

**COMPENSATION PLAN - FISCAL YEAR 2022**  
**PAY PLAN - O**

<b>PAY GRADE</b>	<b>RATE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>
<b>O16</b>	<b>ANNUAL</b>	51,915.34	54,511.18	57,236.82	60,098.69	63,103.66	66,258.82	69,571.84	73,050.22	76,702.70	80,538.02	84,564.69
	<b>BIWEEKLY</b>	1,996.74	2,096.58	2,201.42	2,311.49	2,427.06	2,548.42	2,675.84	2,809.62	2,950.10	3,097.62	3,252.49
	<b>HOURLY</b>	24.9593	26.2073	27.5177	28.8936	30.3383	31.8552	33.4480	35.1203	36.8763	38.7202	40.6561
<b>O17</b>	<b>ANNUAL</b>	54,511.18	57,236.82	60,098.69	63,103.66	66,258.82	69,571.84	73,050.22	76,702.70	80,538.02	84,564.69	88,793.12
	<b>BIWEEKLY</b>	2,096.58	2,201.42	2,311.49	2,427.06	2,548.42	2,675.84	2,809.62	2,950.10	3,097.62	3,252.49	3,415.12
	<b>HOURLY</b>	26.2073	27.5177	28.8936	30.3383	31.8552	33.4480	35.1203	36.8763	38.7202	40.6561	42.6890
<b>O18</b>	<b>ANNUAL</b>	57,236.82	60,098.69	63,103.66	66,258.82	69,571.84	73,050.22	76,702.70	80,538.02	84,564.69	88,793.12	93,232.67
	<b>BIWEEKLY</b>	2,201.42	2,311.49	2,427.06	2,548.42	2,675.84	2,809.62	2,950.10	3,097.62	3,252.49	3,415.12	3,585.87
	<b>HOURLY</b>	27.5177	28.8936	30.3383	31.8552	33.4480	35.1203	36.8763	38.7202	40.6561	42.6890	44.8234
<b>O19</b>	<b>ANNUAL</b>	60,098.69	63,103.66	66,258.82	69,571.84	73,050.22	76,702.70	80,538.02	84,564.69	88,793.12	93,232.67	97,894.37
	<b>BIWEEKLY</b>	2,311.49	2,427.06	2,548.42	2,675.84	2,809.62	2,950.10	3,097.62	3,252.49	3,415.12	3,585.87	3,765.17
	<b>HOURLY</b>	28.8936	30.3383	31.8552	33.4480	35.1203	36.8763	38.7202	40.6561	42.6890	44.8234	47.0646
<b>O20</b>	<b>ANNUAL</b>	63,103.66	66,258.82	69,571.84	73,050.22	76,702.70	80,538.02	84,564.69	88,793.12	93,232.67	97,894.37	102,789.02
	<b>BIWEEKLY</b>	2,427.06	2,548.42	2,675.84	2,809.62	2,950.10	3,097.62	3,252.49	3,415.12	3,585.87	3,765.17	3,953.42
	<b>HOURLY</b>	30.3383	31.8552	33.4480	35.1203	36.8763	38.7202	40.6561	42.6890	44.8234	47.0646	49.4178
<b>O21</b>	<b>ANNUAL</b>	66,258.82	69,571.84	73,050.22	76,702.70	80,538.02	84,564.69	88,793.12	93,232.67	97,894.37	102,789.02	107,928.29
	<b>BIWEEKLY</b>	2,548.42	2,675.84	2,809.62	2,950.10	3,097.62	3,252.49	3,415.12	3,585.87	3,765.17	3,953.42	4,151.09
	<b>HOURLY</b>	31.8552	33.4480	35.1203	36.8763	38.7202	40.6561	42.6890	44.8234	47.0646	49.4178	51.8886
<b>O22</b>	<b>ANNUAL</b>	69,571.84	73,050.22	76,702.70	80,538.02	84,564.69	88,793.12	93,232.67	97,894.37	102,789.02	107,928.29	113,324.64
	<b>BIWEEKLY</b>	2,675.84	2,809.62	2,950.10	3,097.62	3,252.49	3,415.12	3,585.87	3,765.17	3,953.42	4,151.09	4,358.64
	<b>HOURLY</b>	33.4480	35.1203	36.8763	38.7202	40.6561	42.6890	44.8234	47.0646	49.4178	51.8886	54.4830
<b>O23</b>	<b>ANNUAL</b>	73,050.22	76,702.70	80,538.02	84,564.69	88,793.12	93,232.67	97,894.37	102,789.02	107,928.29	113,324.64	118,990.98
	<b>BIWEEKLY</b>	2,809.62	2,950.10	3,097.62	3,252.49	3,415.12	3,585.87	3,765.17	3,953.42	4,151.09	4,358.64	4,576.58
	<b>HOURLY</b>	35.1203	36.8763	38.7202	40.6561	42.6890	44.8234	47.0646	49.4178	51.8886	54.4830	57.2072
<b>O24</b>	<b>ANNUAL</b>	76,702.70	80,538.02	84,564.69	88,793.12	93,232.67	97,894.37	102,789.02	107,928.29	113,324.64	118,990.98	124,940.40
	<b>BIWEEKLY</b>	2,950.10	3,097.62	3,252.49	3,415.12	3,585.87	3,765.17	3,953.42	4,151.09	4,358.64	4,576.58	4,805.40
	<b>HOURLY</b>	36.8763	38.7202	40.6561	42.6890	44.8234	47.0646	49.4178	51.8886	54.4830	57.2072	60.0675

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<b>PAY GRADE</b>	<b>RATE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>
<b>O25</b>	<b>ANNUAL</b>	80,538.02	84,564.69	88,793.12	93,232.67	97,894.37	102,789.02	107,928.29	113,324.64	118,990.98	124,940.40	131,187.47
	<b>BIWEEKLY</b>	3,097.62	3,252.49	3,415.12	3,585.87	3,765.17	3,953.42	4,151.09	4,358.64	4,576.58	4,805.40	5,045.67
	<b>HOURLY</b>	38.7202	40.6561	42.6890	44.8234	47.0646	49.4178	51.8886	54.4830	57.2072	60.0675	63.0709
<b>O26</b>	<b>ANNUAL</b>	84,564.69	88,793.12	93,232.67	97,894.37	102,789.02	107,928.29	113,324.64	118,990.98	124,940.40	131,187.47	137,746.75
	<b>BIWEEKLY</b>	3,252.49	3,415.12	3,585.87	3,765.17	3,953.42	4,151.09	4,358.64	4,576.58	4,805.40	5,045.67	5,297.95
	<b>HOURLY</b>	40.6561	42.6890	44.8234	47.0646	49.4178	51.8886	54.4830	57.2072	60.0675	63.0709	66.2244
<b>O27</b>	<b>ANNUAL</b>	88,793.12	93,232.67	97,894.37	102,789.02	107,928.29	113,324.64	118,990.98	124,940.40	131,187.47	137,746.75	144,634.05
	<b>BIWEEKLY</b>	3,415.12	3,585.87	3,765.17	3,953.42	4,151.09	4,358.64	4,576.58	4,805.40	5,045.67	5,297.95	5,562.85
	<b>HOURLY</b>	42.6890	44.8234	47.0646	49.4178	51.8886	54.4830	57.2072	60.0675	63.0709	66.2244	69.5356
<b>O28</b>	<b>ANNUAL</b>	93,232.67	97,894.37	102,789.02	107,928.29	113,324.64	118,990.98	124,940.40	131,187.47	137,746.75	144,634.05	151,865.79
	<b>BIWEEKLY</b>	3,585.87	3,765.17	3,953.42	4,151.09	4,358.64	4,576.58	4,805.40	5,045.67	5,297.95	5,562.85	5,840.99
	<b>HOURLY</b>	44.8234	47.0646	49.4178	51.8886	54.4830	57.2072	60.0675	63.0709	66.2244	69.5356	73.0124
<b>O29</b>	<b>ANNUAL</b>	97,894.37	102,789.02	107,928.29	113,324.64	118,990.98	124,940.40	131,187.47	137,746.75	144,634.05	151,865.79	159,459.04
	<b>BIWEEKLY</b>	3,765.17	3,953.42	4,151.09	4,358.64	4,576.58	4,805.40	5,045.67	5,297.95	5,562.85	5,840.99	6,133.04
	<b>HOURLY</b>	47.0646	49.4178	51.8886	54.4830	57.2072	60.0675	63.0709	66.2244	69.5356	73.0124	76.6630
<b>O30</b>	<b>ANNUAL</b>	102,789.02	107,928.29	113,324.64	118,990.98	124,940.40	131,187.47	137,746.75	144,634.05	151,865.79	159,459.04	167,432.10
	<b>BIWEEKLY</b>	3,953.42	4,151.09	4,358.64	4,576.58	4,805.40	5,045.67	5,297.95	5,562.85	5,840.99	6,133.04	6,439.70
	<b>HOURLY</b>	49.4178	51.8886	54.4830	57.2072	60.0675	63.0709	66.2244	69.5356	73.0124	76.6630	80.4962
<b>O31</b>	<b>ANNUAL</b>	107,928.29	113,324.64	118,990.98	124,940.40	131,187.47	137,746.75	144,634.05	151,865.79	159,459.04	167,432.10	175,803.68
	<b>BIWEEKLY</b>	4,151.09	4,358.64	4,576.58	4,805.40	5,045.67	5,297.95	5,562.85	5,840.99	6,133.04	6,439.70	6,761.68
	<b>HOURLY</b>	51.8886	54.4830	57.2072	60.0675	63.0709	66.2244	69.5356	73.0124	76.6630	80.4962	84.5210
<b>O32</b>	<b>ANNUAL</b>	113,324.64	118,990.98	124,940.40	131,187.47	137,746.75	144,634.05	151,865.79	159,459.04	167,432.10	175,803.68	184,593.97
	<b>BIWEEKLY</b>	4,358.64	4,576.58	4,805.40	5,045.67	5,297.95	5,562.85	5,840.99	6,133.04	6,439.70	6,761.68	7,099.77
	<b>HOURLY</b>	54.4830	57.2072	60.0675	63.0709	66.2244	69.5356	73.0124	76.6630	80.4962	84.5210	88.7471
<b>O33</b>	<b>ANNUAL</b>	118,990.98	124,940.40	131,187.47	137,746.75	144,634.05	151,865.79	159,459.04	167,432.10	175,803.68	184,593.97	193,823.55
	<b>BIWEEKLY</b>	4,576.58	4,805.40	5,045.67	5,297.95	5,562.85	5,840.99	6,133.04	6,439.70	6,761.68	7,099.77	7,454.75
	<b>HOURLY</b>	57.2072	60.0675	63.0709	66.2244	69.5356	73.0124	76.6630	80.4962	84.5210	88.7471	93.1844