

**COMPENSATION PLAN - FISCAL YEAR 2021
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
O16	ANNUAL	51,399.71	53,969.76	56,670.02	59,503.39	62,478.62	65,600.29	68,880.45	72,326.38	75,942.88	79,739.71	83,726.66
	BIWEEKLY	1,976.91	2,075.76	2,179.62	2,288.59	2,403.02	2,523.09	2,649.25	2,781.78	2,920.88	3,066.91	3,220.26
	HOURLY	24.7114	25.947	27.2452	28.6074	30.0378	31.5386	33.1156	34.7723	36.511	38.3364	40.2532
O17	ANNUAL	53,969.76	56,670.02	59,503.39	62,478.62	65,600.29	68,880.45	72,326.38	75,942.88	79,739.71	83,726.66	87,912.86
	BIWEEKLY	2,075.76	2,179.62	2,288.59	2,403.02	2,523.09	2,649.25	2,781.78	2,920.88	3,066.91	3,220.26	3,381.26
	HOURLY	25.9470	27.2452	28.6074	30.0378	31.5386	33.1156	34.7723	36.5110	38.3364	40.2532	42.2658
O18	ANNUAL	56,667.94	59,501.52	62,476.54	65,600.29	68,880.45	72,324.30	75,940.38	79,737.42	83,724.58	87,910.78	92,306.24
	BIWEEKLY	2,179.54	2,288.52	2,402.94	2,523.09	2,649.25	2,781.70	2,920.78	3,066.82	3,220.18	3,381.18	3,550.24
	HOURLY	27.2442	28.6065	30.0368	31.5386	33.1156	34.7713	36.5098	38.3353	40.2522	42.2648	44.3780
O19	ANNUAL	59,501.52	62,476.54	65,600.29	68,880.45	72,324.30	75,940.38	79,737.42	83,724.58	87,910.78	92,306.24	96,921.34
	BIWEEKLY	2,288.52	2,402.94	2,523.09	2,649.25	2,781.70	2,920.78	3,066.82	3,220.18	3,381.18	3,550.24	3,727.74
	HOURLY	28.6065	30.0368	31.5386	33.1156	34.7713	36.5098	38.3353	40.2522	42.2648	44.3780	46.5968
O20	ANNUAL	62,476.54	65,600.29	68,880.45	72,324.30	75,940.38	79,737.42	83,724.58	87,910.78	92,306.24	96,921.34	101,767.74
	BIWEEKLY	2,402.94	2,523.09	2,649.25	2,781.70	2,920.78	3,066.82	3,220.18	3,381.18	3,550.24	3,727.74	3,914.14
	HOURLY	30.0368	31.5386	33.1156	34.7713	36.5098	38.3353	40.2522	42.2648	44.3780	46.5968	48.9268
O21	ANNUAL	65,600.29	68,880.45	72,324.30	75,940.38	79,737.42	83,724.58	87,910.78	92,306.24	96,921.34	101,767.74	106,855.84
	BIWEEKLY	2,523.09	2,649.25	2,781.70	2,920.78	3,066.82	3,220.18	3,381.18	3,550.24	3,727.74	3,914.14	4,109.84
	HOURLY	31.5386	33.1156	34.7713	36.5098	38.3353	40.2522	42.2648	44.3780	46.5968	48.9268	51.3730
O22	ANNUAL	68,880.45	72,324.30	75,940.38	79,737.42	83,724.58	87,910.78	92,306.24	96,921.34	101,767.74	106,855.84	112,198.94
	BIWEEKLY	2,649.25	2,781.70	2,920.78	3,066.82	3,220.18	3,381.18	3,550.24	3,727.74	3,914.14	4,109.84	4,315.34
	HOURLY	33.1156	34.7713	36.5098	38.3353	40.2522	42.2648	44.3780	46.5968	48.9268	51.3730	53.9418
O23	ANNUAL	72,324.30	75,940.38	79,737.42	83,724.58	87,910.78	92,306.24	96,921.34	101,767.74	106,855.84	112,198.94	117,808.70
	BIWEEKLY	2,781.70	2,920.78	3,066.82	3,220.18	3,381.18	3,550.24	3,727.74	3,914.14	4,109.84	4,315.34	4,531.10
	HOURLY	34.7713	36.5098	38.3353	40.2522	42.2648	44.3780	46.5968	48.9268	51.3730	53.9418	56.6388
O24	ANNUAL	75,940.38	79,737.42	83,724.58	87,910.78	92,306.24	96,921.34	101,767.74	106,855.84	112,198.94	117,808.70	123,699.26
	BIWEEKLY	2,920.78	3,066.82	3,220.18	3,381.18	3,550.24	3,727.74	3,914.14	4,109.84	4,315.34	4,531.10	4,757.66
	HOURLY	36.5098	38.3353	40.2522	42.2648	44.3780	46.5968	48.9268	51.3730	53.9418	56.6388	59.4708
O25	ANNUAL	79,737.42	83,724.58	87,910.78	92,306.24	96,921.34	101,767.74	106,855.84	112,198.94	117,808.70	123,699.26	129,884.14
	BIWEEKLY	3,066.82	3,220.18	3,381.18	3,550.24	3,727.74	3,914.14	4,109.84	4,315.34	4,531.10	4,757.66	4,995.54

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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
	HOURLY	38.3353	40.2522	42.2648	44.3780	46.5968	48.9268	51.3730	53.9418	56.6388	59.4708	62.4443
O26	ANNUAL	83,724.58	87,910.78	92,306.24	96,921.34	101,767.74	106,855.84	112,198.94	117,808.70	123,699.26	129,884.14	136,378.32
	BIWEEKLY	3,220.18	3,381.18	3,550.24	3,727.74	3,914.14	4,109.84	4,315.34	4,531.10	4,757.66	4,995.54	5,245.32
	HOURLY	40.2522	42.2648	44.3780	46.5968	48.9268	51.3730	53.9418	56.6388	59.4708	62.4443	65.5665
O27	ANNUAL	87,910.78	92,306.24	96,921.34	101,767.74	106,855.84	112,198.94	117,808.70	123,699.26	129,884.14	136,378.32	143,197.18
	BIWEEKLY	3,381.18	3,550.24	3,727.74	3,914.14	4,109.84	4,315.34	4,531.10	4,757.66	4,995.54	5,245.32	5,507.58
	HOURLY	42.2648	44.3780	46.5968	48.9268	51.3730	53.9418	56.6388	59.4708	62.4443	65.5665	68.8448
O28	ANNUAL	92,306.24	96,921.34	101,767.74	106,855.84	112,198.94	117,808.70	123,699.26	129,884.14	136,378.32	143,197.18	150,356.96
	BIWEEKLY	3,550.24	3,727.74	3,914.14	4,109.84	4,315.34	4,531.10	4,757.66	4,995.54	5,245.32	5,507.58	5,782.96
	HOURLY	44.3780	46.5968	48.9268	51.3730	53.9418	56.6388	59.4708	62.4443	65.5665	68.8448	72.2870
O29	ANNUAL	96,921.34	101,767.74	106,855.84	112,198.94	117,808.70	123,699.26	129,884.14	136,378.32	143,197.18	150,356.96	157,875.12
	BIWEEKLY	3,727.74	3,914.14	4,109.84	4,315.34	4,531.10	4,757.66	4,995.54	5,245.32	5,507.58	5,782.96	6,072.12
	HOURLY	46.5968	48.9268	51.3730	53.9418	56.6388	59.4708	62.4443	65.5665	68.8448	72.2870	75.9015
O30	ANNUAL	101,767.74	106,855.84	112,198.94	117,808.70	123,699.26	129,884.14	136,378.32	143,197.18	150,356.96	157,875.12	165,768.93
	BIWEEKLY	3,914.14	4,109.84	4,315.34	4,531.10	4,757.66	4,995.54	5,245.32	5,507.58	5,782.96	6,072.12	6,375.73
	HOURLY	48.9268	51.3730	53.9418	56.6388	59.4708	62.4443	65.5665	68.8448	72.2870	75.9015	79.6966
O31	ANNUAL	106,855.84	112,198.94	117,808.70	123,699.26	129,884.14	136,378.32	143,197.18	150,356.96	157,875.12	165,768.93	174,057.31
	BIWEEKLY	4,109.84	4,315.34	4,531.10	4,757.66	4,995.54	5,245.32	5,507.58	5,782.96	6,072.12	6,375.73	6,694.51
	HOURLY	51.3730	53.9418	56.6388	59.4708	62.4443	65.5665	68.8448	72.2870	75.9015	79.6966	83.6814
O32	ANNUAL	112,198.94	117,808.70	123,699.26	129,884.14	136,378.32	143,197.18	150,356.96	157,875.12	165,768.93	174,057.31	182,760.03
	BIWEEKLY	4,315.34	4,531.10	4,757.66	4,995.54	5,245.32	5,507.58	5,782.96	6,072.12	6,375.73	6,694.51	7,029.23
	HOURLY	53.9418	56.6388	59.4708	62.4443	65.5665	68.8448	72.2870	75.9015	79.6966	83.6814	87.8654
O33	ANNUAL	117,808.70	123,699.26	129,884.14	136,378.32	143,197.18	150,356.96	157,875.12	165,768.93	174,057.31	182,760.03	191,897.89
	BIWEEKLY	4,531.10	4,757.66	4,995.54	5,245.32	5,507.58	5,782.96	6,072.12	6,375.73	6,694.51	7,029.23	7,380.69
	HOURLY	56.6388	59.4708	62.4443	65.5665	68.8448	72.2870	75.9015	79.6966	83.6814	87.8654	92.2586