

**Non-Bargaining and Unclassified Pay Plan 2023 - 2024  
Effective January 1, 2023**

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
A11	8 hr YR	32,784	33,439	34,108	34,790	35,486	36,196	36,920	37,658	38,411	39,179	39,963	40,762	41,578
	8 hr MO	2,732	2,787	2,842	2,899	2,957	3,016	3,077	3,138	3,201	3,265	3,330	3,397	3,465
	HR	15.76	16.08	16.40	16.73	17.06	17.40	17.75	18.10	18.47	18.84	19.21	19.60	19.99
	7.5 hr MO	2,561	2,612	2,665	2,718	2,772	2,828	2,884	2,942	3,001	3,061	3,122	3,185	3,248
	7.5 hr YR	30,735	31,349	31,976	32,616	33,268	33,934	34,612	35,304	36,011	36,731	37,465	38,215	38,979
A12	8 hr YR	35,363	36,071	36,792	37,528	38,278	39,044	39,825	40,621	41,434	42,263	43,108	43,970	44,849
	8 hr MO	2,947	3,006	3,066	3,127	3,190	3,254	3,319	3,385	3,453	3,522	3,592	3,664	3,737
	HR	17.00	17.34	17.69	18.04	18.40	18.77	19.15	19.53	19.92	20.32	20.72	21.14	21.56
	7.5 hr MO	2,763	2,818	2,874	2,932	2,991	3,050	3,111	3,174	3,237	3,302	3,368	3,435	3,504
	7.5 hr YR	33,153	33,816	34,493	35,182	35,886	36,604	37,336	38,083	38,844	39,621	40,414	41,222	42,046
A13	8 hr YR	37,956	38,715	39,489	40,279	41,085	41,906	42,745	43,599	44,471	45,361	46,268	47,193	48,137
	8 hr MO	3,163	3,226	3,291	3,357	3,424	3,492	3,562	3,633	3,706	3,780	3,856	3,933	4,011
	HR	18.25	18.61	18.99	19.36	19.75	20.15	20.55	20.96	21.38	21.81	22.24	22.69	23.14
	7.5 hr MO	2,965	3,025	3,085	3,147	3,210	3,274	3,339	3,406	3,474	3,544	3,615	3,687	3,761
	7.5 hr YR	35,584	36,295	37,021	37,762	38,517	39,287	40,073	40,874	41,692	42,526	43,376	44,244	45,129
B21	8 hr YR	41,328	42,154	42,997	43,857	44,734	45,629	46,541	47,472	48,422	49,390	50,378	51,386	52,413
	8 hr MO	3,444	3,513	3,583	3,655	3,728	3,802	3,878	3,956	4,035	4,116	4,198	4,282	4,368
	HR	19.87	20.27	20.67	21.09	21.51	21.94	22.38	22.82	23.28	23.75	24.22	24.70	25.20
	7.5 hr MO	3,229	3,293	3,359	3,426	3,495	3,565	3,636	3,709	3,783	3,859	3,936	4,014	4,095
	7.5 hr YR	38,745	39,519	40,310	41,116	41,938	42,777	43,633	44,505	45,395	46,303	47,229	48,174	49,137
B22	8 hr YR	44,699	45,593	46,505	47,435	48,384	49,351	50,338	51,345	52,372	53,420	54,488	55,578	56,689
	8 hr MO	3,725	3,799	3,875	3,953	4,032	4,113	4,195	4,279	4,364	4,452	4,541	4,631	4,724
	HR	21.49	21.92	22.36	22.81	23.26	23.73	24.20	24.69	25.18	25.68	26.20	26.72	27.25
	7.5 hr MO	3,492	3,562	3,633	3,706	3,780	3,856	3,933	4,011	4,092	4,173	4,257	4,342	4,429
	7.5 hr YR	41,905	42,744	43,598	44,470	45,360	46,267	47,192	48,136	49,099	50,081	51,082	52,104	53,146

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
B23	8 hr	YR	48,058	49,019	49,999	50,999	52,019	53,060	54,121	55,203	56,308	57,434	58,582	59,754	60,949
	8 hr	MO	4,005	4,085	4,167	4,250	4,335	4,422	4,510	4,600	4,692	4,786	4,882	4,979	5,079
		HR	23.10	23.57	24.04	24.52	25.01	25.51	26.02	26.54	27.07	27.61	28.16	28.73	29.30
	7.5 hr	MO	3,755	3,830	3,906	3,984	4,064	4,145	4,228	4,313	4,399	4,487	4,577	4,668	4,762
	7.5 hr	YR	45,054	45,955	46,875	47,812	48,768	49,744	50,738	51,753	52,788	53,844	54,921	56,019	57,140
B24/B31	8 hr	YR	53,256	54,321	55,407	56,515	57,646	58,799	59,975	61,174	62,398	63,646	64,919	66,217	67,541
	8 hr	MO	4,438	4,527	4,617	4,710	4,804	4,900	4,998	5,098	5,200	5,304	5,410	5,518	5,628
		HR	25.60	26.12	26.64	27.17	27.71	28.27	28.83	29.41	30.00	30.60	31.21	31.84	32.47
	7.5 hr	MO	4,161	4,244	4,329	4,415	4,504	4,594	4,686	4,779	4,875	4,972	5,072	5,173	5,277
	7.5 hr	YR	49,927	50,926	51,944	52,983	54,043	55,124	56,226	57,351	58,498	59,668	60,861	62,078	63,320
B25/B32	8 hr	YR	58,466	59,636	60,828	62,045	63,286	64,552	65,843	67,160	68,503	69,873	71,270	72,696	74,150
	8 hr	MO	4,872	4,970	5,069	5,170	5,274	5,379	5,487	5,597	5,709	5,823	5,939	6,058	6,179
		HR	28.11	28.67	29.24	29.83	30.43	31.03	31.66	32.29	32.93	33.59	34.26	34.95	35.65
	7.5 hr	MO	4,568	4,659	4,752	4,847	4,944	5,043	5,144	5,247	5,352	5,459	5,568	5,679	5,793
	7.5 hr	YR	54,812	55,909	57,027	58,167	59,331	60,517	61,728	62,962	64,221	65,506	66,816	68,152	69,515
B26	8 hr	YR	60,535	61,746	62,981	64,241	65,525	66,836	68,173	69,536	70,927	72,345	73,792	75,268	76,773
	8 hr	MO	5,045	5,146	5,248	5,353	5,460	5,570	5,681	5,795	5,911	6,029	6,149	6,272	6,398
		HR	29.10	29.69	30.28	30.88	31.50	32.13	32.78	33.43	34.10	34.78	35.48	36.19	36.91
	7.5 hr	MO	4,729	4,824	4,920	5,019	5,119	5,222	5,326	5,433	5,541	5,652	5,765	5,880	5,998
	7.5 hr	YR	56,752	57,887	59,045	60,226	61,430	62,659	63,912	65,190	66,494	67,824	69,180	70,564	71,975
C41	8 hr	YR	62,604	63,856	65,134	66,436	67,765	69,120	70,503	71,913	73,351	74,818	76,314	77,841	79,397
	8 hr	MO	5,217	5,321	5,428	5,536	5,647	5,760	5,875	5,993	6,113	6,235	6,360	6,487	6,616
		HR	30.10	30.70	31.31	31.94	32.58	33.23	33.90	34.57	35.26	35.97	36.69	37.42	38.17
	7.5 hr	MO	4,891	4,989	5,089	5,190	5,294	5,400	5,508	5,618	5,731	5,845	5,962	6,081	6,203
	7.5 hr	YR	58,692	59,865	61,063	62,284	63,530	64,800	66,096	67,418	68,766	70,142	71,545	72,976	74,435
C42	8 hr	YR	66,078	67,400	68,748	70,123	71,525	72,956	74,415	75,903	77,421	78,969	80,549	82,160	83,803
	8 hr	MO	5,507	5,617	5,729	5,844	5,960	6,080	6,201	6,325	6,452	6,581	6,712	6,847	6,984
		HR	31.77	32.40	33.05	33.71	34.39	35.07	35.78	36.49	37.22	37.97	38.73	39.50	40.29
	7.5 hr	MO	5,162	5,266	5,371	5,478	5,588	5,700	5,814	5,930	6,049	6,169	6,293	6,419	6,547
	7.5 hr	YR	61,948	63,187	64,451	65,740	67,055	68,396	69,764	71,159	72,582	74,034	75,514	77,025	78,565

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
C43	8 hr	YR	69,539	70,930	72,348	73,795	75,271	76,777	78,312	79,879	81,476	83,106	84,768	86,463	88,192
	8 hr	MO	5,795	5,911	6,029	6,150	6,273	6,398	6,526	6,657	6,790	6,925	7,064	7,205	7,349
		HR	33.43	34.10	34.78	35.48	36.19	36.91	37.65	38.40	39.17	39.95	40.75	41.57	42.40
	7.5 hr	MO	5,433	5,541	5,652	5,765	5,881	5,998	6,118	6,241	6,365	6,493	6,622	6,755	6,890
	7.5 hr	YR	65,193	66,497	67,827	69,183	70,567	71,978	73,418	74,886	76,384	77,911	79,470	81,059	82,680
C44/C51	8 hr	YR	73,996	75,476	76,985	78,525	80,096	81,698	83,332	84,998	86,698	88,432	90,201	92,005	93,845
		MO	6,166	6,290	6,415	6,544	6,675	6,808	6,944	7,083	7,225	7,369	7,517	7,667	7,820
	8 hr	HR	35.58	36.29	37.01	37.75	38.51	39.28	40.06	40.86	41.68	42.52	43.37	44.23	45.12
C45/C52	8 hr	YR	82,872	84,530	86,220	87,945	89,703	91,498	93,327	95,194	97,098	99,040	101,021	103,041	105,102
		MO	6,906	7,044	7,185	7,329	7,475	7,625	7,777	7,933	8,091	8,253	8,418	8,587	8,758
	8 hr	HR	39.84	40.64	41.45	42.28	43.13	43.99	44.87	45.77	46.68	47.62	48.57	49.54	50.53
D61	8 hr	YR	85,363	87,070	88,811	90,587	92,399	94,247	96,132	98,055	100,016	102,016	104,056	106,138	108,260
		MO	7,114	7,256	7,401	7,549	7,700	7,854	8,011	8,171	8,335	8,501	8,671	8,845	9,022
	8 hr	HR	41.04	41.86	42.70	43.55	44.42	45.31	46.22	47.14	48.08	49.05	50.03	51.03	52.05
D62	8 hr	YR	91,071	92,893	94,751	96,646	98,578	100,550	102,561	104,612	106,704	108,839	111,015	113,236	115,500
		MO	7,589	7,741	7,896	8,054	8,215	8,379	8,547	8,718	8,892	9,070	9,251	9,436	9,625
	8 hr	HR	43.78	44.66	45.55	46.46	47.39	48.34	49.31	50.29	51.30	52.33	53.37	54.44	55.53
D63	8 hr	YR	96,665	98,598	100,570	102,582	104,633	106,726	108,861	111,038	113,258	115,524	117,834	120,191	122,595
		MO	8,055	8,217	8,381	8,548	8,719	8,894	9,072	9,253	9,438	9,627	9,820	10,016	10,216
	8 hr	HR	46.47	47.40	48.35	49.32	50.30	51.31	52.34	53.38	54.45	55.54	56.65	57.78	58.94
D64/D71	8 hr	YR	102,604	104,656	106,749	108,884	111,061	113,283	115,548	117,859	120,216	122,621	125,073	127,575	130,126
		MO	8,550	8,721	8,896	9,074	9,255	9,440	9,629	9,822	10,018	10,218	10,423	10,631	10,844
	8 hr	HR	49.33	50.32	51.32	52.35	53.39	54.46	55.55	56.66	57.80	58.95	60.13	61.33	62.56
D72	8 hr	YR	105,681	107,795	109,951	112,150	114,393	116,681	119,014	121,395	123,823	126,299	128,825	131,402	134,030
		MO	8,807	8,983	9,163	9,346	9,533	9,723	9,918	10,116	10,319	10,525	10,735	10,950	11,169
	8 hr	HR	50.81	51.82	52.86	53.92	55.00	56.10	57.22	58.36	59.53	60.72	61.94	63.17	64.44
E81	8 hr	YR	109,321	111,508	113,738	116,013	118,333	120,699	123,113	125,576	128,087	130,649	133,262	135,927	138,646
		MO	9,110	9,292	9,478	9,668	9,861	10,058	10,259	10,465	10,674	10,887	11,105	11,327	11,554
	8 hr	HR	52.56	53.61	54.68	55.78	56.89	58.03	59.19	60.37	61.58	62.81	64.07	65.35	66.66