

**COMPENSATION PLAN - FY2016
PAY PLAN - O**

PAY GRADE	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
O-17	ANNUAL	47,871.41	50,263.82	52,777.92	55,417.44	58,188.42	64,007.84	67,359.97	70,728.11	74,263.28	77,976.29	81,875.66
	BIWEEKLY	1,841.21	1,933.22	2,029.92	2,131.44	2,238.02	2,461.84	2,590.77	2,720.31	2,856.28	2,999.09	3,149.06
	HOURLY	23.0151	24.1653	25.3740	26.6430	27.9752	30.7730	32.3846	34.0039	35.7035	37.4886	39.3633
	Step Hold	1	1	1	1	1	1	1	1	2		
O-18	ANNUAL	52,561.18	55,188.43	57,948.59	60,846.03	63,888.45	67,082.29	70,437.33	73,960.43	77,659.71	81,541.62	85,619.25
	BIWEEKLY	2,021.58	2,122.63	2,228.79	2,340.23	2,457.25	2,580.09	2,709.13	2,844.63	2,986.91	3,136.22	3,293.05
	HOURLY	25.2698	26.5329	27.8599	29.2529	30.7156	32.2511	33.8641	35.5579	37.3364	39.2027	41.1631
	Step Hold	1	1	1	1	1	1	1	1	2		
O-19	ANNUAL	55,068.62	57,822.34	60,713.95	63,749.92	66,938.35	70,285.28	73,800.27	77,488.74	81,363.57	85,432.26	89,704.16
	BIWEEKLY	2,118.02	2,223.94	2,335.15	2,451.92	2,574.55	2,703.28	2,838.47	2,980.34	3,129.37	3,285.86	3,450.16
	HOURLY	26.4753	27.7992	29.1894	30.6490	32.1819	33.7910	35.4809	37.2542	39.1171	41.0732	43.1270
	Step Hold	1	1	1	1	1	1	1	1	2		
O-20	ANNUAL	57,822.13	60,713.54	63,750.13	66,936.90	70,285.07	73,799.86	77,489.98	81,363.15	85,431.84	89,704.16	94,189.06
	BIWEEKLY	2,223.93	2,335.14	2,451.93	2,574.50	2,703.27	2,838.46	2,980.38	3,129.35	3,285.84	3,450.16	3,622.66
	HOURLY	27.7991	29.1892	30.6491	32.1812	33.7909	35.4807	37.2548	39.1169	41.0730	43.1270	45.2832
	Step Hold	1	1	1	1	1	1	1	1	2		
O-21	ANNUAL	60,712.29	63,747.01	66,935.65	70,281.74	73,795.28	77,485.62	81,359.41	85,428.30	89,698.96	94,185.31	98,894.85
	BIWEEKLY	2,335.09	2,451.81	2,574.45	2,703.14	2,838.28	2,980.22	3,129.21	3,285.70	3,449.96	3,622.51	3,803.65
	HOURLY	29.1886	30.6476	32.1806	33.7893	35.4785	37.2527	39.1151	41.0713	43.1245	45.2814	47.5456
	Step Hold	1	1	1	1	1	1	1	1	2		
O-25	ANNUAL	67,417.79	70,787.60	74,327.97	78,044.51	81,947.42	86,043.36	90,345.84	94,864.85	99,607.04	104,587.60	109,817.55
	BIWEEKLY	2,592.99	2,722.60	2,858.77	3,001.71	3,151.82	3,309.36	3,474.84	3,648.65	3,831.04	4,022.60	4,223.75
	HOURLY	32.4124	34.0325	35.7346	37.5214	39.3978	41.3670	43.4355	45.6081	47.8880	50.2825	52.7969
	Step Hold	1	1	1	1	1	1	1	1	2		

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O-26	ANNUAL	70,787.60	74,327.97	78,044.51	81,947.42	86,043.36	90,345.84	94,864.85	99,607.04	104,587.60	109,816.51	115,307.50
	BIWEEKLY	2,722.60	2,858.77	3,001.71	3,151.82	3,309.36	3,474.84	3,648.65	3,831.04	4,022.60	4,223.71	4,434.90
	HOURLY	34.0325	35.7346	37.5214	39.3978	41.3670	43.4355	45.6081	47.8880	50.2825	52.7964	55.4363
	Step Hold	1	1	1	1	1	1	1	1	2		
O-27	ANNUAL	73,983.52	77,680.93	81,565.74	85,644.21	89,925.06	94,421.18	99,142.58	104,099.22	109,305.25	114,770.66	120,508.96
	BIWEEKLY	2,845.52	2,987.73	3,137.14	3,294.01	3,458.66	3,631.58	3,813.18	4,003.82	4,204.05	4,414.26	4,634.96
	HOURLY	35.5690	37.3466	39.2143	41.1751	43.2332	45.3948	47.6647	50.0477	52.5506	55.1782	57.9370
	Step Hold	1	1	1	1	1	1	1	1	2		
O-28	ANNUAL	77,533.87	81,409.33	85,478.22	89,754.08	94,240.64	98,953.92	103,901.20	109,095.79	114,552.05	120,279.95	126,293.86
	BIWEEKLY	2,982.07	3,131.13	3,287.62	3,452.08	3,624.64	3,805.92	3,996.20	4,195.99	4,405.85	4,626.15	4,857.46
	HOURLY	37.2759	39.1391	41.0953	43.1510	45.3080	47.5740	49.9525	52.4499	55.0731	57.8269	60.7182
	Step Hold	1	1	1	1	1	1	1	1	2		
O-29	ANNUAL	83,736.43	87,922.22	92,316.43	96,934.45	101,779.60	106,870.19	112,213.30	117,823.47	123,716.11	129,902.03	136,397.46
	BIWEEKLY	3,220.63	3,381.62	3,550.63	3,728.25	3,914.60	4,110.39	4,315.90	4,531.67	4,758.31	4,996.23	5,246.06
	HOURLY	40.2579	42.2703	44.3829	46.6031	48.9325	51.3799	53.9487	56.6459	59.4789	62.4529	65.5757
	Step Hold	1	1	1	1	1	1	1	1	2		
O-31	ANNUAL	97,878.14	102,772.38	107,910.19	113,304.67	118,970.80	124,918.77	131,166.67	137,723.25	144,610.96	151,841.87	159,433.46
	BIWEEKLY	3,764.54	3,952.78	4,150.39	4,357.87	4,575.80	4,804.57	5,044.87	5,297.05	5,561.96	5,840.07	6,132.06
	HOURLY	47.0568	49.4098	51.8799	54.4734	57.1975	60.0571	63.0609	66.2131	69.5245	73.0009	76.6507
	Step Hold	1	1	1	1	1	1	1	1	2		
O-33	ANNUAL	107,679.94	113,064.22	118,717.25	124,653.15	130,886.70	137,429.14	144,301.46	151,517.60	159,093.79	167,048.54	175,400.99
	BIWEEKLY	4,141.54	4,348.62	4,566.05	4,794.35	5,034.10	5,285.74	5,550.06	5,827.60	6,118.99	6,424.94	6,746.19
	HOURLY	51.7692	54.3578	57.0756	59.9294	62.9263	66.0717	69.3757	72.8450	76.4874	80.3118	84.3274
	Step Hold	1	1	1	1	1	1	1	1	2		