

Effective first full pay period following 12/15/2023

Grade/Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
YOE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27
GRADE 1	\$18.40	\$18.86	\$19.32	\$19.81	\$20.31	\$20.81	\$21.23	\$21.65	\$22.09	\$22.54	\$22.98	\$23.21	\$23.44	\$23.68	\$23.91	\$24.15	\$24.39	\$24.65	\$24.88	\$25.13	\$25.39	\$25.60	\$25.90	\$26.42	\$26.42	\$26.93	\$26.93	\$27.49
GRADE 2	\$20.47	\$20.99	\$21.51	\$22.05	\$22.60	\$23.17	\$23.63	\$24.09	\$24.58	\$25.07	\$25.57	\$25.83	\$26.09	\$26.34	\$26.61	\$26.88	\$27.15	\$27.41	\$27.69	\$27.97	\$28.25	\$28.81	\$28.81	\$29.39	\$29.39	\$29.98	\$29.98	\$30.58
GRADE 3	\$22.44	\$23.00	\$23.57	\$24.16	\$24.77	\$25.40	\$25.90	\$26.42	\$26.95	\$27.49	\$28.04	\$28.31	\$28.60	\$28.87	\$29.17	\$29.47	\$29.76	\$30.06	\$30.35	\$30.66	\$30.96	\$31.59	\$31.59	\$32.22	\$32.22	\$32.86	\$32.86	\$33.52
GRADE 4	\$24.69	\$25.30	\$25.93	\$26.58	\$27.25	\$27.93	\$28.48	\$29.05	\$29.64	\$30.23	\$30.84	\$31.14	\$31.45	\$31.77	\$32.09	\$32.40	\$32.73	\$33.06	\$33.39	\$33.73	\$34.07	\$34.74	\$34.74	\$35.44	\$35.44	\$36.15	\$36.15	\$36.87
GRADE 5	\$27.01	\$27.69	\$28.38	\$29.09	\$29.82	\$30.56	\$31.17	\$31.79	\$32.43	\$33.08	\$33.74	\$34.08	\$34.42	\$34.77	\$35.11	\$35.46	\$35.81	\$36.17	\$36.53	\$36.90	\$37.27	\$38.01	\$38.01	\$38.79	\$38.79	\$39.56	\$39.56	\$40.34
GRADE 6	\$29.55	\$30.28	\$31.05	\$31.82	\$32.63	\$33.43	\$34.11	\$34.79	\$35.49	\$36.19	\$36.91	\$37.28	\$37.65	\$38.04	\$38.41	\$38.81	\$39.19	\$39.58	\$39.97	\$40.38	\$40.78	\$41.59	\$41.59	\$42.43	\$42.43	\$43.27	\$43.27	\$44.14
GRADE 7	\$32.60	\$33.41	\$34.24	\$35.10	\$35.98	\$36.88	\$37.61	\$38.36	\$39.14	\$39.92	\$40.71	\$41.12	\$41.53	\$41.94	\$42.37	\$42.79	\$43.23	\$43.65	\$44.09	\$44.53	\$44.98	\$45.88	\$45.88	\$46.80	\$46.80	\$47.72	\$47.72	\$48.69
GRADE 8	\$38.16	\$38.80	\$39.42	\$40.06	\$40.69	\$41.32	\$41.95	\$42.58	\$43.22	\$43.85	\$44.48	\$45.11	\$45.56	\$46.01	\$46.48	\$46.95	\$47.41	\$47.89	\$48.37	\$48.84	\$49.34	\$50.32	\$50.32	\$51.33	\$51.33	\$52.35	\$52.35	\$53.40
GRADE 9	\$39.34	\$40.32	\$41.33	\$42.36	\$43.42	\$44.50	\$45.40	\$46.30	\$47.23	\$48.17	\$49.13	\$49.62	\$50.13	\$50.63	\$51.12	\$51.64	\$52.15	\$52.68	\$53.20	\$53.74	\$54.27	\$55.36	\$55.36	\$56.47	\$56.47	\$57.60	\$57.60	\$58.75
GRADE 10	\$40.27	\$41.27	\$42.30	\$43.36	\$44.45	\$45.56	\$46.47	\$47.39	\$48.35	\$49.32	\$50.30	\$50.81	\$51.30	\$51.81	\$52.34	\$52.86	\$53.39	\$53.92	\$54.47	\$55.00	\$55.57	\$56.68	\$56.68	\$57.80	\$57.80	\$58.96	\$58.96	\$60.13
GRADE 11	\$41.47	\$42.51	\$43.58	\$44.67	\$45.78	\$46.94	\$47.87	\$48.81	\$49.80	\$50.80	\$51.80	\$52.33	\$52.85	\$53.38	\$53.91	\$54.45	\$54.98	\$55.55	\$56.10	\$56.66	\$57.23	\$58.37	\$58.37	\$59.54	\$59.54	\$60.73	\$60.73	\$61.94
GRADE 12	\$43.26	\$44.34	\$45.45	\$46.59	\$47.75	\$48.94	\$49.93	\$50.92	\$51.94	\$52.98	\$54.03	\$54.58	\$55.12	\$55.67	\$56.23	\$56.79	\$57.37	\$57.94	\$58.52	\$59.10	\$59.69	\$60.89	\$60.89	\$62.11	\$62.11	\$63.35	\$63.35	\$64.62
GRADE 13	\$47.58	\$48.77	\$49.98	\$51.24	\$52.51	\$53.83	\$54.91	\$56.01	\$57.12	\$58.27	\$59.43	\$60.03	\$60.63	\$61.24	\$61.85	\$62.47	\$63.09	\$63.72	\$64.36	\$65.01	\$65.65	\$66.96	\$66.96	\$68.31	\$68.31	\$69.66	\$69.66	\$71.06
GRADE 14	\$52.34	\$53.65	\$54.98	\$56.36	\$57.77	\$59.21	\$60.40	\$61.61	\$62.84	\$64.10	\$65.38	\$66.03	\$66.68	\$67.36	\$68.04	\$68.71	\$69.41	\$70.10	\$70.81	\$71.50	\$72.21	\$73.65	\$73.65	\$75.13	\$75.13	\$76.64	\$76.64	\$78.18
GRADE 15	\$56.00	\$57.41	\$58.83	\$60.30	\$61.81	\$63.36	\$64.63	\$65.92	\$67.24	\$68.58	\$69.95	\$70.66	\$71.36	\$72.08	\$72.80	\$73.52	\$74.26	\$75.00	\$75.76	\$76.51	\$77.26	\$78.81	\$78.81	\$80.40	\$80.40	\$82.00	\$82.00	\$83.64
GRADE 16	\$61.61	\$63.14	\$64.71	\$66.33	\$67.99	\$69.68	\$71.08	\$72.51	\$73.96	\$75.44	\$76.95	\$77.72	\$78.49	\$79.29	\$80.08	\$80.87	\$81.69	\$82.50	\$83.34	\$84.15	\$84.99	\$86.69	\$86.69	\$88.44	\$88.44	\$90.20	\$90.20	\$92.01
GRADE 17	\$41.98	\$42.68	\$43.36	\$44.06	\$44.76	\$45.45	\$46.15	\$46.84	\$47.54	\$48.24	\$48.93	\$49.63	\$50.12	\$50.62	\$51.13	\$51.64	\$52.15	\$52.68	\$53.20	\$53.73	\$54.28	\$55.35	\$55.35	\$56.46	\$56.46	\$57.59	\$57.59	\$58.74

Effective first full pay period following 10/1/2024

Grade/Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
YOE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27
GRADE 1	\$19.32	\$19.80	\$20.29	\$20.80	\$21.33	\$21.85	\$22.29	\$22.73	\$23.19	\$23.67	\$24.13	\$24.37	\$24.61	\$24.86	\$25.11	\$25.36	\$25.61	\$25.88	\$26.12	\$26.39	\$26.66	\$27.20	\$27.20	\$27.74	\$27.74	\$28.28	\$28.28	\$28.86
GRADE 2	\$21.49	\$22.04	\$22.59	\$23.15	\$23.73	\$24.33	\$24.81	\$25.29	\$25.81	\$26.32	\$26.85	\$27.12	\$27.39	\$27.66	\$27.94	\$28.22	\$28.51	\$28.78	\$29.07	\$29.37	\$29.66	\$30.25	\$30.25	\$30.86	\$30.86	\$31.48	\$31.48	\$32.11
GRADE 3	\$23.56	\$24.15	\$24.75	\$25.37	\$26.01	\$26.67	\$27.20	\$27.74	\$28.30	\$28.86	\$29.44	\$29.73	\$30.03	\$30.31	\$30.63	\$30.94	\$31.25	\$31.56	\$31.87	\$32.19	\$32.51	\$33.17	\$33.17	\$33.83	\$33.83	\$34.50	\$34.50	\$35.20
GRADE 4	\$25.92	\$26.57	\$27.23	\$27.91	\$28.61	\$29.33	\$29.90	\$30.50	\$31.12	\$31.74	\$32.38	\$32.70	\$33.02	\$33.36	\$33.69	\$34.02	\$34.37	\$34.71	\$35.06	\$35.42	\$35.77	\$36.48	\$36.48	\$37.21	\$37.21	\$37.96	\$37.96	\$38.71
GRADE 5	\$28.36	\$29.07	\$29.80	\$30.54	\$31.31	\$32.09	\$32.73	\$33.38	\$34.05	\$34.73	\$35.43	\$35.78	\$36.14	\$36.51	\$36.87	\$37.23	\$37.60	\$37.98	\$38.36	\$38.75	\$39.13	\$39.91	\$39.91	\$40.73	\$40.73	\$41.54	\$41.54	\$42.36
GRADE 6	\$31.03	\$31.79	\$32.60	\$33.41	\$34.26	\$35.10	\$35.82	\$36.53	\$37.26	\$38.00	\$38.76	\$39.14	\$39.53	\$39.94	\$40.33	\$40.75	\$41.15	\$41.56	\$41.97	\$42.40	\$42.82	\$43.67	\$43.67	\$44.55	\$44.55	\$45.43	\$45.43	\$46.35
GRADE 7	\$34.23	\$35.08	\$35.95	\$36.86	\$37.78	\$38.72	\$39.49	\$40.28	\$41.10	\$41.92	\$42.75	\$43.18	\$43.61	\$44.04	\$44.49	\$44.93	\$45.39	\$45.83	\$46.29	\$46.76	\$47.23	\$48.17	\$48.17	\$49.14	\$49.14	\$50.11	\$50.11	\$51.12
GRADE 8	\$40.07	\$40.74	\$41.39	\$42.06	\$42.72	\$43.39	\$44.05	\$44.71	\$45.38	\$46.04	\$46.70	\$47.37	\$47.84	\$48.31	\$48.80	\$49.30	\$49.78	\$50.28	\$50.79	\$51.28	\$51.81	\$52.84	\$52.84	\$53.90	\$53.90	\$54.97	\$54.97	\$56.07
GRADE 9	\$41.31	\$42.34	\$43.40	\$44.48	\$45.59	\$46.73	\$47.67	\$48.62	\$49.59	\$50.58	\$51.59	\$52.10	\$52.64	\$53.16	\$53.68	\$54.22	\$54.76	\$55.31	\$55.86	\$56.43	\$56.98	\$58.13	\$58.13	\$59.29	\$59.29	\$60.48	\$60.48	\$61.69
GRADE 10	\$42.28	\$43.33	\$44.42	\$45.53	\$46.67	\$47.84	\$48.79	\$49.76	\$50.77	\$51.79	\$52.82	\$53.35	\$53.87	\$54.40	\$54.96	\$55.50	\$56.06	\$56.62	\$57.19	\$57.75	\$58.35	\$59.51	\$59.51	\$60.69	\$60.69	\$61.91	\$61.91	\$63.14
GRADE 11	\$43.54	\$44.64	\$45.76	\$46.90	\$48.07	\$49.29	\$50.26	\$51.25	\$52.29	\$53.34	\$54.39	\$54.95	\$55.49	\$56.05	\$56.61	\$57.17	\$57.73	\$58.33	\$58.91	\$59.49	\$60.09	\$61.29	\$61.29	\$62.52	\$62.52	\$63.77	\$63.77	\$65.04
GRADE 12	\$45.42	\$46.56	\$47.72	\$48.92	\$50.14	\$51.39	\$52.43	\$53.47	\$54.54	\$55.63	\$56.73	\$57.31	\$57.88	\$58.45	\$59.04	\$59.63	\$60.24	\$60.84	\$61.45	\$62.06	\$62.67	\$63.93	\$63.93	\$65.22	\$65.22	\$66.52	\$66.52	\$67.85
GRADE 13	\$49.96	\$51.21	\$52.48	\$53.80	\$55.14	\$56.52	\$57.66	\$58.81	\$59.98	\$61.18	\$62.40	\$63.03	\$63.66	\$64.30	\$64.94	\$65.59	\$66.24	\$66.91	\$67.58	\$68.26	\$68.93	\$70.31	\$70.31	\$71.73	\$71.73	\$73.14	\$73.14	\$74.61
GRADE 14	\$54.96	\$56.33	\$57.73	\$59.18	\$60.66	\$62.17	\$63.42	\$64.69	\$65.98	\$67.31	\$68.65	\$69.33	\$70.01	\$70.73	\$71.44	\$72.15	\$72.88	\$73.61	\$74.35	\$75.08	\$75.82	\$77.33	\$77.33	\$78.89	\$78.89	\$80.47	\$80.47	\$82.09
GRADE 15	\$58.80	\$60.28	\$61.77	\$63.32	\$64.90	\$66.53	\$67.86	\$69.22	\$70.60	\$72.01	\$73.45	\$74.19	\$74.93	\$75.68	\$76.44	\$77.20	\$77.97	\$78.75	\$79.55	\$80.34	\$81.12	\$82.75	\$82.75	\$84.42	\$84.42	\$86.10	\$86.10	\$87.82
GRADE 16	\$64.69	\$66.30	\$67.95	\$69.65	\$71.39	\$73.16	\$74.63	\$76.14	\$77.66	\$79.21	\$80.80	\$81.61	\$82.41	\$83.25	\$84.08	\$84.91	\$85.77	\$86.63	\$87.51	\$88.36	\$89.24	\$91.02	\$91.02	\$92.86	\$92.86	\$94.71	\$94.71	\$96.61
GRADE 17	\$44.08	\$44.81	\$45.53	\$46.26	\$47.00	\$47.72	\$48.46	\$49.18	\$49.92	\$50.65	\$51.38	\$52.11	\$52.63	\$53.15	\$53.69	\$54.22	\$54.76	\$55.31	\$55.86	\$56.42	\$56.99	\$58.12	\$58.12	\$59.28	\$59.28	\$60.47	\$60.47	\$61.68

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YOE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27
GRADE 1	\$20.09	\$20.59	\$21.10	\$21.63	\$22.18	\$22.72	\$23.18	\$23.64	\$24.12	\$24.62	\$25.10	\$25.34	\$25.59	\$25.85	\$26.11	\$26.37	\$26.63	\$26.92	\$27.16	\$27.45	\$27.73	\$28.29	\$28.29	\$28.85	\$28.85	\$29.41	\$29.41	\$30.01
GRADE 2	\$22.35	\$22.92	\$23.49	\$24.08	\$24.68	\$25.30	\$25.80	\$26.30	\$26.84	\$27.37	\$27.92	\$28.20	\$28.49	\$28.77	\$29.06	\$29.35	\$29.65	\$29.93	\$30.23	\$30.54	\$30.85	\$31.46	\$31.46	\$32.09	\$32.09	\$32.74	\$32.74	\$33.39
GRADE 3	\$24.50	\$25.12	\$25.74	\$26.38	\$27.05	\$27.74	\$28.29	\$28.85	\$29.43	\$30.01	\$30.62	\$30.92	\$31.23	\$31.52	\$31.86	\$32.18	\$32.50	\$32.82	\$33.14	\$33.48	\$33.81	\$34.50	\$34.50	\$35.18	\$35.18	\$35.88	\$35.88	\$36.61
GRADE 4	\$26.96	\$27.63	\$28.32	\$29.03	\$29.75	\$30.50	\$31.10	\$31.72	\$32.36	\$33.01	\$33.68	\$34.01	\$34.34	\$34.69	\$35.04	\$35.38	\$35.74	\$36.10	\$36.46	\$36.84	\$37.20	\$37.94	\$37.94	\$38.70	\$38.70	\$39.48	\$39.48	\$40.26
GRADE 5	\$29.49	\$30.23	\$30.99	\$31.76	\$32.56	\$33.37	\$34.04	\$34.72	\$35.41	\$36.12	\$36.85	\$37.21	\$37.59	\$37.97	\$38.34	\$38.72	\$39.10	\$39.50	\$39.89	\$40.30	\$40.70	\$41.51	\$41.51	\$42.36	\$42.36	\$43.20	\$43.20	\$44.05
GRADE 6	\$32.27	\$33.06	\$33.90	\$34.75	\$35.63	\$36.50	\$37.25	\$37.99	\$38.75	\$39.52	\$40.31	\$40.71	\$41.11	\$41.54	\$41.94	\$42.38	\$42.80	\$43.22	\$43.65	\$44.10	\$44.53	\$45.42	\$45.42	\$46.33	\$46.33	\$47.25	\$47.25	\$48.20
GRADE 7	\$35.60	\$36.48	\$37.39	\$38.33	\$39.29	\$40.27	\$41.07	\$41.89	\$42.74	\$43.60	\$44.46	\$44.91	\$45.35	\$45.80	\$46.27	\$46.73	\$47.21	\$47.66	\$48.14	\$48.63	\$49.12	\$50.10	\$50.10	\$51.11	\$51.11	\$52.11	\$52.11	\$53.16
GRADE 8	\$41.67	\$42.37	\$43.05	\$43.74	\$44.43	\$45.13	\$45.81	\$46.50	\$47.20	\$47.88	\$48.57	\$49.26	\$49.75	\$50.24	\$50.75	\$51.27	\$51.77	\$52.29	\$52.82	\$53.33	\$53.88	\$54.95	\$54.95	\$56.06	\$56.06	\$57.17	\$57.17	\$58.31
GRADE 9	\$42.96	\$44.03	\$45.14	\$46.26	\$47.41	\$48.60	\$49.58	\$50.56	\$51.57	\$52.60	\$53.65	\$54.18	\$54.75	\$55.29	\$55.83	\$56.39	\$56.95	\$57.52	\$58.09	\$58.69	\$59.26	\$60.46	\$60.46	\$61.66	\$61.66	\$62.90	\$62.90	\$64.16
GRADE 10	\$43.97	\$45.06	\$46.20	\$47.35	\$48.54	\$49.75	\$50.74	\$51.75	\$52.80	\$53.86	\$54.93	\$55.48	\$56.02	\$56.58	\$57.16	\$57.72	\$58.30	\$58.88	\$59.48	\$60.06	\$60.68	\$61.89	\$61.89	\$63.12	\$63.12	\$64.39	\$64.39	\$65.67
GRADE 11	\$45.28	\$46.43	\$47.59	\$48.78	\$49.99	\$51.26	\$52.27	\$53.30	\$54.38	\$55.47	\$56.57	\$57.15	\$57.71	\$58.29	\$58.87	\$59.46	\$60.04	\$60.66	\$61.27	\$61.87	\$62.49	\$63.74	\$63.74	\$65.02	\$65.02	\$66.32	\$66.32	\$67.64
GRADE 12	\$47.24	\$48.42	\$49.63	\$50.88	\$52.15	\$53.45	\$54.53	\$55.61	\$56.72	\$57.86	\$59.00	\$59.60	\$60.20	\$60.79	\$61.40	\$62.02	\$62.65	\$63.27	\$63.91	\$64.54	\$65.18	\$66.49	\$66.49	\$67.83	\$67.83	\$69.18	\$69.18	\$70.56
GRADE 13	\$51.96	\$53.26	\$54.58	\$55.95	\$57.35	\$58.78	\$59.97	\$61.16	\$62.38	\$63.63	\$64.90	\$65.55	\$66.21	\$66.87	\$67.54	\$68.21	\$68.89	\$69.59	\$70.28	\$70.99	\$71.69	\$73.12	\$73.12	\$74.60	\$74.60	\$76.07	\$76.07	\$77.59
GRADE 14	\$57.16	\$58.58	\$60.04	\$61.55	\$63.09	\$64.66	\$65.96	\$67.28	\$68.62	\$70.00	\$71.40	\$72.10	\$72.81	\$73.56	\$74.30	\$75.04	\$75.80	\$76.55	\$77.32	\$78.08	\$78.85	\$80.42	\$80.42	\$82.05	\$82.05	\$83.69	\$83.69	\$85.37
GRADE 15	\$61.15	\$62.69	\$64.24	\$65.85	\$67.50	\$69.19	\$70.57	\$71.99	\$73.42	\$74.89	\$76.39	\$77.16	\$77.93	\$78.71	\$79.50	\$80.29	\$81.09	\$81.90	\$82.73	\$83.55	\$84.36	\$86.06	\$86.06	\$87.80	\$87.80	\$89.54	\$89.54	\$91.33
GRADE 16	\$67.28	\$68.95	\$70.67	\$72.44	\$74.25	\$76.09	\$77.62	\$79.19	\$80.77	\$82.38	\$84.03	\$84.87	\$85.71	\$86.58	\$87.44	\$88.31	\$89.20	\$90.10	\$91.01	\$91.89	\$92.81	\$94.66	\$94.66	\$96.57	\$96.57	\$98.50	\$98.50	\$100.47
GRADE 17	\$45.84	\$46.60	\$47.35	\$48.11	\$48.88	\$49.63	\$50.40	\$51.15	\$51.92	\$52.68	\$53.44	\$54.19	\$54.74	\$55.28	\$55.84	\$56.39	\$56.95	\$57.52	\$58.09	\$58.68	\$59.27	\$60.44	\$60.44	\$61.65	\$61.65	\$62.89	\$62.89	\$64.15