Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Midpoint Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Maximum Step 17
1	\$15.31	\$15.70	\$16.11	\$16.54	\$16.98	\$17.47	\$17.99	\$18.52	\$19.11	\$19.68	\$20.25	\$20.84	\$21.41	\$21.97	\$22.55	\$23.11	\$23.70
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
2	\$16.84	\$17.27	\$17.72	\$18.18	\$18.69	\$19.22	\$19.79	\$20.38	\$21.01	\$21.64	\$22.28	\$22.92	\$23.56	\$24.16	\$24.80	\$25.43	\$26.07
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
3	\$18.52	\$19.00	\$19.49	\$20.01	\$20.56	\$21.15	\$21.77	\$22.41	\$23.11	\$23.80	\$24.50	\$25.20	\$25.90	\$26.58	\$27.27	\$27.97	\$28.68
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
4	\$20.38	\$20.90	\$21.44	\$22.00	\$22.61	\$23.26	\$23.95	\$24.67	\$25.43	\$26.19	\$26.96	\$27.73	\$28.50	\$29.25	\$30.01	\$30.78	\$31.54
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
5	\$22.41	\$22.99	\$23.59	\$24.21	\$24.87	\$25.57	\$26.34	\$27.13	\$27.96	\$28.80	\$29.66	\$30.50	\$31.34	\$32.18	\$33.00	\$33.86	\$34.69
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
6	\$24.21	\$24.82	\$25.47	\$26.14	\$26.86	\$27.62	\$28.44	\$29.30	\$30.20	\$31.12	\$32.03	\$32.94	\$33.86	\$34.74	\$35.65	\$36.55	\$37.47
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
7	\$26.14	\$26.81	\$27.51	\$28.24	\$29.02	\$29.84	\$30.72	\$31.64	\$32.62	\$33.60	\$34.60	\$35.59	\$36.55	\$37.52	\$38.50	\$39.49	\$40.47
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
8	\$28.23	\$28.95	\$29.71	\$30.49	\$31.34	\$32.23	\$33.18	\$34.18	\$35.24	\$36.30	\$37.37	\$38.43	\$39.48	\$40.53	\$41.58	\$42.64	\$43.71
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
9	\$29.93	\$30.69	\$31.49	\$32.32	\$33.22	\$34.17	\$35.16	\$36.21	\$37.35	\$38.47	\$39.60	\$40.73	\$41.85	\$42.95	\$44.08	\$45.21	\$46.33
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
10	\$31.72	\$32.54	\$33.37	\$34.27	\$35.22	\$36.20	\$37.28	\$38.40	\$39.58	\$40.77	\$41.98	\$43.18	\$44.35	\$45.54	\$46.72	\$47.91	\$49.11
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
11	\$33.63	\$34.49	\$35.38	\$36.33	\$37.33	\$38.39	\$39.52	\$40.70	\$41.96	\$43.22	\$44.50	\$45.76	\$47.02	\$48.28	\$49.52	\$50.79	\$52.06
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
12	\$35.65	\$36.55	\$37.50	\$38.50	\$39.56	\$40.69	\$41.88	\$43.15	\$44.49	\$45.81	\$47.16	\$48.51	\$49.84	\$51.17	\$52.49	\$53.83	\$55.18
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
13	\$37.43	\$38.39	\$39.38	\$40.42	\$41.53	\$42.72	\$43.98	\$45.30	\$46.70	\$48.10	\$49.52	\$50.93	\$52.33	\$53.72	\$55.13	\$56.53	\$57.94
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
14	\$39.29	\$40.30	\$41.35	\$42.45	\$43.61	\$44.86	\$46.19	\$47.56	\$49.04	\$50.51	\$52.00	\$53.48	\$54.95	\$56.41	\$57.88	\$59.36	\$60.83
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
15	\$41.27	\$42.32	\$43.42	\$44.57	\$45.80	\$47.10	\$48.48	\$49.94	\$51.50	\$53.03	\$54.60	\$56.16	\$57.70	\$59.23	\$60.77	\$62.32	\$63.88
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
16	\$43.33	\$44.43	\$45.59	\$46.79	\$48.08	\$49.46	\$50.91	\$52.44	\$54.06	\$55.68	\$57.33	\$58.97	\$60.58	\$62.19	\$63.81	\$65.44	\$67.07
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%

17	\$45.50	\$46.66	\$47.86	\$49.14	\$50.49	\$51.93	\$53.46	\$55.06	\$56.77	\$58.47	\$60.19	\$61.91	\$63.61	\$65.30	\$66.99	\$68.70	\$70.42
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
18	\$47.77	\$49.00	\$50.26	\$51.59	\$53.01	\$54.52	\$56.14	\$57.82	\$59.62	\$61.40	\$63.21	\$65.01	\$66.80	\$68.57	\$70.35	\$72.14	\$73.94
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
19	\$50.16	\$51.43	\$52.77	\$54.17	\$55.66	\$57.25	\$58.94	\$60.71	\$62.59	\$64.46	\$66.37	\$68.26	\$70.13	\$72.00	\$73.87	\$75.75	\$77.65
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
20	\$52.66	\$54.01	\$55.41	\$56.89	\$58.44	\$60.11	\$61.88	\$63.74	\$65.71	\$67.68	\$69.69	\$71.68	\$73.65	\$75.59	\$77.56	\$79.54	\$81.53
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
21	\$55.29	\$56.70	\$58.18	\$59.73	\$61.38	\$63.11	\$64.98	\$66.93	\$69.00	\$71.07	\$73.17	\$75.26	\$77.33	\$79.37	\$81.43	\$83.51	\$85.60
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%

Grade	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Midpoint Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Maximum Step 17
1	31,844.80	32,656.00	33,508.80	34,403.20	35,318.40	36,337.60	37,419.20	38,521.60	39,748.80	40,934.40	42,120.00	43,347.20	44,532.80	45,697.60	46,904.00	48,068.80	49,296.00
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
2	35,027.20	35,921.60	36,857.60	37,814.40	38,875.20	39,977.60	41,163.20	42,390.40	43,700.80	45,011.20	46,342.40	47,673.60	49,004.80	50,252.80	51,584.00	52,894.40	54,225.60
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
3	38,521.60	39,520.00	40,539.20	41,620.80	42,764.80	43,992.00	45,281.60	46,612.80	48,068.80	49,504.00	50,960.00	52,416.00	53,872.00	55,286.40	56,721.60	58,177.60	59,654.40
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
4	42,390.40	43,472.00	44,595.20	45,760.00	47,028.80	48,380.80	49,816.00	51,313.60	52,894.40	54,475.20	56,076.80	57,678.40	59,280.00	60,840.00	62,420.80	64,022.40	65,603.20
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
5	46,612.80	47,819.20	49,067.20	50,356.80	51,729.60	53,185.60	54,787.20	56,430.40	58,156.80	59,904.00	61,692.80	63,440.00	65,187.20	66,934.40	68,640.00	70,428.80	72,155.20
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
6	50,356.80	51,625.60	52,977.60	54,371.20	55,868.80	57,449.60	59,155.20	60,944.00	62,816.00	64,729.60	68,702.40	68,515.20	70,428.80	72,259.20	74,152.00	76,024.00	77,937.60
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
7	54,371.20	55,764.80	57,220.80	58,739.20	60,361.60	62,067.20	63,897.60	65,811.20	67,849.60	69,888.00	71,968.00	74,027.20	76,024.00	78,041.60	80,080.00	82,139.20	84,177.60
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
8	58,718.40	60,216.00	61,796.80	63,419.20	65,187.20	67,038.40	69,014.40	71,094.40	73,299.20	75,504.00	77,729.60	79,934.40	82,118.40	84,302.40	86,486.40	88,691.20	90,916.80
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
9	62,254.40	63,835.20	65,499.20	67,225.60	69,097.60	71,073.60	73,132.80	75,316.80	77,688.00	80,017.60	82,368.00	84,718.40	87,048.00	89,336.00	91,686.40	94,036.80	96,366.40
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
10	65,977.60	67,683.20	69,409.60	71,281.60	73,257.60	75,296.00	77,542.40	79,872.00	82,326.40	84,801.60	87,318.40	89,814.40	92,248.00	94,723.20	97,177.60	99,652.80	102,148.80
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
11	69,950.40	71,739.20	73,590.40	75,566.40	77,646.40	79,851.20	82,201.60	84,656.00	87,276.80	89,897.60	92,560.00	95,180.80	97,801.60	100,422.40	103,001.60	105,643.20	108,284.80
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
12	74,152.00	76,024.00	78,000.00	80,080.00	82,284.80	84,635.20	87,110.40	89,752.00	92,539.20	95,284.80	98,092.80	100,900.80	103,667.20	106,433.60	109,179.20	111,966.40	114,732.80
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
13	77,854.40	79,851.20	81,910.40	84,073.60	86,382.40	88,857.60	91,478.40	94,224.00	97,136.00	100,048.00	103,001.60	105,934.40	108,846.40	111,737.60	114,670.40	117,582.40	120,515.20
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
14	81,723.20	83,824.00	86,008.00	88,296.00	90,708.80	93,308.80	96,075.20	98,924.80	102,003.20	105,060.80	108,160.00	111,238.40	114,296.00	117,332.80	120,390.40	123,468.80	126,526.40
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
15	85,841.60	88,025.60	90,313.60	92,705.60	95,264.00	97,968.00	100,838.40	103,875.20	107,120.00	110,302.40	113,568.00	116,812.80	120,016.00	123,198.40	126,401.60	129,625.60	132,870.40
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
16	90,126.40	92,414.40	94,827.20	97,323.20	100,006.40	102,876.80	105,892.80	109,075.20	112,444.80	115,814.40	119,246.40	122,657.60	126,006.40	129,355.20	132,724.80	136,115.20	139,505.60
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%

17	94,640.00	97,052.80	99,548.80	102,211.20	105,019.20	108,014.40	111,196.80	114,524.80	118,081.60	121,617.60	125,195.20	128,772.80	132,308.80	135,824.00	139,339.20	142,896.00	146,473.60
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
18	99,361.60	101,920.00	104,540.80	107,307.20	110,260.80	113,401.60	116,771.20	120,265.60	124,009.60	127,712.00	131,476.80	137,300.80	138,944.00	142,625.60	146,328.00	150,051.20	153,795.20
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
19	104,332.80	106,974.40	109,761.60	112,673.60	115,772.80	119,080.00	122,595.20	126,276.80	130,187.20	134,076.80	138,049.60	141,980.80	145,870.40	149,760.00	153,649.60	157,560.00	161,512.00
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
20	109,532.80	112,340.80	115,252.80	118,331.20	121,555.20	125,028.80	128,710.40	132,579.20	136,676.80	140,774.40	144,955.20	149,094.40	153,192.00	157,227.20	161,324.80	165,443.20	169,582.40
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%
21	115,003.20	117,936.00	121,014.40	124,238.40	127,670.40	131,268.80	135,158.40	139,214.40	143,520.00	147,825.60	152,193.60	156,540.80	160,846.40	165,089.60	169,374.40	173,700.80	178,048.00
% between step	na	2.55%	2.60%	2.65%	2.75%	2.85%	2.95%	3.00%	3.10%	3.00%	2.95%	2.85%	2.75%	2.65%	2.60%	2.55%	2.50%