| 260 | annual rates |  |  |  |  |  |  |  | hourly rates |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |  | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
| Grade |  |  |  |  |  |  |  | Grade |  |  |  |  |  |  |  |
| 48 | \$134,339 | \$138,369 | \$142,520 | \$146,796 | \$151,200 | \$155,736 | \$160,408 | 48 | \$64.58 | \$66.52 | \$68.51 | \$70.57 | \$72.69 | \$74.87 | \$77.11 |
| 47 | \$131,062 | \$134,994 | \$139,044 | \$143,215 | \$147,512 | \$151,937 | \$156,495 | 47 | \$63.01 | \$64.90 | \$66.84 | \$68.85 | \$70.91 | \$73.04 | \$75.23 |
| 46 | \$127,866 | \$131,702 | \$135,653 | \$139,722 | \$143,914 | \$148,232 | \$152,678 | 46 | \$61.47 | \$63.31 | \$65.21 | \$67.17 | \$69.18 | \$71.26 | \$73.40 |
| 45 | \$124,747 | \$128,489 | \$132,344 | \$136,315 | \$140,404 | \$144,616 | \$148,955 | 45 | \$59.97 | \$61.77 | \$63.62 | \$65.53 | \$67.50 | \$69.52 | \$71.61 |
| 44 | \$121,704 | \$125,356 | \$129,116 | \$132,990 | \$136,980 | \$141,089 | \$145,321 | 44 | \$58.51 | \$60.26 | \$62.07 | \$63.93 | \$65.85 | \$67.83 | \$69.86 |
| 43 | \$118,736 | \$122,298 | \$125,967 | \$129,746 | \$133,638 | \$137,648 | \$141,777 | 43 | \$57.08 | \$58.79 | \$60.56 | \$62.37 | \$64.24 | \$66.17 | \$68.16 |
| 42 | \$115,840 | \$119,315 | \$122,895 | \$126,582 | \$130,379 | \$134,290 | \$138,319 | 42 | \$55.69 | \$57.36 | \$59.08 | \$60.85 | \$62.68 | \$64.56 | \$66.49 |
| 41 | \$113,015 | \$116,405 | \$119,897 | \$123,494 | \$127,199 | \$131,015 | \$134,946 | 41 | \$54.33 | \$55.96 | \$57.64 | \$59.37 | \$61.15 | \$62.98 | \$64.87 |
| 40 | \$110,258 | \$113,566 | \$116,973 | \$120,482 | \$124,097 | \$127,820 | \$131,654 | 40 | \$53.00 | \$54.59 | \$56.23 | \$57.92 | \$59.66 | \$61.45 | \$63.29 |
| 39 | \$107,569 | \$110,796 | \$114,120 | \$117,543 | \$121,070 | \$124,702 | \$128,443 | 39 | \$51.71 | \$53.26 | \$54.86 | \$56.51 | \$58.20 | \$59.95 | \$61.75 |
| 38 | \$104,946 | \$108,094 | \$111,337 | \$114,677 | \$118,117 | \$121,661 | \$125,310 | 38 | \$50.45 | \$51.96 | \$53.52 | \$55.13 | \$56.78 | \$58.49 | \$60.24 |
| 37 | \$102,386 | \$105,457 | \$108,621 | \$111,880 | \$115,236 | \$118,693 | \$122,254 | 37 | \$49.22 | \$50.70 | \$52.22 | \$53.78 | \$55.40 | \$57.06 | \$58.77 |
| 36 | \$99,889 | \$102,885 | \$105,972 | \$109,151 | \$112,425 | \$115,798 | \$119,272 | 36 | \$48.02 | \$49.46 | \$50.94 | \$52.47 | \$54.05 | \$55.67 | \$57.34 |
| 35 | \$97,452 | \$100,376 | \$103,387 | \$106,489 | \$109,683 | \$112,974 | \$116,363 | 35 | \$46.85 | \$48.25 | \$49.70 | \$51.19 | \$52.73 | \$54.31 | \$55.94 |
| 34 | \$95,075 | \$97,928 | \$100,866 | \$103,891 | \$107,008 | \$110,218 | \$113,525 | 34 | \$45.70 | \$47.08 | \$48.49 | \$49.94 | \$51.44 | \$52.98 | \$54.57 |
| 33 | \$92,756 | \$95,539 | \$98,405 | \$101,358 | \$104,398 | \$107,530 | \$110,756 | 33 | \$44.59 | \$45.93 | \$47.31 | \$48.72 | \$50.19 | \$51.69 | \$53.24 |
| 32 | \$90,494 | \$93,209 | \$96,005 | \$98,885 | \$101,852 | \$104,907 | \$108,055 | 32 | \$43.50 | \$44.81 | \$46.15 | \$47.54 | \$48.96 | \$50.43 | \$51.94 |
| 31 | \$88,287 | \$90,935 | \$93,663 | \$96,473 | \$99,368 | \$102,349 | \$105,419 | 31 | \$42.44 | \$43.71 | \$45.03 | \$46.38 | \$47.77 | \$49.20 | \$50.68 |
| 30 | \$86,134 | \$88,718 | \$91,379 | \$94,121 | \$96,944 | \$99,852 | \$102,848 | 30 | \$41.41 | \$42.65 | \$43.93 | \$45.25 | \$46.60 | \$48.00 | \$49.44 |
| 29 | \$84,033 | \$86,554 | \$89,150 | \$91,825 | \$94,580 | \$97,417 | \$100,340 | 29 | \$40.40 | \$41.61 | \$42.86 | \$44.14 | \$45.47 | \$46.83 | \$48.24 |
| 28 | \$81,983 | \$84,443 | \$86,976 | \$89,585 | \$92,273 | \$95,041 | \$97,892 | 28 | \$39.41 | \$40.59 | \$41.81 | \$43.06 | \$44.36 | \$45.69 | \$47.06 |
| 27 | \$79,984 | \$82,383 | \$84,854 | \$87,400 | \$90,022 | \$92,723 | \$95,505 | 27 | \$38.45 | \$39.60 | \$40.79 | \$42.01 | \$43.27 | \$44.57 | \$45.91 |
| 26 | \$78,033 | \$80,374 | \$82,785 | \$85,268 | \$87,826 | \$90,461 | \$93,175 | 26 | \$37.51 | \$38.64 | \$39.80 | \$40.99 | \$42.22 | \$43.49 | \$44.79 |
| 25 | \$76,129 | \$78,413 | \$80,766 | \$83,189 | \$85,684 | \$88,255 | \$90,903 | 25 | \$36.60 | \$37.69 | \$38.82 | \$39.99 | \$41.19 | \$42.43 | \$43.70 |
| 24 | \$74,273 | \$76,501 | \$78,796 | \$81,160 | \$83,595 | \$86,102 | \$88,686 | 24 | \$35.70 | \$36.77 | \$37.88 | \$39.01 | \$40.18 | \$41.39 | \$42.63 |
| 23 | \$72,461 | \$74,635 | \$76,874 | \$79,180 | \$81,556 | \$84,002 | \$86,522 | 23 | \$34.83 | \$35.88 | \$36.95 | \$38.06 | \$39.20 | \$40.38 | \$41.59 |
| 22 | \$70,694 | \$72,815 | \$74,999 | \$77,249 | \$79,566 | \$81,954 | \$84,412 | 22 | \$33.98 | \$35.00 | \$36.05 | \$37.13 | \$38.25 | \$39.40 | \$40.58 |
| 21 | \$68,970 | \$71,039 | \$73,170 | \$75,365 | \$77,626 | \$79,955 | \$82,353 | 21 | \$33.15 | \$34.15 | \$35.17 | \$36.23 | \$37.32 | \$38.43 | \$39.59 |
| 20 | \$67,287 | \$69,306 | \$71,385 | \$73,527 | \$75,732 | \$78,005 | \$80,345 | 20 | \$32.34 | \$33.32 | \$34.31 | \$35.34 | \$36.40 | \$37.50 | \$38.62 |
| 19 | \$65,646 | \$67,616 | \$69,644 | \$71,733 | \$73,885 | \$76,102 | \$78,385 | 19 | \$31.56 | \$32.50 | \$33.48 | \$34.48 | \$35.52 | \$36.58 | \$37.68 |
| 18 | \$64,045 | \$65,967 | \$67,945 | \$69,984 | \$72,083 | \$74,246 | \$76,473 | 18 | \$30.79 | \$31.71 | \$32.66 | \$33.64 | \$34.65 | \$35.69 | \$36.76 |
| 17 | \$62,483 | \$64,357 | \$66,288 | \$68,277 | \$70,325 | \$72,435 | \$74,608 | 17 | \$30.03 | \$30.94 | \$31.86 | \$32.82 | \$33.81 | \$34.82 | \$35.86 |
| 16 | \$60,959 | \$62,788 | \$64,671 | \$66,612 | \$68,610 | \$70,668 | \$72,788 | 16 | \$29.30 | \$30.18 | \$31.09 | \$32.02 | \$32.98 | \$33.97 | \$34.99 |
| 15 | \$59,472 | \$61,256 | \$63,094 | \$64,987 | \$66,936 | \$68,945 | \$71,013 | 15 | \$28.59 | \$29.45 | \$30.33 | \$31.24 | \$32.18 | \$33.14 | \$34.14 |
| 14 | \$58,022 | \$59,762 | \$61,555 | \$63,402 | \$65,304 | \$67,263 | \$69,281 | 14 | \$27.89 | \$28.73 | \$29.59 | \$30.48 | \$31.39 | \$32.33 | \$33.30 |
| 13 | \$56,606 | \$58,305 | \$60,054 | \$61,856 | \$63,711 | \$65,622 | \$67,591 | 13 | \$27.21 | \$28.03 | \$28.87 | \$29.73 | \$30.63 | \$31.54 | \$32.49 |
| 12 | \$55,226 | \$56,883 | \$58,589 | \$60,347 | \$62,157 | \$64,022 | \$65,942 | 12 | \$26.55 | \$27.34 | \$28.16 | \$29.01 | \$29.88 | \$30.77 | \$31.70 |
| 11 | \$53,879 | \$55,495 | \$57,160 | \$58,875 | \$60,641 | \$62,460 | \$64,334 | 11 | \$25.90 | \$26.68 | \$27.48 | \$28.30 | \$29.15 | \$30.02 | \$30.92 |
| 10 | \$52,565 | \$54,142 | \$55,766 | \$57,439 | \$59,162 | \$60,937 | \$62,765 | 10 | \$25.27 | \$26.02 | \$26.81 | \$27.61 | \$28.44 | \$29.29 | \$30.17 |
| 9 | \$51,283 | \$52,821 | \$54,406 | \$56,038 | \$57,719 | \$59,451 | \$61,234 | 9 | \$24.65 | \$25.39 | \$26.15 | \$26.94 | \$27.74 | \$28.58 | \$29.43 |
| 8 | \$50,032 | \$51,533 | \$53,079 | \$54,671 | \$56,311 | \$58,001 | \$59,741 | 8 | \$24.05 | \$24.77 | \$25.51 | \$26.28 | \$27.07 | \$27.88 | \$28.72 |
| 7 | \$48,812 | \$50,276 | \$51,784 | \$53,338 | \$54,938 | \$56,586 | \$58,284 | 7 | \$23.46 | \$24.17 | \$24.89 | \$25.64 | \$26.41 | \$27.20 | \$28.02 |
| 6 | \$47,621 | \$49,050 | \$50,521 | \$52,037 | \$53,598 | \$55,206 | \$56,862 | 6 | \$22.89 | \$23.58 | \$24.28 | \$25.01 | \$25.76 | \$26.54 | \$27.33 |
| 5 | \$46,460 | \$47,853 | \$49,289 | \$50,768 | \$52,291 | \$53,859 | \$55,475 | 5 | \$22.33 | \$23.00 | \$23.69 | \$24.40 | \$25.13 | \$25.89 | \$26.67 |
| 4 | \$45,326 | \$46,686 | \$48,087 | \$49,529 | \$51,015 | \$52,546 | \$54,122 | 4 | \$21.79 | \$22.44 | \$23.11 | \$23.81 | \$24.52 | \$25.26 | \$26.02 |
| 3 | \$44,221 | \$45,548 | \$46,914 | \$48,321 | \$49,771 | \$51,264 | \$52,802 | 3 | \$21.26 | \$21.89 | \$22.55 | \$23.23 | \$23.92 | \$24.64 | \$25.38 |
| 2 | \$43,142 | \$44,436 | \$45,770 | \$47,143 | \$48,557 | \$50,014 | \$51,514 | 2 | \$20.74 | \$21.36 | \$22.00 | \$22.66 | \$23.34 | \$24.04 | \$24.76 |
| , | \$42,090 | \$43,353 | \$44,653 | \$45,993 | \$47,373 | \$48,794 | \$50,258 | 1 | \$20.23 | \$20.84 | \$21.46 | \$22.11 | \$22.77 | \$23.45 | \$24.16 |
| Grade | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | Grade | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |

