

**COMPENSATION PLAN - Fiscal Year 2023  
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>Step 12</b>
<b>O16</b>	<b>ANNUAL</b>	53,997.22	56,697.06	59,532.10	62,508.58	65,634.19	68,915.81	72,361.74	75,979.49	79,778.40	83,767.63	87,955.71	92,353.46
	<b>BIWEEKLY</b>	2,076.82	2,180.66	2,289.70	2,404.18	2,524.39	2,650.61	2,783.14	2,922.29	3,068.40	3,221.83	3,382.91	3,552.06
	<b>HOURLY</b>	25.9602	27.2582	28.6212	30.0522	31.5549	33.1326	34.7893	36.5286	38.3550	40.2729	42.2864	44.4007
<b>O17</b>	<b>ANNUAL</b>	56,697.06	59,532.10	62,508.58	65,634.19	68,915.81	72,361.74	75,979.49	79,778.40	83,767.63	87,955.71	92,353.66	96,971.47
	<b>BIWEEKLY</b>	2,180.66	2,289.70	2,404.18	2,524.39	2,650.61	2,783.14	2,922.29	3,068.40	3,221.83	3,382.91	3,552.06	3,729.67
	<b>HOURLY</b>	27.2582	28.6212	30.0522	31.5549	33.1326	34.7893	36.5286	38.3550	40.2729	42.2864	44.4008	46.6209
<b>O18</b>	<b>ANNUAL</b>	59,532.10	62,508.58	65,634.19	68,915.81	72,361.74	75,979.49	79,778.40	83,767.63	87,955.71	92,353.66	96,971.26	101,819.95
	<b>BIWEEKLY</b>	2,289.70	2,404.18	2,524.39	2,650.61	2,783.14	2,922.29	3,068.40	3,221.83	3,382.91	3,552.06	3,729.66	3,916.15
	<b>HOURLY</b>	28.6212	30.0522	31.5549	33.1326	34.7893	36.5286	38.3550	40.2729	42.2864	44.4008	46.6208	48.9519
<b>O19</b>	<b>ANNUAL</b>	62,508.58	65,634.19	68,915.81	72,361.74	75,979.49	79,778.40	83,767.63	87,955.71	92,353.66	96,971.26	101,819.95	106,910.96
	<b>BIWEEKLY</b>	2,404.18	2,524.39	2,650.61	2,783.14	2,922.29	3,068.40	3,221.83	3,382.91	3,552.06	3,729.66	3,916.15	4,111.96
	<b>HOURLY</b>	30.0522	31.5549	33.1326	34.7893	36.5286	38.3550	40.2729	42.2864	44.4008	46.6208	48.9519	51.3995
<b>O20</b>	<b>ANNUAL</b>	65,634.19	68,915.81	72,361.74	75,979.49	79,778.40	83,767.63	87,955.71	92,353.66	96,971.26	101,819.95	106,910.96	112,256.35
	<b>BIWEEKLY</b>	2,524.39	2,650.61	2,783.14	2,922.29	3,068.40	3,221.83	3,382.91	3,552.06	3,729.66	3,916.15	4,111.96	4,317.55
	<b>HOURLY</b>	31.5549	33.1326	34.7893	36.5286	38.3550	40.2729	42.2864	44.4008	46.6208	48.9519	51.3995	53.9694
<b>O21</b>	<b>ANNUAL</b>	68,915.81	72,361.74	75,979.49	79,778.40	83,767.63	87,955.71	92,353.66	96,971.26	101,819.95	106,910.96	112,256.14	117,869.02
	<b>BIWEEKLY</b>	2,650.61	2,783.14	2,922.29	3,068.40	3,221.83	3,382.91	3,552.06	3,729.66	3,916.15	4,111.96	4,317.54	4,533.42
	<b>HOURLY</b>	33.1326	34.7893	36.5286	38.3550	40.2729	42.2864	44.4008	46.6208	48.9519	51.3995	53.9693	56.6678
<b>O22</b>	<b>ANNUAL</b>	72,361.74	75,979.49	79,778.40	83,767.63	87,955.71	92,353.66	96,971.26	101,819.95	106,910.96	112,256.14	117,869.02	123,762.50
	<b>BIWEEKLY</b>	2,783.14	2,922.29	3,068.40	3,221.83	3,382.91	3,552.06	3,729.66	3,916.15	4,111.96	4,317.54	4,533.42	4,760.10
	<b>HOURLY</b>	34.7893	36.5286	38.3550	40.2729	42.2864	44.4008	46.6208	48.9519	51.3995	53.9693	56.6678	59.5012
<b>O23</b>	<b>ANNUAL</b>	75,979.49	79,778.40	83,767.63	87,955.71	92,353.66	96,971.26	101,819.95	106,910.96	112,256.14	117,869.02	123,762.50	129,950.70
	<b>BIWEEKLY</b>	2,922.29	3,068.40	3,221.83	3,382.91	3,552.06	3,729.66	3,916.15	4,111.96	4,317.54	4,533.42	4,760.10	4,998.10
	<b>HOURLY</b>	36.5286	38.3550	40.2729	42.2864	44.4008	46.6208	48.9519	51.3995	53.9693	56.6678	59.5012	62.4763
<b>O24</b>	<b>ANNUAL</b>	79,778.40	83,767.63	87,955.71	92,353.66	96,971.26	101,819.95	106,910.96	112,256.14	117,869.02	123,762.50	129,950.50	136,448.00
	<b>BIWEEKLY</b>	3,068.40	3,221.83	3,382.91	3,552.06	3,729.66	3,916.15	4,111.96	4,317.54	4,533.42	4,760.10	4,998.10	5,248.00
	<b>HOURLY</b>	38.3550	40.2729	42.2864	44.4008	46.6208	48.9519	51.3995	53.9693	56.6678	59.5012	62.4762	65.6000

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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>Step 12</b>
<b>O25</b>	<b>ANNUAL</b>	83,767.63	87,955.71	92,353.66	96,971.26	101,819.95	106,910.96	112,256.14	117,869.02	123,762.50	129,950.50	136,448.00	143,270.40
	<b>BIWEEKLY</b>	3,221.83	3,382.91	3,552.06	3,729.66	3,916.15	4,111.96	4,317.54	4,533.42	4,760.10	4,998.10	5,248.00	5,510.40
	<b>HOURLY</b>	40.2729	42.2864	44.4008	46.6208	48.9519	51.3995	53.9693	56.6678	59.5012	62.4762	65.6000	68.8800
<b>O26</b>	<b>ANNUAL</b>	87,955.71	92,353.66	96,971.26	101,819.95	106,910.96	112,256.14	117,869.02	123,762.50	129,950.50	136,448.00	143,270.40	150,433.92
	<b>BIWEEKLY</b>	3,382.91	3,552.06	3,729.66	3,916.15	4,111.96	4,317.54	4,533.42	4,760.10	4,998.10	5,248.00	5,510.40	5,785.92
	<b>HOURLY</b>	42.2864	44.4008	46.6208	48.9519	51.3995	53.9693	56.6678	59.5012	62.4762	65.6000	68.8800	72.3240
<b>O27</b>	<b>ANNUAL</b>	92,353.66	96,971.26	101,819.95	106,910.96	112,256.14	117,869.02	123,762.50	129,950.50	136,448.00	143,270.40	150,433.92	157,955.62
	<b>BIWEEKLY</b>	3,552.06	3,729.66	3,916.15	4,111.96	4,317.54	4,533.42	4,760.10	4,998.10	5,248.00	5,510.40	5,785.92	6,075.22
	<b>HOURLY</b>	44.4008	46.6208	48.9519	51.3995	53.9693	56.6678	59.5012	62.4762	65.6000	68.8800	72.3240	75.9402
<b>O28</b>	<b>ANNUAL</b>	96,971.26	101,819.95	106,910.96	112,256.14	117,869.02	123,762.50	129,950.50	136,448.00	143,270.40	150,433.92	157,955.62	165,853.38
	<b>BIWEEKLY</b>	3,729.66	3,916.15	4,111.96	4,317.54	4,533.42	4,760.10	4,998.10	5,248.00	5,510.40	5,785.92	6,075.22	6,378.98
	<b>HOURLY</b>	46.6208	48.9519	51.3995	53.9693	56.6678	59.5012	62.4762	65.6000	68.8800	72.3240	75.9402	79.7372
<b>O29</b>	<b>ANNUAL</b>	101,819.95	106,910.96	112,256.14	117,869.02	123,762.50	129,950.50	136,448.00	143,270.40	150,433.92	157,955.62	165,853.38	174,146.13
	<b>BIWEEKLY</b>	3,916.15	4,111.96	4,317.54	4,533.42	4,760.10	4,998.10	5,248.00	5,510.40	5,785.92	6,075.22	6,378.98	6,697.93
	<b>HOURLY</b>	48.9519	51.3995	53.9693	56.6678	59.5012	62.4762	65.6000	68.8800	72.3240	75.9402	79.7372	83.7241
<b>O30</b>	<b>ANNUAL</b>	106,910.96	112,256.14	117,869.02	123,762.50	129,950.50	136,448.00	143,270.40	150,433.92	157,955.62	165,853.38	174,146.13	182,853.42
	<b>BIWEEKLY</b>	4,111.96	4,317.54	4,533.42	4,760.10	4,998.10	5,248.00	5,510.40	5,785.92	6,075.22	6,378.98	6,697.93	7,032.82
	<b>HOURLY</b>	51.3995	53.9693	56.6678	59.5012	62.4762	65.6000	68.8800	72.3240	75.9402	79.7372	83.7241	87.9103
<b>O31</b>	<b>ANNUAL</b>	112,256.14	117,869.02	123,762.50	129,950.50	136,448.00	143,270.40	150,433.92	157,955.62	165,853.38	174,146.13	182,853.42	191,996.27
	<b>BIWEEKLY</b>	4,317.54	4,533.42	4,760.10	4,998.10	5,248.00	5,510.40	5,785.92	6,075.22	6,378.98	6,697.93	7,032.82	7,384.47
	<b>HOURLY</b>	53.9693	56.6678	59.5012	62.4762	65.6000	68.8800	72.3240	75.9402	79.7372	83.7241	87.9103	92.3059
<b>O32</b>	<b>ANNUAL</b>	117,869.02	123,762.50	129,950.50	136,448.00	143,270.40	150,433.92	157,955.62	165,853.38	174,146.13	182,853.42	191,996.27	201,596.10
	<b>BIWEEKLY</b>	4,533.42	4,760.10	4,998.10	5,248.00	5,510.40	5,785.92	6,075.22	6,378.98	6,697.93	7,032.82	7,384.47	7,753.70
	<b>HOURLY</b>	56.6678	59.5012	62.4762	65.6000	68.8800	72.3240	75.9402	79.7372	83.7241	87.9103	92.3059	96.9212
<b>O33</b>	<b>ANNUAL</b>	123,762.50	129,950.50	136,448.00	143,270.40	150,433.92	157,955.62	165,853.38	174,146.13	182,853.42	191,996.27	201,595.89	211,675.57
	<b>BIWEEKLY</b>	4,760.10	4,998.10	5,248.00	5,510.40	5,785.92	6,075.22	6,378.98	6,697.93	7,032.82	7,384.47	7,753.69	8,141.37
	<b>HOURLY</b>	59.5012	62.4762	65.6000	68.8800	72.3240	75.9402	79.7372	83.7241	87.9103	92.3059	96.9211	101.7671