

COMPENSATION PLAN - Fiscal Year 2026
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	65,183.04	68,442.40	71,864.62	75,457.62	79,230.74	83,192.10	87,352.10	91,719.26	96,305.25	101,120.86	106,176.51	111,485.09	117,059.49
	BIWEEKLY	2,507.04	2,632.40	2,764.02	2,902.22	3,047.34	3,199.70	3,359.70	3,527.66	3,704.05	3,889.26	4,083.71	4,287.89	4,502.29
	HOURLY	31.3380	32.9050	34.5503	36.2777	38.0917	39.9962	41.9962	44.0958	46.3006	48.6158	51.0464	53.5986	56.2786
O17	ANNUAL	68,442.40	71,864.62	75,457.62	79,230.74	83,192.10	87,352.10	91,719.26	96,305.25	101,120.86	106,176.51	111,485.30	117,059.90	122,912.82
	BIWEEKLY	2,632.40	2,764.02	2,902.22	3,047.34	3,199.70	3,359.70	3,527.66	3,704.05	3,889.26	4,083.71	4,287.90	4,502.30	4,727.42
	HOURLY	32.9050	34.5503	36.2777	38.0917	39.9962	41.9962	44.0958	46.3006	48.6158	51.0464	53.5987	56.2788	59.0927
O18	ANNUAL	71,864.62	75,457.62	79,230.74	83,192.10	87,352.10	91,719.26	96,305.25	101,120.86	106,176.51	111,485.30	117,059.70	122,912.82	129,058.59
	BIWEEKLY	2,764.02	2,902.22	3,047.34	3,199.70	3,359.70	3,527.66	3,704.05	3,889.26	4,083.71	4,287.90	4,502.30	4,727.42	4,963.79
	HOURLY	34.5503	36.2777	38.0917	39.9962	41.9962	44.0958	46.3006	48.6158	51.0464	53.5987	56.2787	59.0927	62.0474
O19	ANNUAL	75,457.62	79,230.74	83,192.10	87,352.10	91,719.26	96,305.25	101,120.86	106,176.51	111,485.30	117,059.70	122,912.82	129,058.38	135,511.17
	BIWEEKLY	2,902.22	3,047.34	3,199.70	3,359.70	3,527.66	3,704.05	3,889.26	4,083.71	4,287.90	4,502.30	4,727.42	4,963.78	5,211.97
	HOURLY	36.2777	38.0917	39.9962	41.9962	44.0958	46.3006	48.6158	51.0464	53.5987	56.2787	59.0927	62.0473	65.1496
O20	ANNUAL	79,230.74	83,192.10	87,352.10	91,719.26	96,305.25	101,120.86	106,176.51	111,485.30	117,059.70	122,912.82	129,058.38	135,511.17	142,286.77
	BIWEEKLY	3,047.34	3,199.70	3,359.70	3,527.66	3,704.05	3,889.26	4,083.71	4,287.90	4,502.30	4,727.42	4,963.78	5,211.97	5,472.57
	HOURLY	38.0917	39.9962	41.9962	44.0958	46.3006	48.6158	51.0464	53.5987	56.2787	59.0927	62.0473	65.1496	68.4071
O21	ANNUAL	83,192.10	87,352.10	91,719.26	96,305.25	101,120.86	106,176.51	111,485.30	117,059.70	122,912.82	129,058.38	135,510.75	142,286.35	149,400.58
	BIWEEKLY	3,199.70	3,359.70	3,527.66	3,704.05	3,889.26	4,083.71	4,287.90	4,502.30	4,727.42	4,963.78	5,211.95	5,472.55	5,746.18
	HOURLY	39.9962	41.9962	44.0958	46.3006	48.6158	51.0464	53.5987	56.2787	59.0927	62.0473	65.1494	68.4069	71.8272
O22	ANNUAL	87,352.10	91,719.26	96,305.25	101,120.86	106,176.51	111,485.30	117,059.70	122,912.82	129,058.38	135,510.75	142,286.35	149,400.78	156,870.90
	BIWEEKLY	3,359.70	3,527.66	3,704.05	3,889.26	4,083.71	4,287.90	4,502.30	4,727.42	4,963.78	5,211.95	5,472.55	5,746.18	6,033.50
	HOURLY	41.9962	44.0958	46.3006	48.6158	51.0464	53.5987	56.2787	59.0927	62.0473	65.1494	68.4069	71.8273	75.4187
O23	ANNUAL	91,719.26	96,305.25	101,120.86	106,176.51	111,485.30	117,059.70	122,912.82	129,058.38	135,510.75	142,286.35	149,400.78	156,870.90	164,714.37
	BIWEEKLY	3,527.66	3,704.05	3,889.26	4,083.71	4,287.90	4,502.30	4,727.42	4,963.78	5,211.95	5,472.55	5,746.18	6,033.50	6,335.17
	HOURLY	44.0958	46.3006	48.6158	51.0464	53.5987	56.2787	59.0927	62.0473	65.1494	68.4069	71.8273	75.4187	79.1896
O24	ANNUAL	96,305.25	101,120.86	106,176.51	111,485.30	117,059.70	122,912.82	129,058.38	135,510.75	142,286.35	149,400.78	156,870.69	164,714.16	172,949.92
	BIWEEKLY	3,704.05	3,889.26	4,083.71	4,287.90	4,502.30	4,727.42	4,963.78	5,211.95	5,472.55	5,746.18	6,033.49	6,335.16	6,651.92
	HOURLY	46.3006	48.6158	51.0464	53.5987	56.2787	59.0927	62.0473	65.1494	68.4069	71.8273	75.4186	79.1895	83.1490

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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	Step 12	Step 13
O25	ANNUAL	101,120.86	106,176.51	111,485.30	117,059.70	122,912.82	129,058.38	135,510.75	142,286.35	149,400.78	156,870.69	164,714.16	172,950.13	181,597.52
	BIWEEKLY	3,889.26	4,083.71	4,287.90	4,502.30	4,727.42	4,963.78	5,211.95	5,472.55	5,746.18	6,033.49	6,335.16	6,651.93	6,984.52
	HOURLY	48.6158	51.0464	53.5987	56.2787	59.0927	62.0473	65.1494	68.4069	71.8273	75.4186	79.1895	83.1491	87.3065
O26	ANNUAL	106,176.51	111,485.30	117,059.70	122,912.82	129,058.38	135,510.75	142,286.35	149,400.78	156,870.69	164,714.16	172,950.13	181,597.52	190,677.34
	BIWEEKLY	4,083.71	4,287.90	4,502.30	4,727.42	4,963.78	5,211.95	5,472.55	5,746.18	6,033.49	6,335.16	6,651.93	6,984.52	7,333.74
	HOURLY	51.0464	53.5987	56.2787	59.0927	62.0473	65.1494	68.4069	71.8273	75.4186	79.1895	83.1491	87.3065	91.6718
O27	ANNUAL	111,485.30	117,059.70	122,912.82	129,058.38	135,510.75	142,286.35	149,400.78	156,870.69	164,714.16	172,950.13	181,597.52	190,677.34	200,211.23
	BIWEEKLY	4,287.90	4,502.30	4,727.42	4,963.78	5,211.95	5,472.55	5,746.18	6,033.49	6,335.16	6,651.93	6,984.52	7,333.74	7,700.43
	HOURLY	53.5987	56.2787	59.0927	62.0473	65.1494	68.4069	71.8273	75.4186	79.1895	83.1491	87.3065	91.6718	96.2554
O28	ANNUAL	117,059.70	122,912.82	129,058.38	135,510.75	142,286.35	149,400.78	156,870.69	164,714.16	172,950.13	181,597.52	190,677.34	200,211.23	210,221.86
	BIWEEKLY	4,502.30	4,727.42	4,963.78	5,211.95	5,472.55	5,746.18	6,033.49	6,335.16	6,651.93	6,984.52	7,333.74	7,700.43	8,085.46
	HOURLY	56.2787	59.0927	62.0473	65.1494	68.4069	71.8273	75.4186	79.1895	83.1491	87.3065	91.6718	96.2554	101.0682
O29	ANNUAL	122,912.82	129,058.38	135,510.75	142,286.35	149,400.78	156,870.69	164,714.16	172,950.13	181,597.52	190,677.34	200,211.23	210,221.86	220,732.93
	BIWEEKLY	4,727.42	4,963.78	5,211.95	5,472.55	5,746.18	6,033.49	6,335.16	6,651.93	6,984.52	7,333.74	7,700.43	8,085.46	8,489.73
	HOURLY	59.0927	62.0473	65.1494	68.4069	71.8273	75.4186	79.1895	83.1491	87.3065	91.6718	96.2554	101.0682	106.1216
O30	ANNUAL	129,058.38	135,510.75	142,286.35	149,400.78	156,870.69	164,714.16	172,950.13	181,597.52	190,677.34	200,211.23	210,221.86	220,732.93	231,769.62
	BIWEEKLY	4,963.78	5,211.95	5,472.55	5,746.18	6,033.49	6,335.16	6,651.93	6,984.52	7,333.74	7,700.43	8,085.46	8,489.73	8,914.22
	HOURLY	62.0473	65.1494	68.4069	71.8273	75.4186	79.1895	83.1491	87.3065	91.6718	96.2554	101.0682	106.1216	111.4277
O31	ANNUAL	135,510.75	142,286.35	149,400.78	156,870.69	164,714.16	172,950.13	181,597.52	190,677.34	200,211.23	210,221.86	220,732.93	231,769.82	243,358.13
	BIWEEKLY	5,211.95	5,472.55	5,746.18	6,033.49	6,335.16	6,651.93	6,984.52	7,333.74	7,700.43	8,085.46	8,489.73	8,914.22	9,359.93
	HOURLY	65.1494	68.4069	71.8273	75.4186	79.1895	83.1491	87.3065	91.6718	96.2554	101.0682	106.1216	111.4278	116.9991
O32	ANNUAL	142,286.35	149,400.78	156,870.69	164,714.16	172,950.13	181,597.52	190,677.34	200,211.23	210,221.86	220,732.93	231,769.82	243,358.34	255,526.34
	BIWEEKLY	5,472.55	5,746.18	6,033.49	6,335.16	6,651.93	6,984.52	7,333.74	7,700.43	8,085.46	8,489.73	8,914.22	9,359.94	9,827.94
	HOURLY	68.4069	71.8273	75.4186	79.1895	83.1491	87.3065	91.6718	96.2554	101.0682	106.1216	111.4278	116.9992	122.8492
O33	ANNUAL	149,400.78	156,870.69	164,714.16	172,950.13	181,597.52	190,677.34	200,211.23	210,221.86	220,732.93	231,769.82	243,358.13	255,525.92	268,302.11
	BIWEEKLY	5,746.18	6,033.49	6,335.16	6,651.93	6,984.52	7,333.74	7,700.43	8,085.46	8,489.73	8,914.22	9,359.93	9,827.92	10,319.31
	HOURLY	71.8273	75.4186	79.1895	83.1491	87.3065	91.6718	96.2554	101.0682	106.1216	111.4278	116.9991	122.8490	128.9914