: ECE earnings levels are equivalent to K12 educators on an *annual* basis, not taking into account differences in hours workers per year.
- *Enhanced Parity*: ECE earnings levels are equivalent to K12 educators on an *hourly* basis, taking into account differences in hours worked per year.

Employee Benefits Levels

Costs are calculated for three recommended options for benefits levels, as a percentage of earnings:

- *Partial Benefits*: 37.2% of earnings, roughly equivalent to the average US worker, taking current ECE employee benefits participation rates into account.

- *Partial-Plus Benefits*: 41.2% of earnings, roughly equivalent to the average US worker.
- *Full Benefits*: 58.2% of earnings, roughly equivalent to K12 educators nationally.

II. ECONOMIC EFFECTS OF WAGE SUBSIDIES FOR ECE WORKERS

Wage subsidies affect the real-world behavior of individuals and employers, which can in turn affect the scope and cost of the subsidy, creating complex feedback loops. It is beyond the purpose of this memo to estimate the magnitude of these economic effects, but here we describe the types of anticipated effects, and how they will affect the above estimates. Where possible, *upper bounds of these effects are given in bold.* (Note: Additional research could shed additional light onto these effects and their costs, honing in on more realistic estimates.)

A) Effect on Labor Supply

Subsidizing the earnings of ECE workers will incentivize more Minnesotans to pursue careers in ECE, increasing the supply of available ECE workers. At the same time, prospective increases in child care assistance to families will spur greater demand for child care. The resulting effect will be a significant expansion of Minnesota's child care market. In addition, as workers move into ECE careers, labor shortages may be caused in other occupations, which could increase costs for employers in those fields.

[Recent estimates](#) gauge Minnesota's child care shortage at 35%. If this shortage were to be fully addressed by prospective ECE subsidies, *this would increase Minnesota's ECE workforce by up to 8,774 workers, and increase the above estimates by up to 35%.*

B) Effect on Employer Behavior

When the government subsidizes a worker's wages and benefits, the employer can encounter an incentive to pay less and to let the government pick up more of the tab. The extent to which this occurs depends on the subsidy program's rules and administration, as well as the price elasticities of labor supply and demand, which are currently unknown.

As an upper bound, we assume that employers would minimize their contribution by reducing their pay down to the minimum wage, \$11.13 as of 2025, and by reducing benefits similarly. (Note: Family child care providers, who are usually self-employed, would likely not exhibit this behavior.) *In this case, the overall cost of the subsidy under all scenarios would increase by a maximum of \$340.1 million.*

C) Effect on Net Household Spending

Given that a large share of Minnesota's ECE workers currently make less than a living wage, it is likely that a large portion of the subsidy they receive would be spent on rent, food, utilities, and other household necessities. This additional spending grows the economy, benefiting businesses and workers in other industries. However, the net effect of this increase in spending depends on the savings rate of Minnesota ECE workers, and is offset by the distortionary effect of the taxes used to fund the subsidy, both of which are currently unknown.

III. COSTS OF ADMINISTRATION

An estimate of the costs of implementing the ECE wage scale and its ongoing administration are outside the scope of this memo. These costs will depend on the specifics of the program's design, which may

also influence total costs of the subsidies and the broader, economic effects of the program, as outlined above.

IV. METHODOLOGICAL NOTES

To estimate the total cost of wage scale subsidies, we estimate the total earnings and benefits of Minnesota's ECE workforce 1) currently and 2) under the subsidies reflected in the wage scale recommendations. The difference between the two amounts represents the total size of the subsidies:

Figure 6: Wage Scale Subsidies Methodological Notes

$$\begin{array}{rclcl}
 \text{Current ECE Workforce} & \times & \text{Wage Scale Levels of Wages and Benefits} & = & \text{Total Prospective Wages and Benefits} \\
 \\
 - \left(\text{Current ECE Workforce} \times \text{Current Levels of Wages and Benefits} \right) & = & - \left(\text{Total Current Wages and Benefits} \right) & & \\
 \hline
 & = & \text{Total Cost of Wage and Benefits Subsidies} & &
 \end{array}$$

First, we model the size and composition of Minnesota's ECE workforce. Minnesota's [Develop](#) data system (data provided October 3, 2024) provides counts of ECE workers by career lattice step and years of experience, which allows us to estimate the number of workers at each step and experience level of the wage scale. This allows us to estimate the total prospective wages and benefits of the ECE workforce reflected in the wage scales.

Next, we estimate the current earnings and benefits of Minnesota's ECE workforce, using wage information from the Minnesota Department of Employment and Economic Development (DEED) [Occupational Employment and Wage Statistics](#) (OEWS) and the US Bureau of Labor Statistics (BLS) [Employer Costs for Employee Compensation Survey](#).

Lastly, we take the difference between the prospective total and the current total to arrive at the total cost of wage and benefit subsidies under the wage scale. The analysis is further supported by licensure data, accessed on 8/27/24 available at <https://licensinglookup.dhs.state.mn.us/>, as well as findings from the Wilder Research 2023 Early Care and Education Workforce Study, available at <https://www.wilder.org/wilder-research/research-library/early-care-and-education-workforce-2023-study>. Further details about the methodology are available upon request.

Appendix D: Wage scale model

The wage scale is organized as a table with two axes, steps and years of experience, with income levels in the center. The scale begins with a base wage derived from DEED's individual cost of living and is followed by steps 1-10. Income levels are displayed as annual, hourly, and monthly rates. These income levels represent gross pay for individuals who receive a paycheck, or net profit numbers for those who are self-employed. The document also contains a benefits scale with annual costs for each benefits recommendation. Finally, the document includes a table for the return on investment for further education, based on the increased pay within the wage scale for higher levels of education or demonstrated expertise. This spreadsheet contains recommended wages in two models of parity (standard and enhanced) with K-12 educators and three levels of recommended benefits. Each of these models is represented in four geographical groups (urban, large town, small town, and rural) in addition to a state average.

Table 6: Organization of Wage Scale Model (Appendix D)

Section	Page
ECE Wage Scale: Standard Parity	D1
ECE Benefits Scale: Annual	D6
ECE Wage + Benefits Combined: Annual	D11
ECE Worker Perspective: Return on Investment of Further Education	D16
ECE Wage Scale: Enhanced Parity	D21
ECE Benefits Scale: Annual	D26
ECE Wage + Benefits Combined: Annual	D31
ECE Worker Perspective: Return on Investment of Further Education	D36
Benefits Recommendations	D41
RUCA Designations by County	D42
Notes	D44

ECE Wage Scale — Standard Parity

State Average	Years of Experience:										"Width"
	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
											+49%
Base	\$34,493	\$35,183	\$35,886	\$36,604	\$37,336	\$38,083	\$38,845	\$42,047	\$46,423	\$51,255	\$16,762
Hourly	\$16.58	\$16.91	\$17.25	\$17.60	\$17.95	\$18.31	\$18.68	\$20.21	\$22.32	\$24.64	\$8.06
Monthly	\$2,874	\$2,932	\$2,991	\$3,050	\$3,111	\$3,174	\$3,237	\$3,504	\$3,869	\$4,271	\$1,397
Step 1	\$36,920	\$37,659	\$38,412	\$39,180	\$39,964	\$40,763	\$41,578	\$45,006	\$49,690	\$54,862	\$17,941
Hourly	\$17.75	\$18.11	\$18.47	\$18.84	\$19.21	\$19.60	\$19.99	\$21.64	\$23.89	\$26.38	\$8.63
Monthly	\$3,077	\$3,138	\$3,201	\$3,265	\$3,330	\$3,397	\$3,465	\$3,750	\$4,141	\$4,572	\$1,495
Step 2	\$39,348	\$40,135	\$40,938	\$41,756	\$42,592	\$43,443	\$44,312	\$47,965	\$52,957	\$58,469	\$19,121
Hourly	\$18.92	\$19.30	\$19.68	\$20.08	\$20.48	\$20.89	\$21.30	\$23.06	\$25.46	\$28.11	\$9.19
Monthly	\$3,279	\$3,345	\$3,411	\$3,480	\$3,549	\$3,620	\$3,693	\$3,997	\$4,413	\$4,872	\$1,593
Step 3	\$41,776	\$42,611	\$43,463	\$44,333	\$45,219	\$46,124	\$47,046	\$50,924	\$56,224	\$62,076	\$20,301
Hourly	\$20.08	\$20.49	\$20.90	\$21.31	\$21.74	\$22.17	\$22.62	\$24.48	\$27.03	\$29.84	\$9.76
Monthly	\$3,481	\$3,551	\$3,622	\$3,694	\$3,768	\$3,844	\$3,921	\$4,244	\$4,685	\$5,173	\$1,692
Step 4	\$44,203	\$45,087	\$45,989	\$46,909	\$47,847	\$48,804	\$49,780	\$53,883	\$59,492	\$65,684	\$21,480
Hourly	\$21.25	\$21.68	\$22.11	\$22.55	\$23.00	\$23.46	\$23.93	\$25.91	\$28.60	\$31.58	\$10.33
Monthly	\$3,684	\$3,757	\$3,832	\$3,909	\$3,987	\$4,067	\$4,148	\$4,490	\$4,958	\$5,474	\$1,790
Step 5	\$46,631	\$47,563	\$48,515	\$49,485	\$50,475	\$51,484	\$52,514	\$56,843	\$62,759	\$69,291	\$22,660
Hourly	\$22.42	\$22.87	\$23.32	\$23.79	\$24.27	\$24.75	\$25.25	\$27.33	\$30.17	\$33.31	\$10.89
Monthly	\$3,886	\$3,964	\$4,043	\$4,124	\$4,206	\$4,290	\$4,376	\$4,737	\$5,230	\$5,774	\$1,888
Step 6	\$52,125	\$53,168	\$54,231	\$55,316	\$56,422	\$57,551	\$58,702	\$63,541	\$70,154	\$77,456	\$25,330
Hourly	\$25.06	\$25.56	\$26.07	\$26.59	\$27.13	\$27.67	\$28.22	\$30.55	\$33.73	\$37.24	\$12.18
Monthly	\$4,344	\$4,431	\$4,519	\$4,610	\$4,702	\$4,796	\$4,892	\$5,295	\$5,846	\$6,455	\$2,111
Step 7	\$57,620	\$58,772	\$59,948	\$61,147	\$62,370	\$63,617	\$64,890	\$70,239	\$77,549	\$85,620	\$28,000
Hourly	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$33.77	\$37.28	\$41.16	\$13.46
Monthly	\$4,802	\$4,898	\$4,996	\$5,096	\$5,197	\$5,301	\$5,407	\$5,853	\$6,462	\$7,135	\$2,333
Step 8	\$63,115	\$64,377	\$65,664	\$66,978	\$68,317	\$69,684	\$71,077	\$76,936	\$84,944	\$93,785	\$30,670
Hourly	\$30.34	\$30.95	\$31.57	\$32.20	\$32.84	\$33.50	\$34.17	\$36.99	\$40.84	\$45.09	\$14.75
Monthly	\$5,260	\$5,365	\$5,472	\$5,581	\$5,693	\$5,807	\$5,923	\$6,411	\$7,079	\$7,815	\$2,556
Step 9	\$68,609	\$69,981	\$71,381	\$72,809	\$74,265	\$75,750	\$77,265	\$83,634	\$92,339	\$101,950	\$33,340
Hourly	\$32.99	\$33.64	\$34.32	\$35.00	\$35.70	\$36.42	\$37.15	\$40.21	\$44.39	\$49.01	\$16.03
Monthly	\$5,717	\$5,832	\$5,948	\$6,067	\$6,189	\$6,313	\$6,439	\$6,970	\$7,695	\$8,496	\$2,778
Step 10	\$74,104	\$75,586	\$77,098	\$78,640	\$80,212	\$81,817	\$83,453	\$90,332	\$99,734	\$110,114	\$36,011
Hourly	\$35.63	\$36.34	\$37.07	\$37.81	\$38.56	\$39.33	\$40.12	\$43.43	\$47.95	\$52.94	\$17.31
Monthly	\$6,175	\$6,299	\$6,425	\$6,553	\$6,684	\$6,818	\$6,954	\$7,528	\$8,311	\$9,176	\$3,001

Scale Range Analysis (Difference between Base and Highest Step)

	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Annual	\$39,611	\$40,403	\$41,211	\$42,036	\$42,876	\$43,734	\$44,608	\$48,286	\$53,311	\$58,860
Hourly	\$19.04	\$19.42	\$19.81	\$20.21	\$20.61	\$21.03	\$21.45	\$23.21	\$25.63	\$28.30
Monthly	\$3,301	\$3,367	\$3,434	\$3,503	\$3,573	\$3,644	\$3,717	\$4,024	\$4,443	\$4,905

Urban												"Width"
	Years of Experience:											
Step	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	+49%	
Base	\$36,078	\$36,799	\$37,535	\$38,286	\$39,052	\$39,833	\$40,629	\$43,979	\$48,556	\$53,610	\$17,532	
Hourly	\$17.35	\$17.69	\$18.05	\$18.41	\$18.77	\$19.15	\$19.53	\$21.14	\$23.34	\$25.77	\$8.43	
Monthly	\$3,006	\$3,067	\$3,128	\$3,190	\$3,254	\$3,319	\$3,386	\$3,665	\$4,046	\$4,467	\$1,461	
Step 1	\$38,310	\$39,076	\$39,858	\$40,655	\$41,468	\$42,297	\$43,143	\$46,700	\$51,560	\$56,927	\$18,617	
Hourly	\$18.42	\$18.79	\$19.16	\$19.55	\$19.94	\$20.34	\$20.74	\$22.45	\$24.79	\$27.37	\$8.95	
Monthly	\$3,192	\$3,256	\$3,321	\$3,388	\$3,456	\$3,525	\$3,595	\$3,892	\$4,297	\$4,744	\$1,551	
Step 2	\$40,542	\$41,353	\$42,180	\$43,024	\$43,884	\$44,762	\$45,657	\$49,421	\$54,564	\$60,244	\$19,701	
Hourly	\$19.49	\$19.88	\$20.28	\$20.68	\$21.10	\$21.52	\$21.95	\$23.76	\$26.23	\$28.96	\$9.47	
Monthly	\$3,379	\$3,446	\$3,515	\$3,585	\$3,657	\$3,730	\$3,805	\$4,118	\$4,547	\$5,020	\$1,642	
Step 3	\$42,774	\$43,630	\$44,502	\$45,393	\$46,300	\$47,226	\$48,171	\$52,142	\$57,569	\$63,561	\$20,786	
Hourly	\$20.56	\$20.98	\$21.40	\$21.82	\$22.26	\$22.70	\$23.16	\$25.07	\$27.68	\$30.56	\$9.99	
Monthly	\$3,565	\$3,636	\$3,709	\$3,783	\$3,858	\$3,936	\$4,014	\$4,345	\$4,797	\$5,297	\$1,732	
Step 4	\$45,007	\$45,907	\$46,825	\$47,761	\$48,717	\$49,691	\$50,685	\$54,863	\$60,573	\$66,877	\$21,871	
Hourly	\$21.64	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.37	\$26.38	\$29.12	\$32.15	\$10.51	
Monthly	\$3,751	\$3,826	\$3,902	\$3,980	\$4,060	\$4,141	\$4,224	\$4,572	\$5,048	\$5,573	\$1,823	
Step 5	\$47,239	\$48,184	\$49,147	\$50,130	\$51,133	\$52,156	\$53,199	\$57,584	\$63,577	\$70,194	\$22,956	
Hourly	\$22.71	\$23.17	\$23.63	\$24.10	\$24.58	\$25.07	\$25.58	\$27.68	\$30.57	\$33.75	\$11.04	
Monthly	\$3,937	\$4,015	\$4,096	\$4,178	\$4,261	\$4,346	\$4,433	\$4,799	\$5,298	\$5,850	\$1,913	
Step 6	\$52,887	\$53,945	\$55,024	\$56,124	\$57,247	\$58,392	\$59,559	\$64,469	\$71,179	\$78,587	\$25,700	
Hourly	\$25.43	\$25.94	\$26.45	\$26.98	\$27.52	\$28.07	\$28.63	\$30.99	\$34.22	\$37.78	\$12.36	
Monthly	\$4,407	\$4,495	\$4,585	\$4,677	\$4,771	\$4,866	\$4,963	\$5,372	\$5,932	\$6,549	\$2,142	
Step 7	\$58,535	\$59,706	\$60,900	\$62,118	\$63,361	\$64,628	\$65,920	\$71,354	\$78,781	\$86,980	\$28,445	
Hourly	\$28.14	\$28.70	\$29.28	\$29.86	\$30.46	\$31.07	\$31.69	\$34.30	\$37.88	\$41.82	\$13.68	
Monthly	\$4,878	\$4,976	\$5,075	\$5,177	\$5,280	\$5,386	\$5,493	\$5,946	\$6,565	\$7,248	\$2,370	
Step 8	\$64,184	\$65,467	\$66,777	\$68,112	\$69,474	\$70,864	\$72,281	\$78,239	\$86,383	\$95,373	\$31,190	
Hourly	\$30.86	\$31.47	\$32.10	\$32.75	\$33.40	\$34.07	\$34.75	\$37.62	\$41.53	\$45.85	\$15.00	
Monthly	\$5,349	\$5,456	\$5,565	\$5,676	\$5,790	\$5,905	\$6,023	\$6,520	\$7,199	\$7,948	\$2,599	
Step 9	\$69,832	\$71,228	\$72,653	\$74,106	\$75,588	\$77,100	\$78,642	\$85,125	\$93,984	\$103,766	\$33,935	
Hourly	\$33.57	\$34.24	\$34.93	\$35.63	\$36.34	\$37.07	\$37.81	\$40.93	\$45.18	\$49.89	\$16.31	
Monthly	\$5,819	\$5,936	\$6,054	\$6,176	\$6,299	\$6,425	\$6,553	\$7,094	\$7,832	\$8,647	\$2,828	
Step 10	\$75,480	\$76,990	\$78,529	\$80,100	\$81,702	\$83,336	\$85,003	\$92,010	\$101,586	\$112,159	\$36,679	
Hourly	\$36.29	\$37.01	\$37.75	\$38.51	\$39.28	\$40.07	\$40.87	\$44.24	\$48.84	\$53.92	\$17.63	
Monthly	\$6,290	\$6,416	\$6,544	\$6,675	\$6,809	\$6,945	\$7,084	\$7,667	\$8,466	\$9,347	\$3,057	

Scale Range Analysis (Difference between Base and Highest Step)

	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Annual	\$39,402	\$40,190	\$40,994	\$41,814	\$42,650	\$43,503	\$44,373	\$48,031	\$53,030	\$58,550
Hourly	\$18.94	\$19.32	\$19.71	\$20.10	\$20.50	\$20.92	\$21.33	\$23.09	\$25.50	\$28.15
Monthly	\$3,284	\$3,349	\$3,416	\$3,485	\$3,554	\$3,625	\$3,698	\$4,003	\$4,419	\$4,879

Large Town											
Years of Experience:											
Step	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	"Width"
											+49%
Base	\$29,926	\$30,525	\$31,135	\$31,758	\$32,393	\$33,041	\$33,702	\$36,480	\$40,277	\$44,469	\$14,543
Hourly	\$14.39	\$14.68	\$14.97	\$15.27	\$15.57	\$15.89	\$16.20	\$17.54	\$19.36	\$21.38	\$6.99
Monthly	\$2,494	\$2,544	\$2,595	\$2,647	\$2,699	\$2,753	\$2,808	\$3,040	\$3,356	\$3,706	\$1,212
Step 1	\$33,223	\$33,887	\$34,565	\$35,256	\$35,962	\$36,681	\$37,414	\$40,499	\$44,714	\$49,368	\$16,145
Hourly	\$15.97	\$16.29	\$16.62	\$16.95	\$17.29	\$17.64	\$17.99	\$19.47	\$21.50	\$23.73	\$7.76
Monthly	\$2,769	\$2,824	\$2,880	\$2,938	\$2,997	\$3,057	\$3,118	\$3,375	\$3,726	\$4,114	\$1,345
Step 2	\$36,520	\$37,250	\$37,995	\$38,755	\$39,530	\$40,321	\$41,127	\$44,517	\$49,151	\$54,266	\$17,747
Hourly	\$17.56	\$17.91	\$18.27	\$18.63	\$19.00	\$19.38	\$19.77	\$21.40	\$23.63	\$26.09	\$8.53
Monthly	\$3,043	\$3,104	\$3,166	\$3,230	\$3,294	\$3,360	\$3,427	\$3,710	\$4,096	\$4,522	\$1,479
Step 3	\$39,816	\$40,613	\$41,425	\$42,253	\$43,098	\$43,960	\$44,840	\$48,536	\$53,588	\$59,165	\$19,349
Hourly	\$19.14	\$19.53	\$19.92	\$20.31	\$20.72	\$21.13	\$21.56	\$23.33	\$25.76	\$28.44	\$9.30
Monthly	\$3,318	\$3,384	\$3,452	\$3,521	\$3,592	\$3,663	\$3,737	\$4,045	\$4,466	\$4,930	\$1,612
Step 4	\$43,113	\$43,975	\$44,855	\$45,752	\$46,667	\$47,600	\$48,552	\$52,555	\$58,024	\$64,064	\$20,951
Hourly	\$20.73	\$21.14	\$21.56	\$22.00	\$22.44	\$22.88	\$23.34	\$25.27	\$27.90	\$30.80	\$10.07
Monthly	\$3,593	\$3,665	\$3,738	\$3,813	\$3,889	\$3,967	\$4,046	\$4,380	\$4,835	\$5,339	\$1,746
Step 5	\$46,410	\$47,338	\$48,285	\$49,250	\$50,235	\$51,240	\$52,265	\$56,573	\$62,461	\$68,962	\$22,553
Hourly	\$22.31	\$22.76	\$23.21	\$23.68	\$24.15	\$24.63	\$25.13	\$27.20	\$30.03	\$33.15	\$10.84
Monthly	\$3,867	\$3,945	\$4,024	\$4,104	\$4,186	\$4,270	\$4,355	\$4,714	\$5,205	\$5,747	\$1,879
Step 6	\$50,936	\$51,955	\$52,994	\$54,054	\$55,135	\$56,238	\$57,362	\$62,091	\$68,553	\$75,688	\$24,752
Hourly	\$24.49	\$24.98	\$25.48	\$25.99	\$26.51	\$27.04	\$27.58	\$29.85	\$32.96	\$36.39	\$11.90
Monthly	\$4,245	\$4,330	\$4,416	\$4,504	\$4,595	\$4,686	\$4,780	\$5,174	\$5,713	\$6,307	\$2,063
Step 7	\$55,463	\$56,572	\$57,703	\$58,857	\$60,034	\$61,235	\$62,460	\$67,609	\$74,645	\$82,414	\$26,952
Hourly	\$26.66	\$27.20	\$27.74	\$28.30	\$28.86	\$29.44	\$30.03	\$32.50	\$35.89	\$39.62	\$12.96
Monthly	\$4,622	\$4,714	\$4,809	\$4,905	\$5,003	\$5,103	\$5,205	\$5,634	\$6,220	\$6,868	\$2,246
Step 8	\$59,989	\$61,189	\$62,413	\$63,661	\$64,934	\$66,233	\$67,557	\$73,126	\$80,737	\$89,141	\$29,152
Hourly	\$28.84	\$29.42	\$30.01	\$30.61	\$31.22	\$31.84	\$32.48	\$35.16	\$38.82	\$42.86	\$14.02
Monthly	\$4,999	\$5,099	\$5,201	\$5,305	\$5,411	\$5,519	\$5,630	\$6,094	\$6,728	\$7,428	\$2,429
Step 9	\$64,515	\$65,806	\$67,122	\$68,464	\$69,834	\$71,230	\$72,655	\$78,644	\$86,829	\$95,867	\$31,351
Hourly	\$31.02	\$31.64	\$32.27	\$32.92	\$33.57	\$34.25	\$34.93	\$37.81	\$41.74	\$46.09	\$15.07
Monthly	\$5,376	\$5,484	\$5,593	\$5,705	\$5,819	\$5,936	\$6,055	\$6,554	\$7,236	\$7,989	\$2,613
Step 10	\$69,042	\$70,423	\$71,831	\$73,268	\$74,733	\$76,228	\$77,752	\$84,162	\$92,921	\$102,593	\$33,551
Hourly	\$33.19	\$33.86	\$34.53	\$35.22	\$35.93	\$36.65	\$37.38	\$40.46	\$44.67	\$49.32	\$16.13
Monthly	\$5,753	\$5,869	\$5,986	\$6,106	\$6,228	\$6,352	\$6,479	\$7,013	\$7,743	\$8,549	\$2,796

Scale Range Analysis (Difference between Base and Highest Step)

	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Annual	\$39,116	\$39,898	\$40,696	\$41,510	\$42,340	\$43,187	\$44,051	\$47,682	\$52,644	\$58,124
Hourly	\$18.81	\$19.18	\$19.57	\$19.96	\$20.36	\$20.76	\$21.18	\$22.92	\$25.31	\$27.94
Monthly	\$3,260	\$3,325	\$3,391	\$3,459	\$3,528	\$3,599	\$3,671	\$3,973	\$4,387	\$4,844

Small Town											
	Years of Experience:										
Step	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	"Width"
											+49%
Base	\$29,902	\$30,500	\$31,110	\$31,732	\$32,366	\$33,014	\$33,674	\$36,450	\$40,244	\$44,432	\$14,531
Hourly	\$14.38	\$14.66	\$14.96	\$15.26	\$15.56	\$15.87	\$16.19	\$17.52	\$19.35	\$21.36	\$6.99
Monthly	\$2,492	\$2,542	\$2,592	\$2,644	\$2,697	\$2,751	\$2,806	\$3,037	\$3,354	\$3,703	\$1,211
Step 1	\$32,936	\$33,595	\$34,266	\$34,952	\$35,651	\$36,364	\$37,091	\$40,149	\$44,327	\$48,941	\$16,005
Hourly	\$15.83	\$16.15	\$16.47	\$16.80	\$17.14	\$17.48	\$17.83	\$19.30	\$21.31	\$23.53	\$7.69
Monthly	\$2,745	\$2,800	\$2,856	\$2,913	\$2,971	\$3,030	\$3,091	\$3,346	\$3,694	\$4,078	\$1,334
Step 2	\$35,970	\$36,690	\$37,423	\$38,172	\$38,935	\$39,714	\$40,508	\$43,847	\$48,411	\$53,450	\$17,480
Hourly	\$17.29	\$17.64	\$17.99	\$18.35	\$18.72	\$19.09	\$19.48	\$21.08	\$23.27	\$25.70	\$8.40
Monthly	\$2,998	\$3,057	\$3,119	\$3,181	\$3,245	\$3,309	\$3,376	\$3,654	\$4,034	\$4,454	\$1,457
Step 3	\$39,004	\$39,784	\$40,580	\$41,392	\$42,220	\$43,064	\$43,925	\$47,546	\$52,495	\$57,958	\$18,954
Hourly	\$18.75	\$19.13	\$19.51	\$19.90	\$20.30	\$20.70	\$21.12	\$22.86	\$25.24	\$27.86	\$9.11
Monthly	\$3,250	\$3,315	\$3,382	\$3,449	\$3,518	\$3,589	\$3,660	\$3,962	\$4,375	\$4,830	\$1,580
Step 4	\$42,039	\$42,879	\$43,737	\$44,612	\$45,504	\$46,414	\$47,342	\$51,245	\$56,579	\$62,467	\$20,429
Hourly	\$20.21	\$20.62	\$21.03	\$21.45	\$21.88	\$22.31	\$22.76	\$24.64	\$27.20	\$30.03	\$9.82
Monthly	\$3,503	\$3,573	\$3,645	\$3,718	\$3,792	\$3,868	\$3,945	\$4,270	\$4,715	\$5,206	\$1,702
Step 5	\$45,073	\$45,974	\$46,894	\$47,832	\$48,788	\$49,764	\$50,759	\$54,944	\$60,662	\$66,976	\$21,903
Hourly	\$21.67	\$22.10	\$22.55	\$23.00	\$23.46	\$23.93	\$24.40	\$26.42	\$29.16	\$32.20	\$10.53
Monthly	\$3,756	\$3,831	\$3,908	\$3,986	\$4,066	\$4,147	\$4,230	\$4,579	\$5,055	\$5,581	\$1,825
Step 6	\$49,285	\$50,271	\$51,277	\$52,302	\$53,348	\$54,415	\$55,503	\$60,079	\$66,332	\$73,236	\$23,950
Hourly	\$23.69	\$24.17	\$24.65	\$25.15	\$25.65	\$26.16	\$26.68	\$28.88	\$31.89	\$35.21	\$11.51
Monthly	\$4,107	\$4,189	\$4,273	\$4,359	\$4,446	\$4,535	\$4,625	\$5,007	\$5,528	\$6,103	\$1,996
Step 7	\$53,498	\$54,568	\$55,659	\$56,772	\$57,908	\$59,066	\$60,247	\$65,214	\$72,001	\$79,495	\$25,997
Hourly	\$25.72	\$26.23	\$26.76	\$27.29	\$27.84	\$28.40	\$28.97	\$31.35	\$34.62	\$38.22	\$12.50
Monthly	\$4,458	\$4,547	\$4,638	\$4,731	\$4,826	\$4,922	\$5,021	\$5,434	\$6,000	\$6,625	\$2,166
Step 8	\$57,710	\$58,865	\$60,042	\$61,243	\$62,468	\$63,717	\$64,991	\$70,349	\$77,671	\$85,755	\$28,044
Hourly	\$27.75	\$28.30	\$28.87	\$29.44	\$30.03	\$30.63	\$31.25	\$33.82	\$37.34	\$41.23	\$13.48
Monthly	\$4,809	\$4,905	\$5,003	\$5,104	\$5,206	\$5,310	\$5,416	\$5,862	\$6,473	\$7,146	\$2,337
Step 9	\$61,923	\$63,161	\$64,425	\$65,713	\$67,027	\$68,368	\$69,735	\$75,484	\$83,340	\$92,014	\$30,091
Hourly	\$29.77	\$30.37	\$30.97	\$31.59	\$32.22	\$32.87	\$33.53	\$36.29	\$40.07	\$44.24	\$14.47
Monthly	\$5,160	\$5,263	\$5,369	\$5,476	\$5,586	\$5,697	\$5,811	\$6,290	\$6,945	\$7,668	\$2,508
Step 10	\$66,135	\$67,458	\$68,807	\$70,183	\$71,587	\$73,019	\$74,479	\$80,619	\$89,009	\$98,274	\$32,138
Hourly	\$31.80	\$32.43	\$33.08	\$33.74	\$34.42	\$35.11	\$35.81	\$38.76	\$42.79	\$47.25	\$15.45
Monthly	\$5,511	\$5,622	\$5,734	\$5,849	\$5,966	\$6,085	\$6,207	\$6,718	\$7,417	\$8,189	\$2,678

Scale Range Analysis (Difference between Base and Highest Step)

	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Annual	\$36,234	\$36,958	\$37,698	\$38,452	\$39,221	\$40,005	\$40,805	\$44,169	\$48,766	\$53,842
Hourly	\$17.42	\$17.77	\$18.12	\$18.49	\$18.86	\$19.23	\$19.62	\$21.24	\$23.45	\$25.89
Monthly	\$3,019	\$3,080	\$3,141	\$3,204	\$3,268	\$3,334	\$3,400	\$3,681	\$4,064	\$4,487

Rural												
	Years of Experience:											
Step	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	"Width"	
											+49%	
Base	\$29,214	\$29,798	\$30,394	\$31,002	\$31,622	\$32,254	\$32,900	\$35,611	\$39,318	\$43,410	\$14,196	
Hourly	\$14.05	\$14.33	\$14.61	\$14.90	\$15.20	\$15.51	\$15.82	\$17.12	\$18.90	\$20.87	\$6.83	
Monthly	\$2,434	\$2,483	\$2,533	\$2,583	\$2,635	\$2,688	\$2,742	\$2,968	\$3,276	\$3,618	\$1,183	
Step 1	\$32,250	\$32,895	\$33,553	\$34,224	\$34,909	\$35,607	\$36,319	\$39,313	\$43,405	\$47,922	\$15,672	
Hourly	\$15.51	\$15.82	\$16.13	\$16.45	\$16.78	\$17.12	\$17.46	\$18.90	\$20.87	\$23.04	\$7.53	
Monthly	\$2,688	\$2,741	\$2,796	\$2,852	\$2,909	\$2,967	\$3,027	\$3,276	\$3,617	\$3,994	\$1,306	
Step 2	\$35,287	\$35,993	\$36,713	\$37,447	\$38,196	\$38,960	\$39,739	\$43,015	\$47,492	\$52,435	\$17,148	
Hourly	\$16.96	\$17.30	\$17.65	\$18.00	\$18.36	\$18.73	\$19.11	\$20.68	\$22.83	\$25.21	\$8.24	
Monthly	\$2,941	\$2,999	\$3,059	\$3,121	\$3,183	\$3,247	\$3,312	\$3,585	\$3,958	\$4,370	\$1,429	
Step 3	\$38,324	\$39,090	\$39,872	\$40,669	\$41,483	\$42,312	\$43,159	\$46,716	\$51,578	\$56,947	\$18,623	
Hourly	\$18.42	\$18.79	\$19.17	\$19.55	\$19.94	\$20.34	\$20.75	\$22.46	\$24.80	\$27.38	\$8.95	
Monthly	\$3,194	\$3,258	\$3,323	\$3,389	\$3,457	\$3,526	\$3,597	\$3,893	\$4,298	\$4,746	\$1,552	
Step 4	\$41,360	\$42,187	\$43,031	\$43,892	\$44,770	\$45,665	\$46,578	\$50,418	\$55,665	\$61,459	\$20,099	
Hourly	\$19.88	\$20.28	\$20.69	\$21.10	\$21.52	\$21.95	\$22.39	\$24.24	\$26.76	\$29.55	\$9.66	
Monthly	\$3,447	\$3,516	\$3,586	\$3,658	\$3,731	\$3,805	\$3,882	\$4,201	\$4,639	\$5,122	\$1,675	
Step 5	\$44,397	\$45,285	\$46,190	\$47,114	\$48,056	\$49,018	\$49,998	\$54,119	\$59,752	\$65,971	\$21,574	
Hourly	\$21.34	\$21.77	\$22.21	\$22.65	\$23.10	\$23.57	\$24.04	\$26.02	\$28.73	\$31.72	\$10.37	
Monthly	\$3,700	\$3,774	\$3,849	\$3,926	\$4,005	\$4,085	\$4,166	\$4,510	\$4,979	\$5,498	\$1,798	
Step 6	\$48,640	\$49,612	\$50,605	\$51,617	\$52,649	\$53,702	\$54,776	\$59,291	\$65,462	\$72,276	\$23,636	
Hourly	\$23.38	\$23.85	\$24.33	\$24.82	\$25.31	\$25.82	\$26.33	\$28.51	\$31.47	\$34.75	\$11.36	
Monthly	\$4,053	\$4,134	\$4,217	\$4,301	\$4,387	\$4,475	\$4,565	\$4,941	\$5,455	\$6,023	\$1,970	
Step 7	\$52,882	\$53,940	\$55,019	\$56,119	\$57,242	\$58,386	\$59,554	\$64,463	\$71,173	\$78,581	\$25,698	
Hourly	\$25.42	\$25.93	\$26.45	\$26.98	\$27.52	\$28.07	\$28.63	\$30.99	\$34.22	\$37.78	\$12.35	
Monthly	\$4,407	\$4,495	\$4,585	\$4,677	\$4,770	\$4,866	\$4,963	\$5,372	\$5,931	\$6,548	\$2,142	
Step 8	\$57,125	\$58,268	\$59,433	\$60,622	\$61,834	\$63,071	\$64,332	\$69,635	\$76,883	\$84,885	\$27,760	
Hourly	\$27.46	\$28.01	\$28.57	\$29.15	\$29.73	\$30.32	\$30.93	\$33.48	\$36.96	\$40.81	\$13.35	
Monthly	\$4,760	\$4,856	\$4,953	\$5,052	\$5,153	\$5,256	\$5,361	\$5,803	\$6,407	\$7,074	\$2,313	
Step 9	\$61,368	\$62,596	\$63,847	\$65,124	\$66,427	\$67,755	\$69,111	\$74,807	\$82,593	\$91,190	\$29,822	
Hourly	\$29.50	\$30.09	\$30.70	\$31.31	\$31.94	\$32.57	\$33.23	\$35.97	\$39.71	\$43.84	\$14.34	
Monthly	\$5,114	\$5,216	\$5,321	\$5,427	\$5,536	\$5,646	\$5,759	\$6,234	\$6,883	\$7,599	\$2,485	
Step 10	\$65,611	\$66,923	\$68,262	\$69,627	\$71,019	\$72,440	\$73,889	\$79,979	\$88,304	\$97,494	\$31,883	
Hourly	\$31.54	\$32.17	\$32.82	\$33.47	\$34.14	\$34.83	\$35.52	\$38.45	\$42.45	\$46.87	\$15.33	
Monthly	\$5,468	\$5,577	\$5,688	\$5,802	\$5,918	\$6,037	\$6,157	\$6,665	\$7,359	\$8,125	\$2,657	

Scale Range Analysis (Difference between Base and Highest Step)

	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Annual	\$36,397	\$37,125	\$37,868	\$38,625	\$39,397	\$40,185	\$40,989	\$44,368	\$48,986	\$54,084
Hourly	\$17.50	\$17.85	\$18.21	\$18.57	\$18.94	\$19.32	\$19.71	\$21.33	\$23.55	\$26.00
Monthly	\$3,033	\$3,094	\$3,156	\$3,219	\$3,283	\$3,349	\$3,416	\$3,697	\$4,082	\$4,507

Version 1.1, last updated 10/7/24 by Nicholas Maryns at InsightWorks

ECE Benefits Scale — Annual

State Average

Step	Years of Experience:									
	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Base										
Option A: Full Benefits	\$20,059	\$20,460	\$20,869	\$21,287	\$21,712	\$22,147	\$22,590	\$24,452	\$26,997	\$29,806
Option B: Partial-Plus Benefits	\$14,195	\$14,479	\$14,769	\$15,064	\$15,365	\$15,673	\$15,986	\$17,304	\$19,105	\$21,093
Option C: Partial Benefits	\$12,815	\$13,072	\$13,333	\$13,600	\$13,872	\$14,149	\$14,432	\$15,622	\$17,248	\$19,043
Step 1										
Option A: Full Benefits	\$21,471	\$21,900	\$22,338	\$22,785	\$23,241	\$23,705	\$24,179	\$26,173	\$28,897	\$31,904
Option B: Partial-Plus Benefits	\$15,194	\$15,498	\$15,808	\$16,124	\$16,447	\$16,776	\$17,111	\$18,522	\$20,449	\$22,578
Option C: Partial Benefits	\$13,717	\$13,992	\$14,272	\$14,557	\$14,848	\$15,145	\$15,448	\$16,721	\$18,462	\$20,383
Step 2										
Option A: Full Benefits	\$22,882	\$23,340	\$23,807	\$24,283	\$24,769	\$25,264	\$25,769	\$27,894	\$30,797	\$34,002
Option B: Partial-Plus Benefits	\$16,193	\$16,517	\$16,847	\$17,184	\$17,528	\$17,879	\$18,236	\$19,739	\$21,794	\$24,062
Option C: Partial Benefits	\$14,619	\$14,912	\$15,210	\$15,514	\$15,824	\$16,141	\$16,464	\$17,821	\$19,676	\$21,724
Step 3										
Option A: Full Benefits	\$24,294	\$24,780	\$25,276	\$25,781	\$26,297	\$26,823	\$27,359	\$29,614	\$32,697	\$36,100
Option B: Partial-Plus Benefits	\$17,192	\$17,536	\$17,887	\$18,245	\$18,609	\$18,982	\$19,361	\$20,957	\$23,139	\$25,547
Option C: Partial Benefits	\$15,521	\$15,832	\$16,148	\$16,471	\$16,801	\$17,137	\$17,479	\$18,920	\$20,890	\$23,064
Step 4										
Option A: Full Benefits	\$25,706	\$26,220	\$26,744	\$27,279	\$27,825	\$28,381	\$28,949	\$31,335	\$34,597	\$38,198
Option B: Partial-Plus Benefits	\$18,191	\$18,555	\$18,926	\$19,305	\$19,691	\$20,085	\$20,486	\$22,175	\$24,483	\$27,031
Option C: Partial Benefits	\$16,423	\$16,752	\$17,087	\$17,428	\$17,777	\$18,133	\$18,495	\$20,020	\$22,103	\$24,404
Step 5										
Option A: Full Benefits	\$27,118	\$27,660	\$28,213	\$28,777	\$29,353	\$29,940	\$30,539	\$33,056	\$36,497	\$40,295
Option B: Partial-Plus Benefits	\$19,190	\$19,574	\$19,966	\$20,365	\$20,772	\$21,188	\$21,611	\$23,393	\$25,828	\$28,516
Option C: Partial Benefits	\$17,325	\$17,672	\$18,025	\$18,386	\$18,753	\$19,128	\$19,511	\$21,119	\$23,317	\$25,744
Step 6										
Option A: Full Benefits	\$30,313	\$30,919	\$31,538	\$32,168	\$32,812	\$33,468	\$34,137	\$36,951	\$40,797	\$45,043
Option B: Partial-Plus Benefits	\$21,452	\$21,881	\$22,318	\$22,765	\$23,220	\$23,684	\$24,158	\$26,149	\$28,871	\$31,876
Option C: Partial Benefits	\$19,367	\$19,754	\$20,149	\$20,552	\$20,963	\$21,382	\$21,810	\$23,608	\$26,065	\$28,778
Step 7										
Option A: Full Benefits	\$33,508	\$34,178	\$34,862	\$35,559	\$36,270	\$36,996	\$37,736	\$40,846	\$45,098	\$49,792
Option B: Partial-Plus Benefits	\$23,713	\$24,187	\$24,671	\$25,164	\$25,668	\$26,181	\$26,705	\$28,906	\$31,914	\$35,236
Option C: Partial Benefits	\$21,408	\$21,836	\$22,273	\$22,718	\$23,173	\$23,636	\$24,109	\$26,096	\$28,812	\$31,811
Step 8										
Option A: Full Benefits	\$36,704	\$37,438	\$38,186	\$38,950	\$39,729	\$40,524	\$41,334	\$44,741	\$49,398	\$54,540
Option B: Partial-Plus Benefits	\$25,974	\$26,494	\$27,023	\$27,564	\$28,115	\$28,678	\$29,251	\$31,662	\$34,958	\$38,596
Option C: Partial Benefits	\$23,450	\$23,919	\$24,397	\$24,885	\$25,383	\$25,890	\$26,408	\$28,585	\$31,560	\$34,845
Step 9										
Option A: Full Benefits	\$39,899	\$40,697	\$41,511	\$42,341	\$43,188	\$44,052	\$44,933	\$48,637	\$53,699	\$59,288
Option B: Partial-Plus Benefits	\$28,235	\$28,800	\$29,376	\$29,964	\$30,563	\$31,174	\$31,798	\$34,419	\$38,001	\$41,956
Option C: Partial Benefits	\$25,491	\$26,001	\$26,521	\$27,051	\$27,592	\$28,144	\$28,707	\$31,073	\$34,308	\$37,878
Step 10										
Option A: Full Benefits	\$43,094	\$43,956	\$44,835	\$45,732	\$46,647	\$47,580	\$48,531	\$52,532	\$57,999	\$64,036
Option B: Partial-Plus Benefits	\$30,497	\$31,107	\$31,729	\$32,363	\$33,011	\$33,671	\$34,344	\$37,175	\$41,044	\$45,316
Option C: Partial Benefits	\$27,532	\$28,083	\$28,645	\$29,218	\$29,802	\$30,398	\$31,006	\$33,562	\$37,055	\$40,912

Urban											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
Option A: Full Benefits		\$20,981	\$21,400	\$21,828	\$22,265	\$22,710	\$23,164	\$23,628	\$25,575	\$28,237	\$31,176
Option B: Partial-Plus Benefits		\$14,847	\$15,144	\$15,447	\$15,756	\$16,071	\$16,393	\$16,721	\$18,099	\$19,983	\$22,062
Option C: Partial Benefits		\$13,404	\$13,672	\$13,946	\$14,225	\$14,509	\$14,799	\$15,095	\$16,340	\$18,040	\$19,918
Step 1											
Option A: Full Benefits		\$22,279	\$22,724	\$23,179	\$23,642	\$24,115	\$24,597	\$25,089	\$27,158	\$29,984	\$33,105
Option B: Partial-Plus Benefits		\$15,766	\$16,081	\$16,403	\$16,731	\$17,066	\$17,407	\$17,755	\$19,219	\$21,219	\$23,427
Option C: Partial Benefits		\$14,234	\$14,518	\$14,809	\$15,105	\$15,407	\$15,715	\$16,029	\$17,351	\$19,157	\$21,150
Step 2											
Option A: Full Benefits		\$23,577	\$24,048	\$24,529	\$25,020	\$25,520	\$26,031	\$26,551	\$28,740	\$31,731	\$35,034
Option B: Partial-Plus Benefits		\$16,685	\$17,018	\$17,359	\$17,706	\$18,060	\$18,421	\$18,790	\$20,339	\$22,455	\$24,793
Option C: Partial Benefits		\$15,063	\$15,364	\$15,672	\$15,985	\$16,305	\$16,631	\$16,963	\$18,362	\$20,273	\$22,383
Step 3											
Option A: Full Benefits		\$24,875	\$25,372	\$25,880	\$26,398	\$26,925	\$27,464	\$28,013	\$30,322	\$33,478	\$36,963
Option B: Partial-Plus Benefits		\$17,603	\$17,955	\$18,314	\$18,681	\$19,054	\$19,435	\$19,824	\$21,458	\$23,692	\$26,158
Option C: Partial Benefits		\$15,892	\$16,210	\$16,534	\$16,865	\$17,202	\$17,546	\$17,897	\$19,373	\$21,389	\$23,615
Step 4											
Option A: Full Benefits		\$26,173	\$26,697	\$27,230	\$27,775	\$28,331	\$28,897	\$29,475	\$31,905	\$35,226	\$38,892
Option B: Partial-Plus Benefits		\$18,522	\$18,892	\$19,270	\$19,656	\$20,049	\$20,450	\$20,859	\$22,578	\$24,928	\$27,523
Option C: Partial Benefits		\$16,722	\$17,056	\$17,397	\$17,745	\$18,100	\$18,462	\$18,831	\$20,384	\$22,505	\$24,848
Step 5											
Option A: Full Benefits		\$27,471	\$28,021	\$28,581	\$29,153	\$29,736	\$30,330	\$30,937	\$33,487	\$36,973	\$40,821
Option B: Partial-Plus Benefits		\$19,441	\$19,829	\$20,226	\$20,631	\$21,043	\$21,464	\$21,893	\$23,698	\$26,164	\$28,888
Option C: Partial Benefits		\$17,551	\$17,902	\$18,260	\$18,625	\$18,998	\$19,378	\$19,765	\$21,395	\$23,621	\$26,080
Step 6											
Option A: Full Benefits		\$30,756	\$31,371	\$31,998	\$32,638	\$33,291	\$33,957	\$34,636	\$37,491	\$41,393	\$45,702
Option B: Partial-Plus Benefits		\$21,765	\$22,200	\$22,644	\$23,097	\$23,559	\$24,030	\$24,511	\$26,532	\$29,293	\$32,342
Option C: Partial Benefits		\$19,650	\$20,043	\$20,443	\$20,852	\$21,269	\$21,695	\$22,129	\$23,953	\$26,446	\$29,198
Step 7											
Option A: Full Benefits		\$34,041	\$34,721	\$35,416	\$36,124	\$36,847	\$37,584	\$38,335	\$41,495	\$45,814	\$50,582
Option B: Partial-Plus Benefits		\$24,090	\$24,571	\$25,063	\$25,564	\$26,075	\$26,597	\$27,129	\$29,365	\$32,421	\$35,796
Option C: Partial Benefits		\$21,748	\$22,183	\$22,627	\$23,079	\$23,541	\$24,012	\$24,492	\$26,511	\$29,270	\$32,317
Step 8											
Option A: Full Benefits		\$37,325	\$38,072	\$38,833	\$39,610	\$40,402	\$41,210	\$42,034	\$45,499	\$50,235	\$55,463
Option B: Partial-Plus Benefits		\$26,414	\$26,942	\$27,481	\$28,031	\$28,591	\$29,163	\$29,746	\$32,199	\$35,550	\$39,250
Option C: Partial Benefits		\$23,847	\$24,324	\$24,810	\$25,306	\$25,812	\$26,329	\$26,855	\$29,069	\$32,094	\$35,435
Step 9											
Option A: Full Benefits		\$40,610	\$41,422	\$42,251	\$43,096	\$43,957	\$44,837	\$45,733	\$49,503	\$54,656	\$60,344
Option B: Partial-Plus Benefits		\$28,738	\$29,313	\$29,900	\$30,498	\$31,107	\$31,730	\$32,364	\$35,032	\$38,678	\$42,704
Option C: Partial Benefits		\$25,945	\$26,464	\$26,993	\$27,533	\$28,084	\$28,646	\$29,219	\$31,627	\$34,919	\$38,553
Step 10											
Option A: Full Benefits		\$43,895	\$44,772	\$45,668	\$46,581	\$47,513	\$48,463	\$49,432	\$53,507	\$59,076	\$65,225
Option B: Partial-Plus Benefits		\$31,063	\$31,684	\$32,318	\$32,964	\$33,624	\$34,296	\$34,982	\$37,866	\$41,807	\$46,158
Option C: Partial Benefits		\$28,044	\$28,605	\$29,177	\$29,760	\$30,355	\$30,963	\$31,582	\$34,185	\$37,743	\$41,672

Large Town											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
	Option A: Full Benefits	\$17,403	\$17,751	\$18,106	\$18,469	\$18,838	\$19,215	\$19,599	\$21,215	\$23,423	\$25,860
	Option B: Partial-Plus Benefits	\$12,316	\$12,562	\$12,813	\$13,070	\$13,331	\$13,598	\$13,870	\$15,013	\$16,575	\$18,301
	Option C: Partial Benefits	\$11,119	\$11,341	\$11,568	\$11,799	\$12,035	\$12,276	\$12,522	\$13,554	\$14,964	\$16,522
Step 1											
	Option A: Full Benefits	\$19,320	\$19,707	\$20,101	\$20,503	\$20,913	\$21,331	\$21,758	\$23,552	\$26,003	\$28,709
	Option B: Partial-Plus Benefits	\$13,673	\$13,946	\$14,225	\$14,509	\$14,800	\$15,096	\$15,397	\$16,667	\$18,401	\$20,317
	Option C: Partial Benefits	\$12,344	\$12,590	\$12,842	\$13,099	\$13,361	\$13,628	\$13,901	\$15,047	\$16,613	\$18,342
Step 2											
	Option A: Full Benefits	\$21,238	\$21,662	\$22,096	\$22,537	\$22,988	\$23,448	\$23,917	\$25,889	\$28,583	\$31,558
	Option B: Partial-Plus Benefits	\$15,029	\$15,330	\$15,636	\$15,949	\$16,268	\$16,594	\$16,925	\$18,321	\$20,227	\$22,333
	Option C: Partial Benefits	\$13,568	\$13,840	\$14,117	\$14,399	\$14,687	\$14,981	\$15,280	\$16,540	\$18,261	\$20,162
Step 3											
	Option A: Full Benefits	\$23,155	\$23,618	\$24,090	\$24,572	\$25,063	\$25,565	\$26,076	\$28,225	\$31,163	\$34,407
	Option B: Partial-Plus Benefits	\$16,386	\$16,714	\$17,048	\$17,389	\$17,737	\$18,091	\$18,453	\$19,974	\$22,053	\$24,349
	Option C: Partial Benefits	\$14,793	\$15,089	\$15,391	\$15,699	\$16,013	\$16,333	\$16,660	\$18,033	\$19,910	\$21,982
Step 4											
	Option A: Full Benefits	\$25,072	\$25,573	\$26,085	\$26,606	\$27,139	\$27,681	\$28,235	\$30,562	\$33,743	\$37,255
	Option B: Partial-Plus Benefits	\$17,743	\$18,098	\$18,459	\$18,829	\$19,205	\$19,589	\$19,981	\$21,628	\$23,879	\$26,365
	Option C: Partial Benefits	\$16,018	\$16,339	\$16,665	\$16,999	\$17,339	\$17,685	\$18,039	\$19,526	\$21,558	\$23,802
Step 5											
	Option A: Full Benefits	\$26,989	\$27,529	\$28,079	\$28,641	\$29,214	\$29,798	\$30,394	\$32,899	\$36,324	\$40,104
	Option B: Partial-Plus Benefits	\$19,099	\$19,481	\$19,871	\$20,268	\$20,674	\$21,087	\$21,509	\$23,282	\$25,705	\$28,381
	Option C: Partial Benefits	\$17,243	\$17,588	\$17,940	\$18,298	\$18,664	\$19,038	\$19,418	\$21,019	\$23,207	\$25,622
Step 6											
	Option A: Full Benefits	\$29,621	\$30,214	\$30,818	\$31,434	\$32,063	\$32,704	\$33,358	\$36,108	\$39,866	\$44,016
	Option B: Partial-Plus Benefits	\$20,962	\$21,381	\$21,809	\$22,245	\$22,690	\$23,144	\$23,607	\$25,553	\$28,212	\$31,149
	Option C: Partial Benefits	\$18,925	\$19,303	\$19,689	\$20,083	\$20,485	\$20,894	\$21,312	\$23,069	\$25,470	\$28,121
Step 7											
	Option A: Full Benefits	\$32,254	\$32,899	\$33,557	\$34,228	\$34,912	\$35,611	\$36,323	\$39,317	\$43,409	\$47,927
	Option B: Partial-Plus Benefits	\$22,825	\$23,281	\$23,747	\$24,222	\$24,707	\$25,201	\$25,705	\$27,824	\$30,719	\$33,917
	Option C: Partial Benefits	\$20,606	\$21,019	\$21,439	\$21,868	\$22,305	\$22,751	\$23,206	\$25,119	\$27,734	\$30,620
Step 8											
	Option A: Full Benefits	\$34,886	\$35,584	\$36,295	\$37,021	\$37,762	\$38,517	\$39,287	\$42,526	\$46,952	\$51,839
	Option B: Partial-Plus Benefits	\$24,688	\$25,182	\$25,685	\$26,199	\$26,723	\$27,257	\$27,802	\$30,094	\$33,227	\$36,685
	Option C: Partial Benefits	\$22,288	\$22,734	\$23,189	\$23,652	\$24,126	\$24,608	\$25,100	\$27,169	\$29,997	\$33,119
Step 9											
	Option A: Full Benefits	\$37,518	\$38,269	\$39,034	\$39,815	\$40,611	\$41,423	\$42,252	\$45,735	\$50,495	\$55,750
	Option B: Partial-Plus Benefits	\$26,551	\$27,082	\$27,623	\$28,176	\$28,739	\$29,314	\$29,900	\$32,365	\$35,734	\$39,453
	Option C: Partial Benefits	\$23,970	\$24,449	\$24,938	\$25,437	\$25,946	\$26,465	\$26,994	\$29,219	\$32,260	\$35,618
Step 10											
	Option A: Full Benefits	\$40,151	\$40,954	\$41,773	\$42,608	\$43,460	\$44,329	\$45,216	\$48,943	\$54,037	\$59,662
	Option B: Partial-Plus Benefits	\$28,413	\$28,982	\$29,561	\$30,153	\$30,756	\$31,371	\$31,998	\$34,636	\$38,241	\$42,221
	Option C: Partial Benefits	\$25,652	\$26,165	\$26,688	\$27,222	\$27,766	\$28,322	\$28,888	\$31,269	\$34,524	\$38,117

Small Town

Step	Years of Experience:									
	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Base										
Option A: Full Benefits		\$17,389	\$17,737	\$18,091	\$18,453	\$18,822	\$19,199	\$19,583	\$21,197	\$25,839
Option B: Partial-Plus Benefits		\$12,306	\$12,552	\$12,803	\$13,059	\$13,320	\$13,586	\$13,858	\$15,001	\$18,286
Option C: Partial Benefits		\$11,110	\$11,332	\$11,558	\$11,790	\$12,025	\$12,266	\$12,511	\$13,543	\$16,508
Step 1										
Option A: Full Benefits		\$19,153	\$19,537	\$19,927	\$20,326	\$20,732	\$21,147	\$21,570	\$23,348	\$28,461
Option B: Partial-Plus Benefits		\$13,554	\$13,825	\$14,102	\$14,384	\$14,672	\$14,965	\$15,264	\$16,523	\$20,141
Option C: Partial Benefits		\$12,237	\$12,482	\$12,731	\$12,986	\$13,246	\$13,511	\$13,781	\$14,917	\$18,183
Step 2										
Option A: Full Benefits		\$20,918	\$21,336	\$21,763	\$22,198	\$22,642	\$23,095	\$23,557	\$25,499	\$31,083
Option B: Partial-Plus Benefits		\$14,803	\$15,099	\$15,401	\$15,709	\$16,023	\$16,344	\$16,671	\$18,045	\$21,997
Option C: Partial Benefits		\$13,364	\$13,632	\$13,904	\$14,182	\$14,466	\$14,755	\$15,050	\$16,291	\$19,859
Step 3										
Option A: Full Benefits		\$22,683	\$23,136	\$23,599	\$24,071	\$24,552	\$25,043	\$25,544	\$27,650	\$33,705
Option B: Partial-Plus Benefits		\$16,052	\$16,373	\$16,700	\$17,034	\$17,375	\$17,722	\$18,077	\$19,567	\$23,852
Option C: Partial Benefits		\$14,492	\$14,781	\$15,077	\$15,379	\$15,686	\$16,000	\$16,320	\$17,665	\$21,534
Step 4										
Option A: Full Benefits		\$24,447	\$24,936	\$25,435	\$25,943	\$26,462	\$26,992	\$27,531	\$29,801	\$36,327
Option B: Partial-Plus Benefits		\$17,301	\$17,647	\$17,999	\$18,359	\$18,727	\$19,101	\$19,483	\$21,089	\$25,708
Option C: Partial Benefits		\$15,619	\$15,931	\$16,250	\$16,575	\$16,906	\$17,245	\$17,590	\$19,039	\$23,209
Step 5										
Option A: Full Benefits		\$26,212	\$26,736	\$27,271	\$27,816	\$28,372	\$28,940	\$29,519	\$31,952	\$38,949
Option B: Partial-Plus Benefits		\$18,549	\$18,920	\$19,299	\$19,685	\$20,078	\$20,480	\$20,889	\$22,611	\$27,563
Option C: Partial Benefits		\$16,746	\$17,081	\$17,423	\$17,771	\$18,127	\$18,489	\$18,859	\$20,414	\$24,884
Step 6										
Option A: Full Benefits		\$28,661	\$29,235	\$29,819	\$30,416	\$31,024	\$31,644	\$32,277	\$34,938	\$42,589
Option B: Partial-Plus Benefits		\$20,283	\$20,689	\$21,102	\$21,524	\$21,955	\$22,394	\$22,842	\$24,725	\$30,139
Option C: Partial Benefits		\$18,311	\$18,678	\$19,051	\$19,432	\$19,821	\$20,217	\$20,622	\$22,322	\$27,210
Step 7										
Option A: Full Benefits		\$31,111	\$31,733	\$32,368	\$33,015	\$33,676	\$34,349	\$35,036	\$37,924	\$46,229
Option B: Partial-Plus Benefits		\$22,016	\$22,457	\$22,906	\$23,364	\$23,831	\$24,308	\$24,794	\$26,838	\$32,715
Option C: Partial Benefits		\$19,877	\$20,274	\$20,680	\$21,093	\$21,515	\$21,945	\$22,384	\$24,229	\$29,535
Step 8										
Option A: Full Benefits		\$33,561	\$34,232	\$34,917	\$35,615	\$36,327	\$37,054	\$37,795	\$40,910	\$49,870
Option B: Partial-Plus Benefits		\$23,750	\$24,225	\$24,710	\$25,204	\$25,708	\$26,222	\$26,746	\$28,951	\$35,291
Option C: Partial Benefits		\$21,442	\$21,870	\$22,308	\$22,754	\$23,209	\$23,673	\$24,147	\$26,137	\$31,861
Step 9										
Option A: Full Benefits		\$36,011	\$36,731	\$37,465	\$38,215	\$38,979	\$39,759	\$40,554	\$43,897	\$53,510
Option B: Partial-Plus Benefits		\$25,484	\$25,993	\$26,513	\$27,043	\$27,584	\$28,136	\$28,699	\$31,064	\$37,867
Option C: Partial Benefits		\$23,007	\$23,467	\$23,936	\$24,415	\$24,903	\$25,401	\$25,909	\$28,045	\$34,187
Step 10										
Option A: Full Benefits		\$38,460	\$39,229	\$40,014	\$40,814	\$41,631	\$42,463	\$43,312	\$46,883	\$57,150
Option B: Partial-Plus Benefits		\$27,217	\$27,762	\$28,317	\$28,883	\$29,461	\$30,050	\$30,651	\$33,178	\$40,443
Option C: Partial Benefits		\$24,572	\$25,063	\$25,565	\$26,076	\$26,597	\$27,129	\$27,672	\$29,953	\$36,512

Rural											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
	Option A: Full Benefits	\$16,989	\$17,329	\$17,675	\$18,029	\$18,389	\$18,757	\$19,132	\$20,709	\$22,865	\$25,245
	Option B: Partial-Plus Benefits	\$12,023	\$12,263	\$12,508	\$12,758	\$13,014	\$13,274	\$13,539	\$14,655	\$16,181	\$17,865
	Option C: Partial Benefits	\$10,854	\$11,071	\$11,293	\$11,518	\$11,749	\$11,984	\$12,223	\$13,231	\$14,608	\$16,129
Step 1											
	Option A: Full Benefits	\$18,755	\$19,130	\$19,513	\$19,903	\$20,301	\$20,707	\$21,121	\$22,862	\$25,242	\$27,869
	Option B: Partial-Plus Benefits	\$13,272	\$13,538	\$13,808	\$14,085	\$14,366	\$14,654	\$14,947	\$16,179	\$17,863	\$19,722
	Option C: Partial Benefits	\$11,982	\$12,222	\$12,466	\$12,716	\$12,970	\$13,229	\$13,494	\$14,606	\$16,127	\$17,805
Step 2											
	Option A: Full Benefits	\$20,521	\$20,931	\$21,350	\$21,777	\$22,212	\$22,657	\$23,110	\$25,015	\$27,618	\$30,493
	Option B: Partial-Plus Benefits	\$14,522	\$14,812	\$15,109	\$15,411	\$15,719	\$16,033	\$16,354	\$17,702	\$19,545	\$21,579
	Option C: Partial Benefits	\$13,110	\$13,373	\$13,640	\$13,913	\$14,191	\$14,475	\$14,765	\$15,982	\$17,645	\$19,481
Step 3											
	Option A: Full Benefits	\$22,287	\$22,732	\$23,187	\$23,651	\$24,124	\$24,606	\$25,098	\$27,167	\$29,995	\$33,117
	Option B: Partial-Plus Benefits	\$15,772	\$16,087	\$16,409	\$16,737	\$17,072	\$17,413	\$17,761	\$19,226	\$21,227	\$23,436
	Option C: Partial Benefits	\$14,239	\$14,523	\$14,814	\$15,110	\$15,412	\$15,721	\$16,035	\$17,357	\$19,163	\$21,158
Step 4											
	Option A: Full Benefits	\$24,053	\$24,534	\$25,024	\$25,525	\$26,035	\$26,556	\$27,087	\$29,320	\$32,372	\$35,741
	Option B: Partial-Plus Benefits	\$17,021	\$17,362	\$17,709	\$18,063	\$18,424	\$18,793	\$19,169	\$20,749	\$22,908	\$25,293
	Option C: Partial Benefits	\$15,367	\$15,674	\$15,988	\$16,307	\$16,634	\$16,966	\$17,306	\$18,732	\$20,682	\$22,834
Step 5											
	Option A: Full Benefits	\$25,818	\$26,335	\$26,861	\$27,399	\$27,947	\$28,506	\$29,076	\$31,473	\$34,748	\$38,365
	Option B: Partial-Plus Benefits	\$18,271	\$18,636	\$19,009	\$19,389	\$19,777	\$20,173	\$20,576	\$22,272	\$24,590	\$27,150
	Option C: Partial Benefits	\$16,495	\$16,825	\$17,162	\$17,505	\$17,855	\$18,212	\$18,576	\$20,107	\$22,200	\$24,511
Step 6											
	Option A: Full Benefits	\$28,286	\$28,852	\$29,429	\$30,017	\$30,617	\$31,230	\$31,854	\$34,480	\$38,069	\$42,031
	Option B: Partial-Plus Benefits	\$20,017	\$20,417	\$20,826	\$21,242	\$21,667	\$22,100	\$22,542	\$24,401	\$26,940	\$29,744
	Option C: Partial Benefits	\$18,071	\$18,433	\$18,802	\$19,178	\$19,561	\$19,952	\$20,351	\$22,029	\$24,322	\$26,853
Step 7											
	Option A: Full Benefits	\$30,753	\$31,368	\$31,996	\$32,636	\$33,288	\$33,954	\$34,633	\$37,488	\$41,390	\$45,698
	Option B: Partial-Plus Benefits	\$21,763	\$22,198	\$22,642	\$23,095	\$23,557	\$24,028	\$24,509	\$26,529	\$29,290	\$32,339
	Option C: Partial Benefits	\$19,648	\$20,041	\$20,442	\$20,850	\$21,267	\$21,693	\$22,127	\$23,951	\$26,443	\$29,196
Step 8											
	Option A: Full Benefits	\$33,221	\$33,885	\$34,563	\$35,254	\$35,959	\$36,678	\$37,412	\$40,496	\$44,710	\$49,364
	Option B: Partial-Plus Benefits	\$23,509	\$23,979	\$24,459	\$24,948	\$25,447	\$25,956	\$26,475	\$28,658	\$31,640	\$34,934
	Option C: Partial Benefits	\$21,224	\$21,649	\$22,082	\$22,523	\$22,974	\$23,433	\$23,902	\$25,872	\$28,565	\$31,538
Step 9											
	Option A: Full Benefits	\$35,688	\$36,402	\$37,130	\$37,872	\$38,630	\$39,402	\$40,190	\$43,503	\$48,031	\$53,030
	Option B: Partial-Plus Benefits	\$25,255	\$25,760	\$26,276	\$26,801	\$27,337	\$27,884	\$28,442	\$30,786	\$33,990	\$37,528
	Option C: Partial Benefits	\$22,801	\$23,257	\$23,722	\$24,196	\$24,680	\$25,174	\$25,677	\$27,794	\$30,687	\$33,881
Step 10											
	Option A: Full Benefits	\$38,155	\$38,918	\$39,697	\$40,491	\$41,301	\$42,127	\$42,969	\$46,511	\$51,352	\$56,697
	Option B: Partial-Plus Benefits	\$27,001	\$27,541	\$28,092	\$28,654	\$29,227	\$29,812	\$30,408	\$32,915	\$36,340	\$40,123
	Option C: Partial Benefits	\$24,377	\$24,865	\$25,362	\$25,869	\$26,386	\$26,914	\$27,452	\$29,715	\$32,808	\$36,223

ECE Wage + Benefits Combined Total — Annual

State Average

Years of Experience:

Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Base										
Option A: Full Benefits		\$54,552	\$55,643	\$56,756	\$57,891	\$59,049	\$60,230	\$61,434	\$66,498	\$81,061
Option B: Partial-Plus Benefits		\$48,688	\$49,662	\$50,655	\$51,668	\$52,701	\$53,755	\$54,831	\$59,350	\$72,348
Option C: Partial Benefits		\$47,308	\$48,254	\$49,220	\$50,204	\$51,208	\$52,232	\$53,277	\$57,669	\$70,298
Step 1										
Option A: Full Benefits		\$58,391	\$59,559	\$60,750	\$61,965	\$63,204	\$64,468	\$65,758	\$71,178	\$86,766
Option B: Partial-Plus Benefits		\$52,115	\$53,157	\$54,220	\$55,304	\$56,411	\$57,539	\$58,690	\$63,527	\$77,440
Option C: Partial Benefits		\$50,638	\$51,651	\$52,684	\$53,737	\$54,812	\$55,908	\$57,026	\$61,727	\$75,245
Step 2										
Option A: Full Benefits		\$62,230	\$63,475	\$64,745	\$66,039	\$67,360	\$68,707	\$70,082	\$75,859	\$92,471
Option B: Partial-Plus Benefits		\$55,541	\$56,652	\$57,785	\$58,941	\$60,120	\$61,322	\$62,548	\$67,704	\$82,531
Option C: Partial Benefits		\$53,967	\$55,047	\$56,148	\$57,271	\$58,416	\$59,584	\$60,776	\$65,786	\$80,193
Step 3										
Option A: Full Benefits		\$66,070	\$67,391	\$68,739	\$70,114	\$71,516	\$72,946	\$74,405	\$80,539	\$98,176
Option B: Partial-Plus Benefits		\$58,968	\$60,147	\$61,350	\$62,577	\$63,829	\$65,105	\$66,407	\$71,882	\$87,623
Option C: Partial Benefits		\$57,297	\$58,443	\$59,612	\$60,804	\$62,020	\$63,260	\$64,526	\$69,845	\$85,140
Step 4										
Option A: Full Benefits		\$69,909	\$71,307	\$72,733	\$74,188	\$75,672	\$77,185	\$78,729	\$85,219	\$103,881
Option B: Partial-Plus Benefits		\$62,395	\$63,642	\$64,915	\$66,214	\$67,538	\$68,889	\$70,266	\$76,059	\$92,715
Option C: Partial Benefits		\$60,626	\$61,839	\$63,076	\$64,337	\$65,624	\$66,936	\$68,275	\$73,903	\$90,088
Step 5										
Option A: Full Benefits		\$73,748	\$75,223	\$76,728	\$78,262	\$79,828	\$81,424	\$83,053	\$89,899	\$109,586
Option B: Partial-Plus Benefits		\$65,821	\$67,138	\$68,480	\$69,850	\$71,247	\$72,672	\$74,125	\$80,236	\$97,807
Option C: Partial Benefits		\$63,956	\$65,235	\$66,540	\$67,871	\$69,228	\$70,613	\$72,025	\$77,962	\$95,035
Step 6										
Option A: Full Benefits		\$82,438	\$84,087	\$85,769	\$87,484	\$89,234	\$91,019	\$92,839	\$100,492	\$122,499
Option B: Partial-Plus Benefits		\$73,577	\$75,049	\$76,550	\$78,081	\$79,642	\$81,235	\$82,860	\$89,690	\$109,332
Option C: Partial Benefits		\$71,492	\$72,922	\$74,380	\$75,868	\$77,385	\$78,933	\$80,512	\$87,148	\$106,233
Step 7										
Option A: Full Benefits		\$91,128	\$92,951	\$94,810	\$96,706	\$98,640	\$100,613	\$102,625	\$111,085	\$135,412
Option B: Partial-Plus Benefits		\$81,333	\$82,960	\$84,619	\$86,311	\$88,037	\$89,798	\$91,594	\$99,144	\$120,856
Option C: Partial Benefits		\$79,028	\$80,609	\$82,221	\$83,865	\$85,543	\$87,253	\$88,998	\$96,335	\$117,432
Step 8										
Option A: Full Benefits		\$99,818	\$101,815	\$103,851	\$105,928	\$108,046	\$110,207	\$112,412	\$121,678	\$148,325
Option B: Partial-Plus Benefits		\$89,089	\$90,871	\$92,688	\$94,542	\$96,433	\$98,361	\$100,328	\$108,599	\$132,381
Option C: Partial Benefits		\$86,564	\$88,295	\$90,061	\$91,863	\$93,700	\$95,574	\$97,485	\$105,521	\$128,630
Step 9										
Option A: Full Benefits		\$108,508	\$110,678	\$112,892	\$115,150	\$117,453	\$119,802	\$122,198	\$132,271	\$161,237
Option B: Partial-Plus Benefits		\$96,845	\$98,782	\$100,757	\$102,772	\$104,828	\$106,924	\$109,063	\$118,053	\$143,906
Option C: Partial Benefits		\$94,100	\$95,982	\$97,902	\$99,860	\$101,857	\$103,894	\$105,972	\$114,708	\$139,828
Step 10										
Option A: Full Benefits		\$117,198	\$119,542	\$121,933	\$124,372	\$126,859	\$129,396	\$131,984	\$142,864	\$174,150
Option B: Partial-Plus Benefits		\$104,600	\$106,693	\$108,826	\$111,003	\$113,223	\$115,487	\$117,797	\$127,507	\$155,431
Option C: Partial Benefits		\$101,636	\$103,669	\$105,742	\$107,857	\$110,014	\$112,215	\$114,459	\$123,894	\$151,026

Urban											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
	Option A: Full Benefits	\$57,058	\$58,199	\$59,363	\$60,551	\$61,762	\$62,997	\$64,257	\$69,554	\$76,793	\$84,786
	Option B: Partial-Plus Benefits	\$50,925	\$51,944	\$52,982	\$54,042	\$55,123	\$56,225	\$57,350	\$62,077	\$68,538	\$75,672
	Option C: Partial Benefits	\$49,482	\$50,472	\$51,481	\$52,511	\$53,561	\$54,632	\$55,725	\$60,318	\$66,596	\$73,528
Step 1											
	Option A: Full Benefits	\$60,589	\$61,800	\$63,036	\$64,297	\$65,583	\$66,895	\$68,233	\$73,857	\$81,544	\$90,032
	Option B: Partial-Plus Benefits	\$54,076	\$55,157	\$56,261	\$57,386	\$58,534	\$59,704	\$60,898	\$65,918	\$72,779	\$80,354
	Option C: Partial Benefits	\$52,544	\$53,594	\$54,666	\$55,760	\$56,875	\$58,012	\$59,173	\$64,050	\$70,717	\$78,077
Step 2											
	Option A: Full Benefits	\$64,119	\$65,401	\$66,709	\$68,044	\$69,404	\$70,793	\$72,208	\$78,161	\$86,296	\$95,277
	Option B: Partial-Plus Benefits	\$57,227	\$58,371	\$59,539	\$60,730	\$61,944	\$63,183	\$64,447	\$69,759	\$77,020	\$85,036
	Option C: Partial Benefits	\$55,605	\$56,717	\$57,852	\$59,009	\$60,189	\$61,393	\$62,620	\$67,782	\$74,837	\$82,626
Step 3											
	Option A: Full Benefits	\$67,649	\$69,002	\$70,382	\$71,790	\$73,226	\$74,690	\$76,184	\$82,464	\$91,047	\$100,523
	Option B: Partial-Plus Benefits	\$60,378	\$61,585	\$62,817	\$64,073	\$65,355	\$66,662	\$67,995	\$73,600	\$81,260	\$89,718
	Option C: Partial Benefits	\$58,667	\$59,840	\$61,037	\$62,258	\$63,503	\$64,773	\$66,068	\$71,514	\$78,958	\$87,176
Step 4											
	Option A: Full Benefits	\$71,180	\$72,603	\$74,055	\$75,536	\$77,047	\$78,588	\$80,160	\$86,768	\$95,799	\$105,769
	Option B: Partial-Plus Benefits	\$63,529	\$64,799	\$66,095	\$67,417	\$68,765	\$70,141	\$71,544	\$77,441	\$85,501	\$94,400
	Option C: Partial Benefits	\$61,728	\$62,963	\$64,222	\$65,507	\$66,817	\$68,153	\$69,516	\$75,246	\$83,078	\$91,725
Step 5											
	Option A: Full Benefits	\$74,710	\$76,204	\$77,728	\$79,283	\$80,869	\$82,486	\$84,136	\$91,071	\$100,550	\$111,015
	Option B: Partial-Plus Benefits	\$66,679	\$68,013	\$69,373	\$70,761	\$72,176	\$73,620	\$75,092	\$81,282	\$89,742	\$99,082
	Option C: Partial Benefits	\$64,790	\$66,086	\$67,407	\$68,756	\$70,131	\$71,533	\$72,964	\$78,979	\$87,199	\$96,274
Step 6											
	Option A: Full Benefits	\$83,643	\$85,316	\$87,022	\$88,763	\$90,538	\$92,349	\$94,196	\$101,960	\$112,572	\$124,289
	Option B: Partial-Plus Benefits	\$74,652	\$76,145	\$77,668	\$79,221	\$80,806	\$82,422	\$84,070	\$91,001	\$100,472	\$110,929
	Option C: Partial Benefits	\$72,537	\$73,987	\$75,467	\$76,977	\$78,516	\$80,086	\$81,688	\$88,422	\$97,625	\$107,786
Step 7											
	Option A: Full Benefits	\$92,576	\$94,427	\$96,316	\$98,242	\$100,207	\$102,211	\$104,255	\$112,849	\$124,595	\$137,563
	Option B: Partial-Plus Benefits	\$82,625	\$84,277	\$85,963	\$87,682	\$89,436	\$91,225	\$93,049	\$100,719	\$111,202	\$122,776
	Option C: Partial Benefits	\$80,283	\$81,889	\$83,527	\$85,197	\$86,901	\$88,639	\$90,412	\$97,865	\$108,051	\$119,297
Step 8											
	Option A: Full Benefits	\$101,509	\$103,539	\$105,610	\$107,722	\$109,876	\$112,074	\$114,315	\$123,739	\$136,617	\$150,837
	Option B: Partial-Plus Benefits	\$90,598	\$92,410	\$94,258	\$96,143	\$98,066	\$100,027	\$102,028	\$110,438	\$121,932	\$134,623
	Option C: Partial Benefits	\$88,030	\$89,791	\$91,587	\$93,418	\$95,287	\$97,193	\$99,136	\$107,308	\$118,477	\$130,808
Step 9											
	Option A: Full Benefits	\$110,442	\$112,651	\$114,904	\$117,202	\$119,546	\$121,937	\$124,375	\$134,628	\$148,640	\$164,111
	Option B: Partial-Plus Benefits	\$98,570	\$100,542	\$102,553	\$104,604	\$106,696	\$108,830	\$111,006	\$120,157	\$132,663	\$146,470
	Option C: Partial Benefits	\$95,777	\$97,693	\$99,646	\$101,639	\$103,672	\$105,746	\$107,860	\$116,752	\$128,903	\$142,320
Step 10											
	Option A: Full Benefits	\$119,375	\$121,762	\$124,197	\$126,681	\$129,215	\$131,799	\$134,435	\$145,517	\$160,663	\$177,384
	Option B: Partial-Plus Benefits	\$106,543	\$108,674	\$110,847	\$113,064	\$115,326	\$117,632	\$119,985	\$129,875	\$143,393	\$158,317
	Option C: Partial Benefits	\$103,524	\$105,594	\$107,706	\$109,860	\$112,058	\$114,299	\$116,585	\$126,195	\$139,329	\$153,831

Large Town											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
Option A: Full Benefits		\$47,330	\$48,276	\$49,242	\$50,227	\$51,231	\$52,256	\$53,301	\$57,695	\$63,699	\$70,329
Option B: Partial-Plus Benefits		\$42,242	\$43,087	\$43,949	\$44,828	\$45,724	\$46,639	\$47,572	\$51,493	\$56,852	\$62,770
Option C: Partial Benefits		\$41,045	\$41,866	\$42,703	\$43,557	\$44,429	\$45,317	\$46,223	\$50,034	\$55,241	\$60,991
Step 1											
Option A: Full Benefits		\$52,543	\$53,594	\$54,666	\$55,760	\$56,875	\$58,012	\$59,172	\$64,050	\$70,717	\$78,077
Option B: Partial-Plus Benefits		\$46,896	\$47,833	\$48,790	\$49,766	\$50,761	\$51,776	\$52,812	\$57,165	\$63,115	\$69,684
Option C: Partial Benefits		\$45,567	\$46,478	\$47,407	\$48,356	\$49,323	\$50,309	\$51,315	\$55,545	\$61,327	\$67,710
Step 2											
Option A: Full Benefits		\$57,757	\$58,912	\$60,091	\$61,292	\$62,518	\$63,769	\$65,044	\$70,406	\$77,734	\$85,824
Option B: Partial-Plus Benefits		\$51,549	\$52,580	\$53,631	\$54,704	\$55,798	\$56,914	\$58,052	\$62,838	\$69,378	\$76,599
Option C: Partial Benefits		\$50,088	\$51,090	\$52,112	\$53,154	\$54,217	\$55,301	\$56,407	\$61,057	\$67,412	\$74,428
Step 3											
Option A: Full Benefits		\$62,971	\$64,230	\$65,515	\$66,825	\$68,162	\$69,525	\$70,916	\$76,761	\$84,751	\$93,572
Option B: Partial-Plus Benefits		\$56,202	\$57,326	\$58,473	\$59,642	\$60,835	\$62,052	\$63,293	\$68,510	\$75,641	\$83,514
Option C: Partial Benefits		\$54,610	\$55,702	\$56,816	\$57,952	\$59,111	\$60,293	\$61,499	\$66,569	\$73,497	\$81,147
Step 4											
Option A: Full Benefits		\$68,185	\$69,549	\$70,940	\$72,358	\$73,806	\$75,282	\$76,787	\$83,117	\$91,768	\$101,319
Option B: Partial-Plus Benefits		\$60,856	\$62,073	\$63,314	\$64,581	\$65,872	\$67,190	\$68,533	\$74,183	\$81,904	\$90,428
Option C: Partial Benefits		\$59,131	\$60,314	\$61,520	\$62,750	\$64,005	\$65,286	\$66,591	\$72,081	\$79,583	\$87,866
Step 5											
Option A: Full Benefits		\$73,399	\$74,867	\$76,364	\$77,891	\$79,449	\$81,038	\$82,659	\$89,473	\$98,785	\$109,067
Option B: Partial-Plus Benefits		\$65,509	\$66,819	\$68,156	\$69,519	\$70,909	\$72,327	\$73,774	\$79,855	\$88,167	\$97,343
Option C: Partial Benefits		\$63,653	\$64,926	\$66,224	\$67,549	\$68,900	\$70,278	\$71,683	\$77,592	\$85,668	\$94,585
Step 6											
Option A: Full Benefits		\$80,557	\$82,169	\$83,812	\$85,488	\$87,198	\$88,942	\$90,721	\$98,199	\$108,420	\$119,704
Option B: Partial-Plus Benefits		\$71,898	\$73,336	\$74,803	\$76,299	\$77,825	\$79,382	\$80,969	\$87,644	\$96,766	\$106,837
Option C: Partial Benefits		\$69,861	\$71,258	\$72,683	\$74,137	\$75,620	\$77,132	\$78,675	\$85,160	\$94,024	\$103,810
Step 7											
Option A: Full Benefits		\$87,716	\$89,471	\$91,260	\$93,085	\$94,947	\$96,846	\$98,783	\$106,926	\$118,054	\$130,342
Option B: Partial-Plus Benefits		\$78,288	\$79,853	\$81,450	\$83,079	\$84,741	\$86,436	\$88,165	\$95,432	\$105,365	\$116,331
Option C: Partial Benefits		\$76,069	\$77,590	\$79,142	\$80,725	\$82,340	\$83,986	\$85,666	\$92,728	\$102,379	\$113,035
Step 8											
Option A: Full Benefits		\$94,875	\$96,772	\$98,708	\$100,682	\$102,696	\$104,750	\$106,845	\$115,652	\$127,689	\$140,979
Option B: Partial-Plus Benefits		\$84,677	\$86,370	\$88,098	\$89,860	\$91,657	\$93,490	\$95,360	\$103,221	\$113,964	\$125,825
Option C: Partial Benefits		\$82,277	\$83,923	\$85,601	\$87,313	\$89,060	\$90,841	\$92,658	\$100,296	\$110,734	\$122,260
Step 9											
Option A: Full Benefits		\$102,034	\$104,074	\$106,156	\$108,279	\$110,445	\$112,653	\$114,907	\$124,379	\$137,324	\$151,617
Option B: Partial-Plus Benefits		\$91,066	\$92,887	\$94,745	\$96,640	\$98,573	\$100,544	\$102,555	\$111,009	\$122,563	\$135,319
Option C: Partial Benefits		\$88,485	\$90,255	\$92,060	\$93,901	\$95,780	\$97,695	\$99,649	\$107,863	\$119,090	\$131,485
Step 10											
Option A: Full Benefits		\$109,192	\$111,376	\$113,604	\$115,876	\$118,193	\$120,557	\$122,968	\$133,105	\$146,959	\$162,254
Option B: Partial-Plus Benefits		\$97,455	\$99,404	\$101,393	\$103,420	\$105,489	\$107,599	\$109,751	\$118,798	\$131,162	\$144,814
Option C: Partial Benefits		\$94,694	\$96,588	\$98,519	\$100,490	\$102,499	\$104,549	\$106,640	\$115,431	\$127,445	\$140,710

Small Town

Step	Years of Experience:									
	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Base										
Option A: Full Benefits	\$47,290	\$48,236	\$49,201	\$50,185	\$51,189	\$52,212	\$53,257	\$57,647	\$63,647	\$70,271
Option B: Partial-Plus Benefits	\$42,207	\$43,051	\$43,912	\$44,791	\$45,686	\$46,600	\$47,532	\$51,450	\$56,805	\$62,718
Option C: Partial Benefits	\$41,011	\$41,831	\$42,668	\$43,521	\$44,392	\$45,280	\$46,185	\$49,992	\$55,196	\$60,940
Step 1										
Option A: Full Benefits	\$52,089	\$53,131	\$54,194	\$55,278	\$56,383	\$57,511	\$58,661	\$63,497	\$70,105	\$77,402
Option B: Partial-Plus Benefits	\$46,490	\$47,420	\$48,368	\$49,336	\$50,322	\$51,329	\$52,356	\$56,671	\$62,570	\$69,082
Option C: Partial Benefits	\$45,173	\$46,076	\$46,998	\$47,938	\$48,896	\$49,874	\$50,872	\$55,065	\$60,797	\$67,124
Step 2										
Option A: Full Benefits	\$56,888	\$58,026	\$59,186	\$60,370	\$61,578	\$62,809	\$64,065	\$69,346	\$76,564	\$84,533
Option B: Partial-Plus Benefits	\$50,773	\$51,789	\$52,824	\$53,881	\$54,959	\$56,058	\$57,179	\$61,892	\$68,334	\$75,446
Option C: Partial Benefits	\$49,334	\$50,321	\$51,327	\$52,354	\$53,401	\$54,469	\$55,559	\$60,138	\$66,398	\$73,308
Step 3										
Option A: Full Benefits	\$61,687	\$62,921	\$64,179	\$65,463	\$66,772	\$68,107	\$69,470	\$75,196	\$83,022	\$91,664
Option B: Partial-Plus Benefits	\$55,056	\$56,157	\$57,280	\$58,426	\$59,595	\$60,786	\$62,002	\$67,113	\$74,098	\$81,811
Option C: Partial Benefits	\$53,496	\$54,566	\$55,657	\$56,770	\$57,906	\$59,064	\$60,245	\$65,211	\$71,999	\$79,492
Step 4										
Option A: Full Benefits	\$66,486	\$67,815	\$69,172	\$70,555	\$71,966	\$73,406	\$74,874	\$81,046	\$89,481	\$98,794
Option B: Partial-Plus Benefits	\$59,339	\$60,526	\$61,736	\$62,971	\$64,231	\$65,515	\$66,826	\$72,334	\$79,863	\$88,175
Option C: Partial Benefits	\$57,658	\$58,811	\$59,987	\$61,187	\$62,410	\$63,659	\$64,932	\$70,284	\$77,600	\$85,676
Step 5										
Option A: Full Benefits	\$71,285	\$72,710	\$74,164	\$75,648	\$77,161	\$78,704	\$80,278	\$86,896	\$95,940	\$105,925
Option B: Partial-Plus Benefits	\$63,622	\$64,895	\$66,193	\$67,516	\$68,867	\$70,244	\$71,649	\$77,555	\$85,627	\$94,539
Option C: Partial Benefits	\$61,819	\$63,056	\$64,317	\$65,603	\$66,915	\$68,253	\$69,619	\$75,357	\$83,201	\$91,860
Step 6										
Option A: Full Benefits	\$77,947	\$79,506	\$81,096	\$82,718	\$84,372	\$86,060	\$87,781	\$95,017	\$104,906	\$115,825
Option B: Partial-Plus Benefits	\$69,568	\$70,960	\$72,379	\$73,826	\$75,303	\$76,809	\$78,345	\$84,803	\$93,630	\$103,375
Option C: Partial Benefits	\$67,597	\$68,949	\$70,328	\$71,734	\$73,169	\$74,632	\$76,125	\$82,400	\$90,976	\$100,445
Step 7										
Option A: Full Benefits	\$84,609	\$86,301	\$88,027	\$89,788	\$91,584	\$93,415	\$95,283	\$103,138	\$113,873	\$125,725
Option B: Partial-Plus Benefits	\$75,514	\$77,025	\$78,565	\$80,136	\$81,739	\$83,374	\$85,041	\$92,052	\$101,632	\$112,210
Option C: Partial Benefits	\$73,374	\$74,842	\$76,339	\$77,866	\$79,423	\$81,011	\$82,632	\$89,443	\$98,752	\$109,031
Step 8										
Option A: Full Benefits	\$91,271	\$93,097	\$94,959	\$96,858	\$98,795	\$100,771	\$102,786	\$111,259	\$122,839	\$135,624
Option B: Partial-Plus Benefits	\$81,460	\$83,090	\$84,751	\$86,446	\$88,175	\$89,939	\$91,738	\$99,300	\$109,635	\$121,046
Option C: Partial Benefits	\$79,152	\$80,735	\$82,350	\$83,997	\$85,677	\$87,390	\$89,138	\$96,486	\$106,528	\$117,616
Step 9										
Option A: Full Benefits	\$97,933	\$99,892	\$101,890	\$103,928	\$106,006	\$108,126	\$110,289	\$119,380	\$131,805	\$145,524
Option B: Partial-Plus Benefits	\$87,407	\$89,155	\$90,938	\$92,757	\$94,612	\$96,504	\$98,434	\$106,548	\$117,638	\$129,882
Option C: Partial Benefits	\$84,930	\$86,628	\$88,361	\$90,128	\$91,931	\$93,769	\$95,645	\$103,529	\$114,304	\$126,201
Step 10										
Option A: Full Benefits	\$104,596	\$106,688	\$108,821	\$110,998	\$113,218	\$115,482	\$117,792	\$127,501	\$140,772	\$155,424
Option B: Partial-Plus Benefits	\$93,353	\$95,220	\$97,124	\$99,067	\$101,048	\$103,069	\$105,130	\$113,796	\$125,640	\$138,717
Option C: Partial Benefits	\$90,707	\$92,521	\$94,372	\$96,259	\$98,184	\$100,148	\$102,151	\$110,572	\$122,080	\$134,786

Rural											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
Option A: Full Benefits		\$46,203	\$47,127	\$48,069	\$49,031	\$50,011	\$51,012	\$52,032	\$56,321	\$62,183	\$68,655
Option B: Partial-Plus Benefits		\$41,236	\$42,061	\$42,902	\$43,760	\$44,636	\$45,528	\$46,439	\$50,267	\$55,499	\$61,275
Option C: Partial Benefits		\$40,068	\$40,869	\$41,687	\$42,520	\$43,371	\$44,238	\$45,123	\$48,843	\$53,926	\$59,539
Step 1											
Option A: Full Benefits		\$51,005	\$52,025	\$53,066	\$54,127	\$55,210	\$56,314	\$57,440	\$62,175	\$68,646	\$75,791
Option B: Partial-Plus Benefits		\$45,523	\$46,433	\$47,362	\$48,309	\$49,275	\$50,261	\$51,266	\$55,492	\$61,268	\$67,644
Option C: Partial Benefits		\$44,233	\$45,117	\$46,020	\$46,940	\$47,879	\$48,836	\$49,813	\$53,919	\$59,531	\$65,727
Step 2											
Option A: Full Benefits		\$55,808	\$56,924	\$58,062	\$59,224	\$60,408	\$61,616	\$62,849	\$68,029	\$75,110	\$82,927
Option B: Partial-Plus Benefits		\$49,809	\$50,805	\$51,821	\$52,858	\$53,915	\$54,993	\$56,093	\$60,717	\$67,036	\$74,013
Option C: Partial Benefits		\$48,397	\$49,365	\$50,353	\$51,360	\$52,387	\$53,435	\$54,503	\$58,996	\$65,137	\$71,916
Step 3											
Option A: Full Benefits		\$60,610	\$61,822	\$63,059	\$64,320	\$65,606	\$66,919	\$68,257	\$73,884	\$81,573	\$90,064
Option B: Partial-Plus Benefits		\$54,095	\$55,177	\$56,281	\$57,406	\$58,554	\$59,725	\$60,920	\$65,942	\$72,805	\$80,383
Option C: Partial Benefits		\$52,562	\$53,614	\$54,686	\$55,779	\$56,895	\$58,033	\$59,194	\$64,073	\$70,742	\$78,105
Step 4											
Option A: Full Benefits		\$65,413	\$66,721	\$68,055	\$69,416	\$70,805	\$72,221	\$73,665	\$79,738	\$88,037	\$97,200
Option B: Partial-Plus Benefits		\$58,381	\$59,549	\$60,740	\$61,955	\$63,194	\$64,458	\$65,747	\$71,167	\$78,574	\$86,752
Option C: Partial Benefits		\$56,727	\$57,862	\$59,019	\$60,199	\$61,403	\$62,631	\$63,884	\$69,150	\$76,347	\$84,293
Step 5											
Option A: Full Benefits		\$70,215	\$71,619	\$73,052	\$74,513	\$76,003	\$77,523	\$79,074	\$85,592	\$94,500	\$104,336
Option B: Partial-Plus Benefits		\$62,668	\$63,921	\$65,199	\$66,503	\$67,834	\$69,190	\$70,574	\$76,392	\$84,342	\$93,121
Option C: Partial Benefits		\$60,892	\$62,110	\$63,352	\$64,619	\$65,911	\$67,230	\$68,574	\$74,227	\$81,952	\$90,482
Step 6											
Option A: Full Benefits		\$76,925	\$78,464	\$80,033	\$81,634	\$83,267	\$84,932	\$86,630	\$93,772	\$103,531	\$114,307
Option B: Partial-Plus Benefits		\$68,657	\$70,030	\$71,430	\$72,859	\$74,316	\$75,803	\$77,319	\$83,692	\$92,403	\$102,020
Option C: Partial Benefits		\$66,711	\$68,045	\$69,406	\$70,794	\$72,210	\$73,654	\$75,128	\$81,320	\$89,784	\$99,129
Step 7											
Option A: Full Benefits		\$83,636	\$85,308	\$87,015	\$88,755	\$90,530	\$92,340	\$94,187	\$101,951	\$112,563	\$124,278
Option B: Partial-Plus Benefits		\$74,646	\$76,139	\$77,661	\$79,215	\$80,799	\$82,415	\$84,063	\$90,993	\$100,463	\$110,919
Option C: Partial Benefits		\$72,530	\$73,981	\$75,461	\$76,970	\$78,509	\$80,079	\$81,681	\$88,414	\$97,616	\$107,776
Step 8											
Option A: Full Benefits		\$90,346	\$92,153	\$93,996	\$95,876	\$97,793	\$99,749	\$101,744	\$110,131	\$121,594	\$134,249
Option B: Partial-Plus Benefits		\$80,635	\$82,247	\$83,892	\$85,570	\$87,281	\$89,027	\$90,808	\$98,293	\$108,523	\$119,819
Option C: Partial Benefits		\$78,350	\$79,917	\$81,515	\$83,145	\$84,808	\$86,504	\$88,234	\$95,508	\$105,448	\$116,423
Step 9											
Option A: Full Benefits		\$97,056	\$98,997	\$100,977	\$102,997	\$105,057	\$107,158	\$109,301	\$118,311	\$130,625	\$144,220
Option B: Partial-Plus Benefits		\$86,624	\$88,356	\$90,123	\$91,926	\$93,764	\$95,639	\$97,552	\$105,594	\$116,584	\$128,718
Option C: Partial Benefits		\$84,169	\$85,852	\$87,569	\$89,321	\$91,107	\$92,929	\$94,788	\$102,601	\$113,280	\$125,070
Step 10											
Option A: Full Benefits		\$103,766	\$105,842	\$107,958	\$110,118	\$112,320	\$114,566	\$116,858	\$126,491	\$139,656	\$154,191
Option B: Partial-Plus Benefits		\$92,612	\$94,465	\$96,354	\$98,281	\$100,247	\$102,252	\$104,297	\$112,894	\$124,644	\$137,617
Option C: Partial Benefits		\$89,988	\$91,788	\$93,624	\$95,496	\$97,406	\$99,354	\$101,341	\$109,695	\$121,112	\$133,717

ECE Worker Perspective: Return on Investment of Further Education

State Average

Step	Years	Cost of Tuition and Fees*		Annual Earnings Increase		Years to Recoup Investment	
	Full-Time	Per-Step	Cumulative	Per-Step	Cumulative	Per-Step	Cumulative
Base	0	NA	NA	NA	NA	NA	NA
Step 1 <i>HS, GED, CDA</i>	1	\$6,000	\$6,000	\$2,428	\$2,428	2.5	2.5
Step 2 <i>AA (Not ECE-Related)</i>	2	\$6,000	\$12,000	\$2,428	\$4,855	2.5	2.5
Step 3 <i>AA (ECE-Related)</i>	2	\$6,000	\$12,000	\$4,855	\$7,283	1.2	1.6
Step 4 <i>AA in ECE Majors</i>	2	\$6,000	\$12,000	\$7,283	\$9,710	0.8	1.2
Step 5 <i>BA (Not ECE-Related)</i>	4	\$20,000	\$32,000	\$7,283	\$12,138	2.7	2.6
Step 6 <i>MA (Not ECE-Related)</i>	6	\$20,000	\$52,000	\$5,495	\$17,633	3.6	2.9
Step 7 <i>BA (ECE-Related)</i>	4	\$20,000	\$32,000	\$15,844	\$23,127	1.3	1.4
Step 8 <i>MA (ECE-Related)</i>	6	\$20,000	\$52,000	\$5,495	\$28,622	3.6	1.8
Step 9 <i>BA in ECE Majors</i>	4	\$20,000	\$32,000	\$24,406	\$34,116	0.8	0.9
Step 10 <i>MA in ECE Majors</i>	6	\$20,000	\$52,000	\$5,495	\$39,611	3.6	1.3

* Assumes student takes the lowest-cost route available, at Minnesota State Colleges and Universities, including transfer from a two-year to a four-year institution.

Cost of tuition and fees does not include the costs of books, housing, or opportunity costs (e.g. working additional hours), and assumes annual tuition rates of:

\$6,000 for community colleges (degrees/credentials up to AA/AS)

\$10,000 for state colleges and universities (degrees/credentials above AA/AS)

Per Minnesota State Colleges and Universities, information available at <https://www.minnstate.edu/admissions/tuition.html>, accessed on 9/26/2024

Urban							
Step	Years	Cost of Tuition and Fees*		Annual Earnings Increase		Years to Recoup Investment	
	Full-Time	Per-Step	Cumulative	Per-Step	Cumulative	Per-Step	Cumulative
Base	0	NA	NA	NA	NA	NA	NA
Step 1 <i>HS, GED, CDA</i>	1	\$6,000	\$6,000	\$2,232	\$2,232	2.7	2.7
Step 2 <i>AA (Not ECE-Related)</i>	2	\$6,000	\$12,000	\$2,232	\$4,464	2.7	2.7
Step 3 <i>AA (ECE-Related)</i>	2	\$6,000	\$12,000	\$4,464	\$6,697	1.3	1.8
Step 4 <i>AA in ECE Majors</i>	2	\$6,000	\$12,000	\$6,697	\$8,929	0.9	1.3
Step 5 <i>BA (Not ECE-Related)</i>	4	\$20,000	\$32,000	\$6,697	\$11,161	3.0	2.9
Step 6 <i>MA (Not ECE-Related)</i>	6	\$20,000	\$52,000	\$5,648	\$16,809	3.5	3.1
Step 7 <i>BA (ECE-Related)</i>	4	\$20,000	\$32,000	\$15,761	\$22,458	1.3	1.4
Step 8 <i>MA (ECE-Related)</i>	6	\$20,000	\$52,000	\$5,648	\$28,106	3.5	1.9
Step 9 <i>BA in ECE Majors</i>	4	\$20,000	\$32,000	\$24,825	\$33,754	0.8	0.9
Step 10 <i>MA in ECE Majors</i>	6	\$20,000	\$52,000	\$5,648	\$39,402	3.5	1.3

* Assumes student takes the lowest-cost route available, at Minnesota State Colleges and Universities, including transfer from a two-year to a four-year institution.

Cost of tuition and fees does not include the costs of books, housing, or opportunity costs (e.g. working additional hours), and assumes annual tuition rates of:

\$6,000 for community colleges (degrees/credentials up to AA/AS)

\$10,000 for state colleges and universities (degrees/credentials above AA/AS)

Per Minnesota State Colleges and Universities, information available at <https://www.minnstate.edu/admissions/tuition.html>, accessed on 9/26/2024

Large Town							
Step	Years	Cost of Tuition and Fees*		Annual Earnings Increase		Years to Recoup Investment	
	Full-Time	Per-Step	Cumulative	Per-Step	Cumulative	Per-Step	Cumulative
Base	0	NA	NA	NA	NA	NA	NA
Step 1 <i>HS, GED, CDA</i>	1	\$6,000	\$6,000	\$3,297	\$3,297	1.8	1.8
Step 2 <i>AA (Not ECE-Related)</i>	2	\$6,000	\$12,000	\$3,297	\$6,593	1.8	1.8
Step 3 <i>AA (ECE-Related)</i>	2	\$6,000	\$12,000	\$6,593	\$9,890	0.9	1.2
Step 4 <i>AA in ECE Majors</i>	2	\$6,000	\$12,000	\$9,890	\$13,187	0.6	0.9
Step 5 <i>BA (Not ECE-Related)</i>	4	\$20,000	\$32,000	\$9,890	\$16,483	2.0	1.9
Step 6 <i>MA (Not ECE-Related)</i>	6	\$20,000	\$52,000	\$4,526	\$21,010	4.4	2.5
Step 7 <i>BA (ECE-Related)</i>	4	\$20,000	\$32,000	\$15,646	\$25,536	1.3	1.3
Step 8 <i>MA (ECE-Related)</i>	6	\$20,000	\$52,000	\$4,526	\$30,063	4.4	1.7
Step 9 <i>BA in ECE Majors</i>	4	\$20,000	\$32,000	\$21,402	\$34,589	0.9	0.9
Step 10 <i>MA in ECE Majors</i>	6	\$20,000	\$52,000	\$4,526	\$39,116	4.4	1.3

* Assumes student takes the lowest-cost route available, at Minnesota State Colleges and Universities, including transfer from a two-year to a four-year institution.

Cost of tuition and fees does not include the costs of books, housing, or opportunity costs (e.g. working additional hours), and assumes annual tuition rates of:

\$6,000 for community colleges (degrees/credentials up to AA/AS)

\$10,000 for state colleges and universities (degrees/credentials above AA/AS)

Per Minnesota State Colleges and Universities, information available at <https://www.minnstate.edu/admissions/tuition.html>, accessed on 9/26/2024

Small Town

Step	Years	Cost of Tuition and Fees*		Annual Earnings Increase		Years to Recoup Investment	
	Full-Time	Per-Step	Cumulative	Per-Step	Cumulative	Per-Step	Cumulative
Base	0	NA	NA	NA	NA	NA	NA
Step 1 <i>HS, GED, CDA</i>	1	\$6,000	\$6,000	\$3,034	\$3,034	2.0	2.0
Step 2 <i>AA (Not ECE-Related)</i>	2	\$6,000	\$12,000	\$3,034	\$6,069	2.0	2.0
Step 3 <i>AA (ECE-Related)</i>	2	\$6,000	\$12,000	\$6,069	\$9,103	1.0	1.3
Step 4 <i>AA in ECE Majors</i>	2	\$6,000	\$12,000	\$9,103	\$12,137	0.7	1.0
Step 5 <i>BA (Not ECE-Related)</i>	4	\$20,000	\$32,000	\$9,103	\$15,171	2.2	2.1
Step 6 <i>MA (Not ECE-Related)</i>	6	\$20,000	\$52,000	\$4,212	\$19,384	4.7	2.7
Step 7 <i>BA (ECE-Related)</i>	4	\$20,000	\$32,000	\$14,494	\$23,596	1.4	1.4
Step 8 <i>MA (ECE-Related)</i>	6	\$20,000	\$52,000	\$4,212	\$27,809	4.7	1.9
Step 9 <i>BA in ECE Majors</i>	4	\$20,000	\$32,000	\$19,884	\$32,021	1.0	1.0
Step 10 <i>MA in ECE Majors</i>	6	\$20,000	\$52,000	\$4,212	\$36,234	4.7	1.4

* Assumes student takes the lowest-cost route available, at Minnesota State Colleges and Universities, including transfer from a two-year to a four-year institution.

Cost of tuition and fees does not include the costs of books, housing, or opportunity costs (e.g. working additional hours), and assumes annual tuition rates of:

\$6,000 for community colleges (degrees/credentials up to AA/AS)

\$10,000 for state colleges and universities (degrees/credentials above AA/AS)

Per Minnesota State Colleges and Universities, information available at <https://www.minnstate.edu/admissions/tuition.html>, accessed on 9/26/2024

Rural

Step	Years	Cost of Tuition and Fees*		Annual Earnings Increase		Years to Recoup Investment	
	Full-Time	Per-Step	Cumulative	Per-Step	Cumulative	Per-Step	Cumulative
Base	0	NA	NA	NA	NA	NA	NA
Step 1 <i>HS, GED, CDA</i>	1	\$6,000	\$6,000	\$3,037	\$3,037	2.0	2.0
Step 2 <i>AA (Not ECE-Related)</i>	2	\$6,000	\$12,000	\$3,037	\$6,073	2.0	2.0
Step 3 <i>AA (ECE-Related)</i>	2	\$6,000	\$12,000	\$6,073	\$9,110	1.0	1.3
Step 4 <i>AA in ECE Majors</i>	2	\$6,000	\$12,000	\$9,110	\$12,146	0.7	1.0
Step 5 <i>BA (Not ECE-Related)</i>	4	\$20,000	\$32,000	\$9,110	\$15,183	2.2	2.1
Step 6 <i>MA (Not ECE-Related)</i>	6	\$20,000	\$52,000	\$4,243	\$19,426	4.7	2.7
Step 7 <i>BA (ECE-Related)</i>	4	\$20,000	\$32,000	\$14,559	\$23,669	1.4	1.4
Step 8 <i>MA (ECE-Related)</i>	6	\$20,000	\$52,000	\$4,243	\$27,911	4.7	1.9
Step 9 <i>BA in ECE Majors</i>	4	\$20,000	\$32,000	\$20,008	\$32,154	1.0	1.0
Step 10 <i>MA in ECE Majors</i>	6	\$20,000	\$52,000	\$4,243	\$36,397	4.7	1.4

* Assumes student takes the lowest-cost route available, at Minnesota State Colleges and Universities, including transfer from a two-year to a four-year institution.

Cost of tuition and fees does not include the costs of books, housing, or opportunity costs (e.g. working additional hours), and assumes annual tuition rates of:

\$6,000 for community colleges (degrees/credentials up to AA/AS)

\$10,000 for state colleges and universities (degrees/credentials above AA/AS)

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ECE Wage Scale — Enhanced Parity

State Average											
Years of Experience:											
Step	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	"Width"
											+49%
Base	\$34,493	\$35,183	\$35,886	\$36,604	\$37,336	\$38,083	\$38,845	\$42,047	\$46,423	\$51,255	\$16,762
Hourly	\$16.58	\$16.91	\$17.25	\$17.60	\$17.95	\$18.31	\$18.68	\$20.21	\$22.32	\$24.64	\$8.06
Monthly	\$2,874	\$2,932	\$2,991	\$3,050	\$3,111	\$3,174	\$3,237	\$3,504	\$3,869	\$4,271	\$1,397
Step 1	\$40,589	\$41,401	\$42,229	\$43,073	\$43,935	\$44,813	\$45,710	\$49,478	\$54,627	\$60,313	\$19,724
Hourly	\$19.51	\$19.90	\$20.30	\$20.71	\$21.12	\$21.54	\$21.98	\$23.79	\$26.26	\$29.00	\$9.48
Monthly	\$3,382	\$3,450	\$3,519	\$3,589	\$3,661	\$3,734	\$3,809	\$4,123	\$4,552	\$5,026	\$1,644
Step 2	\$46,685	\$47,619	\$48,571	\$49,543	\$50,533	\$51,544	\$52,575	\$56,909	\$62,832	\$69,371	\$22,686
Hourly	\$22.44	\$22.89	\$23.35	\$23.82	\$24.29	\$24.78	\$25.28	\$27.36	\$30.21	\$33.35	\$10.91
Monthly	\$3,890	\$3,968	\$4,048	\$4,129	\$4,211	\$4,295	\$4,381	\$4,742	\$5,236	\$5,781	\$1,891
Step 3	\$52,781	\$53,837	\$54,913	\$56,012	\$57,132	\$58,275	\$59,440	\$64,340	\$71,036	\$78,430	\$25,649
Hourly	\$25.38	\$25.88	\$26.40	\$26.93	\$27.47	\$28.02	\$28.58	\$30.93	\$34.15	\$37.71	\$12.33
Monthly	\$4,398	\$4,486	\$4,576	\$4,668	\$4,761	\$4,856	\$4,953	\$5,362	\$5,920	\$6,536	\$2,137
Step 4	\$58,877	\$60,055	\$61,256	\$62,481	\$63,731	\$65,005	\$66,305	\$71,771	\$79,241	\$87,488	\$28,611
Hourly	\$28.31	\$28.87	\$29.45	\$30.04	\$30.64	\$31.25	\$31.88	\$34.51	\$38.10	\$42.06	\$13.76
Monthly	\$4,906	\$5,005	\$5,105	\$5,207	\$5,311	\$5,417	\$5,525	\$5,981	\$6,603	\$7,291	\$2,384
Step 5	\$64,973	\$66,273	\$67,598	\$68,950	\$70,329	\$71,736	\$73,170	\$79,202	\$87,445	\$96,547	\$31,574
Hourly	\$31.24	\$31.86	\$32.50	\$33.15	\$33.81	\$34.49	\$35.18	\$38.08	\$42.04	\$46.42	\$15.18
Monthly	\$5,414	\$5,523	\$5,633	\$5,746	\$5,861	\$5,978	\$6,098	\$6,600	\$7,287	\$8,046	\$2,631
Step 6	\$72,629	\$74,082	\$75,563	\$77,075	\$78,616	\$80,189	\$81,792	\$88,535	\$97,749	\$107,923	\$35,294
Hourly	\$34.92	\$35.62	\$36.33	\$37.06	\$37.80	\$38.55	\$39.32	\$42.56	\$46.99	\$51.89	\$16.97
Monthly	\$6,052	\$6,173	\$6,297	\$6,423	\$6,551	\$6,682	\$6,816	\$7,378	\$8,146	\$8,994	\$2,941
Step 7	\$80,285	\$81,891	\$83,529	\$85,199	\$86,903	\$88,641	\$90,414	\$97,867	\$108,053	\$119,300	\$39,014
Hourly	\$38.60	\$39.37	\$40.16	\$40.96	\$41.78	\$42.62	\$43.47	\$47.05	\$51.95	\$57.36	\$18.76
Monthly	\$6,690	\$6,824	\$6,961	\$7,100	\$7,242	\$7,387	\$7,535	\$8,156	\$9,004	\$9,942	\$3,251
Step 8	\$87,941	\$89,700	\$91,494	\$93,324	\$95,190	\$97,094	\$99,036	\$107,200	\$118,357	\$130,676	\$42,735
Hourly	\$42.28	\$43.12	\$43.99	\$44.87	\$45.76	\$46.68	\$47.61	\$51.54	\$56.90	\$62.82	\$20.55
Monthly	\$7,328	\$7,475	\$7,624	\$7,777	\$7,933	\$8,091	\$8,253	\$8,933	\$9,863	\$10,890	\$3,561
Step 9	\$95,597	\$97,509	\$99,459	\$101,448	\$103,477	\$105,547	\$107,658	\$116,532	\$128,661	\$142,052	\$46,455
Hourly	\$45.96	\$46.88	\$47.82	\$48.77	\$49.75	\$50.74	\$51.76	\$56.03	\$61.86	\$68.29	\$22.33
Monthly	\$7,966	\$8,126	\$8,288	\$8,454	\$8,623	\$8,796	\$8,971	\$9,711	\$10,722	\$11,838	\$3,871
Step 10	\$103,253	\$105,318	\$107,424	\$109,573	\$111,764	\$114,000	\$116,280	\$125,865	\$138,965	\$153,429	\$50,176
Hourly	\$49.64	\$50.63	\$51.65	\$52.68	\$53.73	\$54.81	\$55.90	\$60.51	\$66.81	\$73.76	\$24.12
Monthly	\$8,604	\$8,777	\$8,952	\$9,131	\$9,314	\$9,500	\$9,690	\$10,489	\$11,580	\$12,786	\$4,181

Scale Range Analysis (Difference between Base and Highest Step)

	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Annual	\$68,760	\$70,135	\$71,538	\$72,969	\$74,428	\$75,917	\$77,435	\$83,818	\$92,542	\$102,174
Hourly	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$40.30	\$44.49	\$49.12
Monthly	\$5,730	\$5,845	\$5,962	\$6,081	\$6,202	\$6,326	\$6,453	\$6,985	\$7,712	\$8,514

Urban												"Width"
Step	Years of Experience:											
	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	+49%	
Base	\$36,078	\$36,799	\$37,535	\$38,286	\$39,052	\$39,833	\$40,629	\$43,979	\$48,556	\$53,610	\$17,532	
Hourly	\$17.35	\$17.69	\$18.05	\$18.41	\$18.77	\$19.15	\$19.53	\$21.14	\$23.34	\$25.77	\$8.43	
Monthly	\$3,006	\$3,067	\$3,128	\$3,190	\$3,254	\$3,319	\$3,386	\$3,665	\$4,046	\$4,467	\$1,461	
Step 1	\$42,026	\$42,867	\$43,724	\$44,599	\$45,491	\$46,400	\$47,328	\$51,230	\$56,562	\$62,449	\$20,423	
Hourly	\$20.20	\$20.61	\$21.02	\$21.44	\$21.87	\$22.31	\$22.75	\$24.63	\$27.19	\$30.02	\$9.82	
Monthly	\$3,502	\$3,572	\$3,644	\$3,717	\$3,791	\$3,867	\$3,944	\$4,269	\$4,713	\$5,204	\$1,702	
Step 2	\$47,975	\$48,934	\$49,913	\$50,911	\$51,929	\$52,968	\$54,027	\$58,481	\$64,568	\$71,288	\$23,313	
Hourly	\$23.06	\$23.53	\$24.00	\$24.48	\$24.97	\$25.47	\$25.97	\$28.12	\$31.04	\$34.27	\$11.21	
Monthly	\$3,998	\$4,078	\$4,159	\$4,243	\$4,327	\$4,414	\$4,502	\$4,873	\$5,381	\$5,941	\$1,943	
Step 3	\$53,923	\$55,002	\$56,102	\$57,224	\$58,368	\$59,536	\$60,726	\$65,732	\$72,574	\$80,127	\$26,204	
Hourly	\$25.92	\$26.44	\$26.97	\$27.51	\$28.06	\$28.62	\$29.20	\$31.60	\$34.89	\$38.52	\$12.60	
Monthly	\$4,494	\$4,583	\$4,675	\$4,769	\$4,864	\$4,961	\$5,061	\$5,478	\$6,048	\$6,677	\$2,184	
Step 4	\$59,872	\$61,069	\$62,291	\$63,537	\$64,807	\$66,103	\$67,426	\$72,984	\$80,580	\$88,967	\$29,095	
Hourly	\$28.78	\$29.36	\$29.95	\$30.55	\$31.16	\$31.78	\$32.42	\$35.09	\$38.74	\$42.77	\$13.99	
Monthly	\$4,989	\$5,089	\$5,191	\$5,295	\$5,401	\$5,509	\$5,619	\$6,082	\$6,715	\$7,414	\$2,425	
Step 5	\$65,820	\$67,137	\$68,480	\$69,849	\$71,246	\$72,671	\$74,125	\$80,235	\$88,586	\$97,806	\$31,985	
Hourly	\$31.64	\$32.28	\$32.92	\$33.58	\$34.25	\$34.94	\$35.64	\$38.57	\$42.59	\$47.02	\$15.38	
Monthly	\$5,485	\$5,595	\$5,707	\$5,821	\$5,937	\$6,056	\$6,177	\$6,686	\$7,382	\$8,150	\$2,665	
Step 6	\$73,690	\$75,164	\$76,668	\$78,201	\$79,765	\$81,360	\$82,987	\$89,828	\$99,178	\$109,500	\$35,810	
Hourly	\$35.43	\$36.14	\$36.86	\$37.60	\$38.35	\$39.12	\$39.90	\$43.19	\$47.68	\$52.64	\$17.22	
Monthly	\$6,141	\$6,264	\$6,389	\$6,517	\$6,647	\$6,780	\$6,916	\$7,486	\$8,265	\$9,125	\$2,984	
Step 7	\$81,560	\$83,192	\$84,856	\$86,553	\$88,284	\$90,049	\$91,850	\$99,422	\$109,770	\$121,195	\$39,634	
Hourly	\$39.21	\$40.00	\$40.80	\$41.61	\$42.44	\$43.29	\$44.16	\$47.80	\$52.77	\$58.27	\$19.05	
Monthly	\$6,797	\$6,933	\$7,071	\$7,213	\$7,357	\$7,504	\$7,654	\$8,285	\$9,147	\$10,100	\$3,303	
Step 8	\$89,431	\$91,219	\$93,043	\$94,904	\$96,802	\$98,738	\$100,713	\$109,015	\$120,362	\$132,889	\$43,459	
Hourly	\$43.00	\$43.86	\$44.73	\$45.63	\$46.54	\$47.47	\$48.42	\$52.41	\$57.87	\$63.89	\$20.89	
Monthly	\$7,453	\$7,602	\$7,754	\$7,909	\$8,067	\$8,228	\$8,393	\$9,085	\$10,030	\$11,074	\$3,622	
Step 9	\$97,301	\$99,247	\$101,231	\$103,256	\$105,321	\$107,428	\$109,576	\$118,609	\$130,954	\$144,583	\$47,283	
Hourly	\$46.78	\$47.71	\$48.67	\$49.64	\$50.64	\$51.65	\$52.68	\$57.02	\$62.96	\$69.51	\$22.73	
Monthly	\$8,108	\$8,271	\$8,436	\$8,605	\$8,777	\$8,952	\$9,131	\$9,884	\$10,913	\$12,049	\$3,940	
Step 10	\$105,171	\$107,274	\$109,419	\$111,608	\$113,840	\$116,117	\$118,439	\$128,202	\$141,546	\$156,278	\$51,107	
Hourly	\$50.56	\$51.57	\$52.61	\$53.66	\$54.73	\$55.83	\$56.94	\$61.64	\$68.05	\$75.13	\$24.57	
Monthly	\$8,764	\$8,939	\$9,118	\$9,301	\$9,487	\$9,676	\$9,870	\$10,684	\$11,795	\$13,023	\$4,259	

Scale Range Analysis (Difference between Base and Highest Step)

	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Annual	\$69,093	\$70,475	\$71,884	\$73,322	\$74,788	\$76,284	\$77,810	\$84,224	\$92,990	\$102,668
Hourly	\$33.22	\$33.88	\$34.56	\$35.25	\$35.96	\$36.68	\$37.41	\$40.49	\$44.71	\$49.36
Monthly	\$5,758	\$5,873	\$5,990	\$6,110	\$6,232	\$6,357	\$6,484	\$7,019	\$7,749	\$8,556

Large Town											
Years of Experience:											
Step	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	"Width"
											+49%
Base	\$29,926	\$30,525	\$31,135	\$31,758	\$32,393	\$33,041	\$33,702	\$36,480	\$40,277	\$44,469	\$14,543
Hourly	\$14.39	\$14.68	\$14.97	\$15.27	\$15.57	\$15.89	\$16.20	\$17.54	\$19.36	\$21.38	\$6.99
Monthly	\$2,494	\$2,544	\$2,595	\$2,647	\$2,699	\$2,753	\$2,808	\$3,040	\$3,356	\$3,706	\$1,212
Step 1	\$36,874	\$37,612	\$38,364	\$39,131	\$39,914	\$40,712	\$41,526	\$44,949	\$49,628	\$54,793	\$17,919
Hourly	\$17.73	\$18.08	\$18.44	\$18.81	\$19.19	\$19.57	\$19.96	\$21.61	\$23.86	\$26.34	\$8.61
Monthly	\$3,073	\$3,134	\$3,197	\$3,261	\$3,326	\$3,393	\$3,461	\$3,746	\$4,136	\$4,566	\$1,493
Step 2	\$43,822	\$44,698	\$45,592	\$46,504	\$47,434	\$48,383	\$49,351	\$53,419	\$58,978	\$65,117	\$21,295
Hourly	\$21.07	\$21.49	\$21.92	\$22.36	\$22.80	\$23.26	\$23.73	\$25.68	\$28.36	\$31.31	\$10.24
Monthly	\$3,652	\$3,725	\$3,799	\$3,875	\$3,953	\$4,032	\$4,113	\$4,452	\$4,915	\$5,426	\$1,775
Step 3	\$50,770	\$51,785	\$52,821	\$53,877	\$54,955	\$56,054	\$57,175	\$61,888	\$68,329	\$75,441	\$24,671
Hourly	\$24.41	\$24.90	\$25.39	\$25.90	\$26.42	\$26.95	\$27.49	\$29.75	\$32.85	\$36.27	\$11.86
Monthly	\$4,231	\$4,315	\$4,402	\$4,490	\$4,580	\$4,671	\$4,765	\$5,157	\$5,694	\$6,287	\$2,056
Step 4	\$57,717	\$58,872	\$60,049	\$61,250	\$62,475	\$63,725	\$64,999	\$70,357	\$77,680	\$85,765	\$28,048
Hourly	\$27.75	\$28.30	\$28.87	\$29.45	\$30.04	\$30.64	\$31.25	\$33.83	\$37.35	\$41.23	\$13.48
Monthly	\$4,810	\$4,906	\$5,004	\$5,104	\$5,206	\$5,310	\$5,417	\$5,863	\$6,473	\$7,147	\$2,337
Step 5	\$64,665	\$65,958	\$67,278	\$68,623	\$69,996	\$71,396	\$72,823	\$78,826	\$87,031	\$96,089	\$31,424
Hourly	\$31.09	\$31.71	\$32.35	\$32.99	\$33.65	\$34.32	\$35.01	\$37.90	\$41.84	\$46.20	\$15.11
Monthly	\$5,389	\$5,497	\$5,606	\$5,719	\$5,833	\$5,950	\$6,069	\$6,569	\$7,253	\$8,007	\$2,619
Step 6	\$70,972	\$72,392	\$73,839	\$75,316	\$76,823	\$78,359	\$79,926	\$86,515	\$95,519	\$105,461	\$34,489
Hourly	\$34.12	\$34.80	\$35.50	\$36.21	\$36.93	\$37.67	\$38.43	\$41.59	\$45.92	\$50.70	\$16.58
Monthly	\$5,914	\$6,033	\$6,153	\$6,276	\$6,402	\$6,530	\$6,661	\$7,210	\$7,960	\$8,788	\$2,874
Step 7	\$77,279	\$78,825	\$80,401	\$82,009	\$83,649	\$85,322	\$87,029	\$94,203	\$104,007	\$114,833	\$37,554
Hourly	\$37.15	\$37.90	\$38.65	\$39.43	\$40.22	\$41.02	\$41.84	\$45.29	\$50.00	\$55.21	\$18.05
Monthly	\$6,440	\$6,569	\$6,700	\$6,834	\$6,971	\$7,110	\$7,252	\$7,850	\$8,667	\$9,569	\$3,129
Step 8	\$83,586	\$85,258	\$86,963	\$88,702	\$90,476	\$92,286	\$94,131	\$101,891	\$112,496	\$124,204	\$40,618
Hourly	\$40.19	\$40.99	\$41.81	\$42.65	\$43.50	\$44.37	\$45.26	\$48.99	\$54.08	\$59.71	\$19.53
Monthly	\$6,966	\$7,105	\$7,247	\$7,392	\$7,540	\$7,690	\$7,844	\$8,491	\$9,375	\$10,350	\$3,385
Step 9	\$89,893	\$91,691	\$93,525	\$95,395	\$97,303	\$99,249	\$101,234	\$109,579	\$120,984	\$133,576	\$43,683
Hourly	\$43.22	\$44.08	\$44.96	\$45.86	\$46.78	\$47.72	\$48.67	\$52.68	\$58.17	\$64.22	\$21.00
Monthly	\$7,491	\$7,641	\$7,794	\$7,950	\$8,109	\$8,271	\$8,436	\$9,132	\$10,082	\$11,131	\$3,640
Step 10	\$96,200	\$98,124	\$100,086	\$102,088	\$104,130	\$106,212	\$108,337	\$117,267	\$129,472	\$142,948	\$46,748
Hourly	\$46.25	\$47.17	\$48.12	\$49.08	\$50.06	\$51.06	\$52.08	\$56.38	\$62.25	\$68.73	\$22.48
Monthly	\$8,017	\$8,177	\$8,341	\$8,507	\$8,677	\$8,851	\$9,028	\$9,772	\$10,789	\$11,912	\$3,896

Scale Range Analysis (Difference between Base and Highest Step)

	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Annual	\$66,274	\$67,599	\$68,951	\$70,330	\$71,737	\$73,171	\$74,635	\$80,787	\$89,196	\$98,479
Hourly	\$31.86	\$32.50	\$33.15	\$33.81	\$34.49	\$35.18	\$35.88	\$38.84	\$42.88	\$47.35
Monthly	\$5,523	\$5,633	\$5,746	\$5,861	\$5,978	\$6,098	\$6,220	\$6,732	\$7,433	\$8,207

Small Town											
	Years of Experience:										
Step	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	"Width"
											+49%
Base	\$29,902	\$30,500	\$31,110	\$31,732	\$32,366	\$33,014	\$33,674	\$36,450	\$40,244	\$44,432	\$14,531
Hourly	\$14.38	\$14.66	\$14.96	\$15.26	\$15.56	\$15.87	\$16.19	\$17.52	\$19.35	\$21.36	\$6.99
Monthly	\$2,492	\$2,542	\$2,592	\$2,644	\$2,697	\$2,751	\$2,806	\$3,037	\$3,354	\$3,703	\$1,211
Step 1	\$36,482	\$37,211	\$37,956	\$38,715	\$39,489	\$40,279	\$41,084	\$44,471	\$49,100	\$54,210	\$17,728
Hourly	\$17.54	\$17.89	\$18.25	\$18.61	\$18.99	\$19.36	\$19.75	\$21.38	\$23.61	\$26.06	\$8.52
Monthly	\$3,040	\$3,101	\$3,163	\$3,226	\$3,291	\$3,357	\$3,424	\$3,706	\$4,092	\$4,517	\$1,477
Step 2	\$43,062	\$43,923	\$44,802	\$45,698	\$46,612	\$47,544	\$48,495	\$52,492	\$57,956	\$63,988	\$20,926
Hourly	\$20.70	\$21.12	\$21.54	\$21.97	\$22.41	\$22.86	\$23.31	\$25.24	\$27.86	\$30.76	\$10.06
Monthly	\$3,588	\$3,660	\$3,733	\$3,808	\$3,884	\$3,962	\$4,041	\$4,374	\$4,830	\$5,332	\$1,744
Step 3	\$49,642	\$50,635	\$51,648	\$52,681	\$53,734	\$54,809	\$55,905	\$60,514	\$66,812	\$73,766	\$24,123
Hourly	\$23.87	\$24.34	\$24.83	\$25.33	\$25.83	\$26.35	\$26.88	\$29.09	\$32.12	\$35.46	\$11.60
Monthly	\$4,137	\$4,220	\$4,304	\$4,390	\$4,478	\$4,567	\$4,659	\$5,043	\$5,568	\$6,147	\$2,010
Step 4	\$56,222	\$57,347	\$58,494	\$59,664	\$60,857	\$62,074	\$63,316	\$68,535	\$75,668	\$83,544	\$27,321
Hourly	\$27.03	\$27.57	\$28.12	\$28.68	\$29.26	\$29.84	\$30.44	\$32.95	\$36.38	\$40.17	\$13.14
Monthly	\$4,685	\$4,779	\$4,874	\$4,972	\$5,071	\$5,173	\$5,276	\$5,711	\$6,306	\$6,962	\$2,277
Step 5	\$62,803	\$64,059	\$65,340	\$66,647	\$67,980	\$69,339	\$70,726	\$76,556	\$84,524	\$93,321	\$30,519
Hourly	\$30.19	\$30.80	\$31.41	\$32.04	\$32.68	\$33.34	\$34.00	\$36.81	\$40.64	\$44.87	\$14.67
Monthly	\$5,234	\$5,338	\$5,445	\$5,554	\$5,665	\$5,778	\$5,894	\$6,380	\$7,044	\$7,777	\$2,543
Step 6	\$68,672	\$70,046	\$71,446	\$72,875	\$74,333	\$75,820	\$77,336	\$83,711	\$92,424	\$102,043	\$33,371
Hourly	\$33.02	\$33.68	\$34.35	\$35.04	\$35.74	\$36.45	\$37.18	\$40.25	\$44.43	\$49.06	\$16.04
Monthly	\$5,723	\$5,837	\$5,954	\$6,073	\$6,194	\$6,318	\$6,445	\$6,976	\$7,702	\$8,504	\$2,781
Step 7	\$74,542	\$76,032	\$77,553	\$79,104	\$80,686	\$82,300	\$83,946	\$90,866	\$100,323	\$110,765	\$36,223
Hourly	\$35.84	\$36.55	\$37.29	\$38.03	\$38.79	\$39.57	\$40.36	\$43.69	\$48.23	\$53.25	\$17.42
Monthly	\$6,212	\$6,336	\$6,463	\$6,592	\$6,724	\$6,858	\$6,995	\$7,572	\$8,360	\$9,230	\$3,019
Step 8	\$80,411	\$82,019	\$83,660	\$85,333	\$87,040	\$88,780	\$90,556	\$98,021	\$108,223	\$119,487	\$39,076
Hourly	\$38.66	\$39.43	\$40.22	\$41.03	\$41.85	\$42.68	\$43.54	\$47.13	\$52.03	\$57.45	\$18.79
Monthly	\$6,701	\$6,835	\$6,972	\$7,111	\$7,253	\$7,398	\$7,546	\$8,168	\$9,019	\$9,957	\$3,256
Step 9	\$86,281	\$88,006	\$89,766	\$91,562	\$93,393	\$95,261	\$97,166	\$105,175	\$116,122	\$128,208	\$41,928
Hourly	\$41.48	\$42.31	\$43.16	\$44.02	\$44.90	\$45.80	\$46.71	\$50.57	\$55.83	\$61.64	\$20.16
Monthly	\$7,190	\$7,334	\$7,481	\$7,630	\$7,783	\$7,938	\$8,097	\$8,765	\$9,677	\$10,684	\$3,494
Step 10	\$92,150	\$93,993	\$95,873	\$97,790	\$99,746	\$101,741	\$103,776	\$112,330	\$124,022	\$136,930	\$44,780
Hourly	\$44.30	\$45.19	\$46.09	\$47.01	\$47.95	\$48.91	\$49.89	\$54.00	\$59.63	\$65.83	\$21.53
Monthly	\$7,679	\$7,833	\$7,989	\$8,149	\$8,312	\$8,478	\$8,648	\$9,361	\$10,335	\$11,411	\$3,732

Scale Range Analysis (Difference between Base and Highest Step)

	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Annual	\$62,248	\$63,493	\$64,763	\$66,059	\$67,380	\$68,727	\$70,102	\$75,881	\$83,778	\$92,498
Hourly	\$29.93	\$30.53	\$31.14	\$31.76	\$32.39	\$33.04	\$33.70	\$36.48	\$40.28	\$44.47
Monthly	\$5,187	\$5,291	\$5,397	\$5,505	\$5,615	\$5,727	\$5,842	\$6,323	\$6,982	\$7,708

Rural												"Width"
	Years of Experience:											
Step	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	+49%	
Base	\$29,214	\$29,798	\$30,394	\$31,002	\$31,622	\$32,254	\$32,900	\$35,611	\$39,318	\$43,410	\$14,196	
Hourly	\$14.05	\$14.33	\$14.61	\$14.90	\$15.20	\$15.51	\$15.82	\$17.12	\$18.90	\$20.87	\$6.83	
Monthly	\$2,434	\$2,483	\$2,533	\$2,583	\$2,635	\$2,688	\$2,742	\$2,968	\$3,276	\$3,618	\$1,183	
Step 1	\$35,743	\$36,458	\$37,187	\$37,931	\$38,690	\$39,463	\$40,253	\$43,571	\$48,106	\$53,112	\$17,369	
Hourly	\$17.18	\$17.53	\$17.88	\$18.24	\$18.60	\$18.97	\$19.35	\$20.95	\$23.13	\$25.53	\$8.35	
Monthly	\$2,979	\$3,038	\$3,099	\$3,161	\$3,224	\$3,289	\$3,354	\$3,631	\$4,009	\$4,426	\$1,447	
Step 2	\$42,272	\$43,118	\$43,980	\$44,860	\$45,757	\$46,672	\$47,606	\$51,530	\$56,893	\$62,815	\$20,542	
Hourly	\$20.32	\$20.73	\$21.14	\$21.57	\$22.00	\$22.44	\$22.89	\$24.77	\$27.35	\$30.20	\$9.88	
Monthly	\$3,523	\$3,593	\$3,665	\$3,738	\$3,813	\$3,889	\$3,967	\$4,294	\$4,741	\$5,235	\$1,712	
Step 3	\$48,802	\$49,778	\$50,773	\$51,789	\$52,825	\$53,881	\$54,959	\$59,489	\$65,681	\$72,517	\$23,715	
Hourly	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.90	\$26.42	\$28.60	\$31.58	\$34.86	\$11.40	
Monthly	\$4,067	\$4,148	\$4,231	\$4,316	\$4,402	\$4,490	\$4,580	\$4,957	\$5,473	\$6,043	\$1,976	
Step 4	\$55,331	\$56,438	\$57,566	\$58,718	\$59,892	\$61,090	\$62,312	\$67,448	\$74,468	\$82,219	\$26,888	
Hourly	\$26.60	\$27.13	\$27.68	\$28.23	\$28.79	\$29.37	\$29.96	\$32.43	\$35.80	\$39.53	\$12.93	
Monthly	\$4,611	\$4,703	\$4,797	\$4,893	\$4,991	\$5,091	\$5,193	\$5,621	\$6,206	\$6,852	\$2,241	
Step 5	\$61,860	\$63,098	\$64,360	\$65,647	\$66,960	\$68,299	\$69,665	\$75,408	\$83,256	\$91,921	\$30,061	
Hourly	\$29.74	\$30.34	\$30.94	\$31.56	\$32.19	\$32.84	\$33.49	\$36.25	\$40.03	\$44.19	\$14.45	
Monthly	\$5,155	\$5,258	\$5,363	\$5,471	\$5,580	\$5,692	\$5,805	\$6,284	\$6,938	\$7,660	\$2,505	
Step 6	\$67,772	\$69,128	\$70,510	\$71,920	\$73,359	\$74,826	\$76,323	\$82,614	\$91,212	\$100,706	\$32,934	
Hourly	\$32.58	\$33.23	\$33.90	\$34.58	\$35.27	\$35.97	\$36.69	\$39.72	\$43.85	\$48.42	\$15.83	
Monthly	\$5,648	\$5,761	\$5,876	\$5,993	\$6,113	\$6,236	\$6,360	\$6,884	\$7,601	\$8,392	\$2,744	
Step 7	\$73,684	\$75,158	\$76,661	\$78,194	\$79,758	\$81,353	\$82,980	\$89,820	\$99,169	\$109,491	\$35,807	
Hourly	\$35.43	\$36.13	\$36.86	\$37.59	\$38.35	\$39.11	\$39.89	\$43.18	\$47.68	\$52.64	\$17.21	
Monthly	\$6,140	\$6,263	\$6,388	\$6,516	\$6,646	\$6,779	\$6,915	\$7,485	\$8,264	\$9,124	\$2,984	
Step 8	\$79,596	\$81,188	\$82,811	\$84,468	\$86,157	\$87,880	\$89,638	\$97,027	\$107,125	\$118,275	\$38,679	
Hourly	\$38.27	\$39.03	\$39.81	\$40.61	\$41.42	\$42.25	\$43.10	\$46.65	\$51.50	\$56.86	\$18.60	
Monthly	\$6,633	\$6,766	\$6,901	\$7,039	\$7,180	\$7,323	\$7,470	\$8,086	\$8,927	\$9,856	\$3,223	
Step 9	\$85,508	\$87,218	\$88,962	\$90,741	\$92,556	\$94,407	\$96,295	\$104,233	\$115,082	\$127,060	\$41,552	
Hourly	\$41.11	\$41.93	\$42.77	\$43.63	\$44.50	\$45.39	\$46.30	\$50.11	\$55.33	\$61.09	\$19.98	
Monthly	\$7,126	\$7,268	\$7,414	\$7,562	\$7,713	\$7,867	\$8,025	\$8,686	\$9,590	\$10,588	\$3,463	
Step 10	\$91,419	\$93,248	\$95,113	\$97,015	\$98,955	\$100,934	\$102,953	\$111,440	\$123,038	\$135,844	\$44,425	
Hourly	\$43.95	\$44.83	\$45.73	\$46.64	\$47.57	\$48.53	\$49.50	\$53.58	\$59.15	\$65.31	\$21.36	
Monthly	\$7,618	\$7,771	\$7,926	\$8,085	\$8,246	\$8,411	\$8,579	\$9,287	\$10,253	\$11,320	\$3,702	

Scale Range Analysis (Difference between Base and Highest Step)

	Entry-Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Annual	\$62,206	\$63,450	\$64,719	\$66,013	\$67,333	\$68,680	\$70,054	\$75,828	\$83,721	\$92,434
Hourly	\$29.91	\$30.50	\$31.11	\$31.74	\$32.37	\$33.02	\$33.68	\$36.46	\$40.25	\$44.44
Monthly	\$5,184	\$5,287	\$5,393	\$5,501	\$5,611	\$5,723	\$5,838	\$6,319	\$6,977	\$7,703

ECE Benefits Scale — Annual

State Average

Years of Experience:

Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
Option A: Full Benefits		\$20,059	\$20,460	\$20,869	\$21,287	\$21,712	\$22,147	\$22,590	\$24,452	\$26,997	\$29,806
Option B: Partial-Plus Benefits		\$14,195	\$14,479	\$14,769	\$15,064	\$15,365	\$15,673	\$15,986	\$17,304	\$19,105	\$21,093
Option C: Partial Benefits		\$12,815	\$13,072	\$13,333	\$13,600	\$13,872	\$14,149	\$14,432	\$15,622	\$17,248	\$19,043
Step 1											
Option A: Full Benefits		\$23,604	\$24,076	\$24,558	\$25,049	\$25,550	\$26,061	\$26,582	\$28,773	\$31,768	\$35,074
Option B: Partial-Plus Benefits		\$16,704	\$17,038	\$17,379	\$17,726	\$18,081	\$18,442	\$18,811	\$20,362	\$22,481	\$24,821
Option C: Partial Benefits		\$15,080	\$15,382	\$15,690	\$16,003	\$16,323	\$16,650	\$16,983	\$18,383	\$20,296	\$22,409
Step 2											
Option A: Full Benefits		\$27,149	\$27,692	\$28,246	\$28,811	\$29,387	\$29,975	\$30,574	\$33,095	\$36,539	\$40,342
Option B: Partial-Plus Benefits		\$19,213	\$19,597	\$19,989	\$20,389	\$20,796	\$21,212	\$21,637	\$23,420	\$25,858	\$28,549
Option C: Partial Benefits		\$17,345	\$17,692	\$18,046	\$18,407	\$18,775	\$19,151	\$19,534	\$21,144	\$23,344	\$25,774
Step 3											
Option A: Full Benefits		\$30,694	\$31,308	\$31,934	\$32,573	\$33,224	\$33,889	\$34,567	\$37,416	\$41,310	\$45,610
Option B: Partial-Plus Benefits		\$21,721	\$22,156	\$22,599	\$23,051	\$23,512	\$23,982	\$24,462	\$26,478	\$29,234	\$32,277
Option C: Partial Benefits		\$19,610	\$20,002	\$20,402	\$20,811	\$21,227	\$21,651	\$22,084	\$23,905	\$26,393	\$29,140
Step 4											
Option A: Full Benefits		\$34,239	\$34,924	\$35,623	\$36,335	\$37,062	\$37,803	\$38,559	\$41,738	\$46,082	\$50,878
Option B: Partial-Plus Benefits		\$24,230	\$24,715	\$25,209	\$25,713	\$26,228	\$26,752	\$27,287	\$29,537	\$32,611	\$36,005
Option C: Partial Benefits		\$21,875	\$22,313	\$22,759	\$23,214	\$23,678	\$24,152	\$24,635	\$26,666	\$29,441	\$32,505
Step 5											
Option A: Full Benefits		\$37,784	\$38,540	\$39,311	\$40,097	\$40,899	\$41,717	\$42,551	\$46,059	\$50,853	\$56,146
Option B: Partial-Plus Benefits		\$26,739	\$27,274	\$27,819	\$28,376	\$28,943	\$29,522	\$30,112	\$32,595	\$35,987	\$39,733
Option C: Partial Benefits		\$24,140	\$24,623	\$25,115	\$25,618	\$26,130	\$26,653	\$27,186	\$29,427	\$32,489	\$35,871
Step 6											
Option A: Full Benefits		\$42,237	\$43,081	\$43,943	\$44,822	\$45,718	\$46,633	\$47,565	\$51,486	\$56,845	\$62,761
Option B: Partial-Plus Benefits		\$29,890	\$30,488	\$31,097	\$31,719	\$32,354	\$33,001	\$33,661	\$36,435	\$40,228	\$44,415
Option C: Partial Benefits		\$26,985	\$27,524	\$28,075	\$28,636	\$29,209	\$29,793	\$30,389	\$32,894	\$36,318	\$40,098
Step 7											
Option A: Full Benefits		\$46,689	\$47,623	\$48,575	\$49,547	\$50,538	\$51,548	\$52,579	\$56,914	\$62,837	\$69,377
Option B: Partial-Plus Benefits		\$33,040	\$33,701	\$34,375	\$35,063	\$35,764	\$36,479	\$37,209	\$40,276	\$44,468	\$49,096
Option C: Partial Benefits		\$29,829	\$30,426	\$31,034	\$31,655	\$32,288	\$32,934	\$33,592	\$36,361	\$40,146	\$44,324
Step 8											
Option A: Full Benefits		\$51,141	\$52,164	\$53,207	\$54,271	\$55,357	\$56,464	\$57,593	\$62,341	\$68,829	\$75,993
Option B: Partial-Plus Benefits		\$36,191	\$36,915	\$37,653	\$38,406	\$39,174	\$39,958	\$40,757	\$44,117	\$48,709	\$53,778
Option C: Partial Benefits		\$32,674	\$33,327	\$33,994	\$34,673	\$35,367	\$36,074	\$36,796	\$39,829	\$43,974	\$48,551
Step 9											
Option A: Full Benefits		\$55,593	\$56,705	\$57,839	\$58,996	\$60,176	\$61,380	\$62,607	\$67,768	\$74,821	\$82,609
Option B: Partial-Plus Benefits		\$39,342	\$40,129	\$40,931	\$41,750	\$42,585	\$43,437	\$44,305	\$47,958	\$52,949	\$58,460
Option C: Partial Benefits		\$35,518	\$36,228	\$36,953	\$37,692	\$38,446	\$39,215	\$39,999	\$43,296	\$47,803	\$52,778
Step 10											
Option A: Full Benefits		\$60,046	\$61,247	\$62,471	\$63,721	\$64,995	\$66,295	\$67,621	\$73,195	\$80,813	\$89,225
Option B: Partial-Plus Benefits		\$42,493	\$43,342	\$44,209	\$45,093	\$45,995	\$46,915	\$47,854	\$51,798	\$57,189	\$63,142
Option C: Partial Benefits		\$38,362	\$39,130	\$39,912	\$40,711	\$41,525	\$42,355	\$43,202	\$46,764	\$51,631	\$57,005

Urban											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
Option A: Full Benefits		\$20,981	\$21,400	\$21,828	\$22,265	\$22,710	\$23,164	\$23,628	\$25,575	\$28,237	\$31,176
Option B: Partial-Plus Benefits		\$14,847	\$15,144	\$15,447	\$15,756	\$16,071	\$16,393	\$16,721	\$18,099	\$19,983	\$22,062
Option C: Partial Benefits		\$13,404	\$13,672	\$13,946	\$14,225	\$14,509	\$14,799	\$15,095	\$16,340	\$18,040	\$19,918
Step 1											
Option A: Full Benefits		\$24,440	\$24,929	\$25,427	\$25,936	\$26,455	\$26,984	\$27,523	\$29,792	\$32,893	\$36,316
Option B: Partial-Plus Benefits		\$17,295	\$17,641	\$17,994	\$18,354	\$18,721	\$19,096	\$19,477	\$21,083	\$23,277	\$25,700
Option C: Partial Benefits		\$15,614	\$15,927	\$16,245	\$16,570	\$16,901	\$17,240	\$17,584	\$19,034	\$21,015	\$23,202
Step 2											
Option A: Full Benefits		\$27,899	\$28,457	\$29,026	\$29,607	\$30,199	\$30,803	\$31,419	\$34,009	\$37,549	\$41,457
Option B: Partial-Plus Benefits		\$19,743	\$20,138	\$20,541	\$20,952	\$21,371	\$21,798	\$22,234	\$24,067	\$26,572	\$29,338
Option C: Partial Benefits		\$17,824	\$18,181	\$18,545	\$18,915	\$19,294	\$19,680	\$20,073	\$21,728	\$23,989	\$26,486
Step 3											
Option A: Full Benefits		\$31,359	\$31,986	\$32,625	\$33,278	\$33,943	\$34,622	\$35,315	\$38,226	\$42,204	\$46,597
Option B: Partial-Plus Benefits		\$22,192	\$22,635	\$23,088	\$23,550	\$24,021	\$24,501	\$24,991	\$27,051	\$29,867	\$32,975
Option C: Partial Benefits		\$20,035	\$20,435	\$20,844	\$21,261	\$21,686	\$22,120	\$22,562	\$24,422	\$26,964	\$29,770
Step 4											
Option A: Full Benefits		\$34,818	\$35,514	\$36,224	\$36,949	\$37,688	\$38,442	\$39,211	\$42,443	\$46,860	\$51,737
Option B: Partial-Plus Benefits		\$24,640	\$25,132	\$25,635	\$26,148	\$26,671	\$27,204	\$27,748	\$30,036	\$33,162	\$36,613
Option C: Partial Benefits		\$22,245	\$22,690	\$23,143	\$23,606	\$24,078	\$24,560	\$25,051	\$27,116	\$29,938	\$33,054
Step 5											
Option A: Full Benefits		\$38,277	\$39,043	\$39,824	\$40,620	\$41,432	\$42,261	\$43,106	\$46,660	\$51,516	\$56,878
Option B: Partial-Plus Benefits		\$27,088	\$27,629	\$28,182	\$28,746	\$29,321	\$29,907	\$30,505	\$33,020	\$36,456	\$40,251
Option C: Partial Benefits		\$24,455	\$24,944	\$25,443	\$25,952	\$26,471	\$27,000	\$27,540	\$29,810	\$32,913	\$36,339
Step 6											
Option A: Full Benefits		\$42,854	\$43,711	\$44,585	\$45,477	\$46,386	\$47,314	\$48,260	\$52,239	\$57,676	\$63,679
Option B: Partial-Plus Benefits		\$30,326	\$30,933	\$31,552	\$32,183	\$32,826	\$33,483	\$34,153	\$36,968	\$40,815	\$45,064
Option C: Partial Benefits		\$27,379	\$27,926	\$28,485	\$29,055	\$29,636	\$30,228	\$30,833	\$33,375	\$36,848	\$40,684
Step 7											
Option A: Full Benefits		\$47,431	\$48,379	\$49,347	\$50,334	\$51,340	\$52,367	\$53,415	\$57,818	\$63,835	\$70,479
Option B: Partial-Plus Benefits		\$33,565	\$34,237	\$34,921	\$35,620	\$36,332	\$37,059	\$37,800	\$40,916	\$45,174	\$49,876
Option C: Partial Benefits		\$30,303	\$30,909	\$31,527	\$32,158	\$32,801	\$33,457	\$34,126	\$36,939	\$40,784	\$45,028
Step 8											
Option A: Full Benefits		\$52,007	\$53,047	\$54,108	\$55,191	\$56,294	\$57,420	\$58,569	\$63,397	\$69,995	\$77,280
Option B: Partial-Plus Benefits		\$36,804	\$37,540	\$38,291	\$39,057	\$39,838	\$40,635	\$41,447	\$44,864	\$49,533	\$54,689
Option C: Partial Benefits		\$33,227	\$33,891	\$34,569	\$35,261	\$35,966	\$36,685	\$37,419	\$40,503	\$44,719	\$49,373
Step 9											
Option A: Full Benefits		\$56,584	\$57,716	\$58,870	\$60,047	\$61,248	\$62,473	\$63,723	\$68,976	\$76,155	\$84,081
Option B: Partial-Plus Benefits		\$40,043	\$40,844	\$41,661	\$42,494	\$43,344	\$44,211	\$45,095	\$48,812	\$53,892	\$59,502
Option C: Partial Benefits		\$36,151	\$36,874	\$37,611	\$38,364	\$39,131	\$39,913	\$40,712	\$44,068	\$48,654	\$53,718
Step 10											
Option A: Full Benefits		\$61,161	\$62,384	\$63,632	\$64,904	\$66,202	\$67,526	\$68,877	\$74,555	\$82,314	\$90,882
Option B: Partial-Plus Benefits		\$43,282	\$44,147	\$45,030	\$45,931	\$46,850	\$47,787	\$48,742	\$52,760	\$58,251	\$64,314
Option C: Partial Benefits		\$39,075	\$39,856	\$40,654	\$41,467	\$42,296	\$43,142	\$44,005	\$47,632	\$52,590	\$58,063

Large Town											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
Option A: Full Benefits		\$17,403	\$17,751	\$18,106	\$18,469	\$18,838	\$19,215	\$19,599	\$21,215	\$23,423	\$25,860
Option B: Partial-Plus Benefits		\$12,316	\$12,562	\$12,813	\$13,070	\$13,331	\$13,598	\$13,870	\$15,013	\$16,575	\$18,301
Option C: Partial Benefits		\$11,119	\$11,341	\$11,568	\$11,799	\$12,035	\$12,276	\$12,522	\$13,554	\$14,964	\$16,522
Step 1											
Option A: Full Benefits		\$21,444	\$21,873	\$22,310	\$22,756	\$23,211	\$23,676	\$24,149	\$26,140	\$28,860	\$31,864
Option B: Partial-Plus Benefits		\$15,175	\$15,479	\$15,788	\$16,104	\$16,426	\$16,755	\$17,090	\$18,498	\$20,424	\$22,549
Option C: Partial Benefits		\$13,700	\$13,974	\$14,254	\$14,539	\$14,829	\$15,126	\$15,429	\$16,700	\$18,439	\$20,358
Step 2											
Option A: Full Benefits		\$25,484	\$25,994	\$26,514	\$27,044	\$27,585	\$28,136	\$28,699	\$31,065	\$34,298	\$37,868
Option B: Partial-Plus Benefits		\$18,034	\$18,395	\$18,763	\$19,138	\$19,521	\$19,911	\$20,310	\$21,984	\$24,272	\$26,798
Option C: Partial Benefits		\$16,282	\$16,607	\$16,939	\$17,278	\$17,624	\$17,976	\$18,336	\$19,847	\$21,913	\$24,193
Step 3											
Option A: Full Benefits		\$29,524	\$30,115	\$30,717	\$31,332	\$31,958	\$32,597	\$33,249	\$35,990	\$39,736	\$43,872
Option B: Partial-Plus Benefits		\$20,894	\$21,312	\$21,738	\$22,173	\$22,616	\$23,068	\$23,530	\$25,469	\$28,120	\$31,047
Option C: Partial Benefits		\$18,863	\$19,240	\$19,625	\$20,017	\$20,418	\$20,826	\$21,243	\$22,994	\$25,387	\$28,029
Step 4											
Option A: Full Benefits		\$33,565	\$34,236	\$34,921	\$35,619	\$36,332	\$37,058	\$37,800	\$40,915	\$45,174	\$49,876
Option B: Partial-Plus Benefits		\$23,753	\$24,228	\$24,713	\$25,207	\$25,711	\$26,225	\$26,750	\$28,955	\$31,968	\$35,296
Option C: Partial Benefits		\$21,444	\$21,873	\$22,311	\$22,757	\$23,212	\$23,676	\$24,150	\$26,140	\$28,861	\$31,865
Step 5											
Option A: Full Benefits		\$37,605	\$38,357	\$39,125	\$39,907	\$40,705	\$41,519	\$42,350	\$45,841	\$50,612	\$55,879
Option B: Partial-Plus Benefits		\$26,612	\$27,144	\$27,687	\$28,241	\$28,806	\$29,382	\$29,970	\$32,440	\$35,817	\$39,544
Option C: Partial Benefits		\$24,026	\$24,506	\$24,996	\$25,496	\$26,006	\$26,526	\$27,057	\$29,287	\$32,335	\$35,701
Step 6											
Option A: Full Benefits		\$41,273	\$42,098	\$42,940	\$43,799	\$44,675	\$45,569	\$46,480	\$50,312	\$55,548	\$61,330
Option B: Partial-Plus Benefits		\$29,208	\$29,792	\$30,388	\$30,996	\$31,615	\$32,248	\$32,893	\$35,604	\$39,310	\$43,401
Option C: Partial Benefits		\$26,369	\$26,896	\$27,434	\$27,983	\$28,543	\$29,113	\$29,696	\$32,144	\$35,489	\$39,183
Step 7											
Option A: Full Benefits		\$44,941	\$45,840	\$46,756	\$47,691	\$48,645	\$49,618	\$50,611	\$54,783	\$60,484	\$66,780
Option B: Partial-Plus Benefits		\$31,803	\$32,439	\$33,088	\$33,750	\$34,425	\$35,113	\$35,816	\$38,768	\$42,803	\$47,258
Option C: Partial Benefits		\$28,712	\$29,286	\$29,872	\$30,470	\$31,079	\$31,701	\$32,335	\$35,000	\$38,643	\$42,665
Step 8											
Option A: Full Benefits		\$48,608	\$49,581	\$50,572	\$51,584	\$52,615	\$53,668	\$54,741	\$59,253	\$65,421	\$72,230
Option B: Partial-Plus Benefits		\$34,399	\$35,087	\$35,789	\$36,504	\$37,234	\$37,979	\$38,739	\$41,932	\$46,296	\$51,115
Option C: Partial Benefits		\$31,055	\$31,677	\$32,310	\$32,956	\$33,615	\$34,288	\$34,973	\$37,856	\$41,797	\$46,147
Step 9											
Option A: Full Benefits		\$52,276	\$53,322	\$54,388	\$55,476	\$56,585	\$57,717	\$58,872	\$63,724	\$70,357	\$77,680
Option B: Partial-Plus Benefits		\$36,994	\$37,734	\$38,489	\$39,259	\$40,044	\$40,845	\$41,662	\$45,096	\$49,790	\$54,972
Option C: Partial Benefits		\$33,399	\$34,067	\$34,748	\$35,443	\$36,152	\$36,875	\$37,612	\$40,713	\$44,950	\$49,629
Step 10											
Option A: Full Benefits		\$55,944	\$57,063	\$58,204	\$59,368	\$60,556	\$61,767	\$63,002	\$68,195	\$75,293	\$83,130
Option B: Partial-Plus Benefits		\$39,590	\$40,382	\$41,189	\$42,013	\$42,853	\$43,711	\$44,585	\$48,260	\$53,283	\$58,829
Option C: Partial Benefits		\$35,742	\$36,457	\$37,186	\$37,930	\$38,688	\$39,462	\$40,251	\$43,569	\$48,104	\$53,111

Small Town											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
Option A: Full Benefits		\$17,389	\$17,737	\$18,091	\$18,453	\$18,822	\$19,199	\$19,583	\$21,197	\$23,403	\$25,839
Option B: Partial-Plus Benefits		\$12,306	\$12,552	\$12,803	\$13,059	\$13,320	\$13,586	\$13,858	\$15,001	\$16,562	\$18,286
Option C: Partial Benefits		\$11,110	\$11,332	\$11,558	\$11,790	\$12,025	\$12,266	\$12,511	\$13,543	\$14,952	\$16,508
Step 1											
Option A: Full Benefits		\$21,216	\$21,640	\$22,073	\$22,514	\$22,964	\$23,424	\$23,892	\$25,862	\$28,553	\$31,525
Option B: Partial-Plus Benefits		\$15,014	\$15,314	\$15,620	\$15,933	\$16,251	\$16,576	\$16,908	\$18,302	\$20,206	\$22,309
Option C: Partial Benefits		\$13,554	\$13,825	\$14,102	\$14,384	\$14,672	\$14,965	\$15,264	\$16,523	\$18,242	\$20,141
Step 2											
Option A: Full Benefits		\$25,042	\$25,543	\$26,054	\$26,575	\$27,106	\$27,649	\$28,202	\$30,526	\$33,703	\$37,211
Option B: Partial-Plus Benefits		\$17,722	\$18,076	\$18,438	\$18,806	\$19,182	\$19,566	\$19,957	\$21,603	\$23,851	\$26,333
Option C: Partial Benefits		\$15,999	\$16,319	\$16,646	\$16,978	\$17,318	\$17,664	\$18,018	\$19,503	\$21,533	\$23,774
Step 3											
Option A: Full Benefits		\$28,869	\$29,446	\$30,035	\$30,636	\$31,249	\$31,874	\$32,511	\$35,191	\$38,854	\$42,898
Option B: Partial-Plus Benefits		\$20,430	\$20,838	\$21,255	\$21,680	\$22,114	\$22,556	\$23,007	\$24,904	\$27,496	\$30,357
Option C: Partial Benefits		\$18,444	\$18,813	\$19,189	\$19,573	\$19,964	\$20,364	\$20,771	\$22,483	\$24,823	\$27,407
Step 4											
Option A: Full Benefits		\$32,695	\$33,349	\$34,016	\$34,697	\$35,391	\$36,098	\$36,820	\$39,856	\$44,004	\$48,584
Option B: Partial-Plus Benefits		\$23,138	\$23,600	\$24,072	\$24,554	\$25,045	\$25,546	\$26,057	\$28,205	\$31,140	\$34,381
Option C: Partial Benefits		\$20,889	\$21,307	\$21,733	\$22,167	\$22,611	\$23,063	\$23,524	\$25,463	\$28,114	\$31,040
Step 5											
Option A: Full Benefits		\$36,522	\$37,253	\$37,998	\$38,758	\$39,533	\$40,323	\$41,130	\$44,520	\$49,154	\$54,270
Option B: Partial-Plus Benefits		\$25,846	\$26,363	\$26,890	\$27,428	\$27,976	\$28,536	\$29,106	\$31,506	\$34,785	\$38,405
Option C: Partial Benefits		\$23,334	\$23,800	\$24,276	\$24,762	\$25,257	\$25,762	\$26,277	\$28,444	\$31,404	\$34,672
Step 6											
Option A: Full Benefits		\$39,935	\$40,734	\$41,549	\$42,380	\$43,227	\$44,092	\$44,974	\$48,681	\$53,748	\$59,342
Option B: Partial-Plus Benefits		\$28,261	\$28,826	\$29,403	\$29,991	\$30,591	\$31,203	\$31,827	\$34,450	\$38,036	\$41,995
Option C: Partial Benefits		\$25,514	\$26,025	\$26,545	\$27,076	\$27,618	\$28,170	\$28,733	\$31,102	\$34,339	\$37,913
Step 7											
Option A: Full Benefits		\$43,349	\$44,216	\$45,100	\$46,002	\$46,922	\$47,861	\$48,818	\$52,842	\$58,342	\$64,414
Option B: Partial-Plus Benefits		\$30,677	\$31,290	\$31,916	\$32,554	\$33,205	\$33,870	\$34,547	\$37,395	\$41,287	\$45,584
Option C: Partial Benefits		\$27,695	\$28,249	\$28,814	\$29,390	\$29,978	\$30,578	\$31,189	\$33,760	\$37,274	\$41,153
Step 8											
Option A: Full Benefits		\$46,762	\$47,697	\$48,651	\$49,624	\$50,617	\$51,629	\$52,662	\$57,003	\$62,936	\$69,486
Option B: Partial-Plus Benefits		\$33,092	\$33,754	\$34,429	\$35,118	\$35,820	\$36,537	\$37,267	\$40,339	\$44,538	\$49,173
Option C: Partial Benefits		\$29,876	\$30,473	\$31,083	\$31,704	\$32,339	\$32,985	\$33,645	\$36,418	\$40,209	\$44,394
Step 9											
Option A: Full Benefits		\$50,175	\$51,179	\$52,203	\$53,247	\$54,312	\$55,398	\$56,506	\$61,164	\$67,530	\$74,558
Option B: Partial-Plus Benefits		\$35,508	\$36,218	\$36,942	\$37,681	\$38,435	\$39,203	\$39,988	\$43,284	\$47,789	\$52,763
Option C: Partial Benefits		\$32,057	\$32,698	\$33,352	\$34,019	\$34,699	\$35,393	\$36,101	\$39,077	\$43,144	\$47,634
Step 10											
Option A: Full Benefits		\$53,589	\$54,661	\$55,754	\$56,869	\$58,006	\$59,166	\$60,350	\$65,324	\$72,123	\$79,630
Option B: Partial-Plus Benefits		\$37,923	\$38,682	\$39,455	\$40,244	\$41,049	\$41,870	\$42,708	\$46,228	\$51,040	\$56,352
Option C: Partial Benefits		\$34,237	\$34,922	\$35,620	\$36,333	\$37,060	\$37,801	\$38,557	\$41,735	\$46,079	\$50,875

Rural											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
	Option A: Full Benefits	\$16,989	\$17,329	\$17,675	\$18,029	\$18,389	\$18,757	\$19,132	\$20,709	\$22,865	\$25,245
	Option B: Partial-Plus Benefits	\$12,023	\$12,263	\$12,508	\$12,758	\$13,014	\$13,274	\$13,539	\$14,655	\$16,181	\$17,865
	Option C: Partial Benefits	\$10,854	\$11,071	\$11,293	\$11,518	\$11,749	\$11,984	\$12,223	\$13,231	\$14,608	\$16,129
Step 1											
	Option A: Full Benefits	\$20,786	\$21,202	\$21,626	\$22,058	\$22,499	\$22,949	\$23,408	\$25,338	\$27,975	\$30,887
	Option B: Partial-Plus Benefits	\$14,710	\$15,004	\$15,304	\$15,610	\$15,922	\$16,241	\$16,565	\$17,931	\$19,797	\$21,858
	Option C: Partial Benefits	\$13,280	\$13,546	\$13,816	\$14,093	\$14,375	\$14,662	\$14,955	\$16,188	\$17,873	\$19,733
Step 2											
	Option A: Full Benefits	\$24,583	\$25,075	\$25,576	\$26,088	\$26,609	\$27,142	\$27,685	\$29,967	\$33,086	\$36,529
	Option B: Partial-Plus Benefits	\$17,397	\$17,745	\$18,100	\$18,462	\$18,831	\$19,207	\$19,592	\$21,207	\$23,414	\$25,851
	Option C: Partial Benefits	\$15,706	\$16,020	\$16,340	\$16,667	\$17,001	\$17,341	\$17,687	\$19,145	\$21,138	\$23,338
Step 3											
	Option A: Full Benefits	\$28,380	\$28,948	\$29,527	\$30,117	\$30,720	\$31,334	\$31,961	\$34,595	\$38,196	\$42,171
	Option B: Partial-Plus Benefits	\$20,084	\$20,485	\$20,895	\$21,313	\$21,739	\$22,174	\$22,618	\$24,482	\$27,030	\$29,843
	Option C: Partial Benefits	\$18,132	\$18,494	\$18,864	\$19,242	\$19,626	\$20,019	\$20,419	\$22,102	\$24,403	\$26,943
Step 4											
	Option A: Full Benefits	\$32,177	\$32,821	\$33,477	\$34,147	\$34,830	\$35,526	\$36,237	\$39,224	\$43,306	\$47,814
	Option B: Partial-Plus Benefits	\$22,771	\$23,226	\$23,691	\$24,165	\$24,648	\$25,141	\$25,644	\$27,758	\$30,647	\$33,836
	Option C: Partial Benefits	\$20,558	\$20,969	\$21,388	\$21,816	\$22,252	\$22,697	\$23,151	\$25,060	\$27,668	\$30,548
Step 5											
	Option A: Full Benefits	\$35,974	\$36,694	\$37,428	\$38,176	\$38,940	\$39,718	\$40,513	\$43,852	\$48,417	\$53,456
	Option B: Partial-Plus Benefits	\$25,458	\$25,967	\$26,486	\$27,016	\$27,556	\$28,108	\$28,670	\$31,033	\$34,263	\$37,829
	Option C: Partial Benefits	\$22,984	\$23,443	\$23,912	\$24,390	\$24,878	\$25,376	\$25,883	\$28,017	\$30,933	\$34,152
Step 6											
	Option A: Full Benefits	\$39,412	\$40,200	\$41,004	\$41,824	\$42,661	\$43,514	\$44,384	\$48,043	\$53,044	\$58,564
	Option B: Partial-Plus Benefits	\$27,891	\$28,449	\$29,018	\$29,598	\$30,190	\$30,794	\$31,410	\$33,999	\$37,537	\$41,444
	Option C: Partial Benefits	\$25,180	\$25,684	\$26,197	\$26,721	\$27,256	\$27,801	\$28,357	\$30,694	\$33,889	\$37,416
Step 7											
	Option A: Full Benefits	\$42,850	\$43,707	\$44,581	\$45,473	\$46,382	\$47,310	\$48,256	\$52,234	\$57,671	\$63,673
	Option B: Partial-Plus Benefits	\$30,324	\$30,930	\$31,549	\$32,180	\$32,823	\$33,480	\$34,150	\$36,965	\$40,812	\$45,060
	Option C: Partial Benefits	\$27,376	\$27,924	\$28,482	\$29,052	\$29,633	\$30,226	\$30,830	\$33,372	\$36,845	\$40,680
Step 8											
	Option A: Full Benefits	\$46,288	\$47,214	\$48,158	\$49,121	\$50,104	\$51,106	\$52,128	\$56,425	\$62,298	\$68,782
	Option B: Partial-Plus Benefits	\$32,757	\$33,412	\$34,080	\$34,762	\$35,457	\$36,166	\$36,889	\$39,930	\$44,086	\$48,675
	Option C: Partial Benefits	\$29,573	\$30,164	\$30,768	\$31,383	\$32,011	\$32,651	\$33,304	\$36,049	\$39,801	\$43,944
Step 9											
	Option A: Full Benefits	\$49,726	\$50,720	\$51,735	\$52,770	\$53,825	\$54,901	\$56,000	\$60,616	\$66,925	\$73,890
	Option B: Partial-Plus Benefits	\$35,190	\$35,893	\$36,611	\$37,344	\$38,090	\$38,852	\$39,629	\$42,896	\$47,361	\$52,290
	Option C: Partial Benefits	\$31,769	\$32,405	\$33,053	\$33,714	\$34,388	\$35,076	\$35,777	\$38,727	\$42,757	\$47,208
Step 10											
	Option A: Full Benefits	\$53,164	\$54,227	\$55,312	\$56,418	\$57,546	\$58,697	\$59,871	\$64,806	\$71,552	\$78,999
	Option B: Partial-Plus Benefits	\$37,623	\$38,375	\$39,143	\$39,925	\$40,724	\$41,538	\$42,369	\$45,862	\$50,635	\$55,905
	Option C: Partial Benefits	\$33,966	\$34,645	\$35,338	\$36,045	\$36,766	\$37,501	\$38,251	\$41,404	\$45,714	\$50,471

ECE Wage + Benefits Combined Total — Annual

State Average

Years of Experience:

Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Base										
Option A: Full Benefits		\$54,552	\$55,643	\$56,756	\$57,891	\$59,049	\$60,230	\$61,434	\$66,498	\$81,061
Option B: Partial-Plus Benefits		\$48,688	\$49,662	\$50,655	\$51,668	\$52,701	\$53,755	\$54,831	\$59,350	\$72,348
Option C: Partial Benefits		\$47,308	\$48,254	\$49,220	\$50,204	\$51,208	\$52,232	\$53,277	\$57,669	\$70,298
Step 1										
Option A: Full Benefits		\$64,193	\$65,477	\$66,786	\$68,122	\$69,485	\$70,874	\$72,292	\$78,251	\$95,387
Option B: Partial-Plus Benefits		\$57,293	\$58,439	\$59,607	\$60,800	\$62,016	\$63,256	\$64,521	\$69,840	\$85,134
Option C: Partial Benefits		\$55,669	\$56,783	\$57,918	\$59,077	\$60,258	\$61,463	\$62,693	\$67,861	\$82,722
Step 2										
Option A: Full Benefits		\$73,834	\$75,311	\$76,817	\$78,353	\$79,920	\$81,519	\$83,149	\$90,003	\$109,714
Option B: Partial-Plus Benefits		\$65,898	\$67,216	\$68,560	\$69,931	\$71,330	\$72,756	\$74,212	\$80,329	\$97,921
Option C: Partial Benefits		\$64,030	\$65,311	\$66,617	\$67,949	\$69,308	\$70,695	\$72,109	\$78,053	\$95,146
Step 3										
Option A: Full Benefits		\$83,475	\$85,145	\$86,848	\$88,585	\$90,356	\$92,164	\$94,007	\$101,756	\$124,040
Option B: Partial-Plus Benefits		\$74,503	\$75,993	\$77,512	\$79,063	\$80,644	\$82,257	\$83,902	\$90,818	\$110,707
Option C: Partial Benefits		\$72,391	\$73,839	\$75,316	\$76,822	\$78,359	\$79,926	\$81,524	\$88,245	\$107,570
Step 4										
Option A: Full Benefits		\$93,117	\$94,979	\$96,878	\$98,816	\$100,792	\$102,808	\$104,864	\$113,509	\$138,366
Option B: Partial-Plus Benefits		\$83,107	\$84,770	\$86,465	\$88,194	\$89,958	\$91,757	\$93,592	\$101,307	\$123,493
Option C: Partial Benefits		\$80,752	\$82,367	\$84,015	\$85,695	\$87,409	\$89,157	\$90,940	\$98,437	\$119,994
Step 5										
Option A: Full Benefits		\$102,758	\$104,813	\$106,909	\$109,047	\$111,228	\$113,453	\$115,722	\$125,261	\$152,693
Option B: Partial-Plus Benefits		\$91,712	\$93,547	\$95,417	\$97,326	\$99,272	\$101,258	\$103,283	\$111,797	\$136,280
Option C: Partial Benefits		\$89,113	\$90,896	\$92,714	\$94,568	\$96,459	\$98,388	\$100,356	\$108,629	\$132,418
Step 6										
Option A: Full Benefits		\$114,866	\$117,163	\$119,506	\$121,897	\$124,335	\$126,821	\$129,358	\$140,021	\$170,685
Option B: Partial-Plus Benefits		\$102,519	\$104,569	\$106,661	\$108,794	\$110,970	\$113,189	\$115,453	\$124,970	\$152,338
Option C: Partial Benefits		\$99,614	\$101,606	\$103,638	\$105,711	\$107,825	\$109,982	\$112,181	\$121,429	\$148,021
Step 7										
Option A: Full Benefits		\$126,974	\$129,514	\$132,104	\$134,746	\$137,441	\$140,190	\$142,993	\$154,781	\$188,677
Option B: Partial-Plus Benefits		\$113,326	\$115,592	\$117,904	\$120,262	\$122,667	\$125,121	\$127,623	\$138,143	\$168,396
Option C: Partial Benefits		\$110,114	\$112,316	\$114,563	\$116,854	\$119,191	\$121,575	\$124,006	\$134,229	\$163,624
Step 8										
Option A: Full Benefits		\$139,082	\$141,864	\$144,701	\$147,595	\$150,547	\$153,558	\$156,629	\$169,540	\$206,669
Option B: Partial-Plus Benefits		\$124,132	\$126,615	\$129,147	\$131,730	\$134,365	\$137,052	\$139,793	\$151,317	\$184,454
Option C: Partial Benefits		\$120,615	\$123,027	\$125,487	\$127,997	\$130,557	\$133,168	\$135,832	\$147,029	\$179,227
Step 9										
Option A: Full Benefits		\$151,190	\$154,214	\$157,299	\$160,444	\$163,653	\$166,926	\$170,265	\$184,300	\$224,661
Option B: Partial-Plus Benefits		\$134,939	\$137,638	\$140,390	\$143,198	\$146,062	\$148,983	\$151,963	\$164,490	\$200,512
Option C: Partial Benefits		\$131,115	\$133,737	\$136,412	\$139,140	\$141,923	\$144,762	\$147,657	\$159,829	\$194,830
Step 10										
Option A: Full Benefits		\$163,299	\$166,565	\$169,896	\$173,294	\$176,760	\$180,295	\$183,901	\$199,060	\$242,653
Option B: Partial-Plus Benefits		\$145,746	\$148,661	\$151,634	\$154,666	\$157,760	\$160,915	\$164,133	\$177,663	\$216,570
Option C: Partial Benefits		\$141,615	\$144,448	\$147,337	\$150,283	\$153,289	\$156,355	\$159,482	\$172,628	\$210,433

Urban											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
Option A: Full Benefits		\$57,058	\$58,199	\$59,363	\$60,551	\$61,762	\$62,997	\$64,257	\$69,554	\$76,793	\$84,786
Option B: Partial-Plus Benefits		\$50,925	\$51,944	\$52,982	\$54,042	\$55,123	\$56,225	\$57,350	\$62,077	\$68,538	\$75,672
Option C: Partial Benefits		\$49,482	\$50,472	\$51,481	\$52,511	\$53,561	\$54,632	\$55,725	\$60,318	\$66,596	\$73,528
Step 1											
Option A: Full Benefits		\$66,466	\$67,795	\$69,151	\$70,534	\$71,945	\$73,384	\$74,852	\$81,022	\$89,455	\$98,765
Option B: Partial-Plus Benefits		\$59,322	\$60,508	\$61,718	\$62,953	\$64,212	\$65,496	\$66,806	\$72,313	\$79,839	\$88,149
Option C: Partial Benefits		\$57,641	\$58,793	\$59,969	\$61,169	\$62,392	\$63,640	\$64,913	\$70,264	\$77,577	\$85,651
Step 2											
Option A: Full Benefits		\$75,874	\$77,392	\$78,939	\$80,518	\$82,128	\$83,771	\$85,446	\$92,490	\$102,116	\$112,745
Option B: Partial-Plus Benefits		\$67,718	\$69,073	\$70,454	\$71,863	\$73,300	\$74,766	\$76,262	\$82,548	\$91,140	\$100,626
Option C: Partial Benefits		\$65,799	\$67,115	\$68,458	\$69,827	\$71,223	\$72,648	\$74,101	\$80,209	\$88,557	\$97,774
Step 3											
Option A: Full Benefits		\$85,282	\$86,988	\$88,727	\$90,502	\$92,312	\$94,158	\$96,041	\$103,958	\$114,778	\$126,724
Option B: Partial-Plus Benefits		\$76,115	\$77,637	\$79,190	\$80,774	\$82,389	\$84,037	\$85,718	\$92,784	\$102,441	\$113,103
Option C: Partial Benefits		\$73,958	\$75,437	\$76,946	\$78,485	\$80,054	\$81,656	\$83,289	\$90,154	\$99,538	\$109,898
Step 4											
Option A: Full Benefits		\$94,690	\$96,584	\$98,515	\$100,486	\$102,495	\$104,545	\$106,636	\$115,426	\$127,440	\$140,704
Option B: Partial-Plus Benefits		\$84,512	\$86,202	\$87,926	\$89,684	\$91,478	\$93,308	\$95,174	\$103,019	\$113,741	\$125,580
Option C: Partial Benefits		\$82,117	\$83,759	\$85,434	\$87,143	\$88,886	\$90,663	\$92,477	\$100,100	\$110,518	\$122,021
Step 5											
Option A: Full Benefits		\$104,098	\$106,180	\$108,303	\$110,469	\$112,679	\$114,932	\$117,231	\$126,894	\$140,102	\$154,684
Option B: Partial-Plus Benefits		\$92,908	\$94,766	\$96,662	\$98,595	\$100,567	\$102,578	\$104,630	\$113,255	\$125,042	\$138,057
Option C: Partial Benefits		\$90,275	\$92,081	\$93,922	\$95,801	\$97,717	\$99,671	\$101,665	\$110,045	\$121,499	\$134,144
Step 6											
Option A: Full Benefits		\$116,544	\$118,875	\$121,253	\$123,678	\$126,151	\$128,674	\$131,248	\$142,067	\$156,853	\$173,179
Option B: Partial-Plus Benefits		\$104,017	\$106,097	\$108,219	\$110,384	\$112,591	\$114,843	\$117,140	\$126,796	\$139,993	\$154,564
Option C: Partial Benefits		\$101,069	\$103,091	\$105,153	\$107,256	\$109,401	\$111,589	\$113,820	\$123,203	\$136,026	\$150,184
Step 7											
Option A: Full Benefits		\$128,991	\$131,571	\$134,202	\$136,886	\$139,624	\$142,417	\$145,265	\$157,239	\$173,605	\$191,674
Option B: Partial-Plus Benefits		\$115,126	\$117,428	\$119,777	\$122,172	\$124,616	\$127,108	\$129,650	\$140,338	\$154,944	\$171,071
Option C: Partial Benefits		\$111,863	\$114,101	\$116,383	\$118,710	\$121,084	\$123,506	\$125,976	\$136,361	\$150,553	\$166,223
Step 8											
Option A: Full Benefits		\$141,438	\$144,267	\$147,152	\$150,095	\$153,097	\$156,159	\$159,282	\$172,412	\$190,357	\$210,169
Option B: Partial-Plus Benefits		\$126,235	\$128,759	\$131,334	\$133,961	\$136,640	\$139,373	\$142,161	\$153,879	\$169,895	\$187,578
Option C: Partial Benefits		\$122,657	\$125,111	\$127,613	\$130,165	\$132,768	\$135,424	\$138,132	\$149,519	\$165,081	\$182,262
Step 9											
Option A: Full Benefits		\$153,884	\$156,962	\$160,101	\$163,303	\$166,570	\$169,901	\$173,299	\$187,584	\$207,108	\$228,664
Option B: Partial-Plus Benefits		\$137,343	\$140,090	\$142,892	\$145,750	\$148,665	\$151,638	\$154,671	\$167,421	\$184,846	\$204,085
Option C: Partial Benefits		\$133,451	\$136,120	\$138,843	\$141,620	\$144,452	\$147,341	\$150,288	\$162,676	\$179,608	\$198,302
Step 10											
Option A: Full Benefits		\$166,331	\$169,658	\$173,051	\$176,512	\$180,042	\$183,643	\$187,316	\$202,757	\$223,860	\$247,159
Option B: Partial-Plus Benefits		\$148,452	\$151,421	\$154,450	\$157,539	\$160,689	\$163,903	\$167,181	\$180,962	\$199,797	\$220,592
Option C: Partial Benefits		\$144,245	\$147,130	\$150,073	\$153,074	\$156,136	\$159,259	\$162,444	\$175,834	\$194,135	\$214,341

Large Town

Step	Years of Experience:									
	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20
Base										
Option A: Full Benefits		\$47,330	\$48,276	\$49,242	\$50,227	\$51,231	\$52,256	\$53,301	\$57,695	\$70,329
Option B: Partial-Plus Benefits		\$42,242	\$43,087	\$43,949	\$44,828	\$45,724	\$46,639	\$47,572	\$51,493	\$62,770
Option C: Partial Benefits		\$41,045	\$41,866	\$42,703	\$43,557	\$44,429	\$45,317	\$46,223	\$50,034	\$60,991
Step 1										
Option A: Full Benefits		\$58,318	\$59,484	\$60,674	\$61,887	\$63,125	\$64,388	\$65,675	\$71,089	\$86,657
Option B: Partial-Plus Benefits		\$52,049	\$53,090	\$54,152	\$55,235	\$56,340	\$57,467	\$58,616	\$63,448	\$77,342
Option C: Partial Benefits		\$50,574	\$51,586	\$52,617	\$53,670	\$54,743	\$55,838	\$56,955	\$61,650	\$75,151
Step 2										
Option A: Full Benefits		\$69,306	\$70,692	\$72,106	\$73,548	\$75,019	\$76,519	\$78,050	\$84,484	\$102,985
Option B: Partial-Plus Benefits		\$61,856	\$63,093	\$64,355	\$65,642	\$66,955	\$68,294	\$69,660	\$75,402	\$91,915
Option C: Partial Benefits		\$60,103	\$61,305	\$62,532	\$63,782	\$65,058	\$66,359	\$67,686	\$73,266	\$89,310
Step 3										
Option A: Full Benefits		\$80,294	\$81,900	\$83,538	\$85,209	\$86,913	\$88,651	\$90,424	\$97,878	\$119,313
Option B: Partial-Plus Benefits		\$71,663	\$73,097	\$74,558	\$76,050	\$77,571	\$79,122	\$80,704	\$87,357	\$106,488
Option C: Partial Benefits		\$69,632	\$71,025	\$72,446	\$73,895	\$75,372	\$76,880	\$78,417	\$84,882	\$103,470
Step 4										
Option A: Full Benefits		\$91,282	\$93,108	\$94,970	\$96,869	\$98,807	\$100,783	\$102,799	\$111,273	\$135,641
Option B: Partial-Plus Benefits		\$81,470	\$83,100	\$84,762	\$86,457	\$88,186	\$89,950	\$91,749	\$99,312	\$121,061
Option C: Partial Benefits		\$79,162	\$80,745	\$82,360	\$84,007	\$85,687	\$87,401	\$89,149	\$96,498	\$117,630
Step 5										
Option A: Full Benefits		\$102,270	\$104,316	\$106,402	\$108,530	\$110,701	\$112,915	\$115,173	\$124,667	\$151,969
Option B: Partial-Plus Benefits		\$91,277	\$93,103	\$94,965	\$96,864	\$98,802	\$100,778	\$102,793	\$111,267	\$135,633
Option C: Partial Benefits		\$88,691	\$90,465	\$92,274	\$94,119	\$96,002	\$97,922	\$99,880	\$108,114	\$131,790
Step 6										
Option A: Full Benefits		\$112,245	\$114,490	\$116,780	\$119,115	\$121,498	\$123,928	\$126,406	\$136,826	\$166,790
Option B: Partial-Plus Benefits		\$100,180	\$102,183	\$104,227	\$106,312	\$108,438	\$110,607	\$112,819	\$122,119	\$148,862
Option C: Partial Benefits		\$97,341	\$99,288	\$101,274	\$103,299	\$105,365	\$107,472	\$109,622	\$118,658	\$144,644
Step 7										
Option A: Full Benefits		\$122,220	\$124,664	\$127,157	\$129,701	\$132,295	\$134,941	\$137,639	\$148,985	\$181,612
Option B: Partial-Plus Benefits		\$109,082	\$111,264	\$113,489	\$115,759	\$118,074	\$120,436	\$122,844	\$132,971	\$162,091
Option C: Partial Benefits		\$105,991	\$108,111	\$110,273	\$112,479	\$114,728	\$117,023	\$119,363	\$129,203	\$157,497
Step 8										
Option A: Full Benefits		\$132,195	\$134,838	\$137,535	\$140,286	\$143,092	\$145,953	\$148,872	\$161,144	\$196,434
Option B: Partial-Plus Benefits		\$117,985	\$120,345	\$122,751	\$125,206	\$127,711	\$130,265	\$132,870	\$143,823	\$175,319
Option C: Partial Benefits		\$114,641	\$116,934	\$119,273	\$121,658	\$124,092	\$126,573	\$129,105	\$139,747	\$170,351
Step 9										
Option A: Full Benefits		\$142,169	\$145,013	\$147,913	\$150,871	\$153,888	\$156,966	\$160,106	\$173,303	\$211,256
Option B: Partial-Plus Benefits		\$126,887	\$129,425	\$132,014	\$134,654	\$137,347	\$140,094	\$142,896	\$154,675	\$188,548
Option C: Partial Benefits		\$123,292	\$125,757	\$128,273	\$130,838	\$133,455	\$136,124	\$138,846	\$150,292	\$183,205
Step 10										
Option A: Full Benefits		\$152,144	\$155,187	\$158,290	\$161,456	\$164,685	\$167,979	\$171,339	\$185,463	\$226,078
Option B: Partial-Plus Benefits		\$135,790	\$138,506	\$141,276	\$144,101	\$146,983	\$149,923	\$152,921	\$165,527	\$201,777
Option C: Partial Benefits		\$131,942	\$134,581	\$137,272	\$140,018	\$142,818	\$145,675	\$148,588	\$160,836	\$196,059

Small Town											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
Option A: Full Benefits		\$47,290	\$48,236	\$49,201	\$50,185	\$51,189	\$52,212	\$53,257	\$57,647	\$63,647	\$70,271
Option B: Partial-Plus Benefits		\$42,207	\$43,051	\$43,912	\$44,791	\$45,686	\$46,600	\$47,532	\$51,450	\$56,805	\$62,718
Option C: Partial Benefits		\$41,011	\$41,831	\$42,668	\$43,521	\$44,392	\$45,280	\$46,185	\$49,992	\$55,196	\$60,940
Step 1											
Option A: Full Benefits		\$57,697	\$58,851	\$60,028	\$61,229	\$62,453	\$63,702	\$64,977	\$70,333	\$77,653	\$85,735
Option B: Partial-Plus Benefits		\$51,495	\$52,525	\$53,576	\$54,647	\$55,740	\$56,855	\$57,992	\$62,773	\$69,306	\$76,519
Option C: Partial Benefits		\$50,036	\$51,037	\$52,058	\$53,099	\$54,161	\$55,244	\$56,349	\$60,994	\$67,342	\$74,351
Step 2											
Option A: Full Benefits		\$68,104	\$69,466	\$70,856	\$72,273	\$73,718	\$75,192	\$76,696	\$83,019	\$91,659	\$101,199
Option B: Partial-Plus Benefits		\$60,784	\$61,999	\$63,239	\$64,504	\$65,794	\$67,110	\$68,452	\$74,095	\$81,807	\$90,321
Option C: Partial Benefits		\$59,061	\$60,242	\$61,447	\$62,676	\$63,930	\$65,208	\$66,512	\$71,995	\$79,489	\$87,762
Step 3											
Option A: Full Benefits		\$78,511	\$80,081	\$81,683	\$83,317	\$84,983	\$86,683	\$88,416	\$95,704	\$105,665	\$116,663
Option B: Partial-Plus Benefits		\$70,072	\$71,473	\$72,903	\$74,361	\$75,848	\$77,365	\$78,912	\$85,417	\$94,307	\$104,123
Option C: Partial Benefits		\$68,086	\$69,448	\$70,837	\$72,254	\$73,699	\$75,173	\$76,676	\$82,997	\$91,635	\$101,172
Step 4											
Option A: Full Benefits		\$88,918	\$90,696	\$92,510	\$94,360	\$96,248	\$98,173	\$100,136	\$108,390	\$119,672	\$132,127
Option B: Partial-Plus Benefits		\$79,360	\$80,947	\$82,566	\$84,218	\$85,902	\$87,620	\$89,372	\$96,739	\$106,808	\$117,925
Option C: Partial Benefits		\$77,111	\$78,653	\$80,226	\$81,831	\$83,468	\$85,137	\$86,840	\$93,998	\$103,781	\$114,583
Step 5											
Option A: Full Benefits		\$99,325	\$101,311	\$103,337	\$105,404	\$107,512	\$109,663	\$111,856	\$121,076	\$133,678	\$147,591
Option B: Partial-Plus Benefits		\$88,648	\$90,421	\$92,230	\$94,074	\$95,956	\$97,875	\$99,832	\$108,062	\$119,309	\$131,727
Option C: Partial Benefits		\$86,136	\$87,859	\$89,616	\$91,408	\$93,237	\$95,101	\$97,003	\$105,000	\$115,928	\$127,994
Step 6											
Option A: Full Benefits		\$108,608	\$110,780	\$112,995	\$115,255	\$117,560	\$119,911	\$122,310	\$132,392	\$146,171	\$161,385
Option B: Partial-Plus Benefits		\$96,933	\$98,872	\$100,849	\$102,866	\$104,924	\$107,022	\$109,163	\$118,161	\$130,459	\$144,038
Option C: Partial Benefits		\$94,186	\$96,070	\$97,992	\$99,951	\$101,950	\$103,989	\$106,069	\$114,813	\$126,762	\$139,956
Step 7											
Option A: Full Benefits		\$117,890	\$120,248	\$122,653	\$125,106	\$127,608	\$130,160	\$132,764	\$143,708	\$158,665	\$175,179
Option B: Partial-Plus Benefits		\$105,218	\$107,323	\$109,469	\$111,658	\$113,892	\$116,169	\$118,493	\$128,261	\$141,610	\$156,349
Option C: Partial Benefits		\$102,237	\$104,281	\$106,367	\$108,494	\$110,664	\$112,877	\$115,135	\$124,626	\$137,597	\$151,918
Step 8											
Option A: Full Benefits		\$127,173	\$129,717	\$132,311	\$134,957	\$137,656	\$140,409	\$143,218	\$155,023	\$171,158	\$188,973
Option B: Partial-Plus Benefits		\$113,503	\$115,773	\$118,089	\$120,451	\$122,860	\$125,317	\$127,823	\$138,360	\$152,760	\$168,660
Option C: Partial Benefits		\$110,287	\$112,493	\$114,742	\$117,037	\$119,378	\$121,766	\$124,201	\$134,439	\$148,432	\$163,880
Step 9											
Option A: Full Benefits		\$136,456	\$139,185	\$141,969	\$144,808	\$147,704	\$150,658	\$153,672	\$166,339	\$183,652	\$202,766
Option B: Partial-Plus Benefits		\$121,788	\$124,224	\$126,709	\$129,243	\$131,828	\$134,464	\$137,153	\$148,459	\$163,911	\$180,971
Option C: Partial Benefits		\$118,337	\$120,704	\$123,118	\$125,580	\$128,092	\$130,654	\$133,267	\$144,252	\$159,266	\$175,843
Step 10											
Option A: Full Benefits		\$145,739	\$148,654	\$151,627	\$154,659	\$157,752	\$160,907	\$164,126	\$177,655	\$196,145	\$216,560
Option B: Partial-Plus Benefits		\$130,073	\$132,675	\$135,328	\$138,035	\$140,796	\$143,611	\$146,484	\$158,559	\$175,062	\$193,282
Option C: Partial Benefits		\$126,387	\$128,915	\$131,493	\$134,123	\$136,806	\$139,542	\$142,333	\$154,065	\$170,101	\$187,805

Rural											
		Years of Experience:									
Step	Level	1	2	3	4	5	6 ...	10 ...	15 ...	20	
Base											
Option A: Full Benefits		\$46,203	\$47,127	\$48,069	\$49,031	\$50,011	\$51,012	\$52,032	\$56,321	\$62,183	\$68,655
Option B: Partial-Plus Benefits		\$41,236	\$42,061	\$42,902	\$43,760	\$44,636	\$45,528	\$46,439	\$50,267	\$55,499	\$61,275
Option C: Partial Benefits		\$40,068	\$40,869	\$41,687	\$42,520	\$43,371	\$44,238	\$45,123	\$48,843	\$53,926	\$59,539
Step 1											
Option A: Full Benefits		\$56,529	\$57,660	\$58,813	\$59,989	\$61,189	\$62,413	\$63,661	\$68,909	\$76,081	\$83,999
Option B: Partial-Plus Benefits		\$50,453	\$51,462	\$52,491	\$53,541	\$54,612	\$55,704	\$56,818	\$61,502	\$67,903	\$74,970
Option C: Partial Benefits		\$49,023	\$50,004	\$51,004	\$52,024	\$53,064	\$54,125	\$55,208	\$59,759	\$65,979	\$72,846
Step 2											
Option A: Full Benefits		\$66,856	\$68,193	\$69,556	\$70,948	\$72,367	\$73,814	\$75,290	\$81,497	\$89,979	\$99,344
Option B: Partial-Plus Benefits		\$59,669	\$60,863	\$62,080	\$63,321	\$64,588	\$65,880	\$67,197	\$72,736	\$80,307	\$88,665
Option C: Partial Benefits		\$57,978	\$59,138	\$60,321	\$61,527	\$62,758	\$64,013	\$65,293	\$70,675	\$78,031	\$86,153
Step 3											
Option A: Full Benefits		\$77,182	\$78,726	\$80,300	\$81,906	\$83,544	\$85,215	\$86,919	\$94,084	\$103,877	\$114,688
Option B: Partial-Plus Benefits		\$68,886	\$70,263	\$71,669	\$73,102	\$74,564	\$76,055	\$77,576	\$83,971	\$92,711	\$102,360
Option C: Partial Benefits		\$66,934	\$68,272	\$69,638	\$71,030	\$72,451	\$73,900	\$75,378	\$81,592	\$90,084	\$99,460
Step 4											
Option A: Full Benefits		\$87,508	\$89,258	\$91,044	\$92,864	\$94,722	\$96,616	\$98,549	\$106,672	\$117,775	\$130,033
Option B: Partial-Plus Benefits		\$78,102	\$79,664	\$81,257	\$82,882	\$84,540	\$86,231	\$87,956	\$95,206	\$105,115	\$116,055
Option C: Partial Benefits		\$75,889	\$77,407	\$78,955	\$80,534	\$82,144	\$83,787	\$85,463	\$92,508	\$102,136	\$112,767
Step 5											
Option A: Full Benefits		\$97,835	\$99,791	\$101,787	\$103,823	\$105,899	\$108,017	\$110,178	\$119,260	\$131,673	\$145,377
Option B: Partial-Plus Benefits		\$87,318	\$89,065	\$90,846	\$92,663	\$94,516	\$96,407	\$98,335	\$106,441	\$117,519	\$129,750
Option C: Partial Benefits		\$84,844	\$86,541	\$88,272	\$90,037	\$91,838	\$93,675	\$95,548	\$103,424	\$114,189	\$126,074
Step 6											
Option A: Full Benefits		\$107,184	\$109,328	\$111,515	\$113,745	\$116,020	\$118,340	\$120,707	\$130,657	\$144,256	\$159,270
Option B: Partial-Plus Benefits		\$95,663	\$97,576	\$99,528	\$101,518	\$103,549	\$105,620	\$107,732	\$116,613	\$128,750	\$142,150
Option C: Partial Benefits		\$92,952	\$94,811	\$96,707	\$98,642	\$100,614	\$102,627	\$104,679	\$113,308	\$125,101	\$138,122
Step 7											
Option A: Full Benefits		\$116,534	\$118,865	\$121,242	\$123,667	\$126,140	\$128,663	\$131,236	\$142,054	\$156,840	\$173,164
Option B: Partial-Plus Benefits		\$104,008	\$106,088	\$108,210	\$110,374	\$112,581	\$114,833	\$117,130	\$126,785	\$139,981	\$154,550
Option C: Partial Benefits		\$101,060	\$103,082	\$105,143	\$107,246	\$109,391	\$111,579	\$113,810	\$123,192	\$136,014	\$150,171
Step 8											
Option A: Full Benefits		\$125,884	\$128,402	\$130,970	\$133,589	\$136,261	\$138,986	\$141,766	\$153,452	\$169,423	\$187,057
Option B: Partial-Plus Benefits		\$112,353	\$114,600	\$116,892	\$119,229	\$121,614	\$124,046	\$126,527	\$136,957	\$151,212	\$166,950
Option C: Partial Benefits		\$109,169	\$111,352	\$113,579	\$115,851	\$118,168	\$120,531	\$122,942	\$133,076	\$146,927	\$162,219
Step 9											
Option A: Full Benefits		\$135,234	\$137,938	\$140,697	\$143,511	\$146,381	\$149,309	\$152,295	\$164,849	\$182,007	\$200,950
Option B: Partial-Plus Benefits		\$120,697	\$123,111	\$125,573	\$128,085	\$130,647	\$133,260	\$135,925	\$147,129	\$162,443	\$179,350
Option C: Partial Benefits		\$117,277	\$119,623	\$122,015	\$124,455	\$126,944	\$129,483	\$132,073	\$142,960	\$157,839	\$174,267
Step 10											
Option A: Full Benefits		\$144,583	\$147,475	\$150,424	\$153,433	\$156,502	\$159,632	\$162,824	\$176,246	\$194,590	\$214,843
Option B: Partial-Plus Benefits		\$129,042	\$131,623	\$134,255	\$136,940	\$139,679	\$142,473	\$145,322	\$157,301	\$173,674	\$191,750
Option C: Partial Benefits		\$125,385	\$127,893	\$130,451	\$133,060	\$135,721	\$138,435	\$141,204	\$152,844	\$168,752	\$186,316

ECE Worker Perspective: Return on Investment of Further Education

State Average

Step	Years	Cost of Tuition and Fees*		Annual Earnings Increase		Years to Recoup Investment	
	Full-Time	Per-Step	Cumulative	Per-Step	Cumulative	Per-Step	Cumulative
Base	0	NA	NA	NA	NA	NA	NA
Step 1 <i>HS, GED, CDA</i>	1	\$6,000	\$6,000	\$6,096	\$6,096	1.0	1.0
Step 2 <i>AA (Not ECE-Related)</i>	2	\$6,000	\$12,000	\$6,096	\$12,192	1.0	1.0
Step 3 <i>AA (ECE-Related)</i>	2	\$6,000	\$12,000	\$12,192	\$18,288	0.5	0.7
Step 4 <i>AA in ECE Majors</i>	2	\$6,000	\$12,000	\$18,288	\$24,384	0.3	0.5
Step 5 <i>BA (Not ECE-Related)</i>	4	\$20,000	\$32,000	\$18,288	\$30,480	1.1	1.0
Step 6 <i>MA (Not ECE-Related)</i>	6	\$20,000	\$52,000	\$7,656	\$38,136	2.6	1.4
Step 7 <i>BA (ECE-Related)</i>	4	\$20,000	\$32,000	\$27,504	\$45,792	0.7	0.7
Step 8 <i>MA (ECE-Related)</i>	6	\$20,000	\$52,000	\$7,656	\$53,448	2.6	1.0
Step 9 <i>BA in ECE Majors</i>	4	\$20,000	\$32,000	\$36,720	\$61,104	0.5	0.5
Step 10 <i>MA in ECE Majors</i>	6	\$20,000	\$52,000	\$7,656	\$68,760	2.6	0.8

* Assumes student takes the lowest-cost route available, at Minnesota State Colleges and Universities, including transfer from a two-year to a four-year institution.

Cost of tuition and fees does not include the costs of books, housing, or opportunity costs (e.g. working additional hours), and assumes annual tuition rates of:

\$6,000 for community colleges (degrees/credentials up to AA/AS)

\$10,000 for state colleges and universities (degrees/credentials above AA/AS)

Per Minnesota State Colleges and Universities, information available at <https://www.minnstate.edu/admissions/tuition.html>, accessed on 9/26/2024

Urban							
Step	Years	Cost of Tuition and Fees*		Annual Earnings Increase		Years to Recoup Investment	
	Full-Time	Per-Step	Cumulative	Per-Step	Cumulative	Per-Step	Cumulative
Base	0	NA	NA	NA	NA	NA	NA
Step 1 <i>HS, GED, CDA</i>	1	\$6,000	\$6,000	\$5,949	\$5,949	1.0	1.0
Step 2 <i>AA (Not ECE-Related)</i>	2	\$6,000	\$12,000	\$5,949	\$11,897	1.0	1.0
Step 3 <i>AA (ECE-Related)</i>	2	\$6,000	\$12,000	\$11,897	\$17,846	0.5	0.7
Step 4 <i>AA in ECE Majors</i>	2	\$6,000	\$12,000	\$17,846	\$23,794	0.3	0.5
Step 5 <i>BA (Not ECE-Related)</i>	4	\$20,000	\$32,000	\$17,846	\$29,743	1.1	1.1
Step 6 <i>MA (Not ECE-Related)</i>	6	\$20,000	\$52,000	\$7,870	\$37,613	2.5	1.4
Step 7 <i>BA (ECE-Related)</i>	4	\$20,000	\$32,000	\$27,637	\$45,483	0.7	0.7
Step 8 <i>MA (ECE-Related)</i>	6	\$20,000	\$52,000	\$7,870	\$53,353	2.5	1.0
Step 9 <i>BA in ECE Majors</i>	4	\$20,000	\$32,000	\$37,429	\$61,223	0.5	0.5
Step 10 <i>MA in ECE Majors</i>	6	\$20,000	\$52,000	\$7,870	\$69,093	2.5	0.8

* Assumes student takes the lowest-cost route available, at Minnesota State Colleges and Universities, including transfer from a two-year to a four-year institution.

Cost of tuition and fees does not include the costs of books, housing, or opportunity costs (e.g. working additional hours), and assumes annual tuition rates of:

\$6,000 for community colleges (degrees/credentials up to AA/AS)

\$10,000 for state colleges and universities (degrees/credentials above AA/AS)

Per Minnesota State Colleges and Universities, information available at <https://www.minnstate.edu/admissions/tuition.html>, accessed on 9/26/2024

Large Town							
Step	Years Full-Time	Cost of Tuition and Fees*		Annual Earnings Increase		Years to Recoup Investment	
		Per-Step	Cumulative	Per-Step	Cumulative	Per-Step	Cumulative
Base	0	NA	NA	NA	NA	NA	NA
Step 1 <i>HS, GED, CDA</i>	1	\$6,000	\$6,000	\$6,948	\$6,948	0.9	0.9
Step 2 <i>AA (Not ECE-Related)</i>	2	\$6,000	\$12,000	\$6,948	\$13,896	0.9	0.9
Step 3 <i>AA (ECE-Related)</i>	2	\$6,000	\$12,000	\$13,896	\$20,843	0.4	0.6
Step 4 <i>AA in ECE Majors</i>	2	\$6,000	\$12,000	\$20,843	\$27,791	0.3	0.4
Step 5 <i>BA (Not ECE-Related)</i>	4	\$20,000	\$32,000	\$20,843	\$34,739	1.0	0.9
Step 6 <i>MA (Not ECE-Related)</i>	6	\$20,000	\$52,000	\$6,307	\$41,046	3.2	1.3
Step 7 <i>BA (ECE-Related)</i>	4	\$20,000	\$32,000	\$26,509	\$47,353	0.8	0.7
Step 8 <i>MA (ECE-Related)</i>	6	\$20,000	\$52,000	\$6,307	\$53,660	3.2	1.0
Step 9 <i>BA in ECE Majors</i>	4	\$20,000	\$32,000	\$32,176	\$59,967	0.6	0.5
Step 10 <i>MA in ECE Majors</i>	6	\$20,000	\$52,000	\$6,307	\$66,274	3.2	0.8

* Assumes student takes the lowest-cost route available, at Minnesota State Colleges and Universities, including transfer from a two-year to a four-year institution.

Cost of tuition and fees does not include the costs of books, housing, or opportunity costs (e.g. working additional hours), and assumes annual tuition rates of:

\$6,000 for community colleges (degrees/credentials up to AA/AS)

\$10,000 for state colleges and universities (degrees/credentials above AA/AS)

Per Minnesota State Colleges and Universities, information available at <https://www.minnstate.edu/admissions/tuition.html>, accessed on 9/26/2024

Small Town

Step	Years	Cost of Tuition and Fees*		Annual Earnings Increase		Years to Recoup Investment	
	Full-Time	Per-Step	Cumulative	Per-Step	Cumulative	Per-Step	Cumulative
Base	0	NA	NA	NA	NA	NA	NA
Step 1 <i>HS, GED, CDA</i>	1	\$6,000	\$6,000	\$6,580	\$6,580	0.9	0.9
Step 2 <i>AA (Not ECE-Related)</i>	2	\$6,000	\$12,000	\$6,580	\$13,160	0.9	0.9
Step 3 <i>AA (ECE-Related)</i>	2	\$6,000	\$12,000	\$13,160	\$19,741	0.5	0.6
Step 4 <i>AA in ECE Majors</i>	2	\$6,000	\$12,000	\$19,741	\$26,321	0.3	0.5
Step 5 <i>BA (Not ECE-Related)</i>	4	\$20,000	\$32,000	\$19,741	\$32,901	1.0	1.0
Step 6 <i>MA (Not ECE-Related)</i>	6	\$20,000	\$52,000	\$5,869	\$38,771	3.4	1.3
Step 7 <i>BA (ECE-Related)</i>	4	\$20,000	\$32,000	\$24,899	\$44,640	0.8	0.7
Step 8 <i>MA (ECE-Related)</i>	6	\$20,000	\$52,000	\$5,869	\$50,510	3.4	1.0
Step 9 <i>BA in ECE Majors</i>	4	\$20,000	\$32,000	\$30,058	\$56,379	0.7	0.6
Step 10 <i>MA in ECE Majors</i>	6	\$20,000	\$52,000	\$5,869	\$62,248	3.4	0.8

* Assumes student takes the lowest-cost route available, at Minnesota State Colleges and Universities, including transfer from a two-year to a four-year institution.

Cost of tuition and fees does not include the costs of books, housing, or opportunity costs (e.g. working additional hours), and assumes annual tuition rates of:

\$6,000 for community colleges (degrees/credentials up to AA/AS)

\$10,000 for state colleges and universities (degrees/credentials above AA/AS)

Per Minnesota State Colleges and Universities, information available at <https://www.minnstate.edu/admissions/tuition.html>, accessed on 9/26/2024

Rural							
Step	Years	Cost of Tuition and Fees*		Annual Earnings Increase		Years to Recoup Investment	
	Full-Time	Per-Step	Cumulative	Per-Step	Cumulative	Per-Step	Cumulative
Base	0	NA	NA	NA	NA	NA	NA
Step 1 <i>HS, GED, CDA</i>	1	\$6,000	\$6,000	\$6,529	\$6,529	0.9	0.9
Step 2 <i>AA (Not ECE-Related)</i>	2	\$6,000	\$12,000	\$6,529	\$13,059	0.9	0.9
Step 3 <i>AA (ECE-Related)</i>	2	\$6,000	\$12,000	\$13,059	\$19,588	0.5	0.6
Step 4 <i>AA in ECE Majors</i>	2	\$6,000	\$12,000	\$19,588	\$26,117	0.3	0.5
Step 5 <i>BA (Not ECE-Related)</i>	4	\$20,000	\$32,000	\$19,588	\$32,647	1.0	1.0
Step 6 <i>MA (Not ECE-Related)</i>	6	\$20,000	\$52,000	\$5,912	\$38,558	3.4	1.3
Step 7 <i>BA (ECE-Related)</i>	4	\$20,000	\$32,000	\$24,882	\$44,470	0.8	0.7
Step 8 <i>MA (ECE-Related)</i>	6	\$20,000	\$52,000	\$5,912	\$50,382	3.4	1.0
Step 9 <i>BA in ECE Majors</i>	4	\$20,000	\$32,000	\$30,177	\$56,294	0.7	0.6
Step 10 <i>MA in ECE Majors</i>	6	\$20,000	\$52,000	\$5,912	\$62,206	3.4	0.8

* Assumes student takes the lowest-cost route available, at Minnesota State Colleges and Universities, including transfer from a two-year to a four-year institution.

Cost of tuition and fees does not include the costs of books, housing, or opportunity costs (e.g. working additional hours), and assumes annual tuition rates of:

\$6,000 for community colleges (degrees/credentials up to AA/AS)

\$10,000 for state colleges and universities (degrees/credentials above AA/AS)

Per Minnesota State Colleges and Universities, information available at <https://www.minnstate.edu/admissions/tuition.html>, accessed on 9/26/2024

Benefits Recommendations

The Wage Scale Workgroup recommends three options for benefits levels, based on guidance from the Great Start Task Force (GSTF) and informed by employee benefits data provided by the US Bureau of Labor Statistics (BLS):

	Option A Full Benefits	Option B Partial-Plus Benefits	Option C Partial Benefits
Summary	Health and Retirement Benefits are set at levels equivalent to K12 Educators nationally, per BLS. PTO and Cafeteria Plan levels at minimum levels recommended by GSTF.	Health and Retirement Benefits set at levels equivalent to the average US worker, per BLS. PTO and Cafeteria Plan levels at minimum levels recommended by GSTF.	Health Benefits based on K12 average, scaled by participation rate.* Retirement benefits set to US average. PTO and Cafeteria benefits at minimum levels
Benefits Levels as a percentage of earnings			
Health Insurance + HSA	16% Equivalent to K12 educators nationally	12% Equivalent to average US worker	8% Based on K12 national average, scaled by participation rate*
Retirement Savings	21% Equivalent to K12 Educators nationally	8% Equivalent to average US worker	8% Equivalent to average US worker
Cafeteria Plan (10% of earnings)**	10% Minimum level recommended by GSTF	10% Minimum level recommended by GSTF	10% Minimum level recommended by GSTF
Paid Time Off	11.2% GSTF	11.2% GSTF	11.2% GSTF
Accrued Sick Leave (5 days/year)***	2.3%	2.3%	2.3%
Paid Holidays (8 days/year)	3.1%	3.1%	3.1%
Paid Vacation Days (5+ days in first year)	1.9%	1.9%	1.9%
4)	3.8%	3.8%	3.8%
(15 days in years 5+)	5.8%	5.8%	5.8%
TOTAL	58.2%	41.2%	37.2%

Notes:

Percent-of-earnings figures assume 2,080 hours worked per year, and eight hours per day.

* Wilder Research found that 49% of ECE workers participated in their employer's health plan.

** Levels in parentheses here and below are the minimum levels stipulated by the Great Start Task Force (GSTF). Benefits without levels in parentheses (Health and Retirement) were not specifically stipulated by GSTF.

*** Minnesota's 2024 Earned Sick and Safe Time Law requires at least six days per year of ESST time, which is higher than the 5 days/year minimum recommended by the GSTF; here, 6 days are used, equivalent to 2.3% of a ECE worker's earnings.

RUCA + Population by County

County	Population	
	RUCA Codings (2022)	
Aitkin County	Rural	16,614
Anoka County	Urban	368,280
Becker County	Small Town	35,738
Beltrami County	Large Town	47,522
Benton County	Urban	40,164
Big Stone County	Rural	5,315
Blue Earth County	Urban	71,053
Brown County	Large Town	25,756
Carlton County	Large Town	37,389
Carver County	Urban	110,136
Cass County	Rural	30,821
Chippewa County	Small Town	12,751
Chisago County	Urban	59,055
Clay County	Urban	67,814
Clearwater County	Large Town	8,721
Cook County	Rural	5,629
Cottonwood County	Small Town	11,915
Crow Wing County	Large Town	69,276
Dakota County	Urban	444,985
Dodge County	Urban	21,342
Douglas County	Large Town	40,625
Faribault County	Rural	13,681
Fillmore County	Rural	21,605
Freeborn County	Large Town	30,904
Goodhue County	Large Town	48,910
Grant County	Rural	6,173
Hennepin County	Urban	1,293,651
Houston County	Small Town	19,253
Hubbard County	Small Town	22,431
Isanti County	Urban	42,807
Itasca County	Small Town	45,584
Jackson County	Small Town	10,067
Kanabec County	Small Town	16,329
Kandiyohi County	Large Town	45,232
Kittson County	Rural	4,300
Koochiching County	Small Town	12,163
Lac qui Parle County	Rural	6,675
Lake County	Small Town	11,303
Lake of the Woods County	Rural	3,901
Le Sueur County	Small Town	29,518
Lincoln County	Rural	5,511
Lyon County	Large Town	25,379
Mahnomen County	Rural	37,607
Marshall County	Small Town	5,400
Martin County	Large Town	9,221
McLeod County	Rural	20,153
Meeker County	Small Town	23,910
Mille Lacs County	Small Town	27,483
Morrison County	Small Town	34,326
Mower County	Large Town	40,605
Murray County	Rural	8,243

Nicollet County	Urban	35,826
Nobles County	Large Town	22,473
Norman County	Rural	6,527
Olmsted County	Urban	168,055
Otter Tail County	Large Town	60,555
Pennington County	Small Town	14,266
Pine County	Small Town	30,271
Pipestone County	Small Town	9,219
Polk County	Small Town	31,192
Pope County	Rural	11,654
Ramsey County	Urban	551,195
Red Lake County	Rural	3,998
Redwood County	Rural	15,348
Renville County	Rural	14,721
Rice County	Large Town	68,525
Rock County	Small Town	9,853
Roseau County	Small Town	15,694
Saint Louis County	Urban	200,916
Scott County	Urban	154,395
Sherburne County	Urban	102,275
Sibley County	Rural	15,307
Stearns County	Urban	162,016
Steele County	Large Town	38,775
Stevens County	Small Town	9,401
Swift County	Small Town	10,054
Todd County	Small Town	25,617
Traverse County	Rural	3,346
Wabasha County	Urban	21,895
Wadena County	Small Town	14,119
Waseca County	Small Town	19,236
Washington County	Urban	274,589
Watonwan County	Rural	11,253
Wilkin County	Large Town	6,327
Winona County	Large Town	49,764
Wright County	Urban	150,727
Yellow Medicine County	Rural	9,159

General Information

The wage scales in this document are derived primarily from two datasets:

- 1) County-level cost of living (COL) data provided by the Minnesota Department of Employment and Economic Development (DEED)
- 2) Individual-level K12 educator data provided by the Minnesota Professional Educators Standards and Licensing Board (PELSB).

These data, as well as information on how the data are prepared for use in the wage scales, can be found in the file "**ECE Wage Scale 2024 (Data Supplement).xlsx**". Raw data are prepared for export in the data supplement, and are pasted into the worksheets "**Earnings Imported**" and "**COL Imported**".

In addition to the data sources, the wage scales are also informed by research and decisions guided by the Wage Scale Workgroup, based on original guidance from the Great Start Task Force (GSTF). These elements are reflected in the "**guidance**" and "**reference**" worksheets, as well as the "**Parameters and Assumptions**" worksheet.

Moreover, additional information on the decisions made about the wage scale can be found in the document, "**ECE Wage Scale Decision Points and Reference Materials.docx**".

This file and the data supplement are designed to be transparent in their process and organization, as well as relatively easy to update. In general, the worksheet tabs are arranged so that the basic building blocks and supporting information are in the back (the rightmost tabs), with intermediate and final tables up front. To understand how everything comes together, start at the rightmost tab of the data supplement and move left through the tabs, then back to this document and these notes.

These documents were prepared by **Nick Maryns at InsightWorks Consulting**, who can be reached at nick@insightworksllc.com with any questions.

How the Wage Scale is Derived

Cost of living data are used to define the lowest corner of the wage scale, at the base step and at entry level. Those numbers are shown in **BOLD GREEN**.

- Cost of living data are county-level, but are combined via weighted average by RUCA code. For details, see the data supplement.

K12 educator data from PELSB are used to calculate average annual teacher salaries by RUCA code and various levels of education, which are associated with steps 5-10 of the wage scale. For details, see the data supplement.

- Initially it was assumed that the K12 salary averages for steps 5-10 could simply be "plugged in" to the wage scale as-is, but inspection of the averages showed them to be quite noisy, especially in the smallest Rural RUCA region (lower steps paying more than higher steps, etc.).

numbers.

- So, K12 earnings averages for wage scale steps 5 and 10 are used in the wage scale, and steps 6-9 are spaced evenly between steps 5 and 10.
- Similarly, wage scale steps 1-4 are spaced evenly between the base step and step 5.

PELSB data on K12 educator earnings and experience also inform the years-of-experience (horizontal) axis of the wage scale.

- those averages to wage scale directly. However, the N's were too small and the resulting averages unreliable (with lower steps paying more than higher steps for certain years of experience).
- Instead, we looked at the average years of experience among teachers, finding an average of six years, which is fairly stable across geographies and wage scale steps.
- So, we use the K12 earnings averages for steps 5 and 10 (described above), "plugging them in" to the wage scale at the the sixth year of experience, equivalent to MN teachers' average years of experience. These numbers are shown in **BOLD BLUE**.
- To derive earnings levels for other years of experience, the PELSB data were analyzed further.
- Namely, a regression analysis shows that, controlling for education level, geography, and other demographic factors, an additional year of experience is associated with an earnings increase of \$700-\$750 per year.
- Given this finding, we use a user-given year-over-year earnings growth factor of 2% (see the "**Parameters an Assumptions**" worksheet) to compute changes in earnings from year to year that approximate this amount.

Thus, each regional wage scale is derived from just four numbers:

- (1) the region's cost of living,
- (2) the region's average annual contract salary for K12 teachers with a BA only
- (3) the region's average annual contract salary for K12 teachers with an MA+30 credits
- (4) the yearly earnings growth rate

ECE Worker Perspective: Return on Investment of Further Education

This supplemental table provides a very rough estimate of the costs of obtaining the necessary education at each step, weighed against the resultant increase in earnings. Time to breakeven measures how many years of work would be required to earn back one's investment in additional education.

This table relies on minimal estimates of the costs of postsecondary education, and should be interpreted accordingly; see the note under the table for more information.

The "cumulative" column represents the costs and benefits of obtaining a certain step, starting from the base step, while the per-step figures count costs and benefits of moving up a single level of education to the given step.