

**COMPENSATION PLAN - FY2017
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 |
|----------------------|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| O17 | ANNUAL | 48,508.10 | 50,932.34 | 53,479.92 | 56,154.59 | 58,962.38 | 64,859.18 | 68,255.82 | 71,668.90 | 75,251.07 | 79,013.38 | 82,964.54 |
| | BIWEEKLY | 1,865.70 | 1,958.94 | 2,056.92 | 2,159.79 | 2,267.78 | 2,494.58 | 2,625.22 | 2,756.50 | 2,894.27 | 3,038.98 | 3,190.94 |
| | HOURLY | 23.3212 | 24.4867 | 25.7115 | 26.9974 | 28.3473 | 31.1823 | 32.8153 | 34.4562 | 36.1784 | 37.9872 | 39.8868 |
| O18 | ANNUAL | 53,260.27 | 55,922.46 | 58,719.23 | 61,655.36 | 64,738.13 | 67,974.40 | 71,374.16 | 74,944.06 | 78,692.64 | 82,626.13 | 86,758.05 |
| | BIWEEKLY | 2,048.47 | 2,150.86 | 2,258.43 | 2,371.36 | 2,489.93 | 2,614.40 | 2,745.16 | 2,882.46 | 3,026.64 | 3,177.93 | 3,336.85 |
| | HOURLY | 25.6059 | 26.8858 | 28.2304 | 29.6420 | 31.1241 | 32.6800 | 34.3145 | 36.0308 | 37.8330 | 39.7241 | 41.7106 |
| O19 | ANNUAL | 55,800.99 | 58,591.31 | 61,521.41 | 64,597.73 | 67,828.59 | 71,220.03 | 74,781.82 | 78,519.38 | 82,445.79 | 86,568.56 | 90,897.25 |
| | BIWEEKLY | 2,146.19 | 2,253.51 | 2,366.21 | 2,484.53 | 2,608.79 | 2,739.23 | 2,876.22 | 3,019.98 | 3,170.99 | 3,329.56 | 3,496.05 |
| | HOURLY | 26.8274 | 28.1689 | 29.5776 | 31.0566 | 32.6099 | 34.2404 | 35.9528 | 37.7497 | 39.6374 | 41.6195 | 43.7006 |
| O20 | ANNUAL | 58,591.10 | 61,520.99 | 64,597.94 | 67,827.14 | 71,219.82 | 74,781.41 | 78,520.62 | 82,445.38 | 86,568.14 | 90,897.25 | 95,441.84 |
| | BIWEEKLY | 2,253.50 | 2,366.19 | 2,484.54 | 2,608.74 | 2,739.22 | 2,876.21 | 3,020.02 | 3,170.98 | 3,329.54 | 3,496.05 | 3,670.84 |
| | HOURLY | 28.1688 | 29.5774 | 31.0567 | 32.6092 | 34.2403 | 35.9526 | 37.7503 | 39.6372 | 41.6193 | 43.7006 | 45.8855 |
| O21 | ANNUAL | 61,519.74 | 64,594.82 | 67,825.89 | 71,216.50 | 74,776.83 | 78,516.26 | 82,441.42 | 86,564.40 | 90,892.05 | 95,437.89 | 100,210.24 |
| | BIWEEKLY | 2,366.14 | 2,484.42 | 2,608.69 | 2,739.10 | 2,876.03 | 3,019.86 | 3,170.82 | 3,329.40 | 3,495.85 | 3,670.69 | 3,854.24 |
| | HOURLY | 29.5768 | 31.0552 | 32.6086 | 34.2387 | 35.9504 | 37.7482 | 39.6353 | 41.6175 | 43.6981 | 45.8836 | 48.1780 |
| O25 | ANNUAL | 68,314.48 | 71,729.01 | 75,316.59 | 79,082.43 | 83,037.34 | 87,187.78 | 91,547.46 | 96,126.58 | 100,931.79 | 105,978.70 | 111,278.13 |
| | BIWEEKLY | 2,627.48 | 2,758.81 | 2,896.79 | 3,041.63 | 3,193.74 | 3,353.38 | 3,521.06 | 3,697.18 | 3,881.99 | 4,076.10 | 4,279.93 |
| | HOURLY | 32.8435 | 34.4851 | 36.2099 | 38.0204 | 39.9218 | 41.9172 | 44.0132 | 46.2147 | 48.5249 | 50.9513 | 53.4991 |

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| O26 | ANNUAL | 71,729.01 | 75,316.59 | 79,082.43 | 83,037.34 | 87,187.78 | 91,547.46 | 96,126.58 | 100,931.79 | 105,978.70 | 111,277.09 | 116,841.09 |
| | BIWEEKLY | 2,758.81 | 2,896.79 | 3,041.63 | 3,193.74 | 3,353.38 | 3,521.06 | 3,697.18 | 3,881.99 | 4,076.10 | 4,279.89 | 4,493.89 |
| | HOURLY | 34.4851 | 36.2099 | 38.0204 | 39.9218 | 41.9172 | 44.0132 | 46.2147 | 48.5249 | 50.9513 | 53.4986 | 56.1736 |
| O27 | ANNUAL | 74,967.57 | 78,714.06 | 82,650.67 | 86,783.22 | 91,121.06 | 95,677.09 | 100,461.09 | 105,483.66 | 110,758.96 | 116,297.17 | 122,111.81 |
| | BIWEEKLY | 2,883.37 | 3,027.46 | 3,178.87 | 3,337.82 | 3,504.66 | 3,679.89 | 3,863.89 | 4,057.06 | 4,259.96 | 4,472.97 | 4,696.61 |
| | HOURLY | 36.0421 | 37.8433 | 39.7359 | 41.7227 | 43.8082 | 45.9986 | 48.2986 | 50.7133 | 53.2495 | 55.9121 | 58.7076 |
| O28 | ANNUAL | 78,565.14 | 82,492.18 | 86,615.15 | 90,947.79 | 95,494.05 | 100,269.94 | 105,283.15 | 110,546.80 | 116,075.65 | 121,879.68 | 127,973.66 |
| | BIWEEKLY | 3,021.74 | 3,172.78 | 3,331.35 | 3,497.99 | 3,672.85 | 3,856.54 | 4,049.35 | 4,251.80 | 4,464.45 | 4,687.68 | 4,922.06 |
| | HOURLY | 37.7717 | 39.6597 | 41.6419 | 43.7249 | 45.9106 | 48.2067 | 50.6169 | 53.1475 | 55.8056 | 58.5960 | 61.5258 |
| O29 | ANNUAL | 84,850.06 | 89,091.60 | 93,544.26 | 98,223.63 | 103,133.26 | 108,291.66 | 113,705.70 | 119,390.54 | 125,361.60 | 131,629.68 | 138,211.63 |
| | BIWEEKLY | 3,263.46 | 3,426.60 | 3,597.86 | 3,777.83 | 3,966.66 | 4,165.06 | 4,373.30 | 4,591.94 | 4,821.60 | 5,062.68 | 5,315.83 |
| | HOURLY | 40.7933 | 42.8325 | 44.9732 | 47.2229 | 49.5833 | 52.0633 | 54.6662 | 57.3993 | 60.2700 | 63.2835 | 66.4479 |
| O31 | ANNUAL | 99,180.02 | 104,139.36 | 109,345.39 | 114,811.63 | 120,553.06 | 126,580.27 | 132,911.17 | 139,554.90 | 146,534.34 | 153,861.34 | 161,554.02 |
| | BIWEEKLY | 3,814.62 | 4,005.36 | 4,205.59 | 4,415.83 | 4,636.66 | 4,868.47 | 5,111.97 | 5,367.50 | 5,635.94 | 5,917.74 | 6,213.62 |
| | HOURLY | 47.6827 | 50.0670 | 52.5699 | 55.1979 | 57.9582 | 60.8559 | 63.8996 | 67.0937 | 70.4492 | 73.9718 | 77.6702 |
| O33 | ANNUAL | 109,112.02 | 114,568.06 | 120,296.18 | 126,311.12 | 132,627.46 | 139,257.04 | 146,220.67 | 153,532.70 | 161,209.78 | 169,270.19 | 177,733.92 |
| | BIWEEKLY | 4,196.62 | 4,406.46 | 4,626.78 | 4,858.12 | 5,101.06 | 5,356.04 | 5,623.87 | 5,905.10 | 6,200.38 | 6,510.39 | 6,835.92 |
| | HOURLY | 52.4577 | 55.0808 | 57.8347 | 60.7265 | 63.7632 | 66.9505 | 70.2984 | 73.8138 | 77.5047 | 81.3799 | 85.4490 |