

**Community Services, General and Supervisory Management
Salary Schedule A-3
Effective January 4, 2019**

Pay Rate Schematic

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.	Approx. Yr.	
														Rate	Rate	
A3-24	Hourly	\$12.09	\$12.38	\$12.69	\$12.99	\$13.18	\$13.59	\$13.84	\$14.16	\$14.51	\$14.81	\$15.15	\$15.54	Min.	\$2,095.60	\$25,147.20
	Biweekly	\$967.20	\$990.40	\$1,015.20	\$1,039.20	\$1,054.40	\$1,087.20	\$1,107.20	\$1,132.80	\$1,160.80	\$1,184.80	\$1,212.00	\$1,243.20	Max.	\$2,693.60	\$32,323.20
A3-25	Hourly	\$12.38	\$12.69	\$12.99	\$13.18	\$13.59	\$13.84	\$14.16	\$14.51	\$14.81	\$15.15	\$15.54	\$16.01	Min.	\$2,145.87	\$25,750.40
	Biweekly	\$990.40	\$1,015.20	\$1,039.20	\$1,054.40	\$1,087.20	\$1,107.20	\$1,132.80	\$1,160.80	\$1,184.80	\$1,212.00	\$1,243.20	\$1,280.80	Max.	\$2,775.07	\$33,300.80
A3-26	Hourly	\$12.69	\$12.99	\$13.18	\$13.59	\$13.84	\$14.16	\$14.51	\$14.81	\$15.15	\$15.54	\$16.01	\$16.28	Min.	\$2,199.60	\$26,395.20
	Biweekly	\$1,015.20	\$1,039.20	\$1,054.40	\$1,087.20	\$1,107.20	\$1,132.80	\$1,160.80	\$1,184.80	\$1,212.00	\$1,243.20	\$1,280.80	\$1,302.40	Max.	\$2,821.87	\$33,862.40
A3-27	Hourly	\$12.99	\$13.18	\$13.59	\$13.84	\$14.16	\$14.51	\$14.81	\$15.15	\$15.54	\$16.01	\$16.28	\$16.71	Min.	\$2,251.60	\$27,019.20
	Biweekly	\$1,039.20	\$1,054.40	\$1,087.20	\$1,107.20	\$1,132.80	\$1,160.80	\$1,184.80	\$1,212.00	\$1,243.20	\$1,280.80	\$1,302.40	\$1,336.80	Max.	\$2,896.40	\$34,756.80
A3-28	Hourly	\$13.18	\$13.59	\$13.84	\$14.16	\$14.51	\$14.81	\$15.15	\$15.54	\$16.01	\$16.28	\$16.71	\$17.07	Min.	\$2,284.53	\$27,414.40
	Biweekly	\$1,054.40	\$1,087.20	\$1,107.20	\$1,132.80	\$1,160.80	\$1,184.80	\$1,212.00	\$1,243.20	\$1,280.80	\$1,302.40	\$1,336.80	\$1,365.60	Max.	\$2,958.80	\$35,505.60
A3-29	Hourly	\$13.59	\$13.84	\$14.16	\$14.51	\$14.81	\$15.15	\$15.54	\$16.01	\$16.28	\$16.71	\$17.07	\$17.52	Min.	\$2,355.60	\$28,267.20
	Biweekly	\$1,087.20	\$1,107.20	\$1,132.80	\$1,160.80	\$1,184.80	\$1,212.00	\$1,243.20	\$1,280.80	\$1,302.40	\$1,336.80	\$1,365.60	\$1,401.60	Max.	\$3,036.80	\$36,441.60
A3-30	Hourly	\$13.84	\$14.16	\$14.51	\$14.81	\$15.15	\$15.54	\$16.01	\$16.28	\$16.71	\$17.07	\$17.52	\$17.94	Min.	\$2,398.93	\$28,787.20
	Biweekly	\$1,107.20	\$1,132.80	\$1,160.80	\$1,184.80	\$1,212.00	\$1,243.20	\$1,280.80	\$1,302.40	\$1,336.80	\$1,365.60	\$1,401.60	\$1,435.20	Max.	\$3,109.60	\$37,315.20
A3-31	Hourly	\$14.16	\$14.51	\$14.81	\$15.15	\$15.54	\$16.01	\$16.28	\$16.71	\$17.07	\$17.52	\$17.94	\$18.34	Min.	\$2,454.40	\$29,452.80
	Biweekly	\$1,132.80	\$1,160.80	\$1,184.80	\$1,212.00	\$1,243.20	\$1,280.80	\$1,302.40	\$1,336.80	\$1,365.60	\$1,401.60	\$1,435.20	\$1,467.20	Max.	\$3,178.93	\$38,147.20
A3-32	Hourly	\$14.51	\$14.81	\$15.15	\$15.54	\$16.01	\$16.28	\$16.71	\$17.07	\$17.52	\$17.94	\$18.34	\$18.76	Min.	\$2,515.07	\$30,180.80
	Biweekly	\$1,160.80	\$1,184.80	\$1,212.00	\$1,243.20	\$1,280.80	\$1,302.40	\$1,336.80	\$1,365.60	\$1,401.60	\$1,435.20	\$1,467.20	\$1,500.80	Max.	\$3,251.73	\$39,020.80
A3-33	Hourly	\$14.81	\$15.15	\$15.54	\$16.01	\$16.28	\$16.71	\$17.07	\$17.52	\$17.94	\$18.34	\$18.76	\$19.27	Min.	\$2,567.07	\$30,804.80
	Biweekly	\$1,184.80	\$1,212.00	\$1,243.20	\$1,280.80	\$1,302.40	\$1,336.80	\$1,365.60	\$1,401.60	\$1,435.20	\$1,467.20	\$1,500.80	\$1,541.60	Max.	\$3,340.13	\$40,081.60
A3-34	Hourly	\$15.15	\$15.54	\$16.01	\$16.28	\$16.71	\$17.07	\$17.52	\$17.94	\$18.34	\$18.76	\$19.27	\$19.76	Min.	\$2,626.00	\$31,512.00
	Biweekly	\$1,212.00	\$1,243.20	\$1,280.80	\$1,302.40	\$1,336.80	\$1,365.60	\$1,401.60	\$1,435.20	\$1,467.20	\$1,500.80	\$1,541.60	\$1,580.80	Max.	\$3,425.07	\$41,100.80
A3-35	Hourly	\$15.54	\$16.01	\$16.28	\$16.71	\$17.07	\$17.52	\$17.94	\$18.34	\$18.76	\$19.27	\$19.76	\$20.28	Min.	\$2,693.60	\$32,323.20
	Biweekly	\$1,243.20	\$1,280.80	\$1,302.40	\$1,336.80	\$1,365.60	\$1,401.60	\$1,435.20	\$1,467.20	\$1,500.80	\$1,541.60	\$1,580.80	\$1,622.40	Max.	\$3,515.20	\$42,182.40
A3-36	Hourly	\$16.01	\$16.28	\$16.71	\$17.07	\$17.52	\$17.94	\$18.34	\$18.76	\$19.27	\$19.76	\$20.28	\$20.88	Min.	\$2,775.07	\$33,300.80
	Biweekly	\$1,280.80	\$1,302.40	\$1,336.80	\$1,365.60	\$1,401.60	\$1,435.20	\$1,467.20	\$1,500.80	\$1,541.60	\$1,580.80	\$1,622.40	\$1,670.40	Max.	\$3,619.20	\$43,430.40
A3-37	Hourly	\$16.28	\$16.71	\$17.07	\$17.52	\$17.94	\$18.34	\$18.76	\$19.27	\$19.76	\$20.28	\$20.88	\$21.53	Min.	\$2,821.87	\$33,862.40
	Biweekly	\$1,302.40	\$1,336.80	\$1,365.60	\$1,401.60	\$1,435.20	\$1,467.20	\$1,500.80	\$1,541.60	\$1,580.80	\$1,622.40	\$1,670.40	\$1,722.40	Max.	\$3,731.87	\$44,782.40
A3-38	Hourly	\$16.71	\$17.07	\$17.52	\$17.94	\$18.34	\$18.76	\$19.27	\$19.76	\$20.28	\$20.88	\$21.53	\$22.09	Min.	\$2,896.40	\$34,756.80
	Biweekly	\$1,336.80	\$1,365.60	\$1,401.60	\$1,435.20	\$1,467.20	\$1,500.80	\$1,541.60	\$1,580.80	\$1,622.40	\$1,670.40	\$1,722.40	\$1,767.20	Max.	\$3,828.93	\$45,947.20
A3-39	Hourly	\$17.07	\$17.52	\$17.94	\$18.34	\$18.76	\$19.27	\$19.76	\$20.28	\$20.88	\$21.53	\$22.09	\$22.65	Min.	\$2,958.80	\$35,505.60
	Biweekly	\$1,365.60	\$1,401.60	\$1,435.20	\$1,467.20	\$1,500.80	\$1,541.60	\$1,580.80	\$1,622.40	\$1,670.40	\$1,722.40	\$1,767.20	\$1,812.00	Max.	\$3,926.00	\$47,112.00
A3-40	Hourly	\$17.52	\$17.94	\$18.34	\$18.76	\$19.27	\$19.76	\$20.28	\$20.88	\$21.53	\$22.09	\$22.65	\$23.27	Min.	\$3,036.80	\$36,441.60
	Biweekly	\$1,401.60	\$1,435.20	\$1,467.20	\$1,500.80	\$1,541.60	\$1,580.80	\$1,622.40	\$1,670.40	\$1,722.40	\$1,767.20	\$1,812.00	\$1,861.60	Max.	\$4,033.47	\$48,401.60
A3-41	Hourly	\$17.94	\$18.34	\$18.76	\$19.27	\$19.76	\$20.28	\$20.88	\$21.53	\$22.09	\$22.65	\$23.27	\$23.90	Min.	\$3,109.60	\$37,315.20
	Biweekly	\$1,435.20	\$1,467.20	\$1,500.80	\$1,541.60	\$1,580.80	\$1,622.40	\$1,670.40	\$1,722.40	\$1,767.20	\$1,812.00	\$1,861.60	\$1,912.00	Max.	\$4,142.67	\$49,712.00
A3-42	Hourly	\$18.34	\$18.76	\$19.27	\$19.76	\$20.28	\$20.88	\$21.53	\$22.09	\$22.65	\$23.27	\$23.90	\$24.55	Min.	\$3,178.93	\$38,147.20
	Biweekly	\$1,467.20	\$1,500.80	\$1,541.60	\$1,580.80	\$1,622.40	\$1,670.40	\$1,722.40	\$1,767.20	\$1,812.00	\$1,861.60	\$1,912.00	\$1,964.00	Max.	\$4,255.33	\$51,064.00

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.	Approx. Yr.	
														Rate	Rate	
A3-43	Hourly	\$18.76	\$19.27	\$19.76	\$20.28	\$20.88	\$21.53	\$22.09	\$22.65	\$23.27	\$23.90	\$24.55	\$25.18	Min.	\$3,251.73	\$39,020.80
	Biweekly	\$1,500.80	\$1,541.60	\$1,580.80	\$1,622.40	\$1,670.40	\$1,722.40	\$1,767.20	\$1,812.00	\$1,861.60	\$1,912.00	\$1,964.00	\$2,014.40	Max.	\$4,364.53	\$52,374.40
A3-44	Hourly	\$19.27	\$19.76	\$20.28	\$20.88	\$21.53	\$22.09	\$22.65	\$23.27	\$23.90	\$24.55	\$25.18	\$25.84	Min.	\$3,340.13	\$40,081.60
	Biweekly	\$1,541.60	\$1,580.80	\$1,622.40	\$1,670.40	\$1,722.40	\$1,767.20	\$1,812.00	\$1,861.60	\$1,912.00	\$1,964.00	\$2,014.40	\$2,067.20	Max.	\$4,478.93	\$53,747.20
A3-45	Hourly	\$19.76	\$20.28	\$20.88	\$21.53	\$22.09	\$22.65	\$23.27	\$23.90	\$24.55	\$25.18	\$25.84	\$26.51	Min.	\$3,425.07	\$41,100.80
	Biweekly	\$1,580.80	\$1,622.40	\$1,670.40	\$1,722.40	\$1,767.20	\$1,812.00	\$1,861.60	\$1,912.00	\$1,964.00	\$2,014.40	\$2,067.20	\$2,120.80	Max.	\$4,595.07	\$55,140.80
A3-46	Hourly	\$20.28	\$20.88	\$21.53	\$22.09	\$22.65	\$23.27	\$23.90	\$24.55	\$25.18	\$25.84	\$26.51	\$27.24	Min.	\$3,515.20	\$42,182.40
	Biweekly	\$1,622.40	\$1,670.40	\$1,722.40	\$1,767.20	\$1,812.00	\$1,861.60	\$1,912.00	\$1,964.00	\$2,014.40	\$2,067.20	\$2,120.80	\$2,179.20	Max.	\$4,721.60	\$56,659.20
A3-47	Hourly	\$20.88	\$21.53	\$22.09	\$22.65	\$23.27	\$23.90	\$24.55	\$25.18	\$25.84	\$26.51	\$27.24	\$27.99	Min.	\$3,619.20	\$43,430.40
	Biweekly	\$1,670.40	\$1,722.40	\$1,767.20	\$1,812.00	\$1,861.60	\$1,912.00	\$1,964.00	\$2,014.40	\$2,067.20	\$2,120.80	\$2,179.20	\$2,239.20	Max.	\$4,851.60	\$58,219.20
A3-48	Hourly	\$21.53	\$22.09	\$22.65	\$23.27	\$23.90	\$24.55	\$25.18	\$25.84	\$26.51	\$27.24	\$27.99	\$28.75	Min.	\$3,731.87	\$44,782.40
	Biweekly	\$1,722.40	\$1,767.20	\$1,812.00	\$1,861.60	\$1,912.00	\$1,964.00	\$2,014.40	\$2,067.20	\$2,120.80	\$2,179.20	\$2,239.20	\$2,300.00	Max.	\$4,983.33	\$59,800.00
A3-49	Hourly	\$22.09	\$22.65	\$23.27	\$23.90	\$24.55	\$25.18	\$25.84	\$26.51	\$27.24	\$27.99	\$28.75	\$29.57	Min.	\$3,828.93	\$45,947.20
	Biweekly	\$1,767.20	\$1,812.00	\$1,861.60	\$1,912.00	\$1,964.00	\$2,014.40	\$2,067.20	\$2,120.80	\$2,179.20	\$2,239.20	\$2,300.00	\$2,365.60	Max.	\$5,125.47	\$61,505.60
A3-50	Hourly	\$22.65	\$23.27	\$23.90	\$24.55	\$25.18	\$25.84	\$26.51	\$27.24	\$27.99	\$28.75	\$29.57	\$30.31	Min.	\$3,926.00	\$47,112.00
	Biweekly	\$1,812.00	\$1,861.60	\$1,912.00	\$1,964.00	\$2,014.40	\$2,067.20	\$2,120.80	\$2,179.20	\$2,239.20	\$2,300.00	\$2,365.60	\$2,424.80	Max.	\$5,253.73	\$63,044.80
A3-51	Hourly	\$23.27	\$23.90	\$24.55	\$25.18	\$25.84	\$26.51	\$27.24	\$27.99	\$28.75	\$29.57	\$30.31	\$31.17	Min.	\$4,033.47	\$48,401.60
	Biweekly	\$1,861.60	\$1,912.00	\$1,964.00	\$2,014.40	\$2,067.20	\$2,120.80	\$2,179.20	\$2,239.20	\$2,300.00	\$2,365.60	\$2,424.80	\$2,493.60	Max.	\$5,402.80	\$64,833.60
A3-52	Hourly	\$23.90	\$24.55	\$25.18	\$25.84	\$26.51	\$27.24	\$27.99	\$28.75	\$29.57	\$30.31	\$31.17	\$32.01	Min.	\$4,142.67	\$49,712.00
	Biweekly	\$1,912.00	\$1,964.00	\$2,014.40	\$2,067.20	\$2,120.80	\$2,179.20	\$2,239.20	\$2,300.00	\$2,365.60	\$2,424.80	\$2,493.60	\$2,560.80	Max.	\$5,548.40	\$66,580.80
A3-53	Hourly	\$24.55	\$25.18	\$25.84	\$26.51	\$27.24	\$27.99	\$28.75	\$29.57	\$30.31	\$31.17	\$32.01	\$32.83	Min.	\$4,255.33	\$51,064.00
	Biweekly	\$1,964.00	\$2,014.40	\$2,067.20	\$2,120.80	\$2,179.20	\$2,239.20	\$2,300.00	\$2,365.60	\$2,424.80	\$2,493.60	\$2,560.80	\$2,626.40	Max.	\$5,690.53	\$68,286.40
A3-54	Hourly	\$25.18	\$25.84	\$26.51	\$27.24	\$27.99	\$28.75	\$29.57	\$30.31	\$31.17	\$32.01	\$32.83	\$33.79	Min.	\$4,364.53	\$52,374.40
	Biweekly	\$2,014.40	\$2,067.20	\$2,120.80	\$2,179.20	\$2,239.20	\$2,300.00	\$2,365.60	\$2,424.80	\$2,493.60	\$2,560.80	\$2,626.40	\$2,703.20	Max.	\$5,856.93	\$70,283.20
A3-55	Hourly	\$25.84	\$26.51	\$27.24	\$27.99	\$28.75	\$29.57	\$30.31	\$31.17	\$32.01	\$32.83	\$33.79	\$34.81	Min.	\$4,478.93	\$53,747.20
	Biweekly	\$2,067.20	\$2,120.80	\$2,179.20	\$2,239.20	\$2,300.00	\$2,365.60	\$2,424.80	\$2,493.60	\$2,560.80	\$2,626.40	\$2,703.20	\$2,784.80	Max.	\$6,033.73	\$72,404.80
A3-56	Hourly	\$26.51	\$27.24	\$27.99	\$28.75	\$29.57	\$30.31	\$31.17	\$32.01	\$32.83	\$33.79	\$34.81	\$35.71	Min.	\$4,595.07	\$55,140.80
	Biweekly	\$2,120.80	\$2,179.20	\$2,239.20	\$2,300.00	\$2,365.60	\$2,424.80	\$2,493.60	\$2,560.80	\$2,626.40	\$2,703.20	\$2,784.80	\$2,856.80	Max.	\$6,189.73	\$74,276.80
A3-57	Hourly	\$27.24	\$27.99	\$28.75	\$29.57	\$30.31	\$31.17	\$32.01	\$32.83	\$33.79	\$34.81	\$35.71	\$36.69	Min.	\$4,721.60	\$56,659.20
	Biweekly	\$2,179.20	\$2,239.20	\$2,300.00	\$2,365.60	\$2,424.80	\$2,493.60	\$2,560.80	\$2,626.40	\$2,703.20	\$2,784.80	\$2,856.80	\$2,935.20	Max.	\$6,359.60	\$76,315.20
A3-58	Hourly	\$27.99	\$28.75	\$29.57	\$30.31	\$31.17	\$32.01	\$32.83	\$33.79	\$34.81	\$35.71	\$36.69	\$37.71	Min.	\$4,851.60	\$58,219.20
	Biweekly	\$2,239.20	\$2,300.00	\$2,365.60	\$2,424.80	\$2,493.60	\$2,560.80	\$2,626.40	\$2,703.20	\$2,784.80	\$2,856.80	\$2,935.20	\$3,016.80	Max.	\$6,536.40	\$78,436.80
A3-59	Hourly	\$28.75	\$29.57	\$30.31	\$31.17	\$32.01	\$32.83	\$33.79	\$34.81	\$35.71	\$36.69	\$37.71	\$38.77	Min.	\$4,983.33	\$59,800.00
	Biweekly	\$2,300.00	\$2,365.60	\$2,424.80	\$2,493.60	\$2,560.80	\$2,626.40	\$2,703.20	\$2,784.80	\$2,856.80	\$2,935.20	\$3,016.80	\$3,101.60	Max.	\$6,720.13	\$80,641.60
A3-60	Hourly	\$29.57	\$30.31	\$31.17	\$32.01	\$32.83	\$33.79	\$34.81	\$35.71	\$36.69	\$37.71	\$38.77	\$39.82	Min.	\$5,125.47	\$61,505.60
	Biweekly	\$2,365.60	\$2,424.80	\$2,493.60	\$2,560.80	\$2,626.40	\$2,703.20	\$2,784.80	\$2,856.80	\$2,935.20	\$3,016.80	\$3,101.60	\$3,185.60	Max.	\$6,902.13	\$82,825.60
A3-61	Hourly	\$30.31	\$31.17	\$32.01	\$32.83	\$33.79	\$34.81	\$35.71	\$36.69	\$37.71	\$38.77	\$39.82	\$40.87	Min.	\$5,253.73	\$63,044.80
	Biweekly	\$2,424.80	\$2,493.60	\$2,560.80	\$2,626.40	\$2,703.20	\$2,784.80	\$2,856.80	\$2,935.20	\$3,016.80	\$3,101.60	\$3,185.60	\$3,269.60	Max.	\$7,084.13	\$85,009.60
A3-62	Hourly	\$31.17	\$32.01	\$32.83	\$33.79	\$34.81	\$35.71	\$36.69	\$37.71	\$38.77	\$39.82	\$40.87	\$41.96	Min.	\$5,402.80	\$64,833.60
	Biweekly	\$2,493.60	\$2,560.80	\$2,626.40	\$2,703.20	\$2,784.80	\$2,856.80	\$2,935.20	\$3,016.80	\$3,101.60	\$3,185.60	\$3,269.60	\$3,356.80	Max.	\$7,273.07	\$87,276.80

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.	Approx. Yr.	
														Rate	Rate	
A3-63	Hourly	\$32.01	\$32.83	\$33.79	\$34.81	\$35.71	\$36.69	\$37.71	\$38.77	\$39.82	\$40.87	\$41.96	\$43.09	Min.	\$5,548.40	\$66,580.80
	Biweekly	\$2,560.80	\$2,626.40	\$2,703.20	\$2,784.80	\$2,856.80	\$2,935.20	\$3,016.80	\$3,101.60	\$3,185.60	\$3,269.60	\$3,356.80	\$3,447.20	Max.	\$7,468.93	\$89,627.20
A3-64	Hourly	\$32.83	\$33.79	\$34.81	\$35.71	\$36.69	\$37.71	\$38.77	\$39.82	\$40.87	\$41.96	\$43.09	\$44.22	Min.	\$5,690.53	\$68,286.40
	Biweekly	\$2,626.40	\$2,703.20	\$2,784.80	\$2,856.80	\$2,935.20	\$3,016.80	\$3,101.60	\$3,185.60	\$3,269.60	\$3,356.80	\$3,447.20	\$3,537.60	Max.	\$7,664.80	\$91,977.60
A3-65	Hourly	\$33.79	\$34.81	\$35.71	\$36.69	\$37.71	\$38.77	\$39.82	\$40.87	\$41.96	\$43.09	\$44.22	\$45.46	Min.	\$5,856.93	\$70,283.20
	Biweekly	\$2,703.20	\$2,784.80	\$2,856.80	\$2,935.20	\$3,016.80	\$3,101.60	\$3,185.60	\$3,269.60	\$3,356.80	\$3,447.20	\$3,537.60	\$3,636.80	Max.	\$7,879.73	\$94,556.80
A3-66	Hourly	\$34.81	\$35.71	\$36.69	\$37.71	\$38.77	\$39.82	\$40.87	\$41.96	\$43.09	\$44.22	\$45.46	\$46.76	Min.	\$6,033.73	\$72,404.80
	Biweekly	\$2,784.80	\$2,856.80	\$2,935.20	\$3,016.80	\$3,101.60	\$3,185.60	\$3,269.60	\$3,356.80	\$3,447.20	\$3,537.60	\$3,636.80	\$3,740.80	Max.	\$8,105.07	\$97,260.80
A3-67	Hourly	\$35.71	\$36.69	\$37.71	\$38.77	\$39.82	\$40.87	\$41.96	\$43.09	\$44.22	\$45.46	\$46.76	\$48.05	Min.	\$6,189.73	\$74,276.80
	Biweekly	\$2,856.80	\$2,935.20	\$3,016.80	\$3,101.60	\$3,185.60	\$3,269.60	\$3,356.80	\$3,447.20	\$3,537.60	\$3,636.80	\$3,740.80	\$3,844.00	Max.	\$8,328.67	\$99,944.00
A3-68	Hourly	\$36.69	\$37.71	\$38.77	\$39.82	\$40.87	\$41.96	\$43.09	\$44.22	\$45.46	\$46.76	\$48.05	\$49.33	Min.	\$6,359.60	\$76,315.20
	Biweekly	\$2,935.20	\$3,016.80	\$3,101.60	\$3,185.60	\$3,269.60	\$3,356.80	\$3,447.20	\$3,537.60	\$3,636.80	\$3,740.80	\$3,844.00	\$3,946.40	Max.	\$8,550.53	\$102,606.40
A3-69	Hourly	\$37.71	\$38.77	\$39.82	\$40.87	\$41.96	\$43.09	\$44.22	\$45.46	\$46.76	\$48.05	\$49.33	\$50.69	Min.	\$6,536.40	\$78,436.80
	Biweekly	\$3,016.80	\$3,101.60	\$3,185.60	\$3,269.60	\$3,356.80	\$3,447.20	\$3,537.60	\$3,636.80	\$3,740.80	\$3,844.00	\$3,946.40	\$4,055.20	Max.	\$8,786.27	\$105,435.20
A3-70	Hourly	\$38.77	\$39.82	\$40.87	\$41.96	\$43.09	\$44.22	\$45.46	\$46.76	\$48.05	\$49.33	\$50.69	\$52.05	Min.	\$6,720.13	\$80,641.60
	Biweekly	\$3,101.60	\$3,185.60	\$3,269.60	\$3,356.80	\$3,447.20	\$3,537.60	\$3,636.80	\$3,740.80	\$3,844.00	\$3,946.40	\$4,055.20	\$4,164.00	Max.	\$9,022.00	\$108,264.00
A3-71	Hourly	\$39.82	\$40.87	\$41.96	\$43.09	\$44.22	\$45.46	\$46.76	\$48.05	\$49.33	\$50.69	\$52.05	\$53.52	Min.	\$6,902.13	\$82,825.60
	Biweekly	\$3,185.60	\$3,269.60	\$3,356.80	\$3,447.20	\$3,537.60	\$3,636.80	\$3,740.80	\$3,844.00	\$3,946.40	\$4,055.20	\$4,164.00	\$4,281.60	Max.	\$9,276.80	\$111,321.60
A3-72	Hourly	\$40.87	\$41.96	\$43.09	\$44.22	\$45.46	\$46.76	\$48.05	\$49.33	\$50.69	\$52.05	\$53.52	\$55.03	Min.	\$7,084.13	\$85,009.60
	Biweekly	\$3,269.60	\$3,356.80	\$3,447.20	\$3,537.60	\$3,636.80	\$3,740.80	\$3,844.00	\$3,946.40	\$4,055.20	\$4,164.00	\$4,281.60	\$4,402.40	Max.	\$9,538.53	\$114,462.40
A3-73	Hourly	\$41.96	\$43.09	\$44.22	\$45.46	\$46.76	\$48.05	\$49.33	\$50.69	\$52.05	\$53.52	\$55.03	\$56.52	Min.	\$7,273.07	\$87,276.80
	Biweekly	\$3,356.80	\$3,447.20	\$3,537.60	\$3,636.80	\$3,740.80	\$3,844.00	\$3,946.40	\$4,055.20	\$4,164.00	\$4,281.60	\$4,402.40	\$4,521.60	Max.	\$9,796.80	\$117,561.60
A3-74	Hourly	\$43.09	\$44.22	\$45.46	\$46.76	\$48.05	\$49.33	\$50.69	\$52.05	\$53.52	\$55.03	\$56.52	\$58.13	Min.	\$7,468.93	\$89,627.20
	Biweekly	\$3,447.20	\$3,537.60	\$3,636.80	\$3,740.80	\$3,844.00	\$3,946.40	\$4,055.20	\$4,164.00	\$4,281.60	\$4,402.40	\$4,521.60	\$4,650.40	Max.	\$10,075.87	\$120,910.40
A3-75	Hourly	\$44.22	\$45.46	\$46.76	\$48.05	\$49.33	\$50.69	\$52.05	\$53.52	\$55.03	\$56.52	\$58.13	\$59.67	Min.	\$7,664.80	\$91,977.60
	Biweekly	\$3,537.60	\$3,636.80	\$3,740.80	\$3,844.00	\$3,946.40	\$4,055.20	\$4,164.00	\$4,281.60	\$4,402.40	\$4,521.60	\$4,650.40	\$4,773.60	Max.	\$10,342.80	\$124,113.60
A3-76	Hourly	\$45.46	\$46.76	\$48.05	\$49.33	\$50.69	\$52.05	\$53.52	\$55.03	\$56.52	\$58.13	\$59.67	\$61.28	Min.	\$7,879.73	\$94,556.80
	Biweekly	\$3,636.80	\$3,740.80	\$3,844.00	\$3,946.40	\$4,055.20	\$4,164.00	\$4,281.60	\$4,402.40	\$4,521.60	\$4,650.40	\$4,773.60	\$4,902.40	Max.	\$10,621.87	\$127,462.40
A3-77	Hourly	\$46.76	\$48.05	\$49.33	\$50.69	\$52.05	\$53.52	\$55.03	\$56.52	\$58.13	\$59.67	\$61.28	\$63.05	Min.	\$8,105.07	\$97,260.80
	Biweekly	\$3,740.80	\$3,844.00	\$3,946.40	\$4,055.20	\$4,164.00	\$4,281.60	\$4,402.40	\$4,521.60	\$4,650.40	\$4,773.60	\$4,902.40	\$5,044.00	Max.	\$10,928.67	\$131,144.00
A3-78	Hourly	\$48.05	\$49.33	\$50.69	\$52.05	\$53.52	\$55.03	\$56.52	\$58.13	\$59.67	\$61.28	\$63.05	\$64.80	Min.	\$8,328.67	\$99,944.00
	Biweekly	\$3,844.00	\$3,946.40	\$4,055.20	\$4,164.00	\$4,281.60	\$4,402.40	\$4,521.60	\$4,650.40	\$4,773.60	\$4,902.40	\$5,044.00	\$5,184.00	Max.	\$11,232.00	\$134,784.00
A3-79	Hourly	\$49.33	\$50.69	\$52.05	\$53.52	\$55.03	\$56.52	\$58.13	\$59.67	\$61.28	\$63.05	\$64.80	\$66.60	Min.	\$8,550.53	\$102,606.40
	Biweekly	\$3,946.40	\$4,055.20	\$4,164.00	\$4,281.60	\$4,402.40	\$4,521.60	\$4,650.40	\$4,773.60	\$4,902.40	\$5,044.00	\$5,184.00	\$5,328.00	Max.	\$11,544.00	\$138,528.00
A3-80	Hourly	\$50.69	\$52.05	\$53.52	\$55.03	\$56.52	\$58.13	\$59.67	\$61.28	\$63.05	\$64.80	\$66.60	\$68.48	Min.	\$8,786.27	\$105,435.20
	Biweekly	\$4,055.20	\$4,164.00	\$4,281.60	\$4,402.40	\$4,521.60	\$4,650.40	\$4,773.60	\$4,902.40	\$5,044.00	\$5,184.00	\$5,328.00	\$5,478.40	Max.	\$11,869.87	\$142,438.40
A3-81	Hourly	\$52.05	\$53.52	\$55.03	\$56.52	\$58.13	\$59.67	\$61.28	\$63.05	\$64.80	\$66.60	\$68.48	\$70.36	Min.	\$9,022.00	\$108,264.00
	Biweekly	\$4,164.00	\$4,281.60	\$4,402.40	\$4,521.60	\$4,650.40	\$4,773.60	\$4,902.40	\$5,044.00	\$5,184.00	\$5,328.00	\$5,478.40	\$5,628.80	Max.	\$12,195.73	\$146,348.80
A3-82	Hourly	\$53.52	\$55.03	\$56.52	\$58.13	\$59.67	\$61.28	\$63.05	\$64.80	\$66.60	\$68.48	\$70.36	\$72.24	Min.	\$9,276.80	\$111,321.60
	Biweekly	\$4,281.60	\$4,402.40	\$4,521.60	\$4,650.40	\$4,773.60	\$4,902.40	\$5,044.00	\$5,184.00	\$5,328.00	\$5,478.40	\$5,628.80	\$5,779.20	Max.	\$12,521.60	\$150,259.20

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.	Approx. Yr.	
														Rate	Rate	
A3-83	Hourly	\$55.03	\$56.52	\$58.13	\$59.67	\$61.28	\$63.05	\$64.80	\$66.60	\$68.48	\$70.36	\$72.24	\$74.18	Min.	\$9,538.53	\$114,462.40
	Biweekly	\$4,402.40	\$4,521.60	\$4,650.40	\$4,773.60	\$4,902.40	\$5,044.00	\$5,184.00	\$5,328.00	\$5,478.40	\$5,628.80	\$5,779.20	\$5,934.40	Max.	\$12,857.87	\$154,294.40
A3-84	Hourly	\$56.52	\$58.13	\$59.67	\$61.28	\$63.05	\$64.80	\$66.60	\$68.48	\$70.36	\$72.24	\$74.18	\$76.24	Min.	\$9,796.80	\$117,561.60
	Biweekly	\$4,521.60	\$4,650.40	\$4,773.60	\$4,902.40	\$5,044.00	\$5,184.00	\$5,328.00	\$5,478.40	\$5,628.80	\$5,779.20	\$5,934.40	\$6,099.20	Max.	\$13,214.93	\$158,579.20
A3-85	Hourly	\$58.13	\$59.67	\$61.28	\$63.05	\$64.80	\$66.60	\$68.48	\$70.36	\$72.24	\$74.18	\$76.24	\$78.37	Min.	\$10,075.87	\$120,910.40
	Biweekly	\$4,650.40	\$4,773.60	\$4,902.40	\$5,044.00	\$5,184.00	\$5,328.00	\$5,478.40	\$5,628.80	\$5,779.20	\$5,934.40	\$6,099.20	\$6,269.60	Max.	\$13,584.13	\$163,009.60
A3-86	Hourly	\$59.67	\$61.28	\$63.05	\$64.80	\$66.60	\$68.48	\$70.36	\$72.24	\$74.18	\$76.24	\$78.37	\$80.55	Min.	\$10,342.80	\$124,113.60
	Biweekly	\$4,773.60	\$4,902.40	\$5,044.00	\$5,184.00	\$5,328.00	\$5,478.40	\$5,628.80	\$5,779.20	\$5,934.40	\$6,099.20	\$6,269.60	\$6,444.00	Max.	\$13,962.00	\$167,544.00
A3-87	Hourly	\$61.28	\$63.05	\$64.80	\$66.60	\$68.48	\$70.36	\$72.24	\$74.18	\$76.24	\$78.37	\$80.55	\$82.78	Min.	\$10,621.87	\$127,462.40
	Biweekly	\$4,902.40	\$5,044.00	\$5,184.00	\$5,328.00	\$5,478.40	\$5,628.80	\$5,779.20	\$5,934.40	\$6,099.20	\$6,269.60	\$6,444.00	\$6,622.40	Max.	\$14,348.53	\$172,182.40
A3-88	Hourly											\$82.68	\$84.98	Min.	\$14,331.20	\$171,974.40
	Biweekly											\$6,614.40	\$6,798.40	Max.	\$14,729.87	\$176,758.40
A3-90	Hourly	\$66.60	\$68.48	\$70.36	\$72.24	\$74.18	\$76.24	\$78.37	\$80.55	\$82.78	\$85.04	\$87.45	\$89.83	Min.	\$11,544.00	\$138,528.00
	Biweekly	\$5,328.00	\$5,478.40	\$5,628.80	\$5,779.20	\$5,934.40	\$6,099.20	\$6,269.60	\$6,444.00	\$6,622.40	\$6,803.20	\$6,996.00	\$7,186.40	Max.	\$15,570.53	\$186,846.40
A3-94	Hourly							\$87.02	\$89.44	\$91.88	\$94.42	\$97.07	\$99.70	Min.	\$15,083.47	\$181,001.60
	Biweekly							\$6,961.60	\$7,155.20	\$7,350.40	\$7,553.60	\$7,765.60	\$7,976.00	Max.	\$17,281.33	\$207,376.00