

**Community Services, General and Supervisory Management  
Salary Schedule A-3  
Effective August 3, 2018**

**Pay Rate Schematic**

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.	Approx. Yr.	
														Rate	Rate	
A3-24	Hourly	\$11.97	\$12.26	\$12.56	\$12.86	\$13.05	\$13.46	\$13.70	\$14.02	\$14.37	\$14.66	\$15.00	\$15.39	Min.	\$2,074.80	\$24,897.60
	Biweekly	\$957.60	\$980.80	\$1,004.80	\$1,028.80	\$1,044.00	\$1,076.80	\$1,096.00	\$1,121.60	\$1,149.60	\$1,172.80	\$1,200.00	\$1,231.20	Max.	\$2,667.60	\$32,011.20
A3-25	Hourly	\$12.26	\$12.56	\$12.86	\$13.05	\$13.46	\$13.70	\$14.02	\$14.37	\$14.66	\$15.00	\$15.39	\$15.85	Min.	\$2,125.07	\$25,500.80
	Biweekly	\$980.80	\$1,004.80	\$1,028.80	\$1,044.00	\$1,076.80	\$1,096.00	\$1,121.60	\$1,149.60	\$1,172.80	\$1,200.00	\$1,231.20	\$1,268.00	Max.	\$2,747.33	\$32,968.00
A3-26	Hourly	\$12.56	\$12.86	\$13.05	\$13.46	\$13.70	\$14.02	\$14.37	\$14.66	\$15.00	\$15.39	\$15.85	\$16.12	Min.	\$2,177.07	\$26,124.80
	Biweekly	\$1,004.80	\$1,028.80	\$1,044.00	\$1,076.80	\$1,096.00	\$1,121.60	\$1,149.60	\$1,172.80	\$1,200.00	\$1,231.20	\$1,268.00	\$1,289.60	Max.	\$2,794.13	\$33,529.60
A3-27	Hourly	\$12.86	\$13.05	\$13.46	\$13.70	\$14.02	\$14.37	\$14.66	\$15.00	\$15.39	\$15.85	\$16.12	\$16.54	Min.	\$2,229.07	\$26,748.80
	Biweekly	\$1,028.80	\$1,044.00	\$1,076.80	\$1,096.00	\$1,121.60	\$1,149.60	\$1,172.80	\$1,200.00	\$1,231.20	\$1,268.00	\$1,289.60	\$1,323.20	Max.	\$2,866.93	\$34,403.20
A3-28	Hourly	\$13.05	\$13.46	\$13.70	\$14.02	\$14.37	\$14.66	\$15.00	\$15.39	\$15.85	\$16.12	\$16.54	\$16.90	Min.	\$2,262.00	\$27,144.00
	Biweekly	\$1,044.00	\$1,076.80	\$1,096.00	\$1,121.60	\$1,149.60	\$1,172.80	\$1,200.00	\$1,231.20	\$1,268.00	\$1,289.60	\$1,323.20	\$1,352.00	Max.	\$2,929.33	\$35,152.00
A3-29	Hourly	\$13.46	\$13.70	\$14.02	\$14.37	\$14.66	\$15.00	\$15.39	\$15.85	\$16.12	\$16.54	\$16.90	\$17.35	Min.	\$2,333.07	\$27,996.80
	Biweekly	\$1,076.80	\$1,096.00	\$1,121.60	\$1,149.60	\$1,172.80	\$1,200.00	\$1,231.20	\$1,268.00	\$1,289.60	\$1,323.20	\$1,352.00	\$1,388.00	Max.	\$3,007.33	\$36,088.00
A3-30	Hourly	\$13.70	\$14.02	\$14.37	\$14.66	\$15.00	\$15.39	\$15.85	\$16.12	\$16.54	\$16.90	\$17.35	\$17.76	Min.	\$2,374.67	\$28,496.00
	Biweekly	\$1,096.00	\$1,121.60	\$1,149.60	\$1,172.80	\$1,200.00	\$1,231.20	\$1,268.00	\$1,289.60	\$1,323.20	\$1,352.00	\$1,388.00	\$1,420.80	Max.	\$3,078.40	\$36,940.80
A3-31	Hourly	\$14.02	\$14.37	\$14.66	\$15.00	\$15.39	\$15.85	\$16.12	\$16.54	\$16.90	\$17.35	\$17.76	\$18.16	Min.	\$2,430.13	\$29,161.60
	Biweekly	\$1,121.60	\$1,149.60	\$1,172.80	\$1,200.00	\$1,231.20	\$1,268.00	\$1,289.60	\$1,323.20	\$1,352.00	\$1,388.00	\$1,420.80	\$1,452.80	Max.	\$3,147.73	\$37,772.80
A3-32	Hourly	\$14.37	\$14.66	\$15.00	\$15.39	\$15.85	\$16.12	\$16.54	\$16.90	\$17.35	\$17.76	\$18.16	\$18.57	Min.	\$2,490.80	\$29,889.60
	Biweekly	\$1,149.60	\$1,172.80	\$1,200.00	\$1,231.20	\$1,268.00	\$1,289.60	\$1,323.20	\$1,352.00	\$1,388.00	\$1,420.80	\$1,452.80	\$1,485.60	Max.	\$3,218.80	\$38,625.60
A3-33	Hourly	\$14.66	\$15.00	\$15.39	\$15.85	\$16.12	\$16.54	\$16.90	\$17.35	\$17.76	\$18.16	\$18.57	\$19.08	Min.	\$2,541.07	\$30,492.80
	Biweekly	\$1,172.80	\$1,200.00	\$1,231.20	\$1,268.00	\$1,289.60	\$1,323.20	\$1,352.00	\$1,388.00	\$1,420.80	\$1,452.80	\$1,485.60	\$1,526.40	Max.	\$3,307.20	\$39,686.40
A3-34	Hourly	\$15.00	\$15.39	\$15.85	\$16.12	\$16.54	\$16.90	\$17.35	\$17.76	\$18.16	\$18.57	\$19.08	\$19.56	Min.	\$2,600.00	\$31,200.00
	Biweekly	\$1,200.00	\$1,231.20	\$1,268.00	\$1,289.60	\$1,323.20	\$1,352.00	\$1,388.00	\$1,420.80	\$1,452.80	\$1,485.60	\$1,526.40	\$1,564.80	Max.	\$3,390.40	\$40,684.80
A3-35	Hourly	\$15.39	\$15.85	\$16.12	\$16.54	\$16.90	\$17.35	\$17.76	\$18.16	\$18.57	\$19.08	\$19.56	\$20.08	Min.	\$2,667.60	\$32,011.20
	Biweekly	\$1,231.20	\$1,268.00	\$1,289.60	\$1,323.20	\$1,352.00	\$1,388.00	\$1,420.80	\$1,452.80	\$1,485.60	\$1,526.40	\$1,564.80	\$1,606.40	Max.	\$3,480.53	\$41,766.40
A3-36	Hourly	\$15.85	\$16.12	\$16.54	\$16.90	\$17.35	\$17.76	\$18.16	\$18.57	\$19.08	\$19.56	\$20.08	\$20.67	Min.	\$2,747.33	\$32,968.00
	Biweekly	\$1,268.00	\$1,289.60	\$1,323.20	\$1,352.00	\$1,388.00	\$1,420.80	\$1,452.80	\$1,485.60	\$1,526.40	\$1,564.80	\$1,606.40	\$1,653.60	Max.	\$3,582.80	\$42,993.60
A3-37	Hourly	\$16.12	\$16.54	\$16.90	\$17.35	\$17.76	\$18.16	\$18.57	\$19.08	\$19.56	\$20.08	\$20.67	\$21.32	Min.	\$2,794.13	\$33,529.60
	Biweekly	\$1,289.60	\$1,323.20	\$1,352.00	\$1,388.00	\$1,420.80	\$1,452.80	\$1,485.60	\$1,526.40	\$1,564.80	\$1,606.40	\$1,653.60	\$1,705.60	Max.	\$3,695.47	\$44,345.60
A3-38	Hourly	\$16.54	\$16.90	\$17.35	\$17.76	\$18.16	\$18.57	\$19.08	\$19.56	\$20.08	\$20.67	\$21.32	\$21.87	Min.	\$2,866.93	\$34,403.20
	Biweekly	\$1,323.20	\$1,352.00	\$1,388.00	\$1,420.80	\$1,452.80	\$1,485.60	\$1,526.40	\$1,564.80	\$1,606.40	\$1,653.60	\$1,705.60	\$1,749.60	Max.	\$3,790.80	\$45,489.60
A3-39	Hourly	\$16.90	\$17.35	\$17.76	\$18.16	\$18.57	\$19.08	\$19.56	\$20.08	\$20.67	\$21.32	\$21.87	\$22.43	Min.	\$2,929.33	\$35,152.00
	Biweekly	\$1,352.00	\$1,388.00	\$1,420.80	\$1,452.80	\$1,485.60	\$1,526.40	\$1,564.80	\$1,606.40	\$1,653.60	\$1,705.60	\$1,749.60	\$1,794.40	Max.	\$3,887.87	\$46,654.40
A3-40	Hourly	\$17.35	\$17.76	\$18.16	\$18.57	\$19.08	\$19.56	\$20.08	\$20.67	\$21.32	\$21.87	\$22.43	\$23.04	Min.	\$3,007.33	\$36,088.00
	Biweekly	\$1,388.00	\$1,420.80	\$1,452.80	\$1,485.60	\$1,526.40	\$1,564.80	\$1,606.40	\$1,653.60	\$1,705.60	\$1,749.60	\$1,794.40	\$1,843.20	Max.	\$3,993.60	\$47,923.20
A3-41	Hourly	\$17.76	\$18.16	\$18.57	\$19.08	\$19.56	\$20.08	\$20.67	\$21.32	\$21.87	\$22.43	\$23.04	\$23.66	Min.	\$3,078.40	\$36,940.80
	Biweekly	\$1,420.80	\$1,452.80	\$1,485.60	\$1,526.40	\$1,564.80	\$1,606.40	\$1,653.60	\$1,705.60	\$1,749.60	\$1,794.40	\$1,843.20	\$1,892.80	Max.	\$4,101.07	\$49,212.80
A3-42	Hourly	\$18.16	\$18.57	\$19.08	\$19.56	\$20.08	\$20.67	\$21.32	\$21.87	\$22.43	\$23.04	\$23.66	\$24.31	Min.	\$3,147.73	\$37,772.80
	Biweekly	\$1,452.80	\$1,485.60	\$1,526.40	\$1,564.80	\$1,606.40	\$1,653.60	\$1,705.60	\$1,749.60	\$1,794.40	\$1,843.20	\$1,892.80	\$1,944.80	Max.	\$4,213.73	\$50,564.80

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.	Approx. Yr.	
														Rate	Rate	
A3-43	Hourly	\$18.57	\$19.08	\$19.56	\$20.08	\$20.67	\$21.32	\$21.87	\$22.43	\$23.04	\$23.66	\$24.31	\$24.93	Min.	\$3,218.80	\$38,625.60
	Biweekly	\$1,485.60	\$1,526.40	\$1,564.80	\$1,606.40	\$1,653.60	\$1,705.60	\$1,749.60	\$1,794.40	\$1,843.20	\$1,892.80	\$1,944.80	\$1,994.40	Max.	\$4,321.20	\$51,854.40
A3-44	Hourly	\$19.08	\$19.56	\$20.08	\$20.67	\$21.32	\$21.87	\$22.43	\$23.04	\$23.66	\$24.31	\$24.93	\$25.58	Min.	\$3,307.20	\$39,686.40
	Biweekly	\$1,526.40	\$1,564.80	\$1,606.40	\$1,653.60	\$1,705.60	\$1,749.60	\$1,794.40	\$1,843.20	\$1,892.80	\$1,944.80	\$1,994.40	\$2,046.40	Max.	\$4,433.87	\$53,206.40
A3-45	Hourly	\$19.56	\$20.08	\$20.67	\$21.32	\$21.87	\$22.43	\$23.04	\$23.66	\$24.31	\$24.93	\$25.58	\$26.25	Min.	\$3,390.40	\$40,684.80
	Biweekly	\$1,564.80	\$1,606.40	\$1,653.60	\$1,705.60	\$1,749.60	\$1,794.40	\$1,843.20	\$1,892.80	\$1,944.80	\$1,994.40	\$2,046.40	\$2,100.00	Max.	\$4,550.00	\$54,600.00
A3-46	Hourly	\$20.08	\$20.67	\$21.32	\$21.87	\$22.43	\$23.04	\$23.66	\$24.31	\$24.93	\$25.58	\$26.25	\$26.97	Min.	\$3,480.53	\$41,766.40
	Biweekly	\$1,606.40	\$1,653.60	\$1,705.60	\$1,749.60	\$1,794.40	\$1,843.20	\$1,892.80	\$1,944.80	\$1,994.40	\$2,046.40	\$2,100.00	\$2,157.60	Max.	\$4,674.80	\$56,097.60
A3-47	Hourly	\$20.67	\$21.32	\$21.87	\$22.43	\$23.04	\$23.66	\$24.31	\$24.93	\$25.58	\$26.25	\$26.97	\$27.71	Min.	\$3,582.80	\$42,993.60
	Biweekly	\$1,653.60	\$1,705.60	\$1,749.60	\$1,794.40	\$1,843.20	\$1,892.80	\$1,944.80	\$1,994.40	\$2,046.40	\$2,100.00	\$2,157.60	\$2,216.80	Max.	\$4,803.07	\$57,636.80
A3-48	Hourly	\$21.32	\$21.87	\$22.43	\$23.04	\$23.66	\$24.31	\$24.93	\$25.58	\$26.25	\$26.97	\$27.71	\$28.47	Min.	\$3,695.47	\$44,345.60
	Biweekly	\$1,705.60	\$1,749.60	\$1,794.40	\$1,843.20	\$1,892.80	\$1,944.80	\$1,994.40	\$2,046.40	\$2,100.00	\$2,157.60	\$2,216.80	\$2,277.60	Max.	\$4,934.80	\$59,217.60
A3-49	Hourly	\$21.87	\$22.43	\$23.04	\$23.66	\$24.31	\$24.93	\$25.58	\$26.25	\$26.97	\$27.71	\$28.47	\$29.28	Min.	\$3,790.80	\$45,489.60
	Biweekly	\$1,749.60	\$1,794.40	\$1,843.20	\$1,892.80	\$1,944.80	\$1,994.40	\$2,046.40	\$2,100.00	\$2,157.60	\$2,216.80	\$2,277.60	\$2,342.40	Max.	\$5,075.20	\$60,902.40
A3-50	Hourly	\$22.43	\$23.04	\$23.66	\$24.31	\$24.93	\$25.58	\$26.25	\$26.97	\$27.71	\$28.47	\$29.28	\$30.01	Min.	\$3,887.87	\$46,654.40
	Biweekly	\$1,794.40	\$1,843.20	\$1,892.80	\$1,944.80	\$1,994.40	\$2,046.40	\$2,100.00	\$2,157.60	\$2,216.80	\$2,277.60	\$2,342.40	\$2,400.80	Max.	\$5,201.73	\$62,420.80
A3-51	Hourly	\$23.04	\$23.66	\$24.31	\$24.93	\$25.58	\$26.25	\$26.97	\$27.71	\$28.47	\$29.28	\$30.01	\$30.86	Min.	\$3,993.60	\$47,923.20
	Biweekly	\$1,843.20	\$1,892.80	\$1,944.80	\$1,994.40	\$2,046.40	\$2,100.00	\$2,157.60	\$2,216.80	\$2,277.60	\$2,342.40	\$2,400.80	\$2,468.80	Max.	\$5,349.07	\$64,188.80
A3-52	Hourly	\$23.66	\$24.31	\$24.93	\$25.58	\$26.25	\$26.97	\$27.71	\$28.47	\$29.28	\$30.01	\$30.86	\$31.69	Min.	\$4,101.07	\$49,212.80
	Biweekly	\$1,892.80	\$1,944.80	\$1,994.40	\$2,046.40	\$2,100.00	\$2,157.60	\$2,216.80	\$2,277.60	\$2,342.40	\$2,400.80	\$2,468.80	\$2,535.20	Max.	\$5,492.93	\$65,915.20
A3-53	Hourly	\$24.31	\$24.93	\$25.58	\$26.25	\$26.97	\$27.71	\$28.47	\$29.28	\$30.01	\$30.86	\$31.69	\$32.50	Min.	\$4,213.73	\$50,564.80
	Biweekly	\$1,944.80	\$1,994.40	\$2,046.40	\$2,100.00	\$2,157.60	\$2,216.80	\$2,277.60	\$2,342.40	\$2,400.80	\$2,468.80	\$2,535.20	\$2,600.00	Max.	\$5,633.33	\$67,600.00
A3-54	Hourly	\$24.93	\$25.58	\$26.25	\$26.97	\$27.71	\$28.47	\$29.28	\$30.01	\$30.86	\$31.69	\$32.50	\$33.46	Min.	\$4,321.20	\$51,854.40
	Biweekly	\$1,994.40	\$2,046.40	\$2,100.00	\$2,157.60	\$2,216.80	\$2,277.60	\$2,342.40	\$2,400.80	\$2,468.80	\$2,535.20	\$2,600.00	\$2,676.80	Max.	\$5,799.73	\$69,596.80
A3-55	Hourly	\$25.58	\$26.25	\$26.97	\$27.71	\$28.47	\$29.28	\$30.01	\$30.86	\$31.69	\$32.50	\$33.46	\$34.47	Min.	\$4,433.87	\$53,206.40
	Biweekly	\$2,046.40	\$2,100.00	\$2,157.60	\$2,216.80	\$2,277.60	\$2,342.40	\$2,400.80	\$2,468.80	\$2,535.20	\$2,600.00	\$2,676.80	\$2,757.60	Max.	\$5,974.80	\$71,697.60
A3-56	Hourly	\$26.25	\$26.97	\$27.71	\$28.47	\$29.28	\$30.01	\$30.86	\$31.69	\$32.50	\$33.46	\$34.47	\$35.36	Min.	\$4,550.00	\$54,600.00
	Biweekly	\$2,100.00	\$2,157.60	\$2,216.80	\$2,277.60	\$2,342.40	\$2,400.80	\$2,468.80	\$2,535.20	\$2,600.00	\$2,676.80	\$2,757.60	\$2,828.80	Max.	\$6,129.07	\$73,548.80
A3-57	Hourly	\$26.97	\$27.71	\$28.47	\$29.28	\$30.01	\$30.86	\$31.69	\$32.50	\$33.46	\$34.47	\$35.36	\$36.33	Min.	\$4,674.80	\$56,097.60
	Biweekly	\$2,157.60	\$2,216.80	\$2,277.60	\$2,342.40	\$2,400.80	\$2,468.80	\$2,535.20	\$2,600.00	\$2,676.80	\$2,757.60	\$2,828.80	\$2,906.40	Max.	\$6,297.20	\$75,566.40
A3-58	Hourly	\$27.71	\$28.47	\$29.28	\$30.01	\$30.86	\$31.69	\$32.50	\$33.46	\$34.47	\$35.36	\$36.33	\$37.34	Min.	\$4,803.07	\$57,636.80
	Biweekly	\$2,216.80	\$2,277.60	\$2,342.40	\$2,400.80	\$2,468.80	\$2,535.20	\$2,600.00	\$2,676.80	\$2,757.60	\$2,828.80	\$2,906.40	\$2,987.20	Max.	\$6,472.27	\$77,667.20
A3-59	Hourly	\$28.47	\$29.28	\$30.01	\$30.86	\$31.69	\$32.50	\$33.46	\$34.47	\$35.36	\$36.33	\$37.34	\$38.39	Min.	\$4,934.80	\$59,217.60
	Biweekly	\$2,277.60	\$2,342.40	\$2,400.80	\$2,468.80	\$2,535.20	\$2,600.00	\$2,676.80	\$2,757.60	\$2,828.80	\$2,906.40	\$2,987.20	\$3,071.20	Max.	\$6,654.27	\$79,851.20
A3-60	Hourly	\$29.28	\$30.01	\$30.86	\$31.69	\$32.50	\$33.46	\$34.47	\$35.36	\$36.33	\$37.34	\$38.39	\$39.43	Min.	\$5,075.20	\$60,902.40
	Biweekly	\$2,342.40	\$2,400.80	\$2,468.80	\$2,535.20	\$2,600.00	\$2,676.80	\$2,757.60	\$2,828.80	\$2,906.40	\$2,987.20	\$3,071.20	\$3,154.40	Max.	\$6,834.53	\$82,014.40
A3-61	Hourly	\$30.01	\$30.86	\$31.69	\$32.50	\$33.46	\$34.47	\$35.36	\$36.33	\$37.34	\$38.39	\$39.43	\$40.47	Min.	\$5,201.73	\$62,420.80
	Biweekly	\$2,400.80	\$2,468.80	\$2,535.20	\$2,600.00	\$2,676.80	\$2,757.60	\$2,828.80	\$2,906.40	\$2,987.20	\$3,071.20	\$3,154.40	\$3,237.60	Max.	\$7,014.80	\$84,177.60
A3-62	Hourly	\$30.86	\$31.69	\$32.50	\$33.46	\$34.47	\$35.36	\$36.33	\$37.34	\$38.39	\$39.43	\$40.47	\$41.54	Min.	\$5,349.07	\$64,188.80
	Biweekly	\$2,468.80	\$2,535.20	\$2,600.00	\$2,676.80	\$2,757.60	\$2,828.80	\$2,906.40	\$2,987.20	\$3,071.20	\$3,154.40	\$3,237.60	\$3,323.20	Max.	\$7,200.27	\$86,403.20

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo. Rate	Approx. Yr. Rate	
		A3-63	Hourly	\$31.69	\$32.50	\$33.46	\$34.47	\$35.36	\$36.33	\$37.34	\$38.39	\$39.43	\$40.47	\$41.54	\$42.66	Min.
	Biweekly	\$2,535.20	\$2,600.00	\$2,676.80	\$2,757.60	\$2,828.80	\$2,906.40	\$2,987.20	\$3,071.20	\$3,154.40	\$3,237.60	\$3,323.20	\$3,412.80	Max.	\$7,394.40	\$88,732.80
A3-64	Hourly	\$32.50	\$33.46	\$34.47	\$35.36	\$36.33	\$37.34	\$38.39	\$39.43	\$40.47	\$41.54	\$42.66	\$43.78	Min.	\$5,633.33	\$67,600.00
	Biweekly	\$2,600.00	\$2,676.80	\$2,757.60	\$2,828.80	\$2,906.40	\$2,987.20	\$3,071.20	\$3,154.40	\$3,237.60	\$3,323.20	\$3,412.80	\$3,502.40	Max.	\$7,588.53	\$91,062.40
A3-65	Hourly	\$33.46	\$34.47	\$35.36	\$36.33	\$37.34	\$38.39	\$39.43	\$40.47	\$41.54	\$42.66	\$43.78	\$45.01	Min.	\$5,799.73	\$69,596.80
	Biweekly	\$2,676.80	\$2,757.60	\$2,828.80	\$2,906.40	\$2,987.20	\$3,071.20	\$3,154.40	\$3,237.60	\$3,323.20	\$3,412.80	\$3,502.40	\$3,600.80	Max.	\$7,801.73	\$93,620.80
A3-66	Hourly	\$34.47	\$35.36	\$36.33	\$37.34	\$38.39	\$39.43	\$40.47	\$41.54	\$42.66	\$43.78	\$45.01	\$46.30	Min.	\$5,974.80	\$71,697.60
	Biweekly	\$2,757.60	\$2,828.80	\$2,906.40	\$2,987.20	\$3,071.20	\$3,154.40	\$3,237.60	\$3,323.20	\$3,412.80	\$3,502.40	\$3,600.80	\$3,704.00	Max.	\$8,025.33	\$96,304.00
A3-67	Hourly	\$35.36	\$36.33	\$37.34	\$38.39	\$39.43	\$40.47	\$41.54	\$42.66	\$43.78	\$45.01	\$46.30	\$47.57	Min.	\$6,129.07	\$73,548.80
	Biweekly	\$2,828.80	\$2,906.40	\$2,987.20	\$3,071.20	\$3,154.40	\$3,237.60	\$3,323.20	\$3,412.80	\$3,502.40	\$3,600.80	\$3,704.00	\$3,805.60	Max.	\$8,245.47	\$98,945.60
A3-68	Hourly	\$36.33	\$37.34	\$38.39	\$39.43	\$40.47	\$41.54	\$42.66	\$43.78	\$45.01	\$46.30	\$47.57	\$48.84	Min.	\$6,297.20	\$75,566.40
	Biweekly	\$2,906.40	\$2,987.20	\$3,071.20	\$3,154.40	\$3,237.60	\$3,323.20	\$3,412.80	\$3,502.40	\$3,600.80	\$3,704.00	\$3,805.60	\$3,907.20	Max.	\$8,465.60	\$101,587.20
A3-69	Hourly	\$37.34	\$38.39	\$39.43	\$40.47	\$41.54	\$42.66	\$43.78	\$45.01	\$46.30	\$47.57	\$48.84	\$50.19	Min.	\$6,472.27	\$77,667.20
	Biweekly	\$2,987.20	\$3,071.20	\$3,154.40	\$3,237.60	\$3,323.20	\$3,412.80	\$3,502.40	\$3,600.80	\$3,704.00	\$3,805.60	\$3,907.20	\$4,015.20	Max.	\$8,699.60	\$104,395.20
A3-70	Hourly	\$38.39	\$39.43	\$40.47	\$41.54	\$42.66	\$43.78	\$45.01	\$46.30	\$47.57	\$48.84	\$50.19	\$51.53	Min.	\$6,654.27	\$79,851.20
	Biweekly	\$3,071.20	\$3,154.40	\$3,237.60	\$3,323.20	\$3,412.80	\$3,502.40	\$3,600.80	\$3,704.00	\$3,805.60	\$3,907.20	\$4,015.20	\$4,122.40	Max.	\$8,931.87	\$107,182.40
A3-71	Hourly	\$39.43	\$40.47	\$41.54	\$42.66	\$43.78	\$45.01	\$46.30	\$47.57	\$48.84	\$50.19	\$51.53	\$52.99	Min.	\$6,834.53	\$82,014.40
	Biweekly	\$3,154.40	\$3,237.60	\$3,323.20	\$3,412.80	\$3,502.40	\$3,600.80	\$3,704.00	\$3,805.60	\$3,907.20	\$4,015.20	\$4,122.40	\$4,239.20	Max.	\$9,184.93	\$110,219.20
A3-72	Hourly	\$40.47	\$41.54	\$42.66	\$43.78	\$45.01	\$46.30	\$47.57	\$48.84	\$50.19	\$51.53	\$52.99	\$54.49	Min.	\$7,014.80	\$84,177.60
	Biweekly	\$3,237.60	\$3,323.20	\$3,412.80	\$3,502.40	\$3,600.80	\$3,704.00	\$3,805.60	\$3,907.20	\$4,015.20	\$4,122.40	\$4,239.20	\$4,359.20	Max.	\$9,444.93	\$113,339.20
A3-73	Hourly	\$41.54	\$42.66	\$43.78	\$45.01	\$46.30	\$47.57	\$48.84	\$50.19	\$51.53	\$52.99	\$54.49	\$55.96	Min.	\$7,200.27	\$86,403.20
	Biweekly	\$3,323.20	\$3,412.80	\$3,502.40	\$3,600.80	\$3,704.00	\$3,805.60	\$3,907.20	\$4,015.20	\$4,122.40	\$4,239.20	\$4,359.20	\$4,476.80	Max.	\$9,699.73	\$116,396.80
A3-74	Hourly	\$42.66	\$43.78	\$45.01	\$46.30	\$47.57	\$48.84	\$50.19	\$51.53	\$52.99	\$54.49	\$55.96	\$57.55	Min.	\$7,394.40	\$88,732.80
	Biweekly	\$3,412.80	\$3,502.40	\$3,600.80	\$3,704.00	\$3,805.60	\$3,907.20	\$4,015.20	\$4,122.40	\$4,239.20	\$4,359.20	\$4,476.80	\$4,604.00	Max.	\$9,975.33	\$119,704.00
A3-75	Hourly	\$43.78	\$45.01	\$46.30	\$47.57	\$48.84	\$50.19	\$51.53	\$52.99	\$54.49	\$55.96	\$57.55	\$59.08	Min.	\$7,588.53	\$91,062.40
	Biweekly	\$3,502.40	\$3,600.80	\$3,704.00	\$3,805.60	\$3,907.20	\$4,015.20	\$4,122.40	\$4,239.20	\$4,359.20	\$4,476.80	\$4,604.00	\$4,726.40	Max.	\$10,240.53	\$122,886.40
A3-76	Hourly	\$45.01	\$46.30	\$47.57	\$48.84	\$50.19	\$51.53	\$52.99	\$54.49	\$55.96	\$57.55	\$59.08	\$60.67	Min.	\$7,801.73	\$93,620.80
	Biweekly	\$3,600.80	\$3,704.00	\$3,805.60	\$3,907.20	\$4,015.20	\$4,122.40	\$4,239.20	\$4,359.20	\$4,476.80	\$4,604.00	\$4,726.40	\$4,853.60	Max.	\$10,516.13	\$126,193.60
A3-77	Hourly	\$46.30	\$47.57	\$48.84	\$50.19	\$51.53	\$52.99	\$54.49	\$55.96	\$57.55	\$59.08	\$60.67	\$62.43	Min.	\$8,025.33	\$96,304.00
	Biweekly	\$3,704.00	\$3,805.60	\$3,907.20	\$4,015.20	\$4,122.40	\$4,239.20	\$4,359.20	\$4,476.80	\$4,604.00	\$4,726.40	\$4,853.60	\$4,994.40	Max.	\$10,821.20	\$129,854.40
A3-78	Hourly	\$47.57	\$48.84	\$50.19	\$51.53	\$52.99	\$54.49	\$55.96	\$57.55	\$59.08	\$60.67	\$62.43	\$64.16	Min.	\$8,245.47	\$98,945.60
	Biweekly	\$3,805.60	\$3,907.20	\$4,015.20	\$4,122.40	\$4,239.20	\$4,359.20	\$4,476.80	\$4,604.00	\$4,726.40	\$4,853.60	\$4,994.40	\$5,132.80	Max.	\$11,121.07	\$133,452.80
A3-79	Hourly	\$48.84	\$50.19	\$51.53	\$52.99	\$54.49	\$55.96	\$57.55	\$59.08	\$60.67	\$62.43	\$64.16	\$65.94	Min.	\$8,465.60	\$101,587.20
	Biweekly	\$3,907.20	\$4,015.20	\$4,122.40	\$4,239.20	\$4,359.20	\$4,476.80	\$4,604.00	\$4,726.40	\$4,853.60	\$4,994.40	\$5,132.80	\$5,275.20	Max.	\$11,429.60	\$137,155.20
A3-80	Hourly	\$50.19	\$51.53	\$52.99	\$54.49	\$55.96	\$57.55	\$59.08	\$60.67	\$62.43	\$64.16	\$65.94	\$67.80	Min.	\$8,699.60	\$104,395.20
	Biweekly	\$4,015.20	\$4,122.40	\$4,239.20	\$4,359.20	\$4,476.80	\$4,604.00	\$4,726.40	\$4,853.60	\$4,994.40	\$5,132.80	\$5,275.20	\$5,424.00	Max.	\$11,752.00	\$141,024.00
A3-81	Hourly	\$51.53	\$52.99	\$54.49	\$55.96	\$57.55	\$59.08	\$60.67	\$62.43	\$64.16	\$65.94	\$67.80	\$69.66	Min.	\$8,931.87	\$107,182.40
	Biweekly	\$4,122.40	\$4,239.20	\$4,359.20	\$4,476.80	\$4,604.00	\$4,726.40	\$4,853.60	\$4,994.40	\$5,132.80	\$5,275.20	\$5,424.00	\$5,572.80	Max.	\$12,074.40	\$144,892.80
A3-82	Hourly	\$52.99	\$54.49	\$55.96	\$57.55	\$59.08	\$60.67	\$62.43	\$64.16	\$65.94	\$67.80	\$69.66	\$71.52	Min.	\$9,184.93	\$110,219.20
	Biweekly	\$4,239.20	\$4,359.20	\$4,476.80	\$4,604.00	\$4,726.40	\$4,853.60	\$4,994.40	\$5,132.80	\$5,275.20	\$5,424.00	\$5,572.80	\$5,721.60	Max.	\$12,396.80	\$148,761.60

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.	Approx. Yr.	
														Rate	Rate	
A3-83	Hourly	\$54.49	\$55.96	\$57.55	\$59.08	\$60.67	\$62.43	\$64.16	\$65.94	\$67.80	\$69.66	\$71.52	\$73.45	Min.	\$9,444.93	\$113,339.20
	Biweekly	\$4,359.20	\$4,476.80	\$4,604.00	\$4,726.40	\$4,853.60	\$4,994.40	\$5,132.80	\$5,275.20	\$5,424.00	\$5,572.80	\$5,721.60	\$5,876.00	Max.	\$12,731.33	\$152,776.00
A3-84	Hourly	\$55.96	\$57.55	\$59.08	\$60.67	\$62.43	\$64.16	\$65.94	\$67.80	\$69.66	\$71.52	\$73.45	\$75.49	Min.	\$9,699.73	\$116,396.80
	Biweekly	\$4,476.80	\$4,604.00	\$4,726.40	\$4,853.60	\$4,994.40	\$5,132.80	\$5,275.20	\$5,424.00	\$5,572.80	\$5,721.60	\$5,876.00	\$6,039.20	Max.	\$13,084.93	\$157,019.20
A3-85	Hourly	\$57.55	\$59.08	\$60.67	\$62.43	\$64.16	\$65.94	\$67.80	\$69.66	\$71.52	\$73.45	\$75.49	\$77.59	Min.	\$9,975.33	\$119,704.00
	Biweekly	\$4,604.00	\$4,726.40	\$4,853.60	\$4,994.40	\$5,132.80	\$5,275.20	\$5,424.00	\$5,572.80	\$5,721.60	\$5,876.00	\$6,039.20	\$6,207.20	Max.	\$13,448.93	\$161,387.20
A3-86	Hourly	\$59.08	\$60.67	\$62.43	\$64.16	\$65.94	\$67.80	\$69.66	\$71.52	\$73.45	\$75.49	\$77.59	\$79.75	Min.	\$10,240.53	\$122,886.40
	Biweekly	\$4,726.40	\$4,853.60	\$4,994.40	\$5,132.80	\$5,275.20	\$5,424.00	\$5,572.80	\$5,721.60	\$5,876.00	\$6,039.20	\$6,207.20	\$6,380.00	Max.	\$13,823.33	\$165,880.00
A3-87	Hourly	\$60.67	\$62.43	\$64.16	\$65.94	\$67.80	\$69.66	\$71.52	\$73.45	\$75.49	\$77.59	\$79.75	\$81.96	Min.	\$10,516.13	\$126,193.60
	Biweekly	\$4,853.60	\$4,994.40	\$5,132.80	\$5,275.20	\$5,424.00	\$5,572.80	\$5,721.60	\$5,876.00	\$6,039.20	\$6,207.20	\$6,380.00	\$6,556.80	Max.	\$14,206.40	\$170,476.80
A3-88	Hourly											\$81.86	\$84.14	Min.	\$14,189.07	\$170,268.80
	Biweekly											\$6,548.80	\$6,731.20	Max.	\$14,584.27	\$175,011.20
A3-90	Hourly	\$65.94	\$67.80	\$69.66	\$71.52	\$73.45	\$75.49	\$77.59	\$79.75	\$81.96	\$84.20	\$86.58	\$88.94	Min.	\$11,429.60	\$137,155.20
	Biweekly	\$5,275.20	\$5,424.00	\$5,572.80	\$5,721.60	\$5,876.00	\$6,039.20	\$6,207.20	\$6,380.00	\$6,556.80	\$6,736.00	\$6,926.40	\$7,115.20	Max.	\$15,416.27	\$184,995.20
A3-94	Hourly							\$86.16	\$88.55	\$90.97	\$93.49	\$96.11	\$98.71	Min.	\$14,934.40	\$179,212.80
	Biweekly							\$6,892.80	\$7,084.00	\$7,277.60	\$7,479.20	\$7,688.80	\$7,896.80	Max.	\$17,109.73	\$205,316.80