

**COMPENSATION PLAN - Fiscal Year 2023  
PAY PLAN - P**

<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>P11</b>	<b>ANNUAL</b>	34,656.54	36,388.98	38,208.98	40,118.42	42,124.78	44,231.62	46,441.82	48,764.77	51,202.74	53,763.01	56,450.16	59,272.93
	<b>BIWEEKLY</b>	1,332.94	1,399.58	1,469.58	1,543.02	1,620.18	1,701.22	1,786.22	1,875.57	1,969.34	2,067.81	2,171.16	2,279.73
	<b>HOURLY</b>	16.6618	17.4947	18.3697	19.2877	20.2523	21.2652	22.3278	23.4446	24.6167	25.8476	27.1395	28.4966
<b>P12</b>	<b>ANNUAL</b>	36,388.98	38,208.98	40,118.42	42,124.78	44,231.62	46,441.82	48,764.77	51,202.74	53,763.01	56,450.16	59,272.93	62,236.51
	<b>BIWEEKLY</b>	1,399.58	1,469.58	1,543.02	1,620.18	1,701.22	1,786.22	1,875.57	1,969.34	2,067.81	2,171.16	2,279.73	2,393.71
	<b>HOURLY</b>	17.4947	18.3697	19.2877	20.2523	21.2652	22.3278	23.4446	24.6167	25.8476	27.1395	28.4966	29.9214
<b>P13</b>	<b>ANNUAL</b>	38,208.98	40,118.42	42,124.78	44,231.62	46,441.82	48,764.77	51,202.74	53,763.01	56,450.16	59,272.93	62,237.34	65,349.23
	<b>BIWEEKLY</b>	1,469.58	1,543.02	1,620.18	1,701.22	1,786.22	1,875.57	1,969.34	2,067.81	2,171.16	2,279.73	2,393.74	2,513.43
	<b>HOURLY</b>	18.3697	19.2877	20.2523	21.2652	22.3278	23.4446	24.6167	25.8476	27.1395	28.4966	29.9218	31.4179
<b>P14</b>	<b>ANNUAL</b>	40,118.42	42,124.78	44,231.62	46,441.82	48,764.77	51,202.74	53,763.01	56,450.16	59,272.93	62,237.34	65,348.61	68,615.87
	<b>BIWEEKLY</b>	1,543.02	1,620.18	1,701.22	1,786.22	1,875.57	1,969.34	2,067.81	2,171.16	2,279.73	2,393.74	2,513.41	2,639.07
	<b>HOURLY</b>	19.2877	20.2523	21.2652	22.3278	23.4446	24.6167	25.8476	27.1395	28.4966	29.9218	31.4176	32.9884
<b>P15</b>	<b>ANNUAL</b>	42,124.78	44,231.62	46,441.82	48,764.77	51,202.74	53,763.01	56,450.16	59,272.93	62,237.34	65,348.82	68,616.50	72,047.25
	<b>BIWEEKLY</b>	1,620.18	1,701.22	1,786.22	1,875.57	1,969.34	2,067.81	2,171.16	2,279.73	2,393.74	2,513.42	2,639.10	2,771.05
	<b>HOURLY</b>	20.2523	21.2652	22.3278	23.4446	24.6167	25.8476	27.1395	28.4966	29.9218	31.4177	32.9887	34.6381
<b>P16</b>	<b>ANNUAL</b>	44,231.62	46,441.82	48,764.77	51,202.74	53,763.01	56,450.16	59,272.93	62,237.34	65,348.82	68,616.08	72,046.62	75,648.98
	<b>BIWEEKLY</b>	1,701.22	1,786.22	1,875.57	1,969.34	2,067.81	2,171.16	2,279.73	2,393.74	2,513.42	2,639.08	2,771.02	2,909.58
	<b>HOURLY</b>	21.2652	22.3278	23.4446	24.6167	25.8476	27.1395	28.4966	29.9218	31.4177	32.9885	34.6378	36.3697
<b>P17</b>	<b>ANNUAL</b>	46,441.82	48,764.77	51,202.74	53,763.01	56,450.16	59,272.93	62,237.34	65,348.82	68,616.08	72,046.62	75,649.60	79,432.08
	<b>BIWEEKLY</b>	1,786.22	1,875.57	1,969.34	2,067.81	2,171.16	2,279.73	2,393.74	2,513.42	2,639.08	2,771.02	2,909.60	3,055.08
	<b>HOURLY</b>	22.3278	23.4446	24.6167	25.8476	27.1395	28.4966	29.9218	31.4177	32.9885	34.6378	36.3700	38.1885
<b>P18</b>	<b>ANNUAL</b>	48,764.77	51,202.74	53,763.01	56,450.16	59,272.93	62,237.34	65,348.82	68,616.08	72,046.62	75,649.60	79,431.46	83,403.01
	<b>BIWEEKLY</b>	1,875.57	1,969.34	2,067.81	2,171.16	2,279.73	2,393.74	2,513.42	2,639.08	2,771.02	2,909.60	3,055.06	3,207.81
	<b>HOURLY</b>	23.4446	24.6167	25.8476	27.1395	28.4966	29.9218	31.4177	32.9885	34.6378	36.3700	38.1882	40.0976
<b>P19</b>	<b>ANNUAL</b>	51,202.74	53,763.01	56,450.16	59,272.93	62,237.34	65,348.82	68,616.08	72,046.62	75,649.60	79,431.87	83,403.42	87,573.62
	<b>BIWEEKLY</b>	1,969.34	2,067.81	2,171.16	2,279.73	2,393.74	2,513.42	2,639.08	2,771.02	2,909.60	3,055.07	3,207.82	3,368.22
	<b>HOURLY</b>	24.6167	25.8476	27.1395	28.4966	29.9218	31.4177	32.9885	34.6378	36.3700	38.1884	40.0978	42.1027

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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>P20</b>	<b>ANNUAL</b>	53,763.01	56,450.16	59,272.93	62,237.34	65,348.82	68,616.08	72,046.62	75,649.60	79,431.87	83,402.80	87,573.82	91,952.64
	<b>BIWEEKLY</b>	2,067.81	2,171.16	2,279.73	2,393.74	2,513.42	2,639.08	2,771.02	2,909.60	3,055.07	3,207.80	3,368.22	3,536.64
	<b>HOURLY</b>	25.8476	27.1395	28.4966	29.9218	31.4177	32.9885	34.6378	36.3700	38.1884	40.0975	42.1028	44.2080
<b>P21</b>	<b>ANNUAL</b>	56,450.16	59,272.93	62,237.34	65,348.82	68,616.08	72,046.62	75,649.60	79,431.87	83,402.80	87,573.62	91,952.64	96,550.27
	<b>BIWEEKLY</b>	2,171.16	2,279.73	2,393.74	2,513.42	2,639.08	2,771.02	2,909.60	3,055.07	3,207.80	3,368.22	3,536.64	3,713.47
	<b>HOURLY</b>	27.1395	28.4966	29.9218	31.4177	32.9885	34.6378	36.3700	38.1884	40.0975	42.1027	44.2080	46.4184
<b>P22</b>	<b>ANNUAL</b>	59,272.93	62,237.34	65,348.82	68,616.08	72,046.62	75,649.60	79,431.87	83,402.80	87,573.62	91,952.64	96,549.02	101,376.50
	<b>BIWEEKLY</b>	2,279.73	2,393.74	2,513.42	2,639.08	2,771.02	2,909.60	3,055.07	3,207.80	3,368.22	3,536.64	3,713.42	3,899.10
	<b>HOURLY</b>	28.4966	29.9218	31.4177	32.9885	34.6378	36.3700	38.1884	40.0975	42.1027	44.2080	46.4178	48.7387
<b>P23</b>	<b>ANNUAL</b>	62,237.34	65,348.82	68,616.08	72,046.62	75,649.60	79,431.87	83,402.80	87,573.62	91,952.64	96,549.44	101,377.74	106,446.50
	<b>BIWEEKLY</b>	2,393.74	2,513.42	2,639.08	2,771.02	2,909.60	3,055.07	3,207.80	3,368.22	3,536.64	3,713.44	3,899.14	4,094.10
	<b>HOURLY</b>	29.9218	31.4177	32.9885	34.6378	36.3700	38.1884	40.0975	42.1027	44.2080	46.4180	48.7393	51.1762
<b>P24</b>	<b>ANNUAL</b>	65,348.82	68,616.08	72,046.62	75,649.60	79,431.87	83,402.80	87,573.62	91,952.64	96,549.44	101,377.74	106,446.50	111,769.01
	<b>BIWEEKLY</b>	2,513.42	2,639.08	2,771.02	2,909.60	3,055.07	3,207.80	3,368.22	3,536.64	3,713.44	3,899.14	4,094.10	4,298.81
	<b>HOURLY</b>	31.4177	32.9885	34.6378	36.3700	38.1884	40.0975	42.1027	44.2080	46.4180	48.7393	51.1762	53.7351
<b>P25</b>	<b>ANNUAL</b>	68,616.08	72,046.62	75,649.60	79,431.87	83,402.80	87,573.62	91,952.64	96,549.44	101,377.74	106,446.91	111,768.38	117,356.93
	<b>BIWEEKLY</b>	2,639.08	2,771.02	2,909.60	3,055.07	3,207.80	3,368.22	3,536.64	3,713.44	3,899.14	4,094.11	4,298.78	4,513.73
	<b>HOURLY</b>	32.9885	34.6378	36.3700	38.1884	40.0975	42.1027	44.2080	46.4180	48.7393	51.1764	53.7348	56.4216
<b>P26</b>	<b>ANNUAL</b>	72,046.62	75,649.60	79,431.87	83,402.80	87,573.62	91,952.64	96,549.44	101,377.74	106,446.91	111,767.97	117,357.14	123,224.82
	<b>BIWEEKLY</b>	2,771.02	2,909.60	3,055.07	3,207.80	3,368.22	3,536.64	3,713.44	3,899.14	4,094.11	4,298.77	4,513.74	4,739.42
	<b>HOURLY</b>	34.6378	36.3700	38.1884	40.0975	42.1027	44.2080	46.4180	48.7393	51.1764	53.7346	56.4217	59.2427
<b>P27</b>	<b>ANNUAL</b>	75,649.60	79,431.87	83,402.80	87,573.62	91,952.64	96,549.44	101,377.74	106,446.91	111,767.97	117,357.14	123,224.40	129,385.57
	<b>BIWEEKLY</b>	2,909.60	3,055.07	3,207.80	3,368.22	3,536.64	3,713.44	3,899.14	4,094.11	4,298.77	4,513.74	4,739.40	4,976.37
	<b>HOURLY</b>	36.3700	38.1884	40.0975	42.1027	44.2080	46.4180	48.7393	51.1764	53.7346	56.4217	59.2425	62.2046
<b>P28</b>	<b>ANNUAL</b>	79,431.87	83,402.80	87,573.62	91,952.64	96,549.44	101,377.74	106,446.91	111,767.97	117,357.14	123,224.40	129,385.57	135,854.78
	<b>BIWEEKLY</b>	3,055.07	3,207.80	3,368.22	3,536.64	3,713.44	3,899.14	4,094.11	4,298.77	4,513.74	4,739.40	4,976.37	5,225.18
	<b>HOURLY</b>	38.1884	40.0975	42.1027	44.2080	46.4180	48.7393	51.1764	53.7346	56.4217	59.2425	62.2046	65.3148