

7.5% btwn grades	FY2021 PAY SCALE EFFECTIVE JULY 1, 2020											
	STEP (5.361%)											
	GRADE	1	2	3	4	5	6	7	8	9	10	11
A01	25,656	27,032	28,481	30,007	31,616	33,311	35,097	36,978	38,960	41,049	43,250	
A02	27,580	29,059	30,616	32,258	33,987	35,809	37,729	39,751	41,883	44,128	46,494	
A03	29,649	31,239	32,914	34,678	36,538	38,495	40,559	42,734	45,025	47,439	49,982	
A04	31,872	33,581	35,381	37,279	39,276	41,382	43,601	45,938	48,402	50,996	53,730	
A05	34,263	36,099	38,035	40,074	42,223	44,487	46,870	49,383	52,030	54,821	57,759	
A06	36,833	38,808	40,887	43,081	45,390	47,822	50,387	53,088	55,933	58,932	62,091	
A07	39,595	41,718	43,954	46,311	48,793	51,408	54,166	57,069	60,129	63,351	66,748	
A08	42,565	44,846	47,250	49,784	52,452	55,264	58,227	61,349	64,638	68,104	71,754	
A09	45,757	48,209	50,793	53,518	56,386	59,409	62,594	65,949	69,485	73,209	77,135	
A10	49,189	51,825	54,603	57,531	60,616	63,864	67,289	70,896	74,698	78,701	82,920	
A11	52,878	55,713	58,700	61,845	65,162	68,656	72,335	76,214	80,300	84,605	89,140	
A12	56,843	59,889	63,101	66,483	70,048	73,803	77,760	81,928	86,320	90,948	95,824	
A13	61,107	64,382	67,835	71,471	75,302	79,340	83,593	88,074	92,795	97,770	103,011	
A14	65,690	69,212	72,921	76,831	80,951	85,289	89,862	94,681	99,757	105,103	110,738	
A15	70,615	74,401	78,389	82,593	87,020	91,685	96,601	101,778	107,235	112,985	119,041	
A16	75,913	79,983	84,269	88,789	93,549	98,564	103,847	109,415	115,280	121,460	127,971	
A17	81,606	85,980	90,591	95,448	100,564	105,955	111,636	117,620	123,925	130,570	137,570	
A18	87,726	92,429	97,384	102,604	108,106	113,902	120,006	126,442	133,219	140,361	147,885	
A19	94,305	99,361	104,688	110,300	116,214	122,443	129,006	135,924	143,210	150,888	158,977	
A20	101,378	106,813	112,539	118,572	124,929	131,627	138,682	146,117	153,951	162,204	170,901	
F10	45,659	48,107	50,686	53,402	56,267	59,283	62,461	65,810	69,338	73,055	76,971	81,098
F11	49,085	51,716	54,489	57,410	60,488	63,730	67,147	70,748	74,540	78,536	82,747	87,182
F12	52,767	55,595	58,575	61,716	65,025	68,510	72,183	76,053	80,131	84,426	88,952	93,721
F13	56,722	59,763	62,967	66,343	69,900	73,646	77,595	81,754	86,137	90,755	95,621	100,747
F14	60,976	64,245	67,689	71,317	75,142	79,169	83,414	87,886	92,598	97,562	102,792	108,302
F15	65,550	69,065	72,767	76,668	80,779	85,109	89,671	94,479	99,544	104,880	110,503	116,427
F16	70,466	74,243	78,223	82,416	86,836	91,492	96,397	101,564	107,009	112,746	118,790	125,158
F17	75,753	79,815	84,093	88,602	93,351	98,356	103,628	109,184	115,038	121,205	127,702	134,549
F18	83,430	88,156	92,882	97,862	103,107	108,635	114,460	120,594	127,061	133,873	141,049	148,610
F20	101,874	107,336	113,090	119,152	125,541	132,272	139,362	146,833	154,705	163,000	171,738	
P10	50,636	53,351	56,211	59,224	62,400	65,745	69,270	72,984	76,895	81,017	85,362	89,937
P11	54,436	57,355	60,429	63,669	67,082	70,679	74,468	78,458	82,667	87,097	91,767	96,687

P12	58,518	61,654	64,960	68,442	72,112	75,978	80,051	84,342	88,864	93,628	98,648	103,936
P13	62,906	66,277	69,831	73,574	77,520	81,675	86,053	90,666	95,528	100,648	106,044	111,729
P15	71,270	75,091	79,116	83,359	87,828	92,536	97,497	102,723	108,230	114,032	120,146	126,587
P17	82,361	86,776	91,428	96,331	101,495	106,935	112,668	118,708	125,072	131,778	138,843	146,286
P18	88,538	93,286	98,287	103,554	109,107	114,956	121,119	127,612	134,454	141,661	149,256	157,257
P20	102,317	107,801	113,581	119,670	126,085	132,844	139,966	147,471	155,376	163,707	172,483	

**FOR A Scale:** The pay plan consists of 11 steps. The last four steps (8-11) are reserved for longevity for Civil Service employees; to be given at 7, 12, 15, and 20 (added this step effective 7/1/18) years of service. If a Civil Service employee has attained any of the longevity years of service prior to reaching steps 8-11, then the employee is allowed to progress through these final steps in annual increments until they reach the required years of service for the longevity step. This typically occurs as the result of promotion. Exempt Service employees are not entitled to longevity and are able to progress to Step 11 in annual increments. All merit increases are tied

**For F Scale and for P Scale:** The pay plan consists of 12 steps (with 11 steps for F20 and P20). The last five steps (8-12) are reserved for longevity for Civil Service employees; to be given at 7, 12, 15, 17 and 22 years of service. If a Civil Service employee has attained any of the longevity years of service prior to reaching steps 8-12, then the employee is allowed to progress through these final steps in annual increments until they reach the required years of service for the longevity step. This typically occurs as the result of promotion. Exempt Service employees are not entitled to longevity and are able to progress to Step 12 (or Step 11 for F20 and P20) in annual increments. All merit increases are tied to meeting performance review requirements.

**COLA Increases** A scale increased by 3%  
F scale increased by 3%  
P scale increased by 1.5%