

FY2023 PAY SCALE EFFECTIVE JULY 1, 2022												
STEP (5.361%)												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12
A01	27,086	28,538	30,068	31,680	33,378	35,167	37,053	39,039	41,132	43,337	45,661	
A02	29,117	30,678	32,323	34,056	35,881	37,805	39,832	41,967	44,217	46,588	49,085	
A03	31,302	32,981	34,749	36,612	38,574	40,642	42,821	45,117	47,536	50,084	52,769	
A04	33,649	35,453	37,353	39,356	41,466	43,689	46,031	48,499	51,099	53,838	56,725	
A05	36,173	38,113	40,156	42,309	44,577	46,967	49,485	52,137	54,933	57,878	60,980	
A06	38,886	40,971	43,168	45,482	47,920	50,489	53,196	56,048	59,053	62,219	65,554	
A07	41,803	44,044	46,405	48,893	51,514	54,276	57,185	60,251	63,481	66,885	70,470	
A08	44,938	47,347	49,886	52,560	55,378	58,347	61,475	64,770	68,243	71,901	75,756	
A09	48,308	50,898	53,627	56,502	59,531	62,722	66,085	69,628	73,361	77,294	81,437	
A10	51,932	54,716	57,649	60,740	63,996	67,427	71,042	74,850	78,863	83,091	87,546	
A11	55,826	58,818	61,972	65,294	68,795	72,483	76,369	80,463	84,777	89,322	94,110	
A12	60,012	63,229	66,619	70,190	73,953	77,918	82,095	86,496	91,134	96,019	101,167	
A13	64,514	67,972	71,616	75,456	79,501	83,763	88,254	92,985	97,970	103,222	108,756	
A14	69,353	73,071	76,988	81,115	85,464	90,046	94,873	99,960	105,318	110,965	116,914	
A15	74,551	78,548	82,759	87,196	91,871	96,796	101,985	107,453	113,213	119,283	125,678	
A16	80,145	84,441	88,968	93,738	98,763	104,058	109,637	115,515	121,708	128,232	135,107	
A17	86,155	90,774	95,641	100,768	106,170	111,862	117,859	124,178	130,835	137,849	145,240	
A18	92,617	97,582	102,814	108,326	114,133	120,252	126,699	133,491	140,648	148,188	156,133	
A19	99,562	104,900	110,524	116,449	122,692	129,270	136,200	143,502	151,195	159,301	167,841	
A20	107,029	112,767	118,813	125,183	131,894	138,965	146,415	154,264	162,535	171,248	180,429	
F10	48,717	51,329	54,081	56,980	60,035	63,253	66,644	70,217	73,981	77,947	82,126	86,529
F11	52,371	55,179	58,137	61,253	64,537	67,997	71,642	75,483	79,530	83,793	88,286	93,019
F12	56,299	59,317	62,497	65,847	69,378	73,097	77,016	81,144	85,495	90,078	94,907	99,995
F13	60,521	63,766	67,184	70,786	74,581	78,579	82,792	87,230	91,907	96,834	102,025	107,495
F14	65,060	68,548	72,223	76,095	80,174	84,473	89,001	93,773	98,800	104,096	109,677	115,557
F15	69,940	73,689	77,640	81,802	86,188	90,808	95,676	100,805	106,210	111,904	117,903	124,223
F16	75,185	79,216	83,463	87,937	92,652	97,619	102,852	108,366	114,175	120,296	126,745	133,540
F17	80,824	85,157	89,723	94,533	99,600	104,940	110,566	116,493	122,739	129,319	136,251	143,556
F18	89,272	94,057	99,100	104,413	110,010	115,908	122,122	128,669	135,566	142,834	150,492	158,559
F20	108,693	114,520	120,660	127,128	133,944	141,124	148,690	156,661	165,060	173,909	183,232	
P10	60,000	63,217	66,606	70,176	73,939	77,902	82,079	86,479	91,115	96,000	101,146	106,569
P11	64,500	67,958	71,601	75,440	79,484	83,745	88,235	92,965	97,949	103,200	108,732	114,561
P12	69,338	73,055	76,971	81,098	85,445	90,026	94,852	99,937	105,295	110,940	116,887	123,154
P13	74,538	78,534	82,744	87,180	91,854	96,778	101,966	107,433	113,192	119,260	125,654	132,390
P15	84,448	88,975	93,745	98,771	104,066	109,645	115,523	121,716	128,242	135,117	142,360	149,992
P17	97,590	102,822	108,334	114,142	120,261	126,708	133,501	140,658	148,199	156,144	164,515	173,334
P18	104,910	110,534	116,460	122,703	129,281	136,212	143,514	151,208	159,315	167,855	176,854	186,335
P20	121,236	127,736	134,583	141,798	149,400	157,410	165,848	174,739	184,107	193,977	204,376	

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 to meeting performance review requirements.
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 2.5%
	F scale increased by 2.5% after adjustment to entry pay
	P scale increased by 2.5% after adjustment to entry pay