

**COMPENSATION PLAN - Fiscal Year 2025
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	Step 12	Step 13
O16	ANNUAL	62,651.89	65,784.78	69,074.10	72,527.52	76,154.21	79,961.65	83,960.03	88,157.68	92,565.62	97,194.24	102,053.54	107,155.98	112,513.86
	BIWEEKLY	2,409.69	2,530.18	2,656.70	2,789.52	2,929.01	3,075.45	3,229.23	3,390.68	3,560.22	3,738.24	3,925.14	4,121.38	4,327.46
	HOURLY	30.1211	31.6273	33.2087	34.8690	36.6126	38.4431	40.3654	42.3835	44.5027	46.7280	49.0642	51.5173	54.0932
O17	ANNUAL	65,784.78	69,074.10	72,527.52	76,154.21	79,961.65	83,960.03	88,157.68	92,565.62	97,194.24	102,053.54	107,156.19	112,514.27	118,140.05
	BIWEEKLY	2,530.18	2,656.70	2,789.52	2,929.01	3,075.45	3,229.23	3,390.68	3,560.22	3,738.24	3,925.14	4,121.39	4,327.47	4,543.85
	HOURLY	31.6273	33.2087	34.8690	36.6126	38.4431	40.3654	42.3835	44.5027	46.7280	49.0642	51.5174	54.0934	56.7981
O18	ANNUAL	69,074.10	72,527.52	76,154.21	79,961.65	83,960.03	88,157.68	92,565.62	97,194.24	102,053.54	107,156.19	112,514.06	118,140.05	124,047.04
	BIWEEKLY	2,656.70	2,789.52	2,929.01	3,075.45	3,229.23	3,390.68	3,560.22	3,738.24	3,925.14	4,121.39	4,327.46	4,543.85	4,771.04
	HOURLY	33.2087	34.8690	36.6126	38.4431	40.3654	42.3835	44.5027	46.7280	49.0642	51.5174	54.0933	56.7981	59.6380
O19	ANNUAL	72,527.52	76,154.21	79,961.65	83,960.03	88,157.68	92,565.62	97,194.24	102,053.54	107,156.19	112,514.06	118,140.05	124,046.83	130,249.18
	BIWEEKLY	2,789.52	2,929.01	3,075.45	3,229.23	3,390.68	3,560.22	3,738.24	3,925.14	4,121.39	4,327.46	4,543.85	4,771.03	5,009.58
	HOURLY	34.8690	36.6126	38.4431	40.3654	42.3835	44.5027	46.7280	49.0642	51.5174	54.0933	56.7981	59.6379	62.6198
O20	ANNUAL	76,154.21	79,961.65	83,960.03	88,157.68	92,565.62	97,194.24	102,053.54	107,156.19	112,514.06	118,140.05	124,046.83	130,249.18	136,761.66
	BIWEEKLY	2,929.01	3,075.45	3,229.23	3,390.68	3,560.22	3,738.24	3,925.14	4,121.39	4,327.46	4,543.85	4,771.03	5,009.58	5,260.06
	HOURLY	36.6126	38.4431	40.3654	42.3835	44.5027	46.7280	49.0642	51.5174	54.0933	56.7981	59.6379	62.6198	65.7508
O21	ANNUAL	79,961.65	83,960.03	88,157.68	92,565.62	97,194.24	102,053.54	107,156.19	112,514.06	118,140.05	124,046.83	130,248.77	136,761.25	143,599.25
	BIWEEKLY	3,075.45	3,229.23	3,390.68	3,560.22	3,738.24	3,925.14	4,121.39	4,327.46	4,543.85	4,771.03	5,009.57	5,260.05	5,523.05
	HOURLY	38.4431	40.3654	42.3835	44.5027	46.7280	49.0642	51.5174	54.0933	56.7981	59.6379	62.6196	65.7506	69.0381
O22	ANNUAL	83,960.03	88,157.68	92,565.62	97,194.24	102,053.54	107,156.19	112,514.06	118,140.05	124,046.83	130,248.77	136,761.25	143,599.46	150,779.41
	BIWEEKLY	3,229.23	3,390.68	3,560.22	3,738.24	3,925.14	4,121.39	4,327.46	4,543.85	4,771.03	5,009.57	5,260.05	5,523.06	5,799.21
	HOURLY	40.3654	42.3835	44.5027	46.7280	49.0642	51.5174	54.0933	56.7981	59.6379	62.6196	65.7506	69.0382	72.4901
O23	ANNUAL	88,157.68	92,565.62	97,194.24	102,053.54	107,156.19	112,514.06	118,140.05	124,046.83	130,248.77	136,761.25	143,599.46	150,779.41	158,318.37
	BIWEEKLY	3,390.68	3,560.22	3,738.24	3,925.14	4,121.39	4,327.46	4,543.85	4,771.03	5,009.57	5,260.05	5,523.06	5,799.21	6,089.17
	HOURLY	42.3835	44.5027	46.7280	49.0642	51.5174	54.0933	56.7981	59.6379	62.6196	65.7506	69.0382	72.4901	76.1146
O24	ANNUAL	92,565.62	97,194.24	102,053.54	107,156.19	112,514.06	118,140.05	124,046.83	130,248.77	136,761.25	143,599.46	150,779.20	158,318.16	166,234.02
	BIWEEKLY	3,560.22	3,738.24	3,925.14	4,121.39	4,327.46	4,543.85	4,771.03	5,009.57	5,260.05	5,523.06	5,799.20	6,089.16	6,393.62
	HOURLY	44.5027	46.7280	49.0642	51.5174	54.0933	56.7981	59.6379	62.6196	65.7506	69.0382	72.4900	76.1145	79.9202

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O25	ANNUAL	97,194.24	102,053.54	107,156.19	112,514.06	118,140.05	124,046.83	130,248.77	136,761.25	143,599.46	150,779.20	158,318.16	166,234.22	174,545.90
	BIWEEKLY	3,738.24	3,925.14	4,121.39	4,327.46	4,543.85	4,771.03	5,009.57	5,260.05	5,523.06	5,799.20	6,089.16	6,393.62	6,713.30
	HOURLY	46.7280	49.0642	51.5174	54.0933	56.7981	59.6379	62.6196	65.7506	69.0382	72.4900	76.1145	79.9203	83.9163
O26	ANNUAL	102,053.54	107,156.19	112,514.06	118,140.05	124,046.83	130,248.77	136,761.25	143,599.46	150,779.20	158,318.16	166,234.22	174,545.90	183,273.17
	BIWEEKLY	3,925.14	4,121.39	4,327.46	4,543.85	4,771.03	5,009.57	5,260.05	5,523.06	5,799.20	6,089.16	6,393.62	6,713.30	7,048.97
	HOURLY	49.0642	51.5174	54.0933	56.7981	59.6379	62.6196	65.7506	69.0382	72.4900	76.1145	79.9203	83.9163	88.1121
O27	ANNUAL	107,156.19	112,514.06	118,140.05	124,046.83	130,248.77	136,761.25	143,599.46	150,779.20	158,318.16	166,234.22	174,545.90	183,273.17	192,436.82
	BIWEEKLY	4,121.39	4,327.46	4,543.85	4,771.03	5,009.57	5,260.05	5,523.06	5,799.20	6,089.16	6,393.62	6,713.30	7,048.97	7,401.42
	HOURLY	51.5174	54.0933	56.7981	59.6379	62.6196	65.7506	69.0382	72.4900	76.1145	79.9203	83.9163	88.1121	92.5177
O28	ANNUAL	112,514.06	118,140.05	124,046.83	130,248.77	136,761.25	143,599.46	150,779.20	158,318.16	166,234.22	174,545.90	183,273.17	192,436.82	202,058.69
	BIWEEKLY	4,327.46	4,543.85	4,771.03	5,009.57	5,260.05	5,523.06	5,799.20	6,089.16	6,393.62	6,713.30	7,048.97	7,401.42	7,771.49
	HOURLY	54.0933	56.7981	59.6379	62.6196	65.7506	69.0382	72.4900	76.1145	79.9203	83.9163	88.1121	92.5177	97.1436
O29	ANNUAL	118,140.05	124,046.83	130,248.77	136,761.25	143,599.46	150,779.20	158,318.16	166,234.22	174,545.90	183,273.17	192,436.82	202,058.69	212,161.66
	BIWEEKLY	4,543.85	4,771.03	5,009.57	5,260.05	5,523.06	5,799.20	6,089.16	6,393.62	6,713.30	7,048.97	7,401.42	7,771.49	8,160.06
	HOURLY	56.7981	59.6379	62.6196	65.7506	69.0382	72.4900	76.1145	79.9203	83.9163	88.1121	92.5177	97.1436	102.0008
O30	ANNUAL	124,046.83	130,248.77	136,761.25	143,599.46	150,779.20	158,318.16	166,234.22	174,545.90	183,273.17	192,436.82	202,058.69	212,161.66	222,769.66
	BIWEEKLY	4,771.03	5,009.57	5,260.05	5,523.06	5,799.20	6,089.16	6,393.62	6,713.30	7,048.97	7,401.42	7,771.49	8,160.06	8,568.06
	HOURLY	59.6379	62.6196	65.7506	69.0382	72.4900	76.1145	79.9203	83.9163	88.1121	92.5177	97.1436	102.0008	107.1008
O31	ANNUAL	130,248.77	136,761.25	143,599.46	150,779.20	158,318.16	166,234.22	174,545.90	183,273.17	192,436.82	202,058.69	212,161.66	222,769.87	233,908.27
	BIWEEKLY	5,009.57	5,260.05	5,523.06	5,799.20	6,089.16	6,393.62	6,713.30	7,048.97	7,401.42	7,771.49	8,160.06	8,568.07	8,996.47
	HOURLY	62.6196	65.7506	69.0382	72.4900	76.1145	79.9203	83.9163	88.1121	92.5177	97.1436	102.0008	107.1009	112.4559
O32	ANNUAL	136,761.25	143,599.46	150,779.20	158,318.16	166,234.22	174,545.90	183,273.17	192,436.82	202,058.69	212,161.66	222,769.87	233,908.48	245,603.90
	BIWEEKLY	5,260.05	5,523.06	5,799.20	6,089.16	6,393.62	6,713.30	7,048.97	7,401.42	7,771.49	8,160.06	8,568.07	8,996.48	9,446.30
	HOURLY	65.7506	69.0382	72.4900	76.1145	79.9203	83.9163	88.1121	92.5177	97.1436	102.0008	107.1009	112.4560	118.0788
O33	ANNUAL	143,599.46	150,779.20	158,318.16	166,234.22	174,545.90	183,273.17	192,436.82	202,058.69	212,161.66	222,769.87	233,908.27	245,603.49	257,883.60
	BIWEEKLY	5,523.06	5,799.20	6,089.16	6,393.62	6,713.30	7,048.97	7,401.42	7,771.49	8,160.06	8,568.07	8,996.47	9,446.29	9,918.60
	HOURLY	69.0382	72.4900	76.1145	79.9203	83.9163	88.1121	92.5177	97.1436	102.0008	107.1009	112.4559	118.0786	123.9825