

**Mt. Hood Community College**  
**2020 / 2021 Classified Salary Schedule**  
**Effective July 1, 2020**

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>	<b>STEP G</b>	<b>STEP H</b>	<b>STEP I</b>	<b>STEP J</b>	<b>STEP K</b>	<b>STEP L</b>	
<b>16</b>	31,783	32,737	33,718	34,731	35,772	36,846	37,951	39,090	40,262	41,470	42,713	43,996	<b>Annual</b>
	2,649	2,728	2,810	2,894	2,981	3,071	3,163	3,258	3,355	3,456	3,559	3,666	<b>Monthly</b>
	123.67	127.38	131.20	135.14	139.19	143.37	147.67	152.10	156.66	161.36	166.20	171.19	<b>Daily</b>
	15.46	15.92	16.40	16.89	17.40	17.92	18.46	19.01	19.58	20.17	20.78	21.40	<b>Hourly</b>
<b>17</b>	32,577	33,554	34,561	35,597	36,666	37,766	38,900	40,066	41,269	42,508	43,783	45,096	<b>Annual</b>
	2,715	2,796	2,880	2,966	3,056	3,147	3,242	3,339	3,439	3,542	3,649	3,758	<b>Monthly</b>
	126.76	130.56	134.48	138.51	142.67	146.95	151.36	155.90	160.58	165.40	170.36	175.47	<b>Daily</b>
	15.85	16.32	16.81	17.31	17.83	18.37	18.92	19.49	20.07	20.68	21.30	21.93	<b>Hourly</b>
<b>18</b>	33,392	34,394	35,425	36,489	37,584	38,712	39,874	41,069	42,300	43,569	44,877	46,224	<b>Annual</b>
	2,783	2,866	2,952	3,041	3,132	3,226	3,323	3,422	3,525	3,631	3,740	3,852	<b>Monthly</b>
	129.93	133.83	137.84	141.98	146.24	150.63	155.15	159.80	164.59	169.53	174.62	179.86	<b>Daily</b>
	16.24	16.73	17.23	17.75	18.28	18.83	19.39	19.98	20.57	21.19	21.83	22.48	<b>Hourly</b>
<b>19</b>	34,227	35,255	36,314	37,404	38,527	39,683	40,873	42,099	43,361	44,661	46,000	47,381	<b>Annual</b>
	2,852	2,938	3,026	3,117	3,211	3,307	3,406	3,508	3,613	3,722	3,833	3,948	<b>Monthly</b>
	133.18	137.18	141.30	145.54	149.91	154.41	159.04	163.81	168.72	173.78	178.99	184.36	<b>Daily</b>
	16.65	17.15	17.66	18.19	18.74	19.30	19.88	20.48	21.09	21.72	22.37	23.05	<b>Hourly</b>
<b>20</b>	35,083	36,137	37,221	38,337	39,488	40,673	41,894	43,150	44,446	45,779	47,152	48,565	<b>Annual</b>
	2,924	3,011	3,102	3,195	3,291	3,389	3,491	3,596	3,704	3,815	3,929	4,047	<b>Monthly</b>
	136.51	140.61	144.83	149.17	153.65	158.26	163.01	167.90	172.94	178.13	183.47	188.97	<b>Daily</b>
	17.06	17.58	18.10	18.65	19.21	19.78	20.38	20.99	21.62	22.27	22.93	23.62	<b>Hourly</b>
<b>21</b>	35,959	37,039	38,149	39,293	40,472	41,685	42,937	44,225	45,551	46,918	48,326	49,776	<b>Annual</b>
	2,997	3,087	3,179	3,274	3,373	3,474	3,578	3,685	3,796	3,910	4,027	4,148	<b>Monthly</b>
	139.92	144.12	148.44	152.89	157.48	162.20	167.07	172.08	177.24	182.56	188.04	193.68	<b>Daily</b>
	17.49	18.02	18.56	19.11	19.69	20.28	20.88	21.51	22.16	22.82	23.51	24.21	<b>Hourly</b>
<b>22</b>	36,859	37,964	39,103	40,274	41,482	42,726	44,009	45,330	46,689	48,090	49,532	51,017	<b>Annual</b>
	3,072	3,164	3,259	3,356	3,457	3,561	3,667	3,778	3,891	4,008	4,128	4,251	<b>Monthly</b>
	143.42	147.72	152.15	156.71	161.41	166.25	171.24	176.38	181.67	187.12	192.73	198.51	<b>Daily</b>
	17.93	18.47	19.02	19.59	20.18	20.78	21.41	22.05	22.71	23.39	24.09	24.81	<b>Hourly</b>
<b>23</b>	37,782	38,915	40,082	41,284	42,523	43,798	45,111	46,466	47,859	49,295	50,773	52,297	<b>Annual</b>
	3,149	3,243	3,340	3,440	3,544	3,650	3,759	3,872	3,988	4,108	4,231	4,358	<b>Monthly</b>
	147.01	151.42	155.96	160.64	165.46	170.42	175.53	180.80	186.22	191.81	197.56	203.49	<b>Daily</b>
	18.38	18.93	19.50	20.08	20.68	21.30	21.94	22.60	23.28	23.98	24.70	25.44	<b>Hourly</b>
<b>24</b>	38,727	39,889	41,087	42,320	43,590	44,898	46,245	47,632	49,061	50,534	52,050	53,613	<b>Annual</b>
	3,227	3,324	3,424	3,527	3,633	3,742	3,854	3,969	4,088	4,211	4,338	4,468	<b>Monthly</b>
	150.69	155.21	159.87	164.67	169.61	174.70	179.94	185.34	190.90	196.63	202.53	208.61	<b>Daily</b>
	18.84	19.40	19.98	20.58	21.20	21.84	22.49	23.17	23.86	24.58	25.32	26.08	<b>Hourly</b>
<b>25</b>	39,696	40,886	42,112	43,376	44,677	46,018	47,399	48,820	50,285	51,793	53,348	54,949	<b>Annual</b>
	3,308	3,407	3,509	3,615	3,723	3,835	3,950	4,068	4,190	4,316	4,446	4,579	<b>Monthly</b>
	154.46	159.09	163.86	168.78	173.84	179.06	184.43	189.96	195.66	201.53	207.58	213.81	<b>Daily</b>
	19.31	19.89	20.48	21.10	21.73	22.38	23.05	23.75	24.46	25.19	25.95	26.73	<b>Hourly</b>
<b>26</b>	40,688	41,909	43,166	44,461	45,795	47,170	48,586	50,043	51,544	53,091	54,684	56,324	<b>Annual</b>
	3,391	3,492	3,597	3,705	3,816	3,931	4,049	4,170	4,295	4,424	4,557	4,694	<b>Monthly</b>
	158.32	163.07	167.96	173.00	178.19	183.54	189.05	194.72	200.56	206.58	212.78	219.16	<b>Daily</b>
	19.79	20.38	21.00	21.63	22.27	22.94	23.63	24.34	25.07	25.82	26.60	27.40	<b>Hourly</b>

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<b>27</b>	41,706	42,958	44,245	45,571	46,938	48,347	49,796	51,289	52,829	54,415	56,047	57,727	<b>Annual</b>
	3,476	3,580	3,687	3,798	3,912	4,029	4,150	4,274	4,402	4,535	4,671	4,811	<b>Monthly</b>
	162.28	167.15	172.16	177.32	182.64	188.12	193.76	199.57	205.56	211.73	218.08	224.62	<b>Daily</b>
	20.29	20.89	21.52	22.17	22.83	23.52	24.22	24.95	25.70	26.47	27.26	28.08	<b>Hourly</b>
<b>28</b>	42,749	44,032	45,353	46,712	48,113	49,557	51,043	52,574	54,152	55,777	57,450	59,174	<b>Annual</b>
	3,562	3,669	3,779	3,893	4,009	4,130	4,254	4,381	4,513	4,648	4,788	4,931	<b>Monthly</b>
	166.34	171.33	176.47	181.76	187.21	192.83	198.61	204.57	210.71	217.03	223.54	230.25	<b>Daily</b>
	20.79	21.42	22.06	22.72	23.40	24.10	24.83	25.57	26.34	27.13	27.94	28.78	<b>Hourly</b>
<b>29</b>	43,819	45,134	46,489	47,884	49,321	50,801	52,325	53,895	55,512	57,177	58,892	60,657	<b>Annual</b>
	3,652	3,761	3,874	3,990	4,110	4,233	4,360	4,491	4,626	4,765	4,908	5,055	<b>Monthly</b>
	170.50	175.62	180.89	186.32	191.91	197.67	203.60	209.71	216.00	222.48	229.15	236.02	<b>Daily</b>
	21.31	21.95	22.61	23.29	23.99	24.71	25.45	26.21	27.00	27.81	28.64	29.50	<b>Hourly</b>
<b>30</b>	44,913	46,260	47,648	49,077	50,549	52,066	53,628	55,237	56,895	58,601	60,359	62,171	<b>Annual</b>
	3,743	3,855	3,971	4,090	4,212	4,339	4,469	4,603	4,741	4,883	5,030	5,181	<b>Monthly</b>
	174.76	180.00	185.40	190.96	196.69	202.59	208.67	214.93	221.38	228.02	234.86	241.91	<b>Daily</b>
	21.85	22.50	23.18	23.87	24.59	25.32	26.08	26.87	27.67	28.50	29.36	30.24	<b>Hourly</b>
<b>31</b>	46,036	47,417	48,840	50,305	51,814	53,369	54,970	56,620	58,318	60,069	61,870	63,726	<b>Annual</b>
	3,836	3,951	4,070	4,192	4,318	4,447	4,581	4,718	4,860	5,006	5,156	5,311	<b>Monthly</b>
	179.13	184.50	190.04	195.74	201.61	207.66	213.89	220.31	226.92	233.73	240.74	247.96	<b>Daily</b>
	22.39	23.06	23.76	24.47	25.20	25.96	26.74	27.54	28.37	29.22	30.09	31.00	<b>Hourly</b>
<b>32</b>	47,188	48,604	50,061	51,562	53,109	54,702	56,345	58,036	59,776	61,569	63,417	65,319	<b>Annual</b>
	3,932	4,050	4,172	4,297	4,426	4,559	4,695	4,836	4,981	5,131	5,285	5,443	<b>Monthly</b>
	183.61	189.12	194.79	200.63	206.65	212.85	219.24	225.82	232.59	239.57	246.76	254.16	<b>Daily</b>
	22.95	23.64	24.35	25.08	25.83	26.61	27.41	28.23	29.07	29.95	30.85	31.77	<b>Hourly</b>
<b>33</b>	48,367	49,819	51,315	52,855	54,440	56,072	57,756	59,488	61,271	63,109	65,003	66,954	<b>Annual</b>
	4,031	4,152	4,276	4,405	4,537	4,673	4,813	4,957	5,106	5,259	5,417	5,580	<b>Monthly</b>
	188.20	193.85	199.67	205.66	211.83	218.18	224.73	231.47	238.41	245.56	252.93	260.52	<b>Daily</b>
	23.53	24.23	24.96	25.71	26.48	27.27	28.09	28.93	29.80	30.70	31.62	32.57	<b>Hourly</b>
<b>34</b>	49,578	51,066	52,598	54,176	55,800	57,473	59,197	60,973	62,803	64,687	66,627	68,627	<b>Annual</b>
	4,132	4,256	4,383	4,515	4,650	4,789	4,933	5,081	5,234	5,391	5,552	5,719	<b>Monthly</b>
	192.91	198.70	204.66	210.80	217.12	223.63	230.34	237.25	244.37	251.70	259.25	267.03	<b>Daily</b>
	24.11	24.84	25.58	26.35	27.14	27.95	28.79	29.66	30.55	31.46	32.41	33.38	<b>Hourly</b>
<b>35</b>	50,817	52,341	53,911	55,527	57,193	58,910	60,678	62,497	64,373	66,303	68,293	70,341	<b>Annual</b>
	4,235	4,362	4,493	4,627	4,766	4,909	5,057	5,208	5,364	5,525	5,691	5,862	<b>Monthly</b>
	197.73	203.66	209.77	216.06	222.54	229.22	236.10	243.18	250.48	257.99	265.73	273.70	<b>Daily</b>
	24.72	25.46	26.22	27.01	27.82	28.65	29.51	30.40	31.31	32.25	33.22	34.21	<b>Hourly</b>
<b>36</b>	52,086	53,649	55,258	56,915	58,622	60,380	62,191	64,057	65,980	67,959	69,997	72,096	<b>Annual</b>
	4,341	4,471	4,605	4,743	4,885	5,032	5,183	5,338	5,498	5,663	5,833	6,008	<b>Monthly</b>
	202.67	208.75	215.01	221.46	228.10	234.94	241.99	249.25	256.73	264.43	272.36	280.53	<b>Daily</b>
	25.33	26.09	26.88	27.68	28.51	29.37	30.25	31.16	32.09	33.05	34.05	35.07	<b>Hourly</b>
<b>37</b>	53,389	54,990	56,640	58,339	60,089	61,891	63,746	65,658	67,627	69,655	71,744	73,895	<b>Annual</b>
	4,449	4,583	4,720	4,862	5,007	5,158	5,312	5,472	5,636	5,805	5,979	6,158	<b>Monthly</b>
	207.74	213.97	220.39	227.00	233.81	240.82	248.04	255.48	263.14	271.03	279.16	287.53	<b>Daily</b>
	25.97	26.75	27.55	28.38	29.23	30.10	31.01	31.94	32.89	33.88	34.90	35.94	<b>Hourly</b>

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<b>38</b>	54,723	56,365	58,056	59,799	61,593	63,440	65,345	67,306	69,326	71,405	73,548	75,756	<b>Annual</b>
	4,560	4,697	4,838	4,983	5,133	5,287	5,445	5,609	5,777	5,950	6,129	6,313	<b>Monthly</b>
	212.93	219.32	225.90	232.68	239.66	246.85	254.26	261.89	269.75	277.84	286.18	294.77	<b>Daily</b>
	26.62	27.42	28.24	29.09	29.96	30.86	31.78	32.74	33.72	34.73	35.77	36.85	<b>Hourly</b>
<b>39</b>	56,090	57,774	59,506	61,292	63,129	65,024	66,974	68,984	71,053	73,183	75,378	77,640	<b>Annual</b>
	4,674	4,815	4,959	5,108	5,261	5,419	5,581	5,749	5,921	6,099	6,282	6,470	<b>Monthly</b>
	218.25	224.80	231.54	238.49	245.64	253.01	260.60	268.42	276.47	284.76	293.30	302.10	<b>Daily</b>
	27.28	28.10	28.94	29.81	30.71	31.63	32.58	33.55	34.56	35.60	36.66	37.76	<b>Hourly</b>
<b>40</b>	57,493	59,218	60,994	62,824	64,707	66,648	68,647	70,706	72,826	75,011	77,262	79,580	<b>Annual</b>
	4,791	4,935	5,083	5,235	5,392	5,554	5,721	5,892	6,069	6,251	6,439	6,632	<b>Monthly</b>
	223.71	230.42	237.33	244.45	251.78	259.33	267.11	275.12	283.37	291.87	300.63	309.65	<b>Daily</b>
	27.96	28.80	29.67	30.56	31.47	32.42	33.39	34.39	35.42	36.48	37.58	38.71	<b>Hourly</b>
<b>41</b>	58,930	60,698	62,520	64,396	66,329	68,318	70,367	72,477	74,651	76,889	79,197	81,572	<b>Annual</b>
	4,911	5,058	5,210	5,366	5,527	5,693	5,864	6,040	6,221	6,407	6,600	6,798	<b>Monthly</b>
	229.30	236.18	243.27	250.57	258.09	265.83	273.80	282.01	290.47	299.18	308.16	317.40	<b>Daily</b>
	28.66	29.52	30.41	31.32	32.26	33.23	34.23	35.25	36.31	37.40	38.52	39.68	<b>Hourly</b>
<b>42</b>	60,403	62,215	64,080	66,003	67,982	70,022	72,122	74,286	76,514	78,809	81,173	83,610	<b>Annual</b>
	5,034	5,185	5,340	5,500	5,665	5,835	6,010	6,191	6,376	6,567	6,764	6,968	<b>Monthly</b>
	235.03	242.08	249.34	256.82	264.52	272.46	280.63	289.05	297.72	306.65	315.85	325.33	<b>Daily</b>
	29.38	30.26	31.17	32.10	33.07	34.06	35.08	36.13	37.22	38.33	39.48	40.67	<b>Hourly</b>
<b>43</b>	61,914	63,772	65,684	67,655	69,686	71,775	73,929	76,147	78,431	80,785	83,209	85,704	<b>Annual</b>
	5,160	5,314	5,474	5,638	5,807	5,981	6,161	6,346	6,536	6,732	6,934	7,142	<b>Monthly</b>
	240.91	248.14	255.58	263.25	271.15	279.28	287.66	296.29	305.18	314.34	323.77	333.48	<b>Daily</b>
	30.11	31.02	31.95	32.91	33.89	34.91	35.96	37.04	38.15	39.29	40.47	41.69	<b>Hourly</b>
<b>44</b>	63,461	65,365	67,326	69,346	71,425	73,569	75,776	78,051	80,392	82,803	85,288	87,848	<b>Annual</b>
	5,288	5,447	5,611	5,779	5,952	6,131	6,315	6,504	6,699	6,900	7,107	7,321	<b>Monthly</b>
	246.93	254.34	261.97	269.83	277.92	286.26	294.85	303.70	312.81	322.19	331.86	341.82	<b>Daily</b>
	30.87	31.79	32.75	33.73	34.74	35.78	36.86	37.96	39.10	40.27	41.48	42.73	<b>Hourly</b>
<b>45</b>	65,047	66,997	69,007	71,078	73,212	75,409	77,671	80,002	82,402	84,874	87,421	90,043	<b>Annual</b>
	5,421	5,583	5,751	5,923	6,101	6,284	6,473	6,667	6,867	7,073	7,285	7,504	<b>Monthly</b>
	253.10	260.69	268.51	276.57	284.87	293.42	302.22	311.29	320.63	330.25	340.16	350.36	<b>Daily</b>
	31.64	32.59	33.56	34.57	35.61	36.68	37.78	38.91	40.08	41.28	42.52	43.80	<b>Hourly</b>
<b>46</b>	66,674	68,673	70,734	72,857	75,041	77,293	79,611	81,998	84,458	86,992	89,600	92,289	<b>Annual</b>
	5,556	5,723	5,895	6,071	6,253	6,441	6,634	6,833	7,038	7,249	7,467	7,691	<b>Monthly</b>
	259.43	267.21	275.23	283.49	291.99	300.75	309.77	319.06	328.63	338.49	348.64	359.10	<b>Daily</b>
	32.43	33.40	34.40	35.44	36.50	37.59	38.72	39.88	41.08	42.31	43.58	44.89	<b>Hourly</b>
<b>47</b>	68,341	70,392	72,505	74,679	76,920	79,228	81,605	84,054	86,576	89,174	91,849	94,604	<b>Annual</b>
	5,695	5,866	6,042	6,223	6,410	6,602	6,800	7,005	7,215	7,431	7,654	7,884	<b>Monthly</b>
	265.92	273.90	282.12	290.58	299.30	308.28	317.53	327.06	336.87	346.98	357.39	368.11	<b>Daily</b>
	33.24	34.24	35.27	36.32	37.41	38.54	39.69	40.88	42.11	43.37	44.67	46.01	<b>Hourly</b>
<b>48</b>	70,050	72,153	74,317	76,547	78,845	81,209	83,646	86,154	88,740	91,402	94,144	96,969	<b>Annual</b>
	5,838	6,013	6,193	6,379	6,570	6,767	6,971	7,180	7,395	7,617	7,845	8,081	<b>Monthly</b>
	272.57	280.75	289.17	297.85	306.79	315.99	325.47	335.23	345.29	355.65	366.32	377.31	<b>Daily</b>
	34.07	35.09	36.15	37.23	38.35	39.50	40.68	41.90	43.16	44.46	45.79	47.16	<b>Hourly</b>

**Mt. Hood Community College  
2020 / 2021 Classified Salary Schedule  
Effective July 1, 2020**

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	
<b>49</b>	71,801	73,954	76,172	78,457	80,811	83,235	85,733	88,305	90,955	93,684	96,496	99,390	<b>Annual</b>
	5,983	6,163	6,348	6,538	6,734	6,936	7,144	7,359	7,580	7,807	8,041	8,283	<b>Monthly</b>
	279.38	287.76	296.39	305.28	314.44	323.87	333.59	343.60	353.91	364.53	375.47	386.73	<b>Daily</b>
	34.92	35.97	37.05	38.16	39.31	40.48	41.70	42.95	44.24	45.57	46.93	48.34	<b>Hourly</b>
<b>50</b>	73,595	75,802	78,077	80,418	82,831	85,316	87,876	90,513	93,229	96,025	98,906	101,875	<b>Annual</b>
	6,133	6,317	6,506	6,702	6,903	7,110	7,323	7,543	7,769	8,002	8,242	8,490	<b>Monthly</b>
	286.36	294.95	303.80	312.91	322.30	331.97	341.93	352.19	362.76	373.64	384.85	396.40	<b>Daily</b>
	35.80	36.87	37.98	39.11	40.29	41.50	42.74	44.02	45.35	46.71	48.11	49.55	<b>Hourly</b>
<b>51</b>	75,435	77,699	80,030	82,430	84,903	87,449	90,073	92,774	95,558	98,423	101,376	104,417	<b>Annual</b>
	6,286	6,475	6,669	6,869	7,075	7,287	7,506	7,731	7,963	8,202	8,448	8,701	<b>Monthly</b>
	293.52	302.33	311.40	320.74	330.36	340.27	350.48	360.99	371.82	382.97	394.46	406.29	<b>Daily</b>
	36.69	37.79	38.93	40.09	41.30	42.53	43.81	45.12	46.48	47.87	49.31	50.79	<b>Hourly</b>
<b>52</b>	77,321	79,642	82,032	84,494	87,028	89,639	92,327	95,098	97,950	100,888	103,915	107,033	<b>Annual</b>
	6,443	6,637	6,836	7,041	7,252	7,470	7,694	7,925	8,163	8,407	8,660	8,919	<b>Monthly</b>
	300.86	309.89	319.19	328.77	338.63	348.79	359.25	370.03	381.13	392.56	404.34	416.47	<b>Daily</b>
	37.61	38.74	39.90	41.10	42.33	43.60	44.91	46.25	47.64	49.07	50.54	52.06	<b>Hourly</b>
<b>53</b>	79,254	81,631	84,080	86,601	89,200	91,875	94,630	97,470	100,394	103,407	106,509	109,703	<b>Annual</b>
	6,605	6,803	7,007	7,217	7,433	7,656	7,886	8,123	8,366	8,617	8,876	9,142	<b>Monthly</b>
	308.38	317.63	327.16	336.97	347.08	357.49	368.21	379.26	390.64	402.36	414.43	426.86	<b>Daily</b>
	38.55	39.70	40.90	42.12	43.39	44.69	46.03	47.41	48.83	50.30	51.80	53.36	<b>Hourly</b>
<b>54</b>	81,235	83,671	86,182	88,768	91,430	94,173	96,997	99,906	102,903	105,989	109,168	112,443	<b>Annual</b>
	6,770	6,973	7,182	7,397	7,619	7,848	8,083	8,326	8,575	8,832	9,097	9,370	<b>Monthly</b>
	316.09	325.57	335.34	345.40	355.76	366.43	377.42	388.74	400.40	412.41	424.78	437.52	<b>Daily</b>
	39.51	40.70	41.92	43.18	44.47	45.80	47.18	48.59	50.05	51.55	53.10	54.69	<b>Hourly</b>
<b>55</b>	83,265	85,763	88,336	90,986	93,715	96,527	99,423	102,407	105,478	108,642	111,900	115,257	<b>Annual</b>
	6,939	7,147	7,361	7,582	7,810	8,044	8,285	8,534	8,790	9,054	9,325	9,605	<b>Monthly</b>
	323.99	333.71	343.72	354.03	364.65	375.59	386.86	398.47	410.42	422.73	435.41	448.47	<b>Daily</b>
	40.50	41.71	42.97	44.25	45.58	46.95	48.36	49.81	51.30	52.84	54.43	56.06	<b>Hourly</b>

- Daily Rates: 2020/21 16VA = The 2019/20 16VA rate times 100.75%. Each subsequent Range/Step is then increased by 3% over the prior Step /Range (rounded to the penny)
- Annual Salary = 257 times the Daily Rate (rounded to whole dollars)
- Monthly Salary = Annual Salary divided by 12 (Rounded to whole dollars)
- Hourly Rate = Daily Rate divided by 8 (rounded to the penny)