

**CITY OF ALAMOGORDO POSITION PAY GRADES**

| General Pay Plan                       |         |     | AFSCME Pay Grades |         |     | AFSCME Pay Grades                    |         |     | Management Pay Grades |         |     | APSOA Pay Grades            |         |       |
|--|---------|-----|-------------------|---------|-----|--------------------------------------|---------|-----|-----------------------|---------|-----|-----------------------------|---------|-------|
| SEASONAL YOUTH AIDE                    | 70-79   | G01 | <i>Reserved</i>   | 70-79   | A01 | PARKS MAINTENANCE                    | 130-139 | A07 | <i>Reserved</i>       | 80-89   | M01 | AFD FIREFIGHTER             | 160-169 | F01   |
| RECEPTIONIST - SENIOR CENTER           | 80-89   | G02 | <i>Reserved</i>   | 80-89   | A02 | RECREATION ASSISTANT                 | 130-139 | A07 | <i>Reserved</i>       | 90-99   | M02 | AFD LIEUTENANT              | 230-239 | F02   |
| SENIOR CTR INFO/RESOURCE COORDINATOR   | 80-89   | G02 |                   | 90-99   | A03 | WEED/DRAINAGE MAINTENANCE TECHNICIAN | 130-139 | A07 | <i>Reserved</i>       | 100-109 | M03 |                             |         |       |
| SEASONAL YOUTH ASSISTANT               | 80-89   | G02 |                   | 90-99   | A03 | AIRPORT LIGHT EQUIPMENT OPERATOR     | 140-149 | A08 |                       | 110-119 | M04 |                             |         |       |
| LIFEGUARD (Seasonal Summer Lifeguard)  | 90-99   | G03 |                   | 90-99   | A03 | ANIMAL CONTROL OFFICER               | 140-149 | A08 | <i>Reserved</i>       | 120-129 | M05 |                             |         |       |
| KITCHEN AIDE/CUSTODIAN-FT              | 90-99   | G03 |                   | 90-99   | A03 | CEMETERY SEXTON                      | 140-149 | A08 |                       | 130-139 | M06 |                             |         |       |
| KITCHEN AIDE-FT                        | 90-99   | G03 |                   | 100-109 | A04 | FACILITY MAINTENANCE TECHNICIAN      | 140-149 | A08 |                       | 140-149 | M07 | APD POLICE OFFICER TRAINEE  | 150-159 | PNC   |
| KITCHEN AIDE-PT                        | 90-99   | G03 |                   | 100-109 | A04 | LANDFILL TECHNICIAN                  | 140-149 | A08 |                       | 140-149 | M07 | APD POLICE OFFICER          | 170-179 | PC1-0 |
| MEALS ON WHEELS AIDE                   | 90-99   | G03 |                   | 100-109 | A04 | LIBRARY TECHNICIAN                   | 140-149 | A08 |                       | 140-149 | M07 | APD SCHOOL RESOURCE OFFICER | 170-179 | PC1-0 |
| APD ADMIN ASST/INVENTORY CLK           | 100-109 | G04 |                   | 100-109 | A04 | STREET MAINTENANCE TECHNICIAN        | 140-149 | A08 |                       | 140-149 | M07 | APD SERGEANT                | 220-229 | SG1-6 |
| ADMINISTRATIVE ASST-SENIOR CTR         | 100-109 | G04 |                   | 100-109 | A04 | ZOO MAINTENANCE TECHNICIAN           | 140-149 | A08 |                       | 150-159 | M08 | APD LIEUTENANT              | 220-229 | LT1-4 |
| APD LABORER - SEASONAL                 | 100-109 | G04 |                   | 100-109 | A04 | CIVIC CENTER SUPERVISOR              | 150-159 | A09 |                       | 150-159 | M08 | APD DEPUTY POLICE CHIEF     | 270-279 | DC1-3 |
| HUMAN RESOURCES ASSISTANT              | 100-109 | G04 |                   | 100-109 | A04 | ELECTRONIC TECHNICIAN                | 150-159 | A09 |                       | 160-169 | M09 | APD POLICE CHIEF            | 290-299 | CH1-3 |
| JUDICIAL CLERK                         | 100-109 | G04 |                   | 100-109 | A04 | FACILITY MAINTENANCE POOL TECHNICIAN | 150-159 | A09 |                       | 170-179 | M10 |                             |         |       |
| KITCHEN COOK                           | 100-109 | G04 |                   | 100-109 | A04 | FACILITY MAINTENANCE HVAC TECHNICIAN | 150-159 | A09 |                       | 180-189 | M11 |                             |         |       |
| LEGAL ASSISTANT                        | 100-109 | G04 |                   | 100-109 | A04 | GOLF COURSE EQUIPMENT MECHANIC       | 150-159 | A09 |                       | 180-189 | M11 |                             |         |       |
| PAYROLL ACCOUNTING TECHNICIAN          | 100-109 | G04 |                   | 100-109 | A04 | LIBRARY CATALOGER                    | 150-159 | A09 |                       | 180-189 | M11 |                             |         |       |
| SENIOR CENTER PROGRAM AIDE/DRIVER      | 100-109 | G04 |                   | 100-109 | A04 | MECHANIC 2                           | 150-159 | A09 |                       | 180-189 | M11 |                             |         |       |
| SENIOR CENTER MAINTENANCE              | 110-119 | G05 |                   | 100-109 | A04 | PARKS MAINTENANCE/WELDER             | 150-159 | A09 |                       | 190-199 | M12 |                             |         |       |
| SENIOR CTR FINANCE COORDINATOR         | 110-119 | G05 |                   | 100-109 | A04 | PARKS MECHANIC                       | 150-159 | A09 |                       | 190-199 | M12 |                             |         |       |
| JUDICIAL SPECIALIST                    | 120-129 | G06 |                   | 100-109 | A04 | RECREATION COORDINATOR               | 150-159 | A09 |                       | 190-199 | M12 |                             |         |       |
| MEALS ON WHEELS COORDINATOR            | 120-129 | G06 |                   | 100-109 | A04 | REFERENCE LIBRARIAN                  | 150-159 | A09 |                       | 190-199 | M12 |                             |         |       |
| MUNICIPAL COURT BAILIFF                | 120-129 | G06 |                   | 100-109 | A04 | UTILITY MAINTENANCE OPERATOR II      | 150-159 | A09 |                       | 190-199 | M12 |                             |         |       |
| SAFETY ASSISTANT                       | 120-129 | G06 |                   | 100-109 | A04 | YOUTH SERVICES LIBRARIAN             | 150-159 | A09 |                       | 200-209 | M13 |                             |         |       |
| APD EXECUTIVE ASSISTANT-FIRE           | 130-139 | G07 |                   | 100-109 | A04 | LANDFILL HEAVY EQUIPMENT OPERATOR    | 160-169 | A10 |                       | 200-209 | M13 |                             |         |       |
| COMMUNICATIONS & MARKETING SPEC.       | 130-139 | G07 |                   | 100-109 | A04 | FACILITY MAINTENANCE LEAD TECHNICIAN | 160-169 | A10 |                       | 210-219 | M14 |                             |         |       |
| EXECUTIVE ADMIN ASST-FINANCE           | 130-139 | G07 |                   | 100-109 | A04 | GRANT COORDINATOR                    | 160-169 | A10 |                       | 210-219 | M14 |                             |         |       |
| APD EXECUTIVE ASSISTANT-POLICE         | 130-139 | G07 |                   | 100-109 | A04 | PARKS FOREMAN                        | 160-169 | A10 |                       | 210-219 | M14 |                             |         |       |
| EXECUTIVE ASSISTANT-PUBLIC WORKS       | 130-139 | G07 |                   | 100-109 | A04 | STREET MAINTENANCE JOURNEYMAN        | 160-169 | A10 |                       | 210-219 | M14 |                             |         |       |
| EXECUTIVE ASST TO CITY MANAGER         | 130-139 | G07 |                   | 100-109 | A04 | TOURISM SPECIALIST                   | 160-169 | A10 |                       | 220-229 | M15 |                             |         |       |
| EXECUTIVE ASST-COMMUNITY SERVICES      | 130-139 | G07 |                   | 110-119 | A05 | WEED/DRAINAGE MAINT FOREMAN          | 160-169 | A10 |                       | 230-239 | M16 |                             |         |       |
| EXECUTIVE ASST- PARKS & RECREATION     | 130-139 | G07 |                   | 110-119 | A05 | ZOOKEEPER                            | 170-179 | A11 | <i>Reserved</i>       | 230-239 | M16 |                             |         |       |
| PARALEGAL                              | 130-139 | G07 |                   | 110-119 | A05 | ACCOUNTANT                           | 170-179 | A11 | <i>Reserved</i>       | 250-259 | M18 |                             |         |       |
| APD ACCRED & CRIME ANALYSIS SPECIALIST | 140-149 | G08 |                   | 110-119 | A05 | AQUATICS/RECREATION COORDINATOR      | 170-179 | A11 | <i>Reserved</i>       | 260-269 | M19 |                             |         |       |
| DEPUTY CITY CLERK                      | 140-149 | G08 |                   | 110-119 | A05 | UTILITY MAINTENANCE OPERATOR III     | 170-179 | A11 |                       | 270-279 | M20 |                             |         |       |
| MUNICIPAL COURT DEPUTY COURT CLERK     | 140-149 | G08 |                   | 110-119 | A05 | WASTEWATER RECLAMATION OPERATOR II   | 170-179 | A11 |                       |         |     |                             |         |       |
| HOME SERVICES SUPERVISOR               | 140-149 | G08 |                   | 110-119 | A05 | WATER PRODUCTION OPERATOR II         | 170-179 | A11 |                       |         |     |                             |         |       |
| HUMAN RESOURCES GENERALIST             | 140-149 | G08 |                   | 110-119 | A05 | ASSISTANT GOLF COURSE SUPERINTENDANT | 180-189 | A12 |                       |         |     |                             |         |       |
| SENIOR SERVICES SUPERVISOR             | 140-149 | G08 |                   | 110-119 | A05 | STREET MAINTENANCE FOREMAN           | 180-189 | A12 |                       |         |     |                             |         |       |
| SENIOR VOLUNTEER PROGRAM SPECIALIST    | 140-149 | G08 |                   | 110-119 | A05 | UTILITY MAINTENANCE JOURNEYMAN       | 190-199 | A13 |                       |         |     |                             |         |       |
| ASST FOOD SERVICES ADMINISTRATOR       | 150-159 | G09 |                   | 110-119 | A05 | WASTEWATER RECLAMATION OPERATOR III  | 190-199 | A13 |                       |         |     |                             |         |       |
| SAFETY COORDINATOR                     | 160-169 | G10 |                   | 110-119 | A05 | WATER PRODUCTION OPERATOR III        | 190-199 | A13 |                       |         |     |                             |         |       |
| GIS/LAND MANAGEMENT COORDINATOR        | 160-169 | G10 |                   | 110-119 | A05 | ELECTRICAL JOURNEYMAN                | 200-209 | A14 |                       |         |     |                             |         |       |
| ASSISTANT CITY PLANNER                 | 170-179 | G11 |                   | 110-119 | A05 | FLEET HEAVY EQUIPMENT MECHANIC       | 200-209 | A14 |                       |         |     |                             |         |       |
| BUDGET ANALYST                         | 170-179 | G11 |                   | 110-119 | A05 | MECHANIC 3                           | 200-209 | A14 |                       |         |     |                             |         |       |
| ASSISTANT LIBRARY MANAGER              | 170-179 | G11 |                   | 110-119 | A05 | PUBLIC WORKS INSPECTOR               | 200-209 | A14 |                       |         |     |                             |         |       |
| FOOD SERVICES ADMINISTRATOR            | 170-179 | G11 |                   | 110-119 | A05 | UTILITIES INSPECTOR                  | 200-209 | A14 |                       |         |     |                             |         |       |
| METER TECHNICIAN SUPERVISOR            | 190-199 | G13 |                   | 120-129 | A06 | UTILITY LINE LOCATE TECHNICIAN       | 200-209 | A14 |                       |         |     |                             |         |       |
| UTILITY BILLING SUPERVISOR             | 190-199 | G13 |                   | 120-129 | A06 | WASTEWATER JOURNEYMAN OPERATOR       | 200-209 | A14 |                       |         |     |                             |         |       |
| PROJECT MANAGER                        | 200-209 | G14 |                   | 120-129 | A06 | WATER/WW INDUSTRIAL ELECTRICIAN      | 200-209 | A14 |                       |         |     |                             |         |       |
| <i>Reserved</i>                        | 210-219 | G15 |                   | 120-129 | A06 | WATER PRODUCTION JOURNEYMAN          | 200-209 | A14 |                       |         |     |                             |         |       |
| AFD FIRE INSPECTOR                     | 220-229 | G16 |                   | 120-129 | A06 | WATER QUALITY LAB TECHNICIAN         | 200-209 | A14 |                       |         |     |                             |         |       |
| <i>Reserved</i>                        | 230-239 | G17 |                   | 120-129 | A06 | ZOOKEEPER LEAD                       | 210-219 | A15 |                       |         |     |                             |         |       |
| <i>Reserved</i>                        | 240-249 | G18 |                   | 120-129 | A06 | ELECTRICAL & COMMUNICATIONS FOREMAN  | 220-229 | A16 |                       |         |     |                             |         |       |
| <i>Reserved</i>                        | 250-259 | G19 |                   | 120-129 | A06 | LANDFILL FOREMAN                     | 220-229 | A16 |                       |         |     |                             |         |       |
| GRANT FUNDED POSITIONS                 | NA      | NRS |                   | 120-129 | A06 | UTILITY MAINTENANCE FOREMAN          | 220-229 | A16 |                       |         |     |                             |         |       |
| Intentionally Left Blank               |         |     |                   | 120-129 | A06 | WASTEWATER RECLAMATION MAINT FOREMAN | 220-229 | A16 |                       |         |     |                             |         |       |
| Intentionally Left Blank               |         |     |                   | 120-129 | A06 | WATER PRODUCTION ADMIN. ASSISTANT    | 220-229 | A16 |                       |         |     |                             |         |       |
| Intentionally Left Blank               |         |     |                   | 130-139 | A07 | FINANCE PROCUREMENT SPECIALIST       | 220-229 | A16 |                       |         |     |                             |         |       |
| Intentionally Left Blank               |         |     |                   | 130-139 | A07 | GOLF COURSE IRRIGATION SPECIALIST    | 230-239 | A17 | <i>Reserved</i>       |         |     |                             |         |       |
| Intentionally Left Blank               |         |     |                   | 130-139 | A07 | LIBRARY ASSISTANT                    | 240-249 | A18 | <i>Reserved</i>       |         |     |                             |         |       |
| Intentionally Left Blank               |         |     |                   | 130-139 | A07 | LIBRARY CLERK                        | 250-259 | A19 | <i>Reserved</i>       |         |     |                             |         |       |
| Intentionally Left Blank               |         |     |                   | 130-139 | A07 | METER TECHNICIAN                     |         |     |                       |         |     |                             |         |       |

# CITY OF ALAMOGORDO

## Classification/Compensation

The following table includes the grades and compensation ranges for represented and non-represented employees. Unless otherwise noted, all "Salary" numbers are based on 2080 hours per year

| Management |           |               |              |
|------------|-----------|---------------|--------------|
| Range      | Pay Grade | Salary Entry  | Hourly Entry |
| 80-89      | M01       | \$ 40,602.00  | \$ 19.5202   |
| 90-99      | M02       | \$ 42,185.00  | \$ 20.2813   |
| 100-109    | M03       | \$ 43,830.00  | \$ 21.0721   |
| 110-119    | M04       | \$ 45,540.00  | \$ 21.8942   |
| 120-129    | M05       | \$ 47,316.00  | \$ 22.7481   |
| 130-139    | M06       | \$ 49,161.00  | \$ 23.6351   |
| 140-149    | M07       | \$ 51,078.00  | \$ 24.5567   |
| 150-159    | M08       | \$ 53,070.00  | \$ 25.5144   |
| 160-169    | M09       | \$ 55,140.00  | \$ 26.5096   |
| 170-179    | M10       | \$ 57,291.00  | \$ 27.5438   |
| 180-189    | M11       | \$ 59,525.00  | \$ 28.6178   |
| 190-199    | M12       | \$ 61,846.00  | \$ 29.7337   |
| 200-209    | M13       | \$ 64,258.00  | \$ 30.8933   |
| 210-219    | M14       | \$ 66,764.00  | \$ 32.0981   |
| 220-229    | M15       | \$ 69,368.00  | \$ 33.3500   |
| 230-239    | M16       | \$ 72,074.00  | \$ 34.6510   |
| 240-249    | M17       | \$ 74,884.00  | \$ 36.0019   |
| 250-259    | M18       | \$ 77,805.00  | \$ 37.4063   |
| 260-269    | M19       | \$ 80,839.00  | \$ 38.8649   |
| 270-279    | M20       | \$ 83,992.00  | \$ 40.3808   |
| 250-259    | EX7       | \$ 80,839.00  | \$ 38.8649   |
| 260-269    | EX6       | \$ 83,992.00  | \$ 40.3808   |
| 270-279    | EX5       | \$ 87,268.00  | \$ 41.9558   |
| 280-289    | EX4       | \$ 90,671.00  | \$ 43.5918   |
| 290-299    | EX3       | \$ 94,207.00  | \$ 45.2918   |
| 300-309    | EX2       | \$ 97,882.00  | \$ 47.0587   |
| 310-319    | EX1       | \$ 101,699.00 | \$ 48.8938   |
| 320        | EX0       | \$ 105,665.00 | \$ 50.8005   |

| General |           |                         |              |
|---------|-----------|-------------------------|--------------|
| Range   | Pay Grade | Salary Entry            | Hourly Entry |
| 70-79   | G01       | \$ 28,288.00            | \$ 13.6000   |
| 80-89   | G02       | \$ 29,561.00            | \$ 14.2120   |
| 90-99   | G03       | \$ 30,891.00            | \$ 14.8514   |
| 100-109 | G04       | \$ 32,281.00            | \$ 15.5197   |
| 110-119 | G05       | \$ 33,734.00            | \$ 16.2183   |
| 120-129 | G06       | \$ 35,252.00            | \$ 16.9481   |
| 130-139 | G07       | \$ 36,838.00            | \$ 17.7106   |
| 140-149 | G08       | \$ 38,496.00            | \$ 18.5077   |
| 150-159 | G09       | \$ 40,228.00            | \$ 19.3404   |
| 160-169 | G10       | \$ 42,039.00            | \$ 20.2111   |
| 170-179 | G11       | \$ 43,930.00            | \$ 21.1202   |
| 180-189 | G12       | \$ 45,907.00            | \$ 22.0707   |
| 190-199 | G13       | \$ 47,973.00            | \$ 23.0639   |
| 200-209 | G14       | \$ 50,132.00            | \$ 24.1019   |
| 210-219 | G15       | \$ 52,388.00            | \$ 25.1865   |
| 220-229 | G16       | \$ 54,745.00            | \$ 26.3197   |
| 230-239 | G17       | \$ 57,209.00            | \$ 27.5043   |
| 240-249 | G18       | \$ 59,783.00            | \$ 28.7418   |
| 250-260 | G19       | \$ 62,473.00            | \$ 30.0351   |
| GRANT   | NRS       | As determined by grant. |              |

| AFSCME  |           |              |              |
|---------|-----------|--------------|--------------|
| Range   | Pay Grade | Salary Entry | Hourly Entry |
| 70-79   | A01       | \$ 28,288.00 | \$ 13.6000   |
| 80-89   | A02       | \$ 29,561.00 | \$ 14.2120   |
| 90-99   | A03       | \$ 30,891.00 | \$ 14.8514   |
| 100-109 | A04       | \$ 32,281.00 | \$ 15.5197   |
| 110-119 | A05       | \$ 33,734.00 | \$ 16.2183   |
| 120-129 | A06       | \$ 35,252.00 | \$ 16.9481   |
| 130-139 | A07       | \$ 36,838.00 | \$ 17.7106   |
| 140-149 | A08       | \$ 38,496.00 | \$ 18.5077   |
| 150-159 | A09       | \$ 40,228.00 | \$ 19.3404   |
| 160-169 | A10       | \$ 42,039.00 | \$ 20.2111   |
| 170-179 | A11       | \$ 43,930.00 | \$ 21.1202   |
| 180-189 | A12       | \$ 45,907.00 | \$ 22.0707   |
| 190-199 | A13       | \$ 47,973.00 | \$ 23.0639   |
| 200-209 | A14       | \$ 50,132.00 | \$ 24.1019   |
| 210-219 | A15       | \$ 52,388.00 | \$ 25.1865   |
| 220-229 | A16       | \$ 54,745.00 | \$ 26.3197   |
| 230-239 | A17       | \$ 57,209.00 | \$ 27.5043   |
| 240-249 | A18       | \$ 59,783.00 | \$ 28.7418   |

| Police Command Staff       |     |               |          |
|----------------------------|-----|---------------|----------|
| <b>LIEUTENANT</b>          |     |               |          |
| 1 year                     | LT1 | \$ 79,123.20  | \$ 38.04 |
| 2 years                    | LT2 | \$ 80,308.80  | \$ 38.61 |
| 3 years                    | LT3 | \$ 81,515.20  | \$ 39.19 |
| 4 years                    | LT4 | \$ 82,721.60  | \$ 39.77 |
| <b>DEPUTY POLICE CHIEF</b> |     |               |          |
| 1 year                     | DC1 | \$ 90,979.20  | \$ 43.74 |
| 2 years                    | DC2 | \$ 94,099.20  | \$ 45.24 |
| 3 years                    | DC3 | \$ 95,492.80  | \$ 45.91 |
| <b>POLICE CHIEF</b>        |     |               |          |
| 1 year                     | CH1 | \$ 100,089.60 | \$ 48.12 |
| 2 years                    | CH2 | \$ 101,587.20 | \$ 48.84 |
| 3 years                    | CH3 | \$ 104,707.20 | \$ 50.34 |

| APSOA APD Police Sergeant            |     |              |          |
|--------------------------------------|-----|--------------|----------|
| Sgt. 1 year                          | SG1 | \$ 70,892.64 | \$ 32.46 |
| Sgt. 2 years                         | SG2 | \$ 72,246.72 | \$ 33.08 |
| Sgt. 3 years                         | SG3 | \$ 73,710.00 | \$ 33.75 |
| Sgt. 4 years                         | SG4 | \$ 74,059.44 | \$ 33.91 |
| Sgt. 5 years                         | SG5 | \$ 75,544.56 | \$ 34.59 |
| Sgt. 6 years                         | SG6 | \$ 76,680.24 | \$ 35.11 |
| "Salary" based on 2184 annual hours. |     |              |          |

| APSOA APD Police Officer             |      |              |          |
|--------------------------------------|------|--------------|----------|
| Non-Cert.                            | PNC  | \$ 43,680.00 | \$ 20.00 |
| Cert. 1                              | PC1  | \$ 58,968.00 | \$ 27.00 |
| Cert. 2 yrs                          | PC2  | \$ 59,841.60 | \$ 27.40 |
| Cert. 3 yrs                          | PC3  | \$ 61,632.48 | \$ 28.22 |
| Cert. 4 yrs                          | PC4  | \$ 62,571.60 | \$ 28.65 |
| Cert. 5 yrs                          | PC5  | \$ 64,449.84 | \$ 29.51 |
| Cert. 6 yrs                          | PC6  | \$ 65,410.80 | \$ 29.95 |
| Cert. 7 yrs                          | PC7  | \$ 67,376.40 | \$ 30.85 |
| Cert. 8 yrs                          | PC8  | \$ 68,381.04 | \$ 31.31 |
| Cert. 9 yrs                          | PC9  | \$ 70,434.00 | \$ 32.25 |
| Cert. 10+yrs                         | PC10 | \$ 71,482.32 | \$ 32.73 |
| "Salary" based on 2184 annual hours. |      |              |          |

| APSOA Fire   |           |              |              |
|--|-----------|--------------|--------------|
| Range  | Pay Grade | Salary Entry | Hourly Entry |
| 160-169  | F01       | \$ 42,039.11 | \$ 16.0088   |
| 230-239  | F02       | \$ 57,208.99 | \$ 21.7856   |
| "Salary" based on 2626 annual hours.<br>Does not include mandatory overtime. |           |              |              |

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# MANAGEMENT PAY PLAN

| Range   | Pay Grade | Annual Minimum Salary | Hourly Minimum | Hourly Step 1 | Hourly Step 2 | Hourly Step 3 | Hourly Step 4 | Hourly Step 5 | Hourly Step 6 | Hourly Step 7 | Hourly Step 8 | Hourly Step 9 | Hourly Step 10 | Hourly Step 11 | Hourly Step 12 | Hourly Step 13 | Hourly Step 14 | Hourly Step 15 | Hourly Step 16 | Hourly Step 17 | Hourly Step 18 | Hourly Step 19 | Hourly Step 20 | Hourly Step 21 | Hourly Step 22 | Hourly Step 23 | Hourly Step 24 | Hourly Step 25 | Hourly Maximum | Annual Maximum Salary |
|---------|-----------|-----------------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------------|
| 80-89   | M01       | \$ 40,602.00          | \$ 19.5202     | 19.5202       | 19.9106       | 20.3088       | 20.7150       | 21.1293       | 21.5519       | 21.9829       | 22.4226       | 22.8710       | 23.3284        | 23.7367        | 24.1521        | 24.5747        | 25.0048        | 25.4424        | 25.8876        | 26.3407        | 26.8016        | 27.2706        | 27.7479        | 28.2335        | 28.7276        | 29.2303        | 29.7418        | 30.2623        | \$ 30.2623     | \$ 62,945.58          |
| 90-99   | M02       | \$ 42,185.00          | \$ 20.2813     | 20.2813       | 20.6869       | 21.1006       | 21.5226       | 21.9531       | 22.3921       | 22.8400       | 23.2968       | 23.7627       | 24.2380        | 24.6621        | 25.0937        | 25.5329        | 25.9797        | 26.4343        | 26.8969        | 27.3676        | 27.8466        | 28.3339        | 28.8297        | 29.3342        | 29.8476        | 30.3699        | 30.9014        | 31.4422        | \$ 31.4422     | \$ 65,399.72          |
| 100-109 | M03       | \$ 43,830.00          | \$ 21.0721     | 21.0721       | 21.4936       | 21.9234       | 22.3619       | 22.8091       | 23.2653       | 23.7306       | 24.2052       | 24.6893       | 25.1831        | 25.6238        | 26.0723        | 26.5285        | 26.9928        | 27.4651        | 27.9458        | 28.4348        | 28.9324        | 29.4388        | 29.9539        | 30.4781        | 31.0115        | 31.5542        | 32.1064        | 32.6683        | \$ 32.6683     | \$ 67,949.97          |
| 110-119 | M04       | \$ 45,540.00          | \$ 21.8942     | 21.8942       | 22.3321       | 22.7788       | 23.2343       | 23.6990       | 24.1730       | 24.6565       | 25.1496       | 25.6526       | 26.1656        | 26.6235        | 27.0894        | 27.5635        | 28.0459        | 28.5367        | 29.0361        | 29.5442        | 30.0612        | 30.5873        | 31.1226        | 31.6672        | 32.2214        | 32.7853        | 33.3590        | 33.9428        | \$ 33.9428     | \$ 70,601.00          |
| 120-129 | M05       | \$ 47,316.00          | \$ 22.7481     | 22.7481       | 23.2030       | 23.6671       | 24.1404       | 24.6233       | 25.1157       | 25.6180       | 26.1304       | 26.6530       | 27.1861        | 27.6618        | 28.1459        | 28.6384        | 29.1396        | 29.6496        | 30.1684        | 30.6964        | 31.2336        | 31.7802        | 32.3363        | 32.9022        | 33.4780        | 34.0638        | 34.6600        | 35.2665        | \$ 35.2665     | \$ 73,354.34          |
| 130-139 | M06       | \$ 49,161.00          | \$ 23.6351     | 23.6351       | 24.1078       | 24.5900       | 25.0818       | 25.5834       | 26.0951       | 26.6170       | 27.1493       | 27.6923       | 28.2461        | 28.7404        | 29.2434        | 29.7552        | 30.2759        | 30.8057        | 31.3448        | 31.8933        | 32.4515        | 33.0194        | 33.5972        | 34.1852        | 34.7834        | 35.3921        | 36.0115        | 36.6417        | \$ 36.6417     | \$ 76,214.66          |
| 140-149 | M07       | \$ 51,078.00          | \$ 24.5567     | 24.5567       | 25.0479       | 25.5488       | 26.0598       | 26.5810       | 27.1126       | 27.6549       | 28.2080       | 28.7721       | 29.3476        | 29.8611        | 30.3837        | 30.9154        | 31.4565        | 32.0069        | 32.5671        | 33.1370        | 33.7169        | 34.3069        | 34.9073        | 35.5182        | 36.1397        | 36.7722        | 37.4157        | 38.0705        | \$ 38.0705     | \$ 79,186.60          |
| 150-159 | M08       | \$ 53,070.00          | \$ 25.5144     | 25.5144       | 26.0247       | 26.5452       | 27.0761       | 27.6176       | 28.1700       | 28.7334       | 29.3081       | 29.8942       | 30.4921        | 31.0257        | 31.5687        | 32.1211        | 32.6832        | 33.2552        | 33.8372        | 34.4293        | 35.0318        | 35.6449        | 36.2687        | 36.9034        | 37.5492        | 38.2063        | 38.8749        | 39.5552        | \$ 39.5552     | \$ 82,274.81          |
| 160-169 | M09       | \$ 55,140.00          | \$ 26.5096     | 26.5096       | 27.0398       | 27.5806       | 28.1322       | 28.6949       | 29.2688       | 29.8541       | 30.4512       | 31.0602       | 31.6814        | 32.2359        | 32.8000        | 33.3740        | 33.9580        | 34.5523        | 35.1570        | 35.7722        | 36.3982        | 37.0352        | 37.6833        | 38.3428        | 39.0138        | 39.6965        | 40.3912        | 41.0981        | \$ 41.0981     | \$ 85,483.95          |
| 170-179 | M10       | \$ 57,291.00          | \$ 27.5438     | 27.5438       | 28.0946       | 28.6565       | 29.2296       | 29.8142       | 30.4105       | 31.0187       | 31.6391       | 32.2719       | 32.9173        | 33.4934        | 34.0795        | 34.6759        | 35.2827        | 35.9002        | 36.5284        | 37.1677        | 37.8181        | 38.4799        | 39.1533        | 39.8385        | 40.5357        | 41.2451        | 41.9669        | 42.7013        | \$ 42.7013     | \$ 88,818.66          |
| 180-189 | M11       | \$ 59,525.00          | \$ 28.6178     | 28.6178       | 29.1901       | 29.7739       | 30.3694       | 30.9768       | 31.5964       | 32.2283       | 32.8728       | 33.5303       | 34.2009        | 34.7994        | 35.4084        | 36.0281        | 36.6586        | 37.3001        | 37.9528        | 38.6170        | 39.2928        | 39.9804        | 40.6801        | 41.3920        | 42.1163        | 42.8534        | 43.6033        | 44.3664        | \$ 44.3664     | \$ 92,282.05          |
| 190-199 | M12       | \$ 61,846.00          | \$ 29.7337     | 29.7337       | 30.3283       | 30.9349       | 31.5536       | 32.1847       | 32.8284       | 33.4849       | 34.1546       | 34.8377       | 35.5345        | 36.1563        | 36.7891        | 37.4329        | 38.0879        | 38.7545        | 39.4327        | 40.1228        | 40.8249        | 41.5393        | 42.2663        | 43.0059        | 43.7585        | 44.5243        | 45.3035        | 46.0963        | \$ 46.0963     | \$ 95,880.31          |
| 200-209 | M13       | \$ 64,258.00          | \$ 30.8933     | 30.8933       | 31.5111       | 32.1414       | 32.7842       | 33.4399       | 34.1087       | 34.7908       | 35.4867       | 36.1964       | 36.9203        | 37.5664        | 38.2238        | 38.8928        | 39.5734        | 40.2659        | 40.9706        | 41.6875        | 42.4171        | 43.1594        | 43.9147        | 44.6832        | 45.4651        | 46.2608        | 47.0703        | 47.8941        | \$ 47.8941     | \$ 99,619.65          |
| 210-219 | M14       | \$ 66,764.00          | \$ 32.0981     | 32.0981       | 32.7400       | 33.3948       | 34.0627       | 34.7440       | 35.4389       | 36.1476       | 36.8706       | 37.6080       | 38.3602        | 39.0315        | 39.7145        | 40.4095        | 41.1167        | 41.8362        | 42.5684        | 43.3133        | 44.0713        | 44.8426        | 45.6273        | 46.4258        | 47.2382        | 48.0649        | 48.9060        | 49.7619        | \$ 49.7619     | \$ 103,504.72         |
| 220-229 | M15       | \$ 69,368.00          | \$ 33.3500     | 33.3500       | 34.0170       | 34.6973       | 35.3913       | 36.0991       | 36.8211       | 37.5575       | 38.3087       | 39.0748       | 39.8563        | 40.5538        | 41.2635        | 41.9856        | 42.7204        | 43.4680        | 44.2287        | 45.0027        | 45.7902        | 46.5915        | 47.4069        | 48.2365        | 49.0807        | 49.9396        | 50.8135        | 51.7028        | \$ 51.7028     | \$ 107,541.72         |
| 230-239 | M16       | \$ 72,074.00          | \$ 34.6510     | 34.6510       | 35.3440       | 36.0509       | 36.7719       | 37.5073       | 38.2575       | 39.0226       | 39.8031       | 40.5991       | 41.4111        | 42.1358        | 42.8732        | 43.6235        | 44.3869        | 45.1636        | 45.9540        | 46.7582        | 47.5765        | 48.4091        | 49.2562        | 50.1182        | 50.9953        | 51.8877        | 52.7957        | 53.7196        | \$ 53.7196     | \$ 111,736.85         |
| 240-249 | M17       | \$ 74,884.00          | \$ 36.0019     | 36.0019       | 36.7220       | 37.4564       | 38.2055       | 38.9696       | 39.7490       | 40.5440       | 41.3549       | 42.1820       | 43.0256        | 43.7786        | 44.5447        | 45.3242        | 46.1174        | 46.9245        | 47.7456        | 48.5812        | 49.4314        | 50.2964        | 51.1766        | 52.0722        | 52.9835        | 53.9107        | 54.8541        | 55.8140        | \$ 55.8140     | \$ 116,093.22         |
| 250-259 | M18       | \$ 77,805.00          | \$ 37.4063     | 37.4063       | 38.1544       | 38.9175       | 39.6958       | 40.4897       | 41.2995       | 42.1255       | 42.9680       | 43.8274       | 44.7039        | 45.4863        | 46.2823        | 47.0922        | 47.9163        | 48.7548        | 49.6081        | 50.4762        | 51.3595        | 52.2583        | 53.1728        | 54.1034        | 55.0502        | 56.0136        | 56.9938        | 57.9912        | \$ 57.9912     | \$ 120,621.67         |
| 260-269 | M19       | \$ 80,839.00          | \$ 38.8649     | 38.8649       | 39.6422       | 40.4350       | 41.2437       | 42.0686       | 42.9100       | 43.7682       | 44.6436       | 45.5364       | 46.4472        | 47.2600        | 48.0870        | 48.9286        | 49.7848        | 50.6560        | 51.5425        | 52.4445        | 53.3623        | 54.2961        | 55.2463        | 56.2131        | 57.1969        | 58.1978        | 59.2163        | 60.2525        | \$ 60.2525     | \$ 125,325.30         |
| 270-279 | M20       | \$ 83,992.00          | \$ 40.3808     | 40.3808       | 41.1884       | 42.0122       | 42.8524       | 43.7094       | 44.5836       | 45.4753       | 46.3848       | 47.3125       | 48.2588        | 49.1033        | 49.9626        | 50.8369        | 51.7266        | 52.6318        | 53.5529        | 54.4900        | 55.4436        | 56.4139        | 57.4011        | 58.4056        | 59.4277        | 60.4677        | 61.5259        | 62.6026        | \$ 62.6026     | \$ 130,213.42         |
| 250-259 | EX7       | \$ 80,839.00          | \$ 38.8649     | 38.8649       | 39.6422       | 40.4350       | 41.2437       | 42.0686       | 42.9100       | 43.7682       | 44.6436       | 45.5364       | 46.4472        | 47.2600        | 48.0870        | 48.9286        | 49.7848        | 50.6560        | 51.5425        | 52.4445        | 53.3623        | 54.2961        | 55.2463        | 56.2131        | 57.1969        | 58.1978        | 59.2163        | 60.2525        | \$ 60.2525     | \$ 125,325.30         |
| 260-269 | EX6       | \$ 83,992.00          | \$ 40.3808     | 40.3808       | 41.1884       | 42.0122       | 42.8524       | 43.7094       | 44.5836       | 45.4753       | 46.3848       | 47.3125       | 48.2588        | 49.1033        | 49.9626        | 50.8369        | 51.7266        | 52.6318        | 53.5529        | 54.4900        | 55.4436        | 56.4139        | 57.4011        | 58.4056        | 59.4277        | 60.4677        | 61.5259        | 62.6026        | \$ 62.6026     | \$ 130,213.42         |
| 270-279 | EX5       | \$ 87,268.00          | \$ 41.9558     | 41.9558       | 42.7949       | 43.6508       | 44.5238       | 45.4143       | 46.3226       | 47.2490       | 48.1940       | 49.1579       | 50.1410        | 51.0185        | 51.9113        | 52.8198        | 53.7441        | 54.6846        | 55.6416        | 56.6153        | 57.6061        | 58.6142        | 59.6400        | 60.6837        | 61.7456        | 62.8262        | 63.9256        | 65.0443        | \$ 65.0443     | \$ 135,292.22         |
| 280-289 | EX4       | \$ 90,671.00          | \$ 43.5918     | 43.5918       | 44.4637       | 45.3529       | 46.2600       | 47.1852       | 48.1289       | 49.0915       | 50.0733       | 51.0748       | 52.0963        | 53.0080        | 53.9356        | 54.8795        | 55.8399        | 56.8171        | 57.8114        | 58.8231        | 59.8525        | 60.8999        | 61.9656        | 63.0500        | 64.1534        | 65.2761        | 66.4184        | 67.5807        | \$ 67.5807     | \$ 140,567.92         |
| 290-299 | EX3       | \$ 94,207.00          | \$ 45.2918     | 45.2918       | 46.1977       | 47.1216       | 48.0640       | 49.0253       | 50.0058       | 51.0060       | 52.0261       | 53.0666       | 54.1279        | 55.0752        | 56.0390        | 57.0197        | 58.0175        | 59.0328        | 60.0659        | 61.1170        | 62.1866        | 63.2749        | 64.3822        | 65.5089        | 66.6553        | 67.8217        | 69.0086        | 70.2163        | \$ 70.2163     | \$ 146,049.81         |
| 300-309 | EX2       | \$ 97,882.00          | \$ 47.0587     | 47.0587       | 47.9998       | 48.9598       | 49.9390       | 50.9378       | 51.9566       | 52.9957       | 54.0566       | 55.1367       | 56.2394        | 57.2236        | 58.2251        | 59.2440        | 60.2808        | 61.3357        | 62.4090        | 63.5012        | 64.6125        | 65.7432        | 66.8937        | 68.0643        | 69.2555        | 70.4674        | 71.7006        | 72.9554        | \$ 72.9554     | \$ 151,747.19         |
| 310-319 | EX1       | \$ 101,699.00         | \$ 48.8938     | 48.8938       | 49.8716       | 50.8691       | 51.8864       | 52.9242       | 53.9827       | 55.0623       | 56.1635       | 57.2868       | 58.4326        | 59.4551        | 60.4956        | 61.5543        | 62.6315        | 63.7275        | 64.8427        | 65.9775        | 67.1321        | 68.3069        | 69.5023        | 70.7186        | 71.9561        | 73.2154        | 74.4967        | 75.8003        | \$ 75.8003     | \$ 157,664.71         |
| 320     | EX0       | \$ 105,665.00         | \$ 50.8005     | 50.8005       | 51.8165       | 52.8528       | 53.9099       | 54.9881       | 56.0878       | 57.2096       | 58.3538       | 59.5209       | 60.7113        | 61.7737        | 62.8548        | 63.9547        | 65.0739        | 66.2127        | 67.3714        | 68.5504        | 69.7501        | 70.9707        | 72.2127        | 73.4764        | 74.7623        | 76.0706        | 77.4018        | 78.7564        | \$ 78.7564     | \$ 163,813.23         |

2% difference between steps up to Step 10

1.75% difference between steps 10 - 25

1.039% Separation Between Pay Grades

# General Pay Plan

| Range   | Pay Grade | Annual Minimum Salary | Hourly Minimum | Hourly Step 1 | Hourly Step 2 | Hourly Step 3 | Hourly Step 4 | Hourly Step 5 | Hourly Step 6 | Hourly Step 7 | Hourly Step 8 | Hourly Step 9 | Hourly Step 10 | Hourly Step 11 | Hourly Step 12 | Hourly Step 13 | Hourly Step 14 | Hourly Step 15 | Hourly Step 16 | Hourly Step 17 | Hourly Step 18 | Hourly Step 19 | Hourly Step 20 | Hourly Step 21 | Hourly Step 22 | Hourly Step 23 | Hourly Step 24 | Hourly Step 25 | Hourly Maximum | Annual Maximum Salary |
|---------|-----------|-----------------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------------|
| 70-79   | G01       | \$ 28,288.00          | \$ 13.6000     | 13.6000       | 13.8720       | 14.1494       | 14.4324       | 14.7211       | 15.0155       | 15.3158       | 15.6221       | 15.9346       | 16.2533        | 16.5377        | 16.8271        | 17.1216        | 17.4212        | 17.7261        | 18.0363        | 18.3519        | 18.6731        | 18.9999        | 19.3323        | 19.6707        | 20.0149        | 20.3652        | 20.7216        | 21.0842        | \$ 21.0842     | \$ 43,855.10          |
| 80-89   | G02       | \$ 29,561.00          | \$ 14.2120     | 14.2120       | 14.4963       | 14.7862       | 15.0819       | 15.3835       | 15.6912       | 16.0050       | 16.3251       | 16.6516       | 16.9847        | 17.2819        | 17.5843        | 17.8921        | 18.2052        | 18.5238        | 18.8479        | 19.1778        | 19.5134        | 19.8549        | 20.2023        | 20.5559        | 20.9156        | 21.2816        | 21.6541        | 22.0330        | \$ 22.0330     | \$ 45,828.64          |
| 90-99   | G03       | \$ 30,891.00          | \$ 14.8514     | 14.8514       | 15.1485       | 15.4514       | 15.7605       | 16.0757       | 16.3972       | 16.7251       | 17.0596       | 17.4008       | 17.7488        | 18.0959        | 18.3755        | 18.6971        | 19.0243        | 19.3572        | 19.6959        | 20.0406        | 20.3913        | 20.7482        | 21.1113        | 21.4807        | 21.8566        | 22.2391        | 22.6283        | 23.0243        | \$ 23.0243     | \$ 47,890.55          |
| 100-109 | G04       | \$ 32,281.00          | \$ 15.5197     | 15.5197       | 15.8301       | 16.1467       | 16.4696       | 16.7990       | 17.1350       | 17.4777       | 17.8273       | 18.1838       | 18.5475        | 18.8721        | 19.2023        | 19.5384        | 19.8803        | 20.2282        | 20.5822        | 20.9424        | 21.3089        | 21.6818        | 22.0612        | 22.4473        | 22.8401        | 23.2398        | 23.6465        | 24.0603        | \$ 24.0603     | \$ 50,045.47          |
| 110-119 | G05       | \$ 33,734.00          | \$ 16.2183     | 16.2183       | 16.5426       | 16.8735       | 17.2110       | 17.5552       | 17.9063       | 18.2644       | 18.6297       | 19.0023       | 19.3823        | 19.7215        | 20.0667        | 20.4178        | 20.7751        | 21.1387        | 21.5086        | 21.8850        | 22.2680        | 22.6577        | 23.0542        | 23.4577        | 23.8682        | 24.2859        | 24.7109        | 25.1433        | \$ 25.1433     | \$ 52,298.07          |
| 120-129 | G06       | \$ 35,252.00          | \$ 16.9481     | 16.9481       | 17.2870       | 17.6328       | 17.9854       | 18.3451       | 18.7120       | 19.0863       | 19.4680       | 19.8574       | 20.2545        | 20.6090        | 20.9696        | 21.3366        | 21.7100        | 22.0899        | 22.4765        | 22.8698        | 23.2700        | 23.6773        | 24.0916        | 24.5132        | 24.9422        | 25.3787        | 25.8228        | 26.2747        | \$ 26.2747     | \$ 54,651.44          |
| 130-139 | G07       | \$ 36,838.00          | \$ 17.7106     | 17.7106       | 18.0648       | 18.4261       | 18.7946       | 19.1705       | 19.5539       | 19.9450       | 20.3439       | 20.7508       | 21.1658        | 21.5362        | 21.9131        | 22.2965        | 22.6867        | 23.0837        | 23.4877        | 23.8987        | 24.3170        | 24.7425        | 25.1755        | 25.6161        | 26.0644        | 26.5205        | 26.9846        | 27.4568        | \$ 27.4568     | \$ 57,110.22          |
| 140-149 | G08       | \$ 38,496.00          | \$ 18.5077     | 18.5077       | 18.8778       | 19.2554       | 19.6405       | 20.0333       | 20.4340       | 20.8427       | 21.2595       | 21.6847       | 22.1184        | 22.5055        | 22.8993        | 23.3001        | 23.7078        | 24.1227        | 24.5448        | 24.9744        | 25.4114        | 25.8561        | 26.3086        | 26.7690        | 27.2375        | 27.7141        | 28.1991        | 28.6926        | \$ 28.6926     | \$ 59,680.63          |
| 150-159 | G09       | \$ 40,228.00          | \$ 19.3404     | 19.3404       | 19.7272       | 20.1217       | 20.5242       | 20.9347       | 21.3533       | 21.7804       | 22.2160       | 22.6603       | 23.1135        | 23.5180        | 23.9296        | 24.3484        | 24.7745        | 25.2080        | 25.6492        | 26.0980        | 26.5547        | 27.0194        | 27.4923        | 27.9734        | 28.4629        | 28.9610        | 29.4679        | 29.9835        | \$ 29.9835     | \$ 62,365.77          |
| 160-169 | G10       | \$ 42,039.00          | \$ 20.2111     | 20.2111       | 20.6153       | 21.0276       | 21.4481       | 21.8771       | 22.3146       | 22.7609       | 23.2162       | 23.6805       | 24.1541        | 24.5768        | 25.0069        | 25.4445        | 25.8898        | 26.3428        | 26.8038        | 27.2729        | 27.7502        | 28.2358        | 28.7299        | 29.2327        | 29.7443        | 30.2648        | 30.7944        | 31.3334        | \$ 31.3334     | \$ 65,173.37          |
| 170-179 | G11       | \$ 43,930.00          | \$ 21.1202     | 21.1202       | 21.5426       | 21.9734       | 22.4129       | 22.8612       | 23.3184       | 23.7848       | 24.2605       | 24.7457       | 25.2406        | 25.6823        | 26.1317        | 26.5890        | 27.0543        | 27.5278        | 28.0095        | 28.4997        | 28.9984        | 29.5059        | 30.0223        | 30.5477        | 31.0822        | 31.6262        | 32.1796        | 32.7428        | \$ 32.7428     | \$ 68,105.00          |
| 180-189 | G12       | \$ 45,907.00          | \$ 22.0707     | 22.0707       | 22.5121       | 22.9623       | 23.4216       | 23.8900       | 24.3678       | 24.8552       | 25.3523       | 25.8593       | 26.3765        | 26.8381        | 27.3078        | 27.7856        | 28.2719        | 28.7666        | 29.2701        | 29.7823        | 30.3035        | 30.8338        | 31.3734        | 31.9224        | 32.4811        | 33.0495        | 33.6278        | 34.2163        | \$ 34.2163     | \$ 71,169.96          |
| 190-199 | G13       | \$ 47,973.00          | \$ 23.0639     | 23.0639       | 23.5252       | 23.9957       | 24.4756       | 24.9652       | 25.4645       | 25.9737       | 26.4932       | 27.0231       | 27.5635        | 28.0459        | 28.5367        | 29.0361        | 29.5442        | 30.0613        | 30.5873        | 31.1226        | 31.6673        | 32.2214        | 32.7853        | 33.3591        | 33.9428        | 34.5368        | 35.1412        | 35.7562        | \$ 35.7562     | \$ 74,372.90          |
| 200-209 | G14       | \$ 50,132.00          | \$ 24.1019     | 24.1019       | 24.5840       | 25.0756       | 25.5772       | 26.0887       | 26.6105       | 27.1427       | 27.6855       | 28.2392       | 28.8040        | 29.3081        | 29.8210        | 30.3429        | 30.8739        | 31.4142        | 31.9639        | 32.5233        | 33.0924        | 33.6715        | 34.2608        | 34.8604        | 35.4704        | 36.0911        | 36.7227        | 37.3654        | \$ 37.3654     | \$ 77,720.01          |
| 210-219 | G15       | \$ 52,388.00          | \$ 25.1865     | 25.1865       | 25.6903       | 26.2041       | 26.7282       | 27.2627       | 27.8080       | 28.3641       | 28.9314       | 29.5100       | 30.1002        | 30.6270        | 31.1630        | 31.7083        | 32.2632        | 32.8278        | 33.4023        | 33.9869        | 34.5816        | 35.1868        | 35.8026        | 36.4291        | 37.0666        | 37.7153        | 38.3753        | 39.0469        | \$ 39.0469     | \$ 81,217.50          |
| 220-229 | G16       | \$ 54,745.00          | \$ 26.3197     | 26.3197       | 26.8461       | 27.3830       | 27.9307       | 28.4893       | 29.0591       | 29.6403       | 30.2331       | 30.8377       | 31.4545        | 32.0049        | 32.5650        | 33.1349        | 33.7148        | 34.3048        | 34.9051        | 35.5160        | 36.1375        | 36.7699        | 37.4134        | 38.0681        | 38.7343        | 39.4121        | 40.1019        | 40.8036        | \$ 40.8036     | \$ 84,871.58          |
| 230-239 | G17       | \$ 57,209.00          | \$ 27.5043     | 27.5043       | 28.0544       | 28.6155       | 29.1878       | 29.7716       | 30.3670       | 30.9743       | 31.5938       | 32.2257       | 32.8702        | 33.4454        | 34.0307        | 34.6263        | 35.2322        | 35.8488        | 36.4762        | 37.1145        | 37.7640        | 38.4249        | 39.0973        | 39.7815        | 40.4777        | 41.1860        | 41.9068        | 42.6402        | \$ 42.6402     | \$ 88,691.53          |
| 240-249 | G18       | \$ 59,783.00          | \$ 28.7418     | 28.7418       | 29.3167       | 29.9030       | 30.5011       | 31.1111       | 31.7333       | 32.3680       | 33.0153       | 33.6756       | 34.3491        | 34.9503        | 35.5619        | 36.1842        | 36.8174        | 37.4617        | 38.1173        | 38.7844        | 39.4631        | 40.1537        | 40.8564        | 41.5714        | 42.2989        | 43.0391        | 43.7923        | 44.5587        | \$ 44.5587     | \$ 92,682.03          |
| 250-260 | G19       | \$ 62,473.00          | \$ 30.0351     | 30.0351       | 30.6358       | 31.2485       | 31.8735       | 32.5110       | 33.1612       | 33.8244       | 34.5009       | 35.1909       | 35.8947        | 36.5229        | 37.1620        | 37.8124        | 38.4741        | 39.1474        | 39.8325        | 40.5295        | 41.2388        | 41.9605        | 42.6948        | 43.4419        | 44.2022        | 44.9757        | 45.7628        | 46.5636        | \$ 46.5636     | \$ 96,852.35          |

NRS Grant Funded Positions - Wage is determined by grant and contingent on grant funding.

# APSOA EMPLOYEES

| Range   | Position        | Pay Grade | Annual Minimum Salary * | Hourly Minimum | Hourly Step 1 | Hourly Step 2 | Hourly Step 3 | Hourly Step 4 | Hourly Step 5 | Hourly Step 6 | Hourly Step 7 | Hourly Step 8 | Hourly Step 9 | Hourly Step 10 | Hourly Step 11 | Hourly Step 12 | Hourly Step 13 | Hourly Step 14 | Hourly Step 15 | Hourly Step 16 | Hourly Step 17 | Hourly Step 18 | Hourly Step 19 | Hourly Step 20 | Hourly Step 21 | Hourly Step 22 | Hourly Step 23 | Hourly Step 24 | Hourly Step 25 | Hourly Maximum | Annual Maximum Salary |
|---------|-----------------|-----------|-------------------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------------|
| 160-169 | Firefighter     | F01       | \$ 42,039.00            | \$ 16.0088     | 16.0088       | 16.3289       | 16.6555       | 16.9886       | 17.3284       | 17.6750       | 18.0285       | 18.3890       | 18.7568       | 19.1319        | 19.4668        | 19.8074        | 20.1541        | 20.5068        | 20.8656        | 21.2308        | 21.6023        | 21.9803        | 22.3650        | 22.7564        | 23.1546        | 23.5598        | 23.9721        | 24.3916        | 24.8185        | \$ 24.8185     | \$ 65,173.37          |
| 230-239 | Fire Lieutenant | F02       | \$ 57,209.00            | \$ 21.7856     | 21.7856       | 22.2213       | 22.6657       | 23.1191       | 23.5814       | 24.0531       | 24.5341       | 25.0248       | 25.5253       | 26.0358        | 26.4914        | 26.9550        | 27.4268        | 27.9067        | 28.3951        | 28.8920        | 29.3976        | 29.9121        | 30.4355        | 30.9682        | 31.5101        | 32.0615        | 32.6226        | 33.1935        | 33.7744        | \$ 33.7744     | \$ 88,691.53          |

\* Based on 2626 annual hours.

2% difference between steps up to Step 10

1.75% difference between steps 10 - 25

# POLICE

| Position               | Pay Grade | Annual Minimum Salary | Hourly Minimum |
|------------------------|-----------|-----------------------|----------------|
| POLICE OFFICER - APSOA |           | *                     |                |
| Non-Certified          | PNC       | \$ 43,680.00          | \$ 20.00       |
| Certified 1            | PC1       | \$ 58,968.00          | \$ 27.00       |
| Certified 2 years      | PC2       | \$ 59,841.60          | \$ 27.40       |
| Certified 3 years      | PC3       | \$ 61,632.48          | \$ 28.22       |
| Certified 4 years      | PC4       | \$ 62,571.60          | \$ 28.65       |
| Certified 5 years      | PC5       | \$ 64,449.84          | \$ 29.51       |
| Certified 6 years      | PC6       | \$ 65,410.80          | \$ 29.95       |
| Certified 7 years      | PC7       | \$ 67,376.40          | \$ 30.85       |
| Certified 8 years      | PC8       | \$ 68,381.04          | \$ 31.31       |
| Certified 9 years      | PC9       | \$ 70,434.00          | \$ 32.25       |
| Certified 10 + years   | PC0       | \$ 71,482.32          | \$ 32.73       |

|                  |     |              |          |
|------------------|-----|--------------|----------|
| SERGEANT - APSOA |     | *            |          |
| Sergeant 1 year  | SG1 | \$ 70,892.64 | \$ 32.46 |
| Sergeant 2 years | SG2 | \$ 72,246.72 | \$ 33.08 |
| Sergeant 3 years | SG3 | \$ 73,710.00 | \$ 33.75 |
| Sergeant 4 years | SG4 | \$ 74,059.44 | \$ 33.91 |
| Sergeant 5 years | SG5 | \$ 75,544.56 | \$ 34.59 |
| Sergeant 6 years | SG6 | \$ 76,680.24 | \$ 35.11 |

|                    |     |              |          |
|--------------------|-----|--------------|----------|
| LIEUTENANT         |     |              |          |
| Lieutenant 1 year  | LT1 | \$ 79,123.20 | \$ 38.04 |
| Lieutenant 2 years | LT2 | \$ 80,308.80 | \$ 38.61 |
| Lieutenant 3 years | LT3 | \$ 81,515.20 | \$ 39.19 |
| Lieutenant 4 years | LT4 | \$ 82,721.60 | \$ 39.77 |

|                     |     |              |          |
|---------------------|-----|--------------|----------|
| DEPUTY POLICE CHIEF |     |              |          |
| DC Chief 1 year     | DC1 | \$ 90,979.20 | \$ 43.74 |
| DC Chief 2 years    | DC2 | \$ 94,099.20 | \$ 45.24 |
| DC Chief 3 years    | DC3 | \$ 95,492.80 | \$ 45.91 |

|               |     |               |          |
|---------------|-----|---------------|----------|
| POLICE CHIEF  |     |               |          |
| Chief 1 year  | CH1 | \$ 100,089.60 | \$ 48.12 |
| Chief 2 years | CH2 | \$ 101,587.20 | \$ 48.84 |
| Chief 3 years | CH3 | \$ 104,707.20 | \$ 50.34 |

\* Based on 2184 hours worked per year.

# AFSCME Pay Plan

| Range   | Pay Grade | Annual Minimum Salary | Hourly Minimum | Hourly Step 1 | Hourly Step 2 | Hourly Step 3 | Hourly Step 4 | Hourly Step 5 | Hourly Step 6 | Hourly Step 7 | Hourly Step 8 | Hourly Step 9 | Hourly Step 10 | Hourly Step 11 | Hourly Step 12 | Hourly Step 13 | Hourly Step 14 | Hourly Step 15 | Hourly Step 16 | Hourly Step 17 | Hourly Step 18 | Hourly Step 19 | Hourly Step 20 | Hourly Step 21 | Hourly Step 22 | Hourly Step 23 | Hourly Step 24 | Hourly Step 25 | Hourly Maximum | Annual Maximum Salary |
|---------|-----------|-----------------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------------|
| 70-79   | A01       | \$ 28,288.00          | \$ 13.6000     | 13.6000       | 13.8720       | 14.1494       | 14.4324       | 14.7211       | 15.0155       | 15.3158       | 15.6221       | 15.9346       | 16.2533        | 16.5377        | 16.8271        | 17.1216        | 17.4212        | 17.7261        | 18.0363        | 18.3519        | 18.6731        | 18.9999        | 19.3323        | 19.6707        | 20.0149        | 20.3652        | 20.7216        | \$ 21.0842     | \$ 21.0842     | \$ 43,855.10          |
| 80-89   | A02       | \$ 29,561.00          | \$ 14.2120     | 14.2120       | 14.4963       | 14.7862       | 15.0819       | 15.3835       | 15.6912       | 16.0050       | 16.3251       | 16.6516       | 16.9847        | 17.2819        | 17.5843        | 17.8921        | 18.2052        | 18.5238        | 18.8479        | 19.1778        | 19.5134        | 19.8549        | 20.2023        | 20.5559        | 20.9156        | 21.2816        | 21.6541        | \$ 22.0330     | \$ 22.0330     | \$ 45,828.64          |
| 90-99   | A03       | \$ 30,891.00          | \$ 14.8514     | 14.8514       | 15.1485       | 15.4514       | 15.7605       | 16.0757       | 16.3972       | 16.7251       | 17.0596       | 17.4008       | 17.7488        | 18.0595        | 18.3755        | 18.6971        | 19.0243        | 19.3572        | 19.6959        | 20.0406        | 20.3913        | 20.7482        | 21.1113        | 21.4807        | 21.8566        | 22.2391        | 22.6283        | \$ 23.0243     | \$ 23.0243     | \$ 47,890.55          |
| 100-109 | A04       | \$ 32,281.00          | \$ 15.5197     | 15.5197       | 15.8301       | 16.1467       | 16.4696       | 16.7990       | 17.1350       | 17.4777       | 17.8273       | 18.1838       | 18.5475        | 18.8721        | 19.2023        | 19.5384        | 19.8803        | 20.2282        | 20.5822        | 20.9424        | 21.3089        | 21.6818        | 22.0612        | 22.4473        | 22.8401        | 23.2398        | 23.6465        | \$ 24.0603     | \$ 24.0603     | \$ 50,045.47          |
| 110-119 | A05       | \$ 33,734.00          | \$ 16.2183     | 16.2183       | 16.5426       | 16.8735       | 17.2110       | 17.5552       | 17.9063       | 18.2644       | 18.6297       | 19.0023       | 19.3823        | 19.7215        | 20.0667        | 20.4178        | 20.7751        | 21.1387        | 21.5086        | 21.8850        | 22.2680        | 22.6577        | 23.0542        | 23.4577        | 23.8682        | 24.2859        | 24.7109        | \$ 25.1433     | \$ 25.1433     | \$ 52,298.07          |
| 120-129 | A06       | \$ 35,252.00          | \$ 16.9481     | 16.9481       | 17.2870       | 17.6328       | 17.9854       | 18.3451       | 18.7120       | 19.0863       | 19.4680       | 19.8574       | 20.2545        | 20.6090        | 20.9696        | 21.3366        | 21.7100        | 22.0899        | 22.4765        | 22.8698        | 23.2700        | 23.6773        | 24.0916        | 24.5132        | 24.9422        | 25.3787        | 25.8228        | \$ 26.2747     | \$ 26.2747     | \$ 54,651.44          |
| 130-139 | A07       | \$ 36,838.00          | \$ 17.7106     | 17.7106       | 18.0648       | 18.4261       | 18.7946       | 19.1705       | 19.5539       | 19.9450       | 20.3439       | 20.7508       | 21.1658        | 21.5362        | 21.9131        | 22.2965        | 22.6867        | 23.0837        | 23.4877        | 23.8987        | 24.3170        | 24.7425        | 25.1755        | 25.6161        | 26.0644        | 26.5205        | 26.9846        | \$ 27.4568     | \$ 27.4568     | \$ 57,110.22          |
| 140-149 | A08       | \$ 38,496.00          | \$ 18.5077     | 18.5077       | 18.8778       | 19.2554       | 19.6405       | 20.0333       | 20.4340       | 20.8427       | 21.2595       | 21.6847       | 22.1184        | 22.5055        | 22.8993        | 23.3001        | 23.7078        | 24.1227        | 24.5448        | 24.9744        | 25.4114        | 25.8561        | 26.3086        | 26.7690        | 27.2375        | 27.7141        | 28.1991        | \$ 28.6926     | \$ 28.6926     | \$ 59,680.63          |
| 150-159 | A09       | \$ 40,228.00          | \$ 19.3404     | 19.3404       | 19.7272       | 20.1217       | 20.5242       | 20.9347       | 21.3533       | 21.7804       | 22.2160       | 22.6603       | 23.1135        | 23.5180        | 23.9296        | 24.3484        | 24.7745        | 25.2080        | 25.6492        | 26.0980        | 26.5547        | 27.0194        | 27.4923        | 27.9734        | 28.4629        | 28.9610        | 29.4679        | \$ 29.9835     | \$ 29.9835     | \$ 62,365.77          |
| 160-169 | A10       | \$ 42,039.00          | \$ 20.2111     | 20.2111       | 20.6153       | 21.0276       | 21.4481       | 21.8771       | 22.3146       | 22.7609       | 23.2162       | 23.6805       | 24.1541        | 24.5768        | 25.0069        | 25.4445        | 25.8898        | 26.3428        | 26.8038        | 27.2729        | 27.7502        | 28.2358        | 28.7299        | 29.2327        | 29.7443        | 30.2648        | 30.7944        | \$ 31.3334     | \$ 31.3334     | \$ 65,173.37          |
| 170-179 | A11       | \$ 43,930.00          | \$ 21.1202     | 21.1202       | 21.5426       | 21.9734       | 22.4129       | 22.8612       | 23.3184       | 23.7848       | 24.2605       | 24.7457       | 25.2406        | 25.6823        | 26.1317        | 26.5890        | 27.0543        | 27.5278        | 28.0095        | 28.4997        | 28.9984        | 29.5059        | 30.0223        | 30.5477        | 31.0822        | 31.6262        | 32.1796        | \$ 32.7428     | \$ 32.7428     | \$ 68,105.00          |
| 180-189 | A12       | \$ 45,907.00          | \$ 22.0707     | 22.0707       | 22.5121       | 22.9623       | 23.4216       | 23.8900       | 24.3678       | 24.8552       | 25.3523       | 25.8593       | 26.3765        | 26.8381        | 27.3078        | 27.7856        | 28.2719        | 28.7666        | 29.2701        | 29.7823        | 30.3035        | 30.8338        | 31.3734        | 31.9224        | 32.4811        | 33.0495        | 33.6278        | \$ 34.2163     | \$ 34.2163     | \$ 71,169.96          |
| 190-199 | A13       | \$ 47,973.00          | \$ 23.0639     | 23.0639       | 23.5252       | 23.9957       | 24.4756       | 24.9652       | 25.4645       | 25.9737       | 26.4932       | 27.0231       | 27.5635        | 28.0459        | 28.5367        | 29.0361        | 29.5442        | 30.0613        | 30.5873        | 31.1226        | 31.6673        | 32.2214        | 32.7853        | 33.3591        | 33.9428        | 34.5368        | 35.1412        | \$ 35.7562     | \$ 35.7562     | \$ 74,372.90          |
| 200-209 | A14       | \$ 50,132.00          | \$ 24.1019     | 24.1019       | 24.5840       | 25.0756       | 25.5772       | 26.0887       | 26.6105       | 27.1427       | 27.6855       | 28.2392       | 28.8040        | 29.3081        | 29.8210        | 30.3429        | 30.8739        | 31.4142        | 31.9639        | 32.5233        | 33.0924        | 33.6715        | 34.2608        | 34.8604        | 35.4704        | 36.0911        | 36.7227        | \$ 37.3654     | \$ 37.3654     | \$ 77,720.01          |
| 210-219 | A15       | \$ 52,388.00          | \$ 25.1865     | 25.1865       | 25.6903       | 26.2041       | 26.7282       | 27.2627       | 27.8080       | 28.3641       | 28.9314       | 29.5100       | 30.1002        | 30.6270        | 31.1630        | 31.7083        | 32.2632        | 32.8278        | 33.4023        | 33.9869        | 34.5816        | 35.1868        | 35.8026        | 36.4291        | 37.0666        | 37.7153        | 38.3753        | \$ 39.0469     | \$ 39.0469     | \$ 81,217.50          |
| 220-229 | A16       | \$ 54,745.00          | \$ 26.3197     | 26.3197       | 26.8461       | 27.3830       | 27.9307       | 28.4893       | 29.0591       | 29.6403       | 30.2331       | 30.8377       | 31.4545        | 32.0049        | 32.5650        | 33.1349        | 33.7148        | 34.3048        | 34.9051        | 35.5160        | 36.1375        | 36.7699        | 37.4134        | 38.0681        | 38.7343        | 39.4121        | 40.1019        | \$ 40.8036     | \$ 40.8036     | \$ 84,871.58          |
| 230-239 | A17       | \$ 57,209.00          | \$ 27.5043     | 27.5043       | 28.0544       | 28.6155       | 29.1878       | 29.7716       | 30.3670       | 30.9743       | 31.5938       | 32.2257       | 32.8702        | 33.4454        | 34.0307        | 34.6263        | 35.2322        | 35.8488        | 36.4762        | 37.1145        | 37.7640        | 38.4249        | 39.0973        | 39.7815        | 40.4777        | 41.1860        | 41.9068        | \$ 42.6402     | \$ 42.6402     | \$ 88,691.53          |
| 240-249 | A18       | \$ 59,783.00          | \$ 28.7418     | 28.7418       | 29.3167       | 29.9030       | 30.5011       | 31.1111       | 31.7333       | 32.3680       | 33.0153       | 33.6756       | 34.3491        | 34.9503        | 35.5619        | 36.1842        | 36.8174        | 37.4617        | 38.1173        | 38.7844        | 39.4631        | 40.1537        | 40.8564        | 41.5714        | 42.2989        | 43.0391        | 43.7923        | \$ 44.5587     | \$ 44.5587     | \$ 92,682.03          |
| 250-260 | A19       | \$ 62,473.00          | \$ 30.0351     | 30.0351       | 30.6358       | 31.2485       | 31.8735       | 32.5110       | 33.1612       | 33.8244       | 34.5009       | 35.1909       | 35.8947        | 36.5229        | 37.1620        | 37.8124        | 38.4741        | 39.1474        | 39.8325        | 40.5295        | 41.2388        | 41.9605        | 42.6948        | 43.4419        | 44.2022        | 44.9757        | 45.7628        | \$ 46.5636     | \$ 46.5636     | \$ 96,852.35          |