

Community Services, General and Supervisory Management
Salary Schedule A3
Effective July 3, 2020

Pay Rate Schematic

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.		
														Rate	Approx. Yr. Rate	
A3-24	Hourly	\$12.70	\$13.01	\$13.34	\$13.64	\$13.85	\$14.28	\$14.54	\$14.87	\$15.24	\$15.56	\$15.92	\$16.33	Min.	\$2,201.33	\$26,416.00
	Biweekly	\$1,016.00	\$1,040.80	\$1,067.20	\$1,091.20	\$1,108.00	\$1,142.40	\$1,163.20	\$1,189.60	\$1,219.20	\$1,244.80	\$1,273.60	\$1,306.40	Max.	\$2,830.53	\$33,966.40
A3-25	Hourly	\$13.01	\$13.34	\$13.64	\$13.85	\$14.28	\$14.54	\$14.87	\$15.24	\$15.56	\$15.92	\$16.33	\$16.82	Min.	\$2,255.07	\$27,060.80
	Biweekly	\$1,040.80	\$1,067.20	\$1,091.20	\$1,108.00	\$1,142.40	\$1,163.20	\$1,189.60	\$1,219.20	\$1,244.80	\$1,273.60	\$1,306.40	\$1,345.60	Max.	\$2,915.47	\$34,985.60
A3-26	Hourly	\$13.34	\$13.64	\$13.85	\$14.28	\$14.54	\$14.87	\$15.24	\$15.56	\$15.92	\$16.33	\$16.82	\$17.11	Min.	\$2,312.27	\$27,747.20
	Biweekly	\$1,067.20	\$1,091.20	\$1,108.00	\$1,142.40	\$1,163.20	\$1,189.60	\$1,219.20	\$1,244.80	\$1,273.60	\$1,306.40	\$1,345.60	\$1,368.80	Max.	\$2,965.73	\$35,588.80
A3-27	Hourly	\$13.64	\$13.85	\$14.28	\$14.54	\$14.87	\$15.24	\$15.56	\$15.92	\$16.33	\$16.82	\$17.11	\$17.56	Min.	\$2,364.27	\$28,371.20
	Biweekly	\$1,091.20	\$1,108.00	\$1,142.40	\$1,163.20	\$1,189.60	\$1,219.20	\$1,244.80	\$1,273.60	\$1,306.40	\$1,345.60	\$1,368.80	\$1,404.80	Max.	\$3,043.73	\$36,524.80
A3-28	Hourly	\$13.85	\$14.28	\$14.54	\$14.87	\$15.24	\$15.56	\$15.92	\$16.33	\$16.82	\$17.11	\$17.56	\$17.94	Min.	\$2,400.67	\$28,808.00
	Biweekly	\$1,108.00	\$1,142.40	\$1,163.20	\$1,189.60	\$1,219.20	\$1,244.80	\$1,273.60	\$1,306.40	\$1,345.60	\$1,368.80	\$1,404.80	\$1,435.20	Max.	\$3,109.60	\$37,315.20
A3-29	Hourly	\$14.28	\$14.54	\$14.87	\$15.24	\$15.56	\$15.92	\$16.33	\$16.82	\$17.11	\$17.56	\$17.94	\$18.41	Min.	\$2,475.20	\$29,702.40
	Biweekly	\$1,142.40	\$1,163.20	\$1,189.60	\$1,219.20	\$1,244.80	\$1,273.60	\$1,306.40	\$1,345.60	\$1,368.80	\$1,404.80	\$1,435.20	\$1,472.80	Max.	\$3,191.07	\$38,292.80
A3-30	Hourly	\$14.54	\$14.87	\$15.24	\$15.56	\$15.92	\$16.33	\$16.82	\$17.11	\$17.56	\$17.94	\$18.41	\$18.85	Min.	\$2,520.27	\$30,243.20
	Biweekly	\$1,163.20	\$1,189.60	\$1,219.20	\$1,244.80	\$1,273.60	\$1,306.40	\$1,345.60	\$1,368.80	\$1,404.80	\$1,435.20	\$1,472.80	\$1,508.00	Max.	\$3,267.33	\$39,208.00
A3-31	Hourly	\$14.87	\$15.24	\$15.56	\$15.92	\$16.33	\$16.82	\$17.11	\$17.56	\$17.94	\$18.41	\$18.85	\$19.27	Min.	\$2,577.47	\$30,929.60
	Biweekly	\$1,189.60	\$1,219.20	\$1,244.80	\$1,273.60	\$1,306.40	\$1,345.60	\$1,368.80	\$1,404.80	\$1,435.20	\$1,472.80	\$1,508.00	\$1,541.60	Max.	\$3,340.13	\$40,081.60
A3-32	Hourly	\$15.24	\$15.56	\$15.92	\$16.33	\$16.82	\$17.11	\$17.56	\$17.94	\$18.41	\$18.85	\$19.27	\$19.71	Min.	\$2,641.60	\$31,699.20
	Biweekly	\$1,219.20	\$1,244.80	\$1,273.60	\$1,306.40	\$1,345.60	\$1,368.80	\$1,404.80	\$1,435.20	\$1,472.80	\$1,508.00	\$1,541.60	\$1,576.80	Max.	\$3,416.40	\$40,996.80
A3-33	Hourly	\$15.56	\$15.92	\$16.33	\$16.82	\$17.11	\$17.56	\$17.94	\$18.41	\$18.85	\$19.27	\$19.71	\$20.24	Min.	\$2,697.07	\$32,364.80
	Biweekly	\$1,244.80	\$1,273.60	\$1,306.40	\$1,345.60	\$1,368.80	\$1,404.80	\$1,435.20	\$1,472.80	\$1,508.00	\$1,541.60	\$1,576.80	\$1,619.20	Max.	\$3,508.27	\$42,099.20
A3-34	Hourly	\$15.92	\$16.33	\$16.82	\$17.11	\$17.56	\$17.94	\$18.41	\$18.85	\$19.27	\$19.71	\$20.24	\$20.76	Min.	\$2,759.47	\$33,113.60
	Biweekly	\$1,273.60	\$1,306.40	\$1,345.60	\$1,368.80	\$1,404.80	\$1,435.20	\$1,472.80	\$1,508.00	\$1,541.60	\$1,576.80	\$1,619.20	\$1,660.80	Max.	\$3,598.40	\$43,180.80
A3-35	Hourly	\$16.33	\$16.82	\$17.11	\$17.56	\$17.94	\$18.41	\$18.85	\$19.27	\$19.71	\$20.24	\$20.76	\$21.31	Min.	\$2,830.53	\$33,966.40
	Biweekly	\$1,306.40	\$1,345.60	\$1,368.80	\$1,404.80	\$1,435.20	\$1,472.80	\$1,508.00	\$1,541.60	\$1,576.80	\$1,619.20	\$1,660.80	\$1,704.80	Max.	\$3,693.73	\$44,324.80
A3-36	Hourly	\$16.82	\$17.11	\$17.56	\$17.94	\$18.41	\$18.85	\$19.27	\$19.71	\$20.24	\$20.76	\$21.31	\$21.94	Min.	\$2,915.47	\$34,985.60
	Biweekly	\$1,345.60	\$1,368.80	\$1,404.80	\$1,435.20	\$1,472.80	\$1,508.00	\$1,541.60	\$1,576.80	\$1,619.20	\$1,660.80	\$1,704.80	\$1,755.20	Max.	\$3,802.93	\$45,635.20
A3-37	Hourly	\$17.11	\$17.56	\$17.94	\$18.41	\$18.85	\$19.27	\$19.71	\$20.24	\$20.76	\$21.31	\$21.94	\$22.62	Min.	\$2,965.73	\$35,588.80
	Biweekly	\$1,368.80	\$1,404.80	\$1,435.20	\$1,472.80	\$1,508.00	\$1,541.60	\$1,576.80	\$1,619.20	\$1,660.80	\$1,704.80	\$1,755.20	\$1,809.60	Max.	\$3,920.80	\$47,049.60
A3-38	Hourly	\$17.56	\$17.94	\$18.41	\$18.85	\$19.27	\$19.71	\$20.24	\$20.76	\$21.31	\$21.94	\$22.62	\$23.21	Min.	\$3,043.73	\$36,524.80
	Biweekly	\$1,404.80	\$1,435.20	\$1,472.80	\$1,508.00	\$1,541.60	\$1,576.80	\$1,619.20	\$1,660.80	\$1,704.80	\$1,755.20	\$1,809.60	\$1,856.80	Max.	\$4,023.07	\$48,276.80
A3-39	Hourly	\$17.94	\$18.41	\$18.85	\$19.27	\$19.71	\$20.24	\$20.76	\$21.31	\$21.94	\$22.62	\$23.21	\$23.80	Min.	\$3,109.60	\$37,315.20
	Biweekly	\$1,435.20	\$1,472.80	\$1,508.00	\$1,541.60	\$1,576.80	\$1,619.20	\$1,660.80	\$1,704.80	\$1,755.20	\$1,809.60	\$1,856.80	\$1,904.00	Max.	\$4,125.33	\$49,504.00
A3-40	Hourly	\$18.41	\$18.85	\$19.27	\$19.71	\$20.24	\$20.76	\$21.31	\$21.94	\$22.62	\$23.21	\$23.80	\$24.45	Min.	\$3,191.07	\$38,292.80
	Biweekly	\$1,472.80	\$1,508.00	\$1,541.60	\$1,576.80	\$1,619.20	\$1,660.80	\$1,704.80	\$1,755.20	\$1,809.60	\$1,856.80	\$1,904.00	\$1,956.00	Max.	\$4,238.00	\$50,856.00

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.		
														Rate	Approx. Yr. Rate	
A3-41	Hourly	\$18.85	\$19.27	\$19.71	\$20.24	\$20.76	\$21.31	\$21.94	\$22.62	\$23.21	\$23.80	\$24.45	\$25.11	Min.	\$3,267.33	\$39,208.00
	Biweekly	\$1,508.00	\$1,541.60	\$1,576.80	\$1,619.20	\$1,660.80	\$1,704.80	\$1,755.20	\$1,809.60	\$1,856.80	\$1,904.00	\$1,956.00	\$2,008.80	Max.	\$4,352.40	\$52,228.80
A3-42	Hourly	\$19.27	\$19.71	\$20.24	\$20.76	\$21.31	\$21.94	\$22.62	\$23.21	\$23.80	\$24.45	\$25.11	\$25.79	Min.	\$3,340.13	\$40,081.60
	Biweekly	\$1,541.60	\$1,576.80	\$1,619.20	\$1,660.80	\$1,704.80	\$1,755.20	\$1,809.60	\$1,856.80	\$1,904.00	\$1,956.00	\$2,008.80	\$2,063.20	Max.	\$4,470.27	\$53,643.20
A3-43	Hourly	\$19.71	\$20.24	\$20.76	\$21.31	\$21.94	\$22.62	\$23.21	\$23.80	\$24.45	\$25.11	\$25.79	\$26.46	Min.	\$3,416.40	\$40,996.80
	Biweekly	\$1,576.80	\$1,619.20	\$1,660.80	\$1,704.80	\$1,755.20	\$1,809.60	\$1,856.80	\$1,904.00	\$1,956.00	\$2,008.80	\$2,063.20	\$2,116.80	Max.	\$4,586.40	\$55,036.80
A3-44	Hourly	\$20.24	\$20.76	\$21.31	\$21.94	\$22.62	\$23.21	\$23.80	\$24.45	\$25.11	\$25.79	\$26.46	\$27.15	Min.	\$3,508.27	\$42,099.20
	Biweekly	\$1,619.20	\$1,660.80	\$1,704.80	\$1,755.20	\$1,809.60	\$1,856.80	\$1,904.00	\$1,956.00	\$2,008.80	\$2,063.20	\$2,116.80	\$2,172.00	Max.	\$4,706.00	\$56,472.00
A3-45	Hourly	\$20.76	\$21.31	\$21.94	\$22.62	\$23.21	\$23.80	\$24.45	\$25.11	\$25.79	\$26.46	\$27.15	\$27.85	Min.	\$3,598.40	\$43,180.80
	Biweekly	\$1,660.80	\$1,704.80	\$1,755.20	\$1,809.60	\$1,856.80	\$1,904.00	\$1,956.00	\$2,008.80	\$2,063.20	\$2,116.80	\$2,172.00	\$2,228.00	Max.	\$4,827.33	\$57,928.00
A3-46	Hourly	\$21.31	\$21.94	\$22.62	\$23.21	\$23.80	\$24.45	\$25.11	\$25.79	\$26.46	\$27.15	\$27.85	\$28.62	Min.	\$3,693.73	\$44,324.80
	Biweekly	\$1,704.80	\$1,755.20	\$1,809.60	\$1,856.80	\$1,904.00	\$1,956.00	\$2,008.80	\$2,063.20	\$2,116.80	\$2,172.00	\$2,228.00	\$2,289.60	Max.	\$4,960.80	\$59,529.60
A3-47	Hourly	\$21.94	\$22.62	\$23.21	\$23.80	\$24.45	\$25.11	\$25.79	\$26.46	\$27.15	\$27.85	\$28.62	\$29.41	Min.	\$3,802.93	\$45,635.20
	Biweekly	\$1,755.20	\$1,809.60	\$1,856.80	\$1,904.00	\$1,956.00	\$2,008.80	\$2,063.20	\$2,116.80	\$2,172.00	\$2,228.00	\$2,289.60	\$2,352.80	Max.	\$5,097.73	\$61,172.80
A3-48	Hourly	\$22.62	\$23.21	\$23.80	\$24.45	\$25.11	\$25.79	\$26.46	\$27.15	\$27.85	\$28.62	\$29.41	\$30.21	Min.	\$3,920.80	\$47,049.60
	Biweekly	\$1,809.60	\$1,856.80	\$1,904.00	\$1,956.00	\$2,008.80	\$2,063.20	\$2,116.80	\$2,172.00	\$2,228.00	\$2,289.60	\$2,352.80	\$2,416.80	Max.	\$5,236.40	\$62,836.80
A3-49	Hourly	\$23.21	\$23.80	\$24.45	\$25.11	\$25.79	\$26.46	\$27.15	\$27.85	\$28.62	\$29.41	\$30.21	\$31.07	Min.	\$4,023.07	\$48,276.80
	Biweekly	\$1,856.80	\$1,904.00	\$1,956.00	\$2,008.80	\$2,063.20	\$2,116.80	\$2,172.00	\$2,228.00	\$2,289.60	\$2,352.80	\$2,416.80	\$2,485.60	Max.	\$5,385.47	\$64,625.60
A3-50	Hourly	\$23.80	\$24.45	\$25.11	\$25.79	\$26.46	\$27.15	\$27.85	\$28.62	\$29.41	\$30.21	\$31.07	\$31.85	Min.	\$4,125.33	\$49,504.00
	Biweekly	\$1,904.00	\$1,956.00	\$2,008.80	\$2,063.20	\$2,116.80	\$2,172.00	\$2,228.00	\$2,289.60	\$2,352.80	\$2,416.80	\$2,485.60	\$2,548.00	Max.	\$5,520.67	\$66,248.00
A3-51	Hourly	\$24.45	\$25.11	\$25.79	\$26.46	\$27.15	\$27.85	\$28.62	\$29.41	\$30.21	\$31.07	\$31.85	\$32.75	Min.	\$4,238.00	\$50,856.00
	Biweekly	\$1,956.00	\$2,008.80	\$2,063.20	\$2,116.80	\$2,172.00	\$2,228.00	\$2,289.60	\$2,352.80	\$2,416.80	\$2,485.60	\$2,548.00	\$2,620.00	Max.	\$5,676.67	\$68,120.00
A3-52	Hourly	\$25.11	\$25.79	\$26.46	\$27.15	\$27.85	\$28.62	\$29.41	\$30.21	\$31.07	\$31.85	\$32.75	\$33.63	Min.	\$4,352.40	\$52,228.80
	Biweekly	\$2,008.80	\$2,063.20	\$2,116.80	\$2,172.00	\$2,228.00	\$2,289.60	\$2,352.80	\$2,416.80	\$2,485.60	\$2,548.00	\$2,620.00	\$2,690.40	Max.	\$5,829.20	\$69,950.40
A3-53	Hourly	\$25.79	\$26.46	\$27.15	\$27.85	\$28.62	\$29.41	\$30.21	\$31.07	\$31.85	\$32.75	\$33.63	\$34.49	Min.	\$4,470.27	\$53,643.20
	Biweekly	\$2,063.20	\$2,116.80	\$2,172.00	\$2,228.00	\$2,289.60	\$2,352.80	\$2,416.80	\$2,485.60	\$2,548.00	\$2,620.00	\$2,690.40	\$2,759.20	Max.	\$5,978.27	\$71,739.20
A3-54	Hourly	\$26.46	\$27.15	\$27.85	\$28.62	\$29.41	\$30.21	\$31.07	\$31.85	\$32.75	\$33.63	\$34.49	\$35.50	Min.	\$4,586.40	\$55,036.80
	Biweekly	\$2,116.80	\$2,172.00	\$2,228.00	\$2,289.60	\$2,352.80	\$2,416.80	\$2,485.60	\$2,548.00	\$2,620.00	\$2,690.40	\$2,759.20	\$2,840.00	Max.	\$6,153.33	\$73,840.00
A3-55	Hourly	\$27.15	\$27.85	\$28.62	\$29.41	\$30.21	\$31.07	\$31.85	\$32.75	\$33.63	\$34.49	\$35.50	\$36.57	Min.	\$4,706.00	\$56,472.00
	Biweekly	\$2,172.00	\$2,228.00	\$2,289.60	\$2,352.80	\$2,416.80	\$2,485.60	\$2,548.00	\$2,620.00	\$2,690.40	\$2,759.20	\$2,840.00	\$2,925.60	Max.	\$6,338.80	\$76,065.60
A3-56	Hourly	\$27.85	\$28.62	\$29.41	\$30.21	\$31.07	\$31.85	\$32.75	\$33.63	\$34.49	\$35.50	\$36.57	\$37.52	Min.	\$4,827.33	\$57,928.00
	Biweekly	\$2,228.00	\$2,289.60	\$2,352.80	\$2,416.80	\$2,485.60	\$2,548.00	\$2,620.00	\$2,690.40	\$2,759.20	\$2,840.00	\$2,925.60	\$3,001.60	Max.	\$6,503.47	\$78,041.60
A3-57	Hourly	\$28.62	\$29.41	\$30.21	\$31.07	\$31.85	\$32.75	\$33.63	\$34.49	\$35.50	\$36.57	\$37.52	\$38.55	Min.	\$4,960.80	\$59,529.60
	Biweekly	\$2,289.60	\$2,352.80	\$2,416.80	\$2,485.60	\$2,548.00	\$2,620.00	\$2,690.40	\$2,759.20	\$2,840.00	\$2,925.60	\$3,001.60	\$3,084.00	Max.	\$6,682.00	\$80,184.00
A3-58	Hourly	\$29.41	\$30.21	\$31.07	\$31.85	\$32.75	\$33.63	\$34.49	\$35.50	\$36.57	\$37.52	\$38.55	\$39.62	Min.	\$5,097.73	\$61,172.80
	Biweekly	\$2,352.80	\$2,416.80	\$2,485.60	\$2,548.00	\$2,620.00	\$2,690.40	\$2,759.20	\$2,840.00	\$2,925.60	\$3,001.60	\$3,084.00	\$3,169.60	Max.	\$6,867.47	\$82,409.60
A3-59	Hourly	\$30.21	\$31.07	\$31.85	\$32.75	\$33.63	\$34.49	\$35.50	\$36.57	\$37.52	\$38.55	\$39.62	\$40.73	Min.	\$5,236.40	\$62,836.80

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.		
														Rate	Approx. Yr. Rate	
	Biweekly	\$2,416.80	\$2,485.60	\$2,548.00	\$2,620.00	\$2,690.40	\$2,759.20	\$2,840.00	\$2,925.60	\$3,001.60	\$3,084.00	\$3,169.60	\$3,258.40	Max.	\$7,059.87	\$84,718.40
A3-60	Hourly	\$31.07	\$31.85	\$32.75	\$33.63	\$34.49	\$35.50	\$36.57	\$37.52	\$38.55	\$39.62	\$40.73	\$41.84	Min.	\$5,385.47	\$64,625.60
	Biweekly	\$2,485.60	\$2,548.00	\$2,620.00	\$2,690.40	\$2,759.20	\$2,840.00	\$2,925.60	\$3,001.60	\$3,084.00	\$3,169.60	\$3,258.40	\$3,347.20	Max.	\$7,252.27	\$87,027.20
A3-61	Hourly	\$31.85	\$32.75	\$33.63	\$34.49	\$35.50	\$36.57	\$37.52	\$38.55	\$39.62	\$40.73	\$41.84	\$42.94	Min.	\$5,520.67	\$66,248.00
	Biweekly	\$2,548.00	\$2,620.00	\$2,690.40	\$2,759.20	\$2,840.00	\$2,925.60	\$3,001.60	\$3,084.00	\$3,169.60	\$3,258.40	\$3,347.20	\$3,435.20	Max.	\$7,442.93	\$89,315.20
A3-62	Hourly	\$32.75	\$33.63	\$34.49	\$35.50	\$36.57	\$37.52	\$38.55	\$39.62	\$40.73	\$41.84	\$42.94	\$44.09	Min.	\$5,676.67	\$68,120.00
	Biweekly	\$2,620.00	\$2,690.40	\$2,759.20	\$2,840.00	\$2,925.60	\$3,001.60	\$3,084.00	\$3,169.60	\$3,258.40	\$3,347.20	\$3,435.20	\$3,527.20	Max.	\$7,642.27	\$91,707.20
A3-63	Hourly	\$33.63	\$34.49	\$35.50	\$36.57	\$37.52	\$38.55	\$39.62	\$40.73	\$41.84	\$42.94	\$44.09	\$45.27	Min.	\$5,829.20	\$69,950.40
	Biweekly	\$2,690.40	\$2,759.20	\$2,840.00	\$2,925.60	\$3,001.60	\$3,084.00	\$3,169.60	\$3,258.40	\$3,347.20	\$3,435.20	\$3,527.20	\$3,621.60	Max.	\$7,846.80	\$94,161.60
A3-64	Hourly	\$34.49	\$35.50	\$36.57	\$37.52	\$38.55	\$39.62	\$40.73	\$41.84	\$42.94	\$44.09	\$45.27	\$46.46	Min.	\$5,978.27	\$71,739.20
	Biweekly	\$2,759.20	\$2,840.00	\$2,925.60	\$3,001.60	\$3,084.00	\$3,169.60	\$3,258.40	\$3,347.20	\$3,435.20	\$3,527.20	\$3,621.60	\$3,716.80	Max.	\$8,053.07	\$96,636.80
A3-65	Hourly	\$35.50	\$36.57	\$37.52	\$38.55	\$39.62	\$40.73	\$41.84	\$42.94	\$44.09	\$45.27	\$46.46	\$47.77	Min.	\$6,153.33	\$73,840.00
	Biweekly	\$2,840.00	\$2,925.60	\$3,001.60	\$3,084.00	\$3,169.60	\$3,258.40	\$3,347.20	\$3,435.20	\$3,527.20	\$3,621.60	\$3,716.80	\$3,821.60	Max.	\$8,280.13	\$99,361.60
A3-66	Hourly	\$36.57	\$37.52	\$38.55	\$39.62	\$40.73	\$41.84	\$42.94	\$44.09	\$45.27	\$46.46	\$47.77	\$49.13	Min.	\$6,338.80	\$76,065.60
	Biweekly	\$2,925.60	\$3,001.60	\$3,084.00	\$3,169.60	\$3,258.40	\$3,347.20	\$3,435.20	\$3,527.20	\$3,621.60	\$3,716.80	\$3,821.60	\$3,930.40	Max.	\$8,515.87	\$102,190.40
A3-67	Hourly	\$37.52	\$38.55	\$39.62	\$40.73	\$41.84	\$42.94	\$44.09	\$45.27	\$46.46	\$47.77	\$49.13	\$50.48	Min.	\$6,503.47	\$78,041.60
	Biweekly	\$3,001.60	\$3,084.00	\$3,169.60	\$3,258.40	\$3,347.20	\$3,435.20	\$3,527.20	\$3,621.60	\$3,716.80	\$3,821.60	\$3,930.40	\$4,038.40	Max.	\$8,749.87	\$104,998.40
A3-68	Hourly	\$38.55	\$39.62	\$40.73	\$41.84	\$42.94	\$44.09	\$45.27	\$46.46	\$47.77	\$49.13	\$50.48	\$51.82	Min.	\$6,682.00	\$80,184.00
	Biweekly	\$3,084.00	\$3,169.60	\$3,258.40	\$3,347.20	\$3,435.20	\$3,527.20	\$3,621.60	\$3,716.80	\$3,821.60	\$3,930.40	\$4,038.40	\$4,145.60	Max.	\$8,982.13	\$107,785.60
A3-69	Hourly	\$39.62	\$40.73	\$41.84	\$42.94	\$44.09	\$45.27	\$46.46	\$47.77	\$49.13	\$50.48	\$51.82	\$53.26	Min.	\$6,867.47	\$82,409.60
	Biweekly	\$3,169.60	\$3,258.40	\$3,347.20	\$3,435.20	\$3,527.20	\$3,621.60	\$3,716.80	\$3,821.60	\$3,930.40	\$4,038.40	\$4,145.60	\$4,260.80	Max.	\$9,231.73	\$110,780.80
A3-70	Hourly	\$40.73	\$41.84	\$42.94	\$44.09	\$45.27	\$46.46	\$47.77	\$49.13	\$50.48	\$51.82	\$53.26	\$54.68	Min.	\$7,059.87	\$84,718.40
	Biweekly	\$3,258.40	\$3,347.20	\$3,435.20	\$3,527.20	\$3,621.60	\$3,716.80	\$3,821.60	\$3,930.40	\$4,038.40	\$4,145.60	\$4,260.80	\$4,374.40	Max.	\$9,477.87	\$113,734.40
A3-71	Hourly	\$41.84	\$42.94	\$44.09	\$45.27	\$46.46	\$47.77	\$49.13	\$50.48	\$51.82	\$53.26	\$54.68	\$56.23	Min.	\$7,252.27	\$87,027.20
	Biweekly	\$3,347.20	\$3,435.20	\$3,527.20	\$3,621.60	\$3,716.80	\$3,821.60	\$3,930.40	\$4,038.40	\$4,145.60	\$4,260.80	\$4,374.40	\$4,498.40	Max.	\$9,746.53	\$116,958.40
A3-72	Hourly	\$42.94	\$44.09	\$45.27	\$46.46	\$47.77	\$49.13	\$50.48	\$51.82	\$53.26	\$54.68	\$56.23	\$57.82	Min.	\$7,442.93	\$89,315.20
	Biweekly	\$3,435.20	\$3,527.20	\$3,621.60	\$3,716.80	\$3,821.60	\$3,930.40	\$4,038.40	\$4,145.60	\$4,260.80	\$4,374.40	\$4,498.40	\$4,625.60	Max.	\$10,022.13	\$120,265.60
A3-73	Hourly	\$44.09	\$45.27	\$46.46	\$47.77	\$49.13	\$50.48	\$51.82	\$53.26	\$54.68	\$56.23	\$57.82	\$59.38	Min.	\$7,642.27	\$91,707.20
	Biweekly	\$3,527.20	\$3,621.60	\$3,716.80	\$3,821.60	\$3,930.40	\$4,038.40	\$4,145.60	\$4,260.80	\$4,374.40	\$4,498.40	\$4,625.60	\$4,750.40	Max.	\$10,292.53	\$123,510.40
A3-74	Hourly	\$45.27	\$46.46	\$47.77	\$49.13	\$50.48	\$51.82	\$53.26	\$54.68	\$56.23	\$57.82	\$59.38	\$61.07	Min.	\$7,846.80	\$94,161.60
	Biweekly	\$3,621.60	\$3,716.80	\$3,821.60	\$3,930.40	\$4,038.40	\$4,145.60	\$4,260.80	\$4,374.40	\$4,498.40	\$4,625.60	\$4,750.40	\$4,885.60	Max.	\$10,585.47	\$127,025.60
A3-75	Hourly	\$46.46	\$47.77	\$49.13	\$50.48	\$51.82	\$53.26	\$54.68	\$56.23	\$57.82	\$59.38	\$61.07	\$62.69	Min.	\$8,053.07	\$96,636.80
	Biweekly	\$3,716.80	\$3,821.60	\$3,930.40	\$4,038.40	\$4,145.60	\$4,260.80	\$4,374.40	\$4,498.40	\$4,625.60	\$4,750.40	\$4,885.60	\$5,015.20	Max.	\$10,866.27	\$130,395.20
A3-76	Hourly	\$47.77	\$49.13	\$50.48	\$51.82	\$53.26	\$54.68	\$56.23	\$57.82	\$59.38	\$61.07	\$62.69	\$64.38	Min.	\$8,280.13	\$99,361.60
	Biweekly	\$3,821.60	\$3,930.40	\$4,038.40	\$4,145.60	\$4,260.80	\$4,374.40	\$4,498.40	\$4,625.60	\$4,750.40	\$4,885.60	\$5,015.20	\$5,150.40	Max.	\$11,159.20	\$133,910.40
A3-77	Hourly	\$49.13	\$50.48	\$51.82	\$53.26	\$54.68	\$56.23	\$57.82	\$59.38	\$61.07	\$62.69	\$64.38	\$66.25	Min.	\$8,515.87	\$102,190.40
	Biweekly	\$3,930.40	\$4,038.40	\$4,145.60	\$4,260.80	\$4,374.40	\$4,498.40	\$4,625.60	\$4,750.40	\$4,885.60	\$5,015.20	\$5,150.40	\$5,300.00	Max.	\$11,483.33	\$137,800.00

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.		
														Rate	Approx. Yr. Rate	
A3-78	Hourly	\$50.48	\$51.82	\$53.26	\$54.68	\$56.23	\$57.82	\$59.38	\$61.07	\$62.69	\$64.38	\$66.25	\$68.08	Min.	\$8,749.87	\$104,998.40
	Biweekly	\$4,038.40	\$4,145.60	\$4,260.80	\$4,374.40	\$4,498.40	\$4,625.60	\$4,750.40	\$4,885.60	\$5,015.20	\$5,150.40	\$5,300.00	\$5,446.40	Max.	\$11,800.53	\$141,606.40
A3-79	Hourly	\$51.82	\$53.26	\$54.68	\$56.23	\$57.82	\$59.38	\$61.07	\$62.69	\$64.38	\$66.25	\$68.08	\$69.98	Min.	\$8,982.13	\$107,785.60
	Biweekly	\$4,145.60	\$4,260.80	\$4,374.40	\$4,498.40	\$4,625.60	\$4,750.40	\$4,885.60	\$5,015.20	\$5,150.40	\$5,300.00	\$5,446.40	\$5,598.40	Max.	\$12,129.87	\$145,558.40
A3-80	Hourly	\$53.26	\$54.68	\$56.23	\$57.82	\$59.38	\$61.07	\$62.69	\$64.38	\$66.25	\$68.08	\$69.98	\$71.94	Min.	\$9,231.73	\$110,780.80
	Biweekly	\$4,260.80	\$4,374.40	\$4,498.40	\$4,625.60	\$4,750.40	\$4,885.60	\$5,015.20	\$5,150.40	\$5,300.00	\$5,446.40	\$5,598.40	\$5,755.20	Max.	\$12,469.60	\$149,635.20
A3-81	Hourly	\$54.68	\$56.23	\$57.82	\$59.38	\$61.07	\$62.69	\$64.38	\$66.25	\$68.08	\$69.98	\$71.94	\$73.92	Min.	\$9,477.87	\$113,734.40
	Biweekly	\$4,374.40	\$4,498.40	\$4,625.60	\$4,750.40	\$4,885.60	\$5,015.20	\$5,150.40	\$5,300.00	\$5,446.40	\$5,598.40	\$5,755.20	\$5,913.60	Max.	\$12,812.80	\$153,753.60
A3-82	Hourly	\$56.23	\$57.82	\$59.38	\$61.07	\$62.69	\$64.38	\$66.25	\$68.08	\$69.98	\$71.94	\$73.92	\$75.90	Min.	\$9,746.53	\$116,958.40
	Biweekly	\$4,498.40	\$4,625.60	\$4,750.40	\$4,885.60	\$5,015.20	\$5,150.40	\$5,300.00	\$5,446.40	\$5,598.40	\$5,755.20	\$5,913.60	\$6,072.00	Max.	\$13,156.00	\$157,872.00
A3-83	Hourly	\$57.82	\$59.38	\$61.07	\$62.69	\$64.38	\$66.25	\$68.08	\$69.98	\$71.94	\$73.92	\$75.90	\$77.93	Min.	\$10,022.13	\$120,265.60
	Biweekly	\$4,625.60	\$4,750.40	\$4,885.60	\$5,015.20	\$5,150.40	\$5,300.00	\$5,446.40	\$5,598.40	\$5,755.20	\$5,913.60	\$6,072.00	\$6,234.40	Max.	\$13,507.87	\$162,094.40
A3-84	Hourly	\$59.38	\$61.07	\$62.69	\$64.38	\$66.25	\$68.08	\$69.98	\$71.94	\$73.92	\$75.90	\$77.93	\$80.10	Min.	\$10,292.53	\$123,510.40
	Biweekly	\$4,750.40	\$4,885.60	\$5,015.20	\$5,150.40	\$5,300.00	\$5,446.40	\$5,598.40	\$5,755.20	\$5,913.60	\$6,072.00	\$6,234.40	\$6,408.00	Max.	\$13,884.00	\$166,608.00
A3-85	Hourly	\$61.07	\$62.69	\$64.38	\$66.25	\$68.08	\$69.98	\$71.94	\$73.92	\$75.90	\$77.93	\$80.10	\$82.34	Min.	\$10,585.47	\$127,025.60
	Biweekly	\$4,885.60	\$5,015.20	\$5,150.40	\$5,300.00	\$5,446.40	\$5,598.40	\$5,755.20	\$5,913.60	\$6,072.00	\$6,234.40	\$6,408.00	\$6,587.20	Max.	\$14,272.27	\$171,267.20
A3-86	Hourly	\$62.69	\$64.38	\$66.25	\$68.08	\$69.98	\$71.94	\$73.92	\$75.90	\$77.93	\$80.10	\$82.34	\$84.62	Min.	\$10,866.27	\$130,395.20
	Biweekly	\$5,015.20	\$5,150.40	\$5,300.00	\$5,446.40	\$5,598.40	\$5,755.20	\$5,913.60	\$6,072.00	\$6,234.40	\$6,408.00	\$6,587.20	\$6,769.60	Max.	\$14,667.47	\$176,009.60
A3-87	Hourly	\$64.38	\$66.25	\$68.08	\$69.98	\$71.94	\$73.92	\$75.90	\$77.93	\$80.10	\$82.34	\$84.62	\$86.97	Min.	\$11,159.20	\$133,910.40
	Biweekly	\$5,150.40	\$5,300.00	\$5,446.40	\$5,598.40	\$5,755.20	\$5,913.60	\$6,072.00	\$6,234.40	\$6,408.00	\$6,587.20	\$6,769.60	\$6,957.60	Max.	\$15,074.80	\$180,897.60
A3-88	Hourly											\$86.87	\$89.28	Min.	\$15,057.47	\$180,689.60
	Biweekly											\$6,949.60	\$7,142.40	Max.	\$15,475.20	\$185,702.40
A3-90	Hourly	\$69.98	\$71.94	\$73.92	\$75.90	\$77.93	\$80.10	\$82.34	\$84.62	\$86.97	\$89.35	\$91.88	\$94.38	Min.	\$12,129.87	\$145,558.40
	Biweekly	\$5,598.40	\$5,755.20	\$5,913.60	\$6,072.00	\$6,234.40	\$6,408.00	\$6,587.20	\$6,769.60	\$6,957.60	\$7,148.00	\$7,350.40	\$7,550.40	Max.	\$16,359.20	\$196,310.40
A3-94	Hourly							\$91.43	\$93.97	\$96.53	\$99.20	\$101.99	\$104.74	Min.	\$15,847.87	\$190,174.40
	Biweekly							\$7,314.40	\$7,517.60	\$7,722.40	\$7,936.00	\$8,159.20	\$8,379.20	Max.	\$18,154.93	\$217,859.20