| Eff. <br> Date | Sched | Grade | Step | Annual <br> Monthly <br> Hourly | Step | Annual <br> Monthly <br> Hourly | Step | Annual Monthly Hourly | Step | Annual Monthly Hourly | Step | Annual Monthly Hourly | Step | Annual <br> Monthly <br> Hourly | Step | Annual <br> Monthly <br> Hourly | Step | Annual <br> Monthly <br> Hourly |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 7/1/23 | A2/A3 | P-Tier 1 | 1 | \$197,821.28 | 2 | \$207,712.35 | 3 | \$218,097.95 | 4 | \$229,002.86 | 5 | \$240,452.99 | 6 | \$252,475.65 | 7 | \$265,099.43 | 8 | \$278,354.41 |
| Range $\mathbf{P}$ | (58) | Min | 1 | \$16,485.11 | 2 | \$17,309.36 | 3 | \$18,174.83 | 4 | \$19,083.57 | 5 | \$20,037.75 | 6 | \$21,039.64 | 7 | \$22,091.62 | 8 | \$23,196.20 |
|  |  |  | 1 | \$94.74 | 2 | \$99.48 | 3 | \$104.45 | 4 | \$109.68 | 5 | \$115.16 | 6 | \$120.92 | 7 | \$126.96 | 8 | \$133.31 |
|  |  | P-Tier 2 <br> Min + 36 Units | 1 | \$202,087.01 | 2 | \$211,977.98 | 3 | \$222,363.59 | 4 | \$233,268.50 | 5 | \$244,718.74 | 6 | \$256,741.34 | 7 | \$269,365.09 | 8 | \$282,620.07 |
|  |  |  | 1 | \$16,840.58 | 2 | \$17,664.83 | 3 | \$18,530.30 | 4 | \$19,439.04 | 5 | \$20,393.23 | 6 | \$21,395.11 | 7 | \$22,447.09 | 8 | \$23,551.67 |
|  |  |  | 1 | \$96.78 | 2 | \$101.52 | 3 | \$106.50 | 4 | \$111.72 | 5 | \$117.20 | 6 | \$122.96 | 7 | \$129.01 | 8 | \$135.35 |
|  |  | P-Tier 3 <br> Min + 72 Units | 1 | \$206,352.71 | 2 | \$216,243.68 | 3 | \$226,629.29 | 4 | \$237,534.20 | 5 | \$248,984.43 | 6 | \$261,007.03 | 7 | \$273,630.78 | 8 | \$286,885.77 |
|  |  |  | 1 | \$17,196.06 | 2 | \$18,020.31 | 3 | \$18,885.77 | 4 | \$19,794.52 | 5 | \$20,748.70 | 6 | \$21,750.59 | 7 | \$22,802.57 | 8 | \$23,907.15 |
|  |  |  | 1 | \$98.83 | 2 | \$103.56 | 3 | \$108.54 | 4 | \$113.76 | 5 | \$119.25 | 6 | \$125.00 | 7 | \$131.05 | 8 | \$137.40 |
| 7/1/23 | A2/A3 | O-T | 1 | \$189,302.70 | 2 | \$198,767.83 | 3 | \$208,706.23 | 4 | \$219,141.55 | 5 | \$230,098.62 | 6 | \$241,603.55 | 7 | \$253,683.72 | 8 | \$266,367.91 |
| Range 0 | (59) | Min | 1 | \$15,775.23 | 2 | \$16,563.99 | 3 | \$17,392.19 | 4 | \$18,261.80 | 5 | \$19,174.89 | 6 | \$20,133.63 | 7 | \$21,140.31 | 8 | \$22,197.33 |
|  |  |  | 1 | \$90.66 | 2 | \$95.20 | 3 | \$99.96 | 4 | \$104.95 | 5 | \$110.20 | 6 | \$115.71 | 7 | \$121.50 | 8 | \$127.57 |
|  |  | $\begin{aligned} & \text { O-Tier } 2 \\ & \text { Min }+36 \text { Units } \end{aligned}$ | 1 | \$193,568.47 | 2 | \$203,033.48 | 3 | \$212,971.94 | 4 | \$223,407.17 | 5 | \$234,364.27 | 6 | \$245,869.25 | 7 | \$257,949.50 | 8 | \$270,633.61 |
|  |  |  | 1 | \$16,130.71 | 2 | \$16,919.46 | 3 | \$17,747.66 | 4 | \$18,617.26 | 5 | \$19,530.36 | 6 | \$20,489.10 | 7 | \$21,495.79 | 8 | \$22,552.80 |
|  |  |  | 1 | \$92.71 | 2 | \$97.24 | 3 | \$102.00 | 4 | \$107.00 | 5 | \$112.24 | 6 | \$117.75 | 7 | \$123.54 | 8 | \$129.61 |
|  |  | $\begin{aligned} & \text { O-Tier } 3 \\ & \text { Min }+72 \text { Units } \end{aligned}$ | 1 | \$197,834.16 | 2 | \$207,299.17 | 3 | \$217,237.65 | 4 | \$227,672.87 | 5 | \$238,629.97 | 6 | \$250,134.95 | 7 | \$262,215.19 | 8 | \$274,899.30 |
|  |  |  | 1 | \$16,486.18 | 2 | \$17,274.93 | 3 | \$18,103.14 | 4 | \$18,972.74 | 5 | \$19,885.83 | 6 | \$20,844.58 | 7 | \$21,851.27 | 8 | \$22,908.28 |
|  |  |  | 1 | \$94.75 | 2 | \$99.28 | 3 | \$104.04 | 4 | \$109.04 | 5 | \$114.29 | 6 | \$119.80 | 7 | \$125.58 | 8 | \$131.66 |
| $\begin{array}{\|l\|} \hline 7 / 1 / 23 \\ \text { Range } \mathrm{N} \end{array}$ | A2/A3 | $\mathrm{N}-\mathrm{Tie}$Min | 1 | \$181,150.95 | 2 | \$190,208.49 | 3 | \$199,718.91 | 4 | \$209,704.88 | 5 | \$220,190.11 | 6 | \$231,199.61 | 7 | \$242,759.58 | 8 | \$254,897.57 |
|  | (60) |  | 1 | \$15,095.91 | 2 | \$15,850.71 | 3 | \$16,643.24 | 4 | \$17,475.41 | 5 | \$18,349.18 | 6 | \$19,266.63 | 7 | \$20,229.97 | 8 | \$21,241.46 |
|  |  |  | 1 | \$86.76 | 2 | \$91.10 | 3 | \$95.65 | 4 | \$100.43 | 5 | \$105.46 | 6 | \$110.73 | 7 | \$116.26 | 8 | \$122.08 |
|  |  | N -Tier 2 <br> Min + 36 Units | 1 | \$185,416.60 | 2 | \$194,474.24 | 3 | \$203,984.63 | 4 | \$213,970.60 | 5 | \$224,455.74 | 6 | \$235,465.34 | 7 | \$247,025.22 | 8 | \$259,163.25 |
|  |  |  | 1 | \$15,451.38 | 2 | \$16,206.19 | 3 | \$16,998.72 | 4 | \$17,830.88 | 5 | \$18,704.65 | 6 | \$19,622.11 | 7 | \$20,585.44 | 8 | \$21,596.94 |
|  |  |  | 1 | \$88.80 | 2 | \$93.14 | 3 | \$97.69 | 4 | \$102.48 | 5 | \$107.50 | 6 | \$112.77 | 7 | \$118.31 | 8 | \$124.12 |
|  |  | N -Tier 3 <br> Min + 72 Units | 1 | \$189,682.30 | 2 | \$198,739.94 | 3 | \$208,250.33 | 4 | \$218,236.31 | 5 | \$228,721.44 | 6 | \$239,731.03 | 7 | \$251,290.92 | 8 | \$263,428.96 |
|  |  |  | 1 | \$15,806.86 | 2 | \$16,561.66 | 3 | \$17,354.19 | 4 | \$18,186.36 | 5 | \$19,060.12 | 6 | \$19,977.59 | 7 | \$20,940.91 | 8 | \$21,952.41 |
|  |  |  | 1 | \$90.84 | 2 | \$95.18 | 3 | \$99.74 | 4 | \$104.52 | 5 | \$109.54 | 6 | \$114.81 | 7 | \$120.35 | 8 | \$126.16 |
| $7 / 1 / 23$ <br> Range M | A2/A3 | M-Tier 1 Min | 1 | \$173,339.79 | 2 | \$182,006.78 | 3 | \$191,107.11 | 4 | \$200,662.47 | 5 | \$210,695.59 | 6 | \$221,230.37 | 7 | \$232,291.89 | 8 | \$243,906.50 |
|  | (61) |  | 1 | \$14,444.98 | 2 | \$15,167.23 | 3 | \$15,925.59 | 4 | \$16,721.87 | 5 | \$17,557.97 | 6 | \$18,435.86 | 7 | \$19,357.66 | 8 | \$20,325.54 |
|  |  |  | 1 | \$83.02 | 2 | \$87.17 | 3 | \$91.53 | 4 | \$96.10 | 5 | \$100.91 | 6 | \$105.95 | 7 | \$111.25 | 8 | \$116.81 |
|  |  | M-Tier 2 <br> Min + 36 Units | 1 | \$177,605.52 | 2 | \$186,272.45 | 3 | \$195,372.76 | 4 | \$204,928.24 | 5 | \$214,961.24 | 6 | \$225,496.01 | 7 | \$236,557.62 | 8 | \$248,172.12 |
|  |  |  | 1 | \$14,800.46 | 2 | \$15,522.70 | 3 | \$16,281.06 | 4 | \$17,077.35 | 5 | \$17,913.44 | 6 | \$18,791.33 | 7 | \$19,713.14 | 8 | \$20,681.01 |
|  |  |  | 1 | \$85.06 | 2 | \$89.21 | 3 | \$93.57 | 4 | \$98.15 | 5 | \$102.95 | 6 | \$108.00 | 7 | \$113.29 | 8 | \$118.86 |
|  |  | M-Tier 3 Min + 72 Units | 1 | \$181,871.22 | 2 | \$190,538.15 | 3 | \$199,638.46 | 4 | \$209,193.93 | 5 | \$219,226.94 | 6 | \$229,761.71 | 7 | \$240,823.33 | 8 | \$252,437.81 |
|  |  |  | 1 | \$15,155.94 | 2 | \$15,878.18 | 3 | \$16,636.54 | 4 | \$17,432.83 | 5 | \$18,268.91 | 6 | \$19,146.81 | 7 | \$20,068.61 | 8 | \$21,036.48 |
|  |  |  | 1 | \$87.10 | 2 | \$91.25 | 3 | \$95.61 | 4 | \$100.19 | 5 | \$104.99 | 6 | \$110.04 | 7 | \$115.34 | 8 | \$120.90 |
| 7/1/23 <br> Range L | $\begin{gathered} \text { A2/A3 } \\ (62) \end{gathered}$ | L-Tier 1 Min | 1 | \$166,551.89 | 2 | \$174,879.49 | 3 | \$183,623.45 | 4 | \$192,804.61 | 5 | \$202,444.86 | 6 | \$212,567.09 | 7 | \$223,195.45 | 8 | \$234,355.23 |
|  |  |  | 1 | \$13,879.32 | 2 | \$14,573.29 | 3 | \$15,301.95 | 4 | \$16,067.05 | 5 | \$16,870.41 | 6 | \$17,713.92 | 7 | \$18,599.62 | 8 | \$19,529.60 |
|  |  |  | 1 | \$79.77 | 2 | \$83.75 | 3 | \$87.94 | 4 | \$92.34 | 5 | \$96.96 | 6 | \$101.80 | 7 | \$106.89 | 8 | \$112.24 |
|  |  | L-Tier 2 <br> Min + 36 Units | 1 | \$170,817.62 | 2 | \$179,145.11 | 3 | \$187,889.19 | 4 | \$197,070.26 | 5 | \$206,710.60 | 6 | \$216,832.86 | 7 | \$227,461.10 | 8 | \$238,620.90 |
|  |  |  | 1 | \$14,234.80 | 2 | \$14,928.76 | 3 | \$15,657.43 | 4 | \$16,422.52 | 5 | \$17,225.88 | 6 | \$18,069.41 | 7 | \$18,955.09 | 8 | \$19,885.08 |
|  |  |  | 1 | \$81.81 | 2 | \$85.80 | 3 | \$89.99 | 4 | \$94.38 | 5 | \$99.00 | 6 | \$103.85 | 7 | \$108.94 | 8 | \$114.28 |
|  |  | L-Tier 3 Min + 72 Units | 1 | \$175,083.32 | 2 | \$183,410.80 | 3 | \$192,154.88 | 4 | \$201,335.97 | 5 | \$210,976.29 | 6 | \$221,098.55 | 7 | \$231,726.79 | 8 | \$242,886.59 |
|  |  |  | 1 | \$14,590.28 | 2 | \$15,284.23 | 3 | \$16,012.91 | 4 | \$16,778.00 | 5 | \$17,581.36 | 6 | \$18,424.88 | 7 | \$19,310.57 | 8 | \$20,240.55 |
|  |  |  | 1 | \$83.85 | 2 | \$87.84 | 3 | \$92.03 | 4 | \$96.43 | 5 | \$101.04 | 6 | \$105.89 | 7 | \$110.98 | 8 | \$116.32 |
| $\begin{array}{\|l\|} \hline 7 / 1 / 23 \\ \text { Range K } \end{array}$ | $\begin{gathered} \text { A2/A3 } \\ (63) \end{gathered}$ | K-Tier 1 Min | 1 | \$160,764.43 | 2 | \$168,802.66 | 3 | \$177,242.80 | 4 | \$186,104.94 | 5 | \$195,410.19 | 6 | \$205,180.68 | 7 | \$215,439.72 | 8 | \$226,211.73 |
|  |  |  | 1 | \$13,397.04 | 2 | \$14,066.89 | 3 | \$14,770.23 | 4 | \$15,508.75 | 5 | \$16,284.18 | 6 | \$17,098.39 | 7 | \$17,953.31 | 8 | \$18,850.98 |
|  |  |  | 1 | \$76.99 | 2 | \$80.84 | 3 | \$84.89 | 4 | \$89.13 | 5 | \$93.59 | 6 | \$98.27 | 7 | \$103.18 | 8 | \$108.34 |
|  |  | K-Tier 2 <br> Min + 36 Units | 1 | \$165,030.18 | 2 | \$173,068.31 | 3 | \$181,508.49 | 4 | \$190,370.71 | 5 | \$199,675.83 | 6 | \$209,446.39 | 7 | \$219,705.39 | 8 | \$230,477.34 |
|  |  |  | 1 | \$13,752.52 | 2 | \$14,422.36 | 3 | \$15,125.71 | 4 | \$15,864.23 | 5 | \$16,639.65 | 6 | \$17,453.87 | 7 | \$18,308.78 | 8 | \$19,206.45 |
|  |  |  | 1 | \$79.04 | 2 | \$82.89 | 3 | \$86.93 | 4 | \$91.17 | 5 | \$95.63 | 6 | \$100.31 | 7 | \$105.22 | 8 | \$110.38 |
|  |  | K-Tier 3 Min + 72 Units | 1 | \$169,295.89 | 2 | \$177,334.00 | 3 | \$185,774.26 | 4 | \$194,636.40 | 5 | \$203,941.52 | 6 | \$213,712.08 | 7 | \$223,971.09 | 8 | \$234,743.04 |
|  |  |  | 1 | \$14,107.99 | 2 | \$14,777.83 | 3 | \$15,481.19 | 4 | \$16,219.70 | 5 | \$16,995.13 | 6 | \$17,809.34 | 7 | \$18,664.26 | 8 | \$19,561.92 |
|  |  |  | 1 | \$81.08 | 2 | \$84.93 | 3 | \$88.97 | 4 | \$93.22 | 5 | \$97.67 | 6 | \$102.35 | 7 | \$107.27 | 8 | \$112.42 |
| $\begin{array}{\|l\|l\|l\|} \hline 7 / 23 \end{array}$ <br> Range J | $\begin{gathered} \text { A2/A3 } \\ (64) \end{gathered}$ | J-Tier 1 <br> Min | 1 | \$153,518.86 | 2 | \$161,194.81 | 3 | \$169,254.54 | 4 | \$177,717.27 | 5 | \$186,603.14 | 6 | \$195,933.29 | 7 | \$205,729.97 | 8 | \$216,016.47 |
|  |  |  | 1 | \$12,793.24 | 2 | \$13,432.90 | 3 | \$14,104.55 | 4 | \$14,809.77 | 5 | \$15,550.26 | 6 | \$16,327.77 | 7 | \$17,144.16 | 8 | \$18,001.37 |
|  |  |  | 1 | \$73.52 | 2 | \$77.20 | 3 | \$81.06 | 4 | \$85.11 | 5 | \$89.37 | 6 | \$93.84 | 7 | \$98.53 | 8 | \$103.46 |
|  |  | J-Tier 2 <br> Min + 36 Units | 1 | \$157,784.56 | 2 | \$165,460.53 | 3 | \$173,520.29 | 4 | \$181,983.00 | 5 | \$190,868.82 | 6 | \$200,199.06 | 7 | \$209,995.65 | 8 | \$220,282.18 |
|  |  |  | 1 | \$13,148.71 | 2 | \$13,788.38 | 3 | \$14,460.02 | 4 | \$15,165.25 | 5 | \$15,905.74 | 6 | \$16,683.26 | 7 | \$17,499.64 | 8 | \$18,356.85 |
|  |  |  | 1 | \$75.57 | 2 | \$79.24 | 3 | \$83.10 | 4 | \$87.16 | 5 | \$91.41 | 6 | \$95.88 | 7 | \$100.57 | 8 | \$105.50 |
|  |  | J-Tier 3 <br> Min + 72 Units | 1 | \$162,050.25 | 2 | \$169,726.23 | 3 | \$177,785.99 | 4 | \$186,248.71 | 5 | \$195,134.52 | 6 | \$204,464.76 | 7 | \$214,261.35 | 8 | \$224,547.88 |
|  |  |  | 1 | \$13,504.19 | 2 | \$14,143.85 | 3 | \$14,815.50 | 4 | \$15,520.73 | 5 | \$16,261.21 | 6 | \$17,038.73 | 7 | \$17,855.11 | 8 | \$18,712.32 |
|  |  |  | 1 | \$77.61 | 2 | \$81.29 | 3 | \$85.15 | 4 | \$89.20 | 5 | \$93.46 | 6 | \$97.92 | 7 | \$102.62 | 8 | \$107.54 |
| $7 / 1 / 23$ <br> Range I | $\begin{gathered} \text { A2/A3 } \\ (65) \end{gathered}$ | I-Tier 1 | 1 | \$139,355.01 | 2 | \$146,322.78 | 3 | \$153,638.90 | 4 | \$161,320.85 | 5 | \$169,386.90 | 6 | \$177,856.25 | 7 | \$186,749.04 | 8 | \$196,086.49 |
|  |  | Min | 1 | \$11,612.92 | 2 | \$12,193.57 | 3 | \$12,803.24 | 4 | \$13,443.40 | 5 | \$14,115.58 | 6 | \$14,821.35 | 7 | \$15,562.42 | 8 | \$16,340.54 |
|  |  |  | 1 | \$66.74 | 2 | \$70.08 | 3 | \$73.58 | 4 | \$77.26 | 5 | \$81.12 | 6 | \$85.18 | 7 | \$89.44 | 8 | \$93.91 |
|  |  | I-Tier 2 <br> Min + 36 Units | 1 | \$143,620.76 | 2 | \$150,588.53 | 3 | \$157,904.65 | 4 | \$165,586.54 | 5 | \$173,652.64 | 6 | \$182,121.88 | 7 | \$191,014.80 | 8 | \$200,352.13 |
|  |  |  | 1 | \$11,968.40 | 2 | \$12,549.04 | 3 | \$13,158.72 | 4 | \$13,798.88 | 5 | \$14,471.05 | 6 | \$15,176.82 | 7 | \$15,917.90 | 8 | \$16,696.01 |
|  |  |  | 1 | \$68.78 | 2 | \$72.12 | 3 | \$75.62 | 4 | \$79.30 | 5 | \$83.17 | 6 | \$87.22 | 7 | \$91.48 | 8 | \$95.95 |
|  |  | I-Tier 3 <br> Min + 72 Units | 1 | \$147,886.46 | 2 | \$154,854.22 | 3 | \$162,170.35 | 4 | \$169,852.24 | 5 | \$177,918.34 | 6 | \$186,387.57 | 7 | \$195,280.49 | 8 | \$204,617.83 |
|  |  |  | 1 | \$12,323.87 | 2 | \$12,904.52 | 3 | \$13,514.20 | 4 | \$14,154.35 | 5 | \$14,826.53 | 6 | \$15,532.30 | 7 | \$16,273.37 | 8 | \$17,051.49 |
|  |  |  | 1 | \$70.83 | 2 | \$74.16 | 3 | \$77.67 | 4 | \$81.35 | 5 | \$85.21 | 6 | \$89.27 | 7 | \$93.53 | 8 | \$98.00 |


| $7 / 1 / 23$ | $\mathrm{A} 2 / \mathrm{A} 3$ | H-Tier 1 | 1 | \$126,823.46 | 2 | \$133,164.62 | 3 | \$139,822.86 | 4 | \$146,814.01 | 5 | \$154,154.70 | 6 | \$161,862.44 | 7 | \$169,955.56 | 8 | \$178,453.33 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Range H | (66) | Min | 1 | \$10,568.62 | 2 | \$11,097.05 | 3 | \$11,651.91 | 4 | \$12,234.50 | 5 | \$12,846.23 | 6 | \$13,488.54 | 7 | \$14,162.96 | 8 | \$14,871.11 |
|  |  |  | 1 | \$60.74 | 2 | \$63.78 | 3 | \$66.96 | 4 | \$70.31 | 5 | \$73.83 | 6 | \$77.52 | 7 | \$81.40 | 8 | \$85.47 |
|  |  | H-Tier 2 | 1 | \$131,089.14 | 2 | \$137,430.36 | 3 | \$144,088.49 | 4 | \$151,079.69 | 5 | \$158,420.48 | 6 | \$166,128.07 | 7 | \$174,221.25 | 8 | \$182,719.07 |
|  |  | Min + 36 Units | 1 | \$10,924.10 | 2 | \$11,452.53 | 3 | \$12,007.37 | 4 | \$12,589.97 | 5 | \$13,201.71 | 6 | \$13,844.01 | 7 | \$14,518.44 | 8 | \$15,226.59 |
|  |  |  | 1 | \$62.78 | 2 | \$65.82 | 3 | \$69.01 | 4 | \$72.36 | 5 | \$75.87 | 6 | \$79.56 | 7 | \$83.44 | 8 | \$87.51 |
|  |  | H-Tier 3 | 1 | \$135,354.84 | 2 | \$141,696.05 | 3 | \$148,354.18 | 4 | \$155,345.39 | 5 | \$162,686.17 | 6 | \$170,393.77 | 7 | \$178,486.96 | 8 | \$186,984.76 |
|  |  | Min + 72 Units | 1 | \$11,279.57 | 2 | \$11,808.00 | 3 | \$12,362.85 | 4 | \$12,945.45 | 5 | \$13,557.18 | 6 | \$14,199.48 | 7 | \$14,873.91 | 8 | \$15,582.06 |
|  |  |  | 1 | \$64.83 | 2 | \$67.86 | 3 | \$71.05 | 4 | \$74.40 | 5 | \$77.91 | 6 | \$81.61 | 7 | \$85.48 | 8 | \$89.55 |
| 7/1/23 | A2/A3 | G-Tier 1 | 1 | \$116,075.03 | 2 | \$121,878.79 | 3 | \$127,972.72 | 4 | \$134,371.36 | 5 | \$141,089.94 | 6 | \$148,144.44 | 7 | \$155,551.65 | 8 | \$163,329.23 |
| Range G | (67) | Min | 1 | \$9,672.92 | 2 | \$10,156.57 | 3 | \$10,664.39 | 4 | \$11,197.61 | 5 | \$11,757.50 | 6 | \$12,345.37 | 7 | \$12,962.64 | 8 | \$13,610.77 |
|  |  |  | 1 | \$55.59 | 2 | \$58.37 | 3 | \$61.29 | 4 | \$64.35 | 5 | \$67.57 | 6 | \$70.95 | 7 | \$74.50 | 8 | \$78.22 |
|  |  | G-Tier 2 | 1 | \$120,340.80 | 2 | \$126,144.42 | 3 | \$132,238.47 | 4 | \$138,637.01 | 5 | \$145,355.63 | 6 | \$152,410.07 | 7 | \$159,817.41 | 8 | \$167,594.90 |
|  |  | Min + 36 Units | 1 | \$10,028.40 | 2 | \$10,512.04 | 3 | \$11,019.87 | 4 | \$11,553.08 | 5 | \$12,112.97 | 6 | \$12,700.84 | 7 | \$13,318.12 | 8 | \$13,966.24 |
|  |  |  | 1 | \$57.63 | 2 | \$60.41 | 3 | \$63.33 | 4 | \$66.40 | 5 | \$69.61 | 6 | \$72.99 | 7 | \$76.54 | 8 | \$80.27 |
|  |  | G-Tier 3 | 1 | \$124,606.49 | 2 | \$130,410.11 | 3 | \$136,504.16 | 4 | \$142,902.72 | 5 | \$149,621.34 | 6 | \$156,675.76 | 7 | \$164,083.12 | 8 | \$171,860.59 |
|  |  | Min + 72 Units | 1 | \$10,383.87 | 2 | \$10,867.51 | 3 | \$11,375.35 | 4 | \$11,908.56 | 5 | \$12,468.45 | 6 | \$13,056.31 | 7 | \$13,673.59 | 8 | \$14,321.72 |
|  |  |  | 1 | \$59.68 | 2 | \$62.46 | 3 | \$65.38 | 4 | \$68.44 | 5 | \$71.66 | 6 | \$75.04 | 7 | \$78.58 | 8 | \$82.31 |
| 7/1/23 | A2/A3 | F-Tier 1 | 1 | \$106,632.42 | 2 | \$111,964.05 | 3 | \$117,562.24 | 4 | \$123,440.36 | 5 | \$129,612.37 | 6 | \$136,093.00 | 7 | \$142,897.65 | 8 | \$150,042.52 |
| Range F | (68) | Min | 1 | \$8,886.04 | 2 | \$9,330.34 | 3 | \$9,796.85 | 4 | \$10,286.70 | 5 | \$10,801.03 | 6 | \$11,341.08 | 7 | \$11,908.14 | 8 | \$12,503.54 |
|  |  |  | 1 | \$51.07 | 2 | \$53.62 | 3 | \$56.30 | 4 | \$59.12 | 5 | \$62.07 | 6 | \$65.18 | 7 | \$68.44 | 8 | \$71.86 |
|  |  | F-Tier 2 | 1 | \$110,898.17 | 2 | \$116,229.69 | 3 | \$121,827.89 | 4 | \$127,706.09 | 5 | \$133,878.03 | 6 | \$140,358.73 | 7 | \$147,163.27 | 8 | \$154,308.16 |
|  |  | Min + 36 Units | 1 | \$9,241.51 | 2 | \$9,685.81 | 3 | \$10,152.32 | 4 | \$10,642.17 | 5 | \$11,156.50 | 6 | \$11,696.56 | 7 | \$12,263.61 | 8 | \$12,859.01 |
|  |  |  | 1 | \$53.11 | 2 | \$55.67 | 3 | \$58.35 | 4 | \$61.16 | 5 | \$64.12 | 6 | \$67.22 | 7 | \$70.48 | 8 | \$73.90 |
|  |  | F-Tier 3 | 1 | \$115,163.87 | 2 | \$120,495.40 | 3 | \$126,093.59 | 4 | \$131,971.78 | 5 | \$138,143.73 | 6 | \$144,624.43 | 7 | \$151,428.96 | 8 | \$158,573.87 |
|  |  | Min + 72 Units | 1 | \$9,596.99 | 2 | \$10,041.28 | 3 | \$10,507.80 | 4 | \$10,997.65 | 5 | \$11,511.98 | 6 | \$12,052.04 | 7 | \$12,619.08 | 8 | \$13,214.49 |
|  |  |  | 1 | \$55.16 | 2 | \$57.71 | 3 | \$60.39 | 4 | \$63.20 | 5 | \$66.16 | 6 | \$69.26 | 7 | \$72.52 | 8 | \$75.95 |
| 7/1/23 | A2/A3 | E-Tier 1 | 1 | \$98,668.93 | 2 | \$103,602.37 | 3 | \$108,782.48 | 4 | \$114,221.61 | 5 | \$119,932.69 | 6 | \$125,929.33 | 7 | \$132,225.79 | 8 | \$138,837.09 |
| Range E | (69) | Min | 1 | \$8,222.41 | 2 | \$8,633.53 | 3 | \$9,065.21 | 4 | \$9,518.47 | 5 | \$9,994.39 | 6 | \$10,494.11 | 7 | \$11,018.82 | 8 | \$11,569.76 |
|  |  |  | 1 | \$47.26 | 2 | \$49.62 | 3 | \$52.10 | 4 | \$54.70 | 5 | \$57.44 | 6 | \$60.31 | 7 | \$63.33 | 8 | \$66.49 |
|  |  | E-Tier 2 | 1 | \$102,934.62 | 2 | \$107,868.01 | 3 | \$113,048.11 | 4 | \$118,487.34 | 5 | \$124,198.37 | 6 | \$130,195.02 | 7 | \$136,491.46 | 8 | \$143,102.83 |
|  |  | Min + 36 Units | 1 | \$8,577.89 | 2 | \$8,989.00 | 3 | \$9,420.68 | 4 | \$9,873.95 | 5 | \$10,349.86 | 6 | \$10,849.59 | 7 | \$11,374.29 | 8 | \$11,925.24 |
|  |  |  | 1 | \$49.30 | 2 | \$51.66 | 3 | \$54.14 | 4 | \$56.75 | 5 | \$59.48 | 6 | \$62.35 | 7 | \$65.37 | 8 | \$68.54 |
|  |  | E-Tier 3 | 1 | \$107,200.33 | 2 | \$112,133.71 | 3 | \$117,313.81 | 4 | \$122,753.04 | 5 | \$128,464.07 | 6 | \$134,460.71 | 7 | \$140,757.15 | 8 | \$147,368.53 |
|  |  | Min + 72 Units | 1 | \$8,933.36 | 2 | \$9,344.48 | 3 | \$9,776.15 | 4 | \$10,229.42 | 5 | \$10,705.34 | 6 | \$11,205.06 | 7 | \$11,729.76 | 8 | \$12,280.71 |
|  |  |  | 1 | \$51.34 | 2 | \$53.70 | 3 | \$56.18 | 4 | \$58.79 | 5 | \$61.52 | 6 | \$64.40 | 7 | \$67.41 | 8 | \$70.58 |

NOTES REGARDING TYPES OF EARNINGS:

## Administrative Achievement Award

(AAA)/Professional Achievement Award (PAA): An administrator must meet the requirements of the award. After the award has been received for four years, the administrator shall be eligible to apply for the next award. The increments are cumulative and will be paid as follows:

| EAA/AAA |  |
| :---: | :---: |
| EAA/AAA \#1 | $\$ 3,000$ per year |
| EAA/AAA \#2 | $\$ 3,750$ per year |
| EAA/AAA \#3 | $\$ 4,250$ per year |
| EAA/AAA \#4 | $\$ 4,500$ per year |
| Max | $\$ 15,500$ per year |


| PAA |  |
| :---: | :---: |
| PAA \#1 | $\$ 3,000$ per year |
| PAA \#2 | $\$ 3,750$ per year |
| PAA \#3 | $\$ 4,250$ per year |
| PAA \#4 | $\$ 4,500$ per year |
| Max | $\$ 15,500$ per year |

Salary Placement and Educational Achievement Recognition: Administrators who successfully complete additional units of education from an accredited institution subsequent to the attainment of the minimum degree required for their positon shall be eligible to be placed on the salary step reflecting such educational attainment. Administrators who have been granted equivalency shall be deemed to have met the minimum degree required for the position. Please refer to Administrator Handbook, Chapter 8.21 Educational Achievement Recognition for more information.

| Tier | Requirements | Additional Pay per <br> contracted month |
| :--- | :--- | :--- |
| Tier 1 | Meets Min Quals for the position | None |
| Tier 2 | Meets Min Quals and has attained an <br> additional 36-71 semester units | \$282 over Tier 1 |
| Tier 3 | Meets Min Quals and has attained an <br> additional 72 semester units | $\$ 564$ over Tier 1 | irrespective of the degree required for the position, shall be placed at not less than Tier 2 of the salary schedule.

After the fourth award, the administrator shall continue to receive the awards earned in the AAA/PAA program as long as he or she remains an eligible employee of the District but shall not be eligible for additional awards. An administrator may receive no more than a total of four awards (PAA and AAA) as faculty member or administrator.
Refer to Administrative Handbook for additional eligibility requirements.

