

2020
7 HOURS PER DAY

Grade	Employees Hired After 1/1/94		All Employees After Length of Service Exceeds 24 Months												Grade
	Excluding All Nursing Titles		All Nursing Titles*												
	Entry Level Less Than 12 Months	Step 1 Greater Than 12 Months Less Than 24 Months	Step 2 Greater Than 24 Months Less Than 36 Months	Step 3 Greater Than 36 Months Less Than 48 Months	Step 4 Greater Than 48 Months Less Than 60 Months	Step 5 Greater Than 60 Months Less Than 72 Months	Step 6 Greater Than 72 Months Less Than 84 Months	Longevity 8 Greater Than 8 Years Less Than 12 Years	Longevity 12 Greater Than 12 Years Less Than 16 Years	Longevity 16 Greater Than 16 Years Less Than 20 Years	Longevity 20 Greater Than 20 Years Less Than 24 Years	Longevity 24 Greater Than 24 Years Less Than 28 Years	Longevity 28 Greater Than 28 Years Less Than 32 Years		
1	15.45	16.46	17.06	17.65	18.25	18.86	19.30	19.85	20.29	20.70	21.34	21.80	22.27	1	
2	15.78	16.83	17.40	18.01	18.60	19.18	19.62	20.17	20.61	21.02	21.66	22.12	22.59	2	
3	16.17	17.20	17.79	18.36	18.96	19.57	20.01	20.56	21.00	21.41	22.04	22.51	22.97	3	
4	16.53	17.55	18.16	18.77	19.34	19.92	20.38	20.93	21.37	21.78	22.41	22.88	23.35	4	
5	17.03	18.06	18.62	19.21	19.83	20.43	20.89	21.44	21.88	22.29	22.92	23.39	23.85	5	
6	17.67	18.68	19.25	19.85	20.47	21.07	21.52	22.07	22.51	22.92	23.55	24.02	24.48	6	
7	18.34	19.36	19.93	20.54	21.12	21.72	22.17	22.72	23.16	23.57	24.20	24.67	25.14	7	
8	19.16	20.17	20.78	21.33	21.94	22.54	22.99	23.54	23.98	24.39	25.02	25.49	25.95	8	
9	20.13	21.16	21.74	22.29	22.89	23.54	23.98	24.53	24.97	25.38	26.01	26.48	26.95	9	
10	21.02	22.02	22.64	23.25	23.83	24.42	24.87	25.42	25.86	26.27	26.90	27.37	27.84	10	
11	22.46	23.50	24.08	24.66	25.26	25.83	26.30	26.85	27.29	27.70	28.33	28.80	29.27	11	
12	24.16	25.19	25.77	26.35	26.95	27.53	27.99	28.54	28.98	29.39	30.02	30.49	30.95	12	
13	25.96	26.75	27.36	27.93	28.51	29.11	29.57	30.12	30.56	30.97	31.60	32.07	32.54	13	
14	27.54	28.56	29.15	29.70	30.33	30.93	31.37	31.92	32.36	32.77	33.40	33.87	34.34	14	
15	29.66	30.68	31.28	31.84	32.44	33.05	33.47	34.02	34.46	34.87	35.50	35.97	36.44	15	
16	31.94	32.94	33.54	34.13	34.74	35.31	35.75	36.30	36.74	37.15	37.78	38.25	38.72	16	
17	34.42	35.43	36.01	36.62	37.22	37.80	38.24	38.79	39.23	39.64	40.28	40.74	41.21	17	
18	37.07	38.07	38.66	39.24	39.83	40.41	40.83	41.38	41.82	42.23	42.86	43.33	43.80	18	
19	39.82	40.82	41.39	41.97	42.54	43.16	43.58	44.13	44.57	44.98	45.62	46.08	46.55	19	
20	42.79	43.82	44.39	44.96	45.57	46.15	46.62	47.17	47.61	48.02	48.65	49.12	49.58	20	
21	46.97	47.99	48.56	49.13	49.72	50.30	50.75	51.30	51.74	52.15	52.78	53.25	53.71	21	
22	49.55	50.58	51.14	51.71	52.31	52.89	53.34	53.89	54.33	54.74	55.38	55.84	56.31	22	
23	52.65	53.68	54.25	54.81	55.40	55.97	56.43	56.98	57.42	57.83	58.46	58.93	59.40	23	
24	55.14	56.18	56.75	57.32	57.91	58.51	58.96	59.51	59.95	60.37	61.00	61.46	61.93	24	
25	58.26	59.32	59.86	60.44	61.02	61.62	62.08	62.63	63.07	63.48	64.11	64.58	65.05	25	

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2021
7 HOURS PER DAY

Grade	LENGTH OF CONTINUOUS SERVICE											Grade																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
	Employees Hired After 1/1/94		All Employees After Length of Service Exceeds 24 Months										Longevity 28 Greater Than 28 Years																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
	Excluding All Nursing Titles		Step 1		Step 2		Step 3		Step 4		Step 5			Step 6		Longevity 8		Longevity 12		Longevity 16		Longevity 20		Longevity 24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
	Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10			Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
1	15.99	17.04	17.04	17.66	18.89	19.52	19.98	20.52	20.96	21.38	22.01	22.48	22.94	23.41	23.88	24.35	24.82	25.29	25.76	26.23	26.70	27.17	27.64	28.11	28.58	29.05	29.52	30.00	30.47	30.94	31.41	31.88	32.35	32.82	33.29	33.76	34.23	34.70	35.17	35.64	36.11	36.58	37.05	37.52	37.99	38.46	38.93	39.40	39.87	40.34	40.81	41.28	41.75	42.22	42.69	43.16	43.63	44.10	44.57	45.04	45.51	45.98	46.45	46.92	47.39	47.86	48.33	48.80	49.27	49.74	50.21	50.68	51.15	51.62	52.09	52.56	53.03	53.50	53.97	54.44	54.91	55.38	55.85	56.32	56.79	57.26	57.73	58.20	58.67	59.14	59.61	60.08	60.55	61.02	61.49	61.96	62.43	62.90	63.37	63.84	64.31	64.78	65.25	65.72	66.19	66.66	67.13	67.60	68.07	68.54	69.01	69.48	69.95	70.42	70.89	71.36	71.83	72.30	72.77	73.24	73.71	74.18	74.65	75.12	75.59	76.06	76.53	77.00	77.47	77.94	78.41	78.88	79.35	79.82	80.29	80.76	81.23	81.70	82.17	82.64	83.11	83.58	84.05	84.52	84.99	85.46	85.93	86.40	86.87	87.34	87.81	88.28	88.75	89.22	89.69	90.16	90.63	91.10	91.57	92.04	92.51	92.98	93.45	93.92	94.39	94.86	95.33	95.80	96.27	96.74	97.21	97.68	98.15	98.62	99.09	99.56	100.03	100.50	100.97	101.44	101.91	102.38	102.85	103.32	103.79	104.26	104.73	105.20	105.67	106.14	106.61	107.08	107.55	108.02	108.49	108.96	109.43	109.90	110.37	110.84	111.31	111.78	112.25	112.72	113.19	113.66	114.13	114.60	115.07	115.54	116.01	116.48	116.95	117.42	117.89	118.36	118.83	119.30	119.77	120.24	120.71	121.18	121.65	122.12	122.59	123.06	123.53	124.00	124.47	124.94	125.41	125.88	126.35	126.82	127.29	127.76	128.23	128.70	129.17	129.64	130.11	130.58	131.05	131.52	131.99	132.46	132.93	133.40	133.87	134.34	134.81	135.28	135.75	136.22	136.69	137.16	137.63	138.10	138.57	139.04	139.51	139.98	140.45	140.92	141.39	141.86	142.33	142.80	143.27	143.74	144.21	144.68	145.15	145.62	146.09	146.56	147.03	147.50	147.97	148.44	148.91	149.38	149.85	150.32	150.79	151.26	151.73	152.20	152.67	153.14	153.61	154.08	154.55	155.02	155.49	155.96	156.43	156.90	157.37	157.84	158.31	158.78	159.25	159.72	160.19	160.66	161.13	161.60	162.07	162.54	163.01	163.48	163.95	164.42	164.89	165.36	165.83	166.30	166.77	167.24	167.71	168.18	168.65	169.12	169.59	170.06	170.53	171.00	171.47	171.94	172.41	172.88	173.35	173.82	174.29	174.76	175.23	175.70	176.17	176.64	177.11	177.58	178.05	178.52	178.99	179.46	179.93	180.40	180.87	181.34	181.81	182.28	182.75	183.22	183.69	184.16	184.63	185.10	185.57	186.04	186.51	186.98	187.45	187.92	188.39	188.86	189.33	189.80	190.27	190.74	191.21	191.68	192.15	192.62	193.09	193.56	194.03	194.50	194.97	195.44	195.91	196.38	196.85	197.32	197.79	198.26	198.73	199.20	199.67	200.14	200.61	201.08	201.55	202.02	202.49	202.96	203.43	203.90	204.37	204.84	205.31	205.78	206.25	206.72	207.19	207.66	208.13	208.60	209.07	209.54	210.01	210.48	210.95	211.42	211.89	212.36	212.83	213.30	213.77	214.24	214.71	215.18	215.65	216.12	216.59	217.06	217.53	218.00	218.47	218.94	219.41	219.88	220.35	220.82	221.29	221.76	222.23	222.70	223.17	223.64	224.11	224.58	225.05	225.52	225.99	226.46	226.93	227.40	227.87	228.34	228.81	229.28	229.75	230.22	230.69	231.16	231.63	232.10	232.57	233.04	233.51	233.98	234.45	234.92	235.39	235.86	236.33	236.80	237.27	237.74	238.21	238.68	239.15	239.62	240.09	240.56	241.03	241.50	241.97	242.44	242.91	243.38	243.85	244.32	244.79	245.26	245.73	246.20	246.67	247.14	247.61	248.08	248.55	249.02	249.49	249.96	250.43	250.90	251.37	251.84	252.31	252.78	253.25	253.72	254.19	254.66	255.13	255.60	256.07	256.54	257.01	257.48	257.95	258.42	258.89	259.36	259.83	260.30	260.77	261.24	261.71	262.18	262.65	263.12	263.59	264.06	264.53	265.00	265.47	265.94	266.41	266.88	267.35	267.82	268.29	268.76	269.23	269.70	270.17	270.64	271.11	271.58	272.05	272.52	272.99	273.46	273.93	274.40	274.87	275.34	275.81	276.28	276.75	277.22	277.69	278.16	278.63	279.10	279.57	280.04	280.51	280.98	281.45	281.92	282.39	282.86	283.33	283.80	284.27	284.74	285.21	285.68	286.15	286.62	287.09	287.56	288.03	288.50	288.97	289.44	289.91	290.38	290.85	291.32	291.79	292.26	292.73	293.20	293.67	294.14	294.61	295.08	295.55	296.02	296.49	296.96	297.43	297.90	298.37	298.84	299.31	299.78	300.25	300.72	301.19	301.66	302.13	302.60	303.07	303.54	304.01	304.48	304.95	305.42	305.89	306.36	306.83	307.30	307.77	308.24	308.71	309.18	309.65	310.12	310.59	311.06	311.53	312.00	312.47	312.94	313.41	313.88	314.35	314.82	315.29	315.76	316.23	316.70	317.17	317.64	318.11	318.58	319.05	319.52	320.00	320.47	320.94	321.41	321.88	322.35	322.82	323.29	323.76	324.23	324.70	325.17	325.64	326.11	326.58	327.05	327.52	327.99	328.46	328.93	329.40	329.87	330.34	330.81	331.28	331.75	332.22	332.69	333.16	333.63	334.10	334.57	335.04	335.51	335.98	336.45	336.92	337.39	337.86	338.33	338.80	339.27	339.74	340.21	340.68	341.15	341.62	342.09	342.56	343.03	343.50	343.97	344.44	344.91	345.38	345.85	346.32	346.79	347.26	347.73	348.20	348.67	349.14	349.61	350.08	350.55	351.02	351.49	351.96	352.43	352.90	353.37	353.84	354.31	354.78	355.25	355.72	356.19	356.66	357.13	357.60	358.07	358.54	359.01	359.48	359.95	360.42	360.89	361.36	361.83	362.30	362.77	363.24	363.71	364.18	364.65	365.12	365.59	366.06	366.53	367.00	367.47	367.94	368.41	368.88	369.35	369.82	370.29	370.76	371.23	371.70	372.17	372.64	373.11	373.58	374.05	374.52	374.99	375.46	375.93	376.40	376.87	377.34	377.81	378.28	378.75	379.22	379.69	380.16	380.63	381.10	381.57	382.04	382.51	382.98	383.45	383.92	384.39	384.86	385.33	385.80	386.27	386.74	387.21	387.68	388.15	388.62	389.09	389.56	390.03	390.50	390.97	391.44	391.91	392.38	392.85	393.32	393.79	394.26	394.73	395.20	395.67	396.14	396.61	397.08	397.55	398.02	398.49	398.96	399.43	399.90	400.37	400.84	401.31	401.78	402.25	402.72	403.19	403.66	404.13	404.60	405.07	405.54	406.01	406.48	406.95	407.42	407.89	408.36	408.83	409.30	409.77	410.24	410.71	411.18	411.65	412.12	412.59	413.06	413.53	414.00	414.47	414.94	415.41	415.88	416.35	416.82	417.29	417.76	418.23	418.70	419.17	419.64	420.11	420.58	421.05	421.52	421.99	422.46	422.93	423.40	423.87	424.34	424.81	425.28	425.75	426.22	426.69	427.16	427.63	428.10	428.57	429.04	429.51	429.98	430.45	430.92	431.39	431.86	432.33	432.80	433.27	433.74	434.21	434.68	435.15	435.62	436.09	436.56	437.03	437.50	437.97	438.44	438.91	439.38	439.85	440.32	440.79	441.26	441.73	442.20	442.67	443.14	443.61	444.08	444.55	445.02	445.49	445.96	446.43	446.90	447.37	447.84	448.31	448.78	449.25	449.72	450.19	450.66	451.13	451.60	452.07	452.54	453.01	453.48	453.95	454.42	454.89	455.36	455.83	456.30	456.77	457.24	457.71	458.18	458.65	459.12	459.59	460.06	460.53	461.00	461.47	461.94	462.41	462.88	463.35	463.82	464.29	464.76	465.23	465.70	466.17	466.64	467.11	467.58	468.05	468.52	468.99	469.46	469.93	470.40	470.87	471.34	471.81	472.28	472.75	473.22	473.69	474.16	474.63	475.10	475.57	476.04	476.51	476.98	477.45	477.92	478.39	478.86	479.33	479.80	480.27	480.74	481.21	481.68	482.15	482.62	483.09	483.56	484

2022
7 HOURS PER DAY

		LENGTH OF CONTINUOUS SERVICE																
		All Employees After Length of Service Exceeds 24 Months																
Employees Hired After 1/1/94		All Nursing																
Excluding All Nursing Titles		Titles*																
Grade	Entry Level	Step													Longevity 24	Longevity 28		
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24						
		Greater Than 12 Months Less Than 24 Months	Greater Than 24 Months Less Than 36 Months	Greater Than 36 Months Less Than 48 Months	Greater Than 48 Months Less Than 60 Months	Greater Than 60 Months Less Than 72 Months	Greater Than 72 Months Less Than 84 Months	Greater Than 84 Months Less Than 96 Months	Greater Than 96 Months Less Than 108 Months	Greater Than 108 Months Less Than 120 Months	Greater Than 120 Months Less Than 132 Months	Greater Than 132 Months Less Than 144 Months	Greater Than 144 Months Less Than 156 Months	Greater Than 156 Months Less Than 168 Months	Greater Than 168 Months Less Than 180 Months	Greater Than 180 Months Less Than 192 Months	Greater Than 192 Months Less Than 204 Months	Greater Than 204 Months Less Than 216 Months
1	16.56	17.63	18.26	18.89	19.52	20.16	20.63	21.34	21.78	22.20	22.83	23.29	23.76	1				
2	16.91	18.02	18.62	19.26	19.89	20.50	20.97	21.68	22.12	22.53	23.16	23.63	24.10	2				
3	17.32	18.41	19.03	19.63	20.26	20.91	21.37	22.09	22.53	22.94	23.57	24.04	24.51	3				
4	17.70	18.77	19.43	20.07	20.67	21.28	21.76	22.48	22.92	23.33	23.96	24.43	24.89	4				
5	18.23	19.31	19.91	20.53	21.18	21.82	22.30	23.02	23.46	23.87	24.50	24.97	25.43	5				
6	18.91	19.97	20.57	21.20	21.86	22.50	22.97	23.68	24.12	24.53	25.16	25.63	26.10	6				
7	19.61	20.69	21.29	21.94	22.55	23.18	23.66	24.37	24.81	25.22	25.86	26.32	26.79	7				
8	20.48	21.55	22.19	22.77	23.41	24.05	24.52	25.23	25.67	26.08	26.71	27.18	27.65	8				
9	21.50	22.59	23.20	23.78	24.41	25.10	25.57	26.28	26.72	27.13	27.76	28.23	28.70	9				
10	22.45	23.50	24.15	24.79	25.40	26.03	26.50	27.22	27.66	28.07	28.70	29.17	29.64	10				
11	23.97	25.06	25.67	26.28	26.91	27.51	28.01	28.73	29.17	29.58	30.21	30.68	31.15	11				
12	25.76	26.84	27.45	28.07	28.70	29.31	29.80	30.51	30.95	31.37	32.00	32.46	32.93	12				
13	27.66	28.49	29.14	29.74	30.35	30.98	31.46	32.18	32.62	33.03	33.66	34.13	34.59	13				
14	29.32	30.40	31.02	31.60	32.27	32.90	33.37	34.08	34.52	34.94	35.57	36.03	36.50	14				
15	31.56	32.64	33.27	33.86	34.50	35.14	35.58	36.30	36.74	37.15	37.78	38.25	38.71	15				
16	33.97	35.02	35.65	36.28	36.93	37.53	37.99	38.70	39.14	39.56	40.19	40.65	41.12	16				
17	36.58	37.65	38.27	38.91	39.54	40.15	40.62	41.34	41.78	42.19	42.82	43.29	43.75	17				
18	39.39	40.44	41.06	41.67	42.29	42.91	43.36	44.07	44.51	44.92	45.55	46.02	46.49	18				
19	42.28	43.35	43.95	44.56	45.16	45.81	46.26	46.98	47.42	47.83	48.46	48.93	49.39	19				
20	45.43	46.51	47.11	47.71	48.35	48.98	49.47	50.18	50.62	51.03	51.66	52.13	52.60	20				
21	49.83	50.91	51.52	52.12	52.74	53.35	53.83	54.54	54.98	55.40	56.03	56.50	56.96	21				
22	52.56	53.65	54.24	54.84	55.47	56.08	56.56	57.28	57.72	58.13	58.76	59.23	59.70	22				
23	55.83	56.92	57.52	58.11	58.74	59.34	59.83	60.54	60.98	61.39	62.03	62.49	62.96	23				
24	58.46	59.56	60.16	60.77	61.39	62.02	62.49	63.20	63.64	64.06	64.69	65.16	65.62	24				
25	61.76	62.88	63.45	64.06	64.67	65.31	65.79	66.50	66.94	67.35	67.98	68.45	68.92	25				

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2023
7 HOURS PER DAY

Employees Hired After 1/1/94		All Employees After Length of Service Exceeds 24 Months												Grade
Excluding All Nursing Titles		All Employees After Length of Service Exceeds 24 Months												Grade
Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	Grade	
Less Than 12 Months	Greater Than 12 Months Less Than 24 Months	Greater Than 24 Months Less Than 36 Months	Greater Than 36 Months Less Than 48 Months	Greater Than 48 Months Less Than 60 Months	Greater Than 60 Months Less Than 72 Months	Greater Than 72 Months Less Than 84 Months	Greater Than 5 Years Less Than 12 Years	Greater Than 12 Years Less Than 18 Years	Greater Than 18 Years Less Than 20 Years	Greater Than 20 Years Less Than 24 Years	Greater Than 24 Years Less Than 28 Years	Greater Than 28 Years Less Than 32 Years	Grade	
1	17.14	18.23	18.88	19.52	20.16	20.81	21.29	22.01	22.45	23.96	23.49	23.96	24.42	1
2	17.50	18.63	19.24	19.90	20.54	21.16	21.64	22.35	22.79	23.84	23.84	24.30	24.77	2
3	17.92	19.03	19.66	20.27	20.92	21.58	22.05	22.76	23.20	24.25	24.25	24.71	25.18	3
4	18.30	19.40	20.07	20.72	21.33	21.96	22.45	23.16	23.60	24.64	24.64	25.11	25.58	4
5	18.84	19.95	20.56	21.19	21.85	22.51	23.00	23.71	24.15	25.19	25.19	25.66	26.13	5
6	19.54	20.62	21.23	21.87	22.55	23.20	23.68	24.39	24.83	25.88	25.88	26.34	26.81	6
7	20.25	21.35	21.97	22.63	23.25	23.89	24.38	25.10	25.54	26.58	26.58	27.05	27.52	7
8	21.14	22.23	22.88	23.48	24.13	24.78	25.26	25.97	26.41	27.46	27.46	27.93	28.39	8
9	22.18	23.29	23.91	24.51	25.15	25.85	26.33	27.05	27.49	28.53	28.53	29.00	29.46	9
10	23.15	24.22	24.88	25.54	26.16	26.80	27.28	27.99	28.43	29.48	29.48	29.94	30.41	10
11	24.70	25.81	26.43	27.06	27.70	28.31	28.82	29.53	29.97	31.02	31.02	31.49	31.95	11
12	26.53	27.63	28.25	28.88	29.52	30.15	30.65	31.36	31.80	32.84	32.84	33.31	33.78	12
13	28.46	29.31	29.97	30.58	31.21	31.85	32.34	33.05	33.49	34.54	34.54	35.00	35.47	13
14	30.16	31.26	31.89	32.48	33.17	33.81	34.29	35.00	35.44	36.49	36.49	36.95	37.42	14
15	32.44	33.54	34.19	34.79	35.44	36.09	36.54	37.26	37.70	38.74	38.74	39.21	39.67	15
16	34.90	35.97	36.61	37.26	37.92	38.53	39.00	39.71	40.15	41.20	41.20	41.66	42.13	16
17	37.56	38.65	39.29	39.94	40.58	41.20	41.68	42.40	42.84	43.88	43.88	44.35	44.81	17
18	40.43	41.50	42.13	42.75	43.39	44.02	44.48	45.19	45.63	46.68	46.68	47.14	47.61	18
19	43.38	44.47	45.08	45.70	46.31	46.98	47.44	48.15	48.59	49.63	49.63	50.10	50.57	19
20	46.59	47.69	48.30	48.91	49.57	50.21	50.71	51.42	51.86	52.91	52.91	53.37	53.84	20
21	51.08	52.18	52.80	53.41	54.04	54.67	55.16	55.87	56.31	57.35	57.35	57.82	58.29	21
22	53.86	54.97	55.57	56.19	56.83	57.45	57.94	58.66	59.10	60.14	60.14	60.61	61.07	22
23	57.20	58.31	58.92	59.52	60.16	60.78	61.28	61.99	62.43	63.47	63.47	63.94	64.41	23
24	59.88	61.00	61.61	62.24	62.87	63.51	63.99	64.70	65.14	66.19	66.19	66.65	67.12	24
25	63.25	64.39	64.97	65.59	66.21	66.87	67.36	68.07	68.51	69.55	69.55	70.02	70.49	25

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2024

7 HOURS PER DAY

Grade	LENGTH OF CONTINUOUS SERVICE											Grade			
	Employees Hired After 1/1/94		All Employees After Length of Service Exceeds 24 Months												
	Excluding All Nursing Titles		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16		Longevity 20	Longevity 24	Longevity 28
Entry Level	Entry Level	Less Than 12 Months	Greater Than 12 Months	Less Than 12 Months	Greater Than 12 Months	Less Than 12 Months	Greater Than 12 Months	Less Than 12 Months	Greater Than 12 Months	Less Than 12 Months	Greater Than 12 Months	Less Than 12 Months	Greater Than 12 Months	Less Than 12 Months	Greater Than 12 Months
1	17.73	18.84	19.51	20.16	20.81	21.48	21.97	22.84	23.28	23.70	24.33	24.80	25.26	1	
2	18.10	19.25	19.87	20.55	21.20	21.83	22.32	23.20	23.64	24.05	24.69	25.15	25.62	2	
3	18.53	19.66	20.30	20.93	21.59	22.26	22.74	23.62	24.06	24.47	25.10	25.57	26.04	3	
4	18.92	20.04	20.72	21.38	22.01	22.65	23.15	24.03	24.47	24.88	25.51	25.98	26.45	4	
5	19.47	20.60	21.22	21.86	22.54	23.21	23.71	24.59	25.03	25.44	26.07	26.54	27.01	5	
6	20.18	21.28	21.90	22.56	23.25	23.91	24.40	25.28	25.72	26.13	26.77	27.23	27.70	6	
7	20.91	22.03	22.66	23.33	23.97	24.62	25.12	26.00	26.44	26.85	27.48	27.95	28.41	7	
8	21.81	22.92	23.59	24.20	24.86	25.53	26.02	26.89	27.33	27.75	28.38	28.84	29.31	8	
9	22.87	24.01	24.63	25.25	25.90	26.62	27.11	27.99	28.43	28.84	29.47	29.94	30.40	9	
10	23.86	24.95	25.63	26.30	26.93	27.59	28.08	28.95	29.39	29.81	30.44	30.91	31.37	10	
11	25.44	26.58	27.21	27.85	28.50	29.13	29.65	30.53	30.97	31.38	32.01	32.48	32.94	11	
12	27.31	28.43	29.07	29.71	30.36	31.00	31.51	32.39	32.83	33.24	33.88	34.34	34.81	12	
13	29.28	30.15	30.82	31.44	32.08	32.74	33.24	34.12	34.56	34.97	35.60	36.07	36.53	13	
14	31.01	32.14	32.78	33.38	34.08	34.74	35.23	36.10	36.54	36.96	37.59	38.06	38.52	14	
15	33.34	34.46	35.12	35.74	36.40	37.06	37.52	38.40	38.84	39.25	39.88	40.35	40.82	15	
16	35.85	36.94	37.59	38.26	38.93	39.55	40.03	40.91	41.35	41.76	42.39	42.86	43.33	16	
17	38.56	39.67	40.33	40.99	41.64	42.27	42.76	43.64	44.08	44.49	45.13	45.59	46.06	17	
18	41.49	42.58	43.22	43.86	44.51	45.15	45.62	46.50	46.94	47.35	47.98	48.45	48.92	18	
19	44.50	45.61	46.23	46.86	47.49	48.17	48.64	49.52	49.96	50.37	51.00	51.47	51.94	19	
20	47.77	48.89	49.52	50.14	50.81	51.46	51.97	52.85	53.29	53.70	54.34	54.80	55.27	20	
21	52.35	53.47	54.11	54.73	55.37	56.01	56.51	57.39	57.83	58.24	58.88	59.34	59.81	21	
22	55.19	56.32	56.93	57.56	58.22	58.85	59.35	60.23	60.67	61.08	61.71	62.18	62.65	22	
23	58.59	59.73	60.35	60.96	61.61	62.25	62.76	63.63	64.07	64.49	65.12	65.59	66.05	23	
24	61.33	62.47	63.09	63.73	64.38	65.03	65.52	66.40	66.84	67.25	67.88	68.35	68.82	24	
25	64.77	65.93	66.52	67.15	67.78	68.46	68.96	69.84	70.28	70.69	71.32	71.79	72.25	25	

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2019
8 HOURS PER DAY

		LENGTH OF CONTINUOUS SERVICE																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
		All Employees After Length of Service Exceeds 24 Months																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
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Grade	Entry Level	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Longevity 8		Longevity 12		Longevity 16		Longevity 20		Longevity 24		Longevity 28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
		Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 84 Months	Greater Than 84 Months	Less Than 96 Months	Greater Than 96 Months	Less Than 108 Months	Greater Than 108 Months	Less Than 120 Months	Greater Than 120 Months	Less Than 132 Months	Greater Than 132 Months	Less Than 144 Months	Greater Than 144 Months	Less Than 156 Months	Greater Than 156 Months																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
1	13.06	13.93	14.49	15.03	15.59	16.15	16.58	17.06	17.36	17.45	17.81	18.36	18.77	19.18	19.48	19.79	20.10	20.49	21.04	21.60	22.30	23.11	23.91	25.09	26.54	27.89	29.41	31.18	33.10	35.18	37.41	39.72	42.25	45.79	47.99	50.57	52.71																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
2	13.35	14.21	14.75	15.32	15.88	16.44	16.88	17.36	17.67	18.06	18.42	18.66	19.07	19.48	19.79	20.10	20.49	21.04	21.60	22.30	23.11	23.91	25.09	26.54	27.89	29.41	31.18	33.10	35.18	37.41	39.72	42.25	45.79	47.99	50.57	52.71																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
3	13.65	14.52	15.10	15.64	16.21	16.76	17.19	17.67	18.06	18.36	18.66	19.07	19.48	19.79	20.10	20.49	21.04	21.60	22.30	23.11	23.91	25.09	26.54	27.89	29.41	31.18	33.10	35.18	37.41	39.72	42.25	45.79	47.99	50.57	52.71																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
4	13.99	14.84	15.43	15.94	16.51	17.06	17.50	17.98	18.37	18.66	18.96	19.37	19.78	20.19	20.60	21.01	21.42	21.83	22.24	22.65	23.06	23.47	23.88	24.29	24.70	25.11	25.52	25.93	26.34	26.75	27.16	27.57	27.98	28.39	28.80	29.21	29.62	30.03	30.44	30.85	31.26	31.67	32.08	32.49	32.90	33.31	33.72	34.13	34.54	34.95	35.36	35.77	36.18	36.59	37.00	37.41	37.82	38.23	38.64	39.05	39.46	39.87	40.28	40.69	41.10	41.51	41.92	42.33	42.74	43.15	43.56	43.97	44.38	44.79	45.20	45.61	46.02	46.43	46.84	47.25	47.66	48.07	48.48	48.89	49.30	49.71	50.12	50.53	50.94	51.35	51.76	52.17	52.58	52.99	53.40	53.81	54.22	54.63	55.04	55.45	55.86	56.27	56.68	57.09	57.50	57.91	58.32	58.73	59.14	59.55	59.96	60.37	60.78	61.19	61.60	62.01	62.42	62.83	63.24	63.65	64.06	64.47	64.88	65.29	65.70	66.11	66.52	66.93	67.34	67.75	68.16	68.57	68.98	69.39	69.80	70.21	70.62	71.03	71.44	71.85	72.26	72.67	73.08	73.49	73.90	74.31	74.72	75.13	75.54	75.95	76.36	76.77	77.18	77.59	78.00	78.41	78.82	79.23	79.64	80.05	80.46	80.87	81.28	81.69	82.10	82.51	82.92	83.33	83.74	84.15	84.56	84.97	85.38	85.79	86.20	86.61	87.02	87.43	87.84	88.25	88.66	89.07	89.48	89.89	90.30	90.71	91.12	91.53	91.94	92.35	92.76	93.17	93.58	93.99	94.40	94.81	95.22	95.63	96.04	96.45	96.86	97.27	97.68	98.09	98.50	98.91	99.32	99.73	100.14	100.55	100.96	101.37	101.78	102.19	102.60	103.01	103.42	103.83	104.24	104.65	105.06	105.47	105.88	106.29	106.70	107.11	107.52	107.93	108.34	108.75	109.16	109.57	109.98	110.39	110.80	111.21	111.62	112.03	112.44	112.85	113.26	113.67	114.08	114.49	114.90	115.31	115.72	116.13	116.54	116.95	117.36	117.77	118.18	118.59	119.00	119.41	119.82	120.23	120.64	121.05	121.46	121.87	122.28	122.69	123.10	123.51	123.92	124.33	124.74	125.15	125.56	125.97	126.38	126.79	127.20	127.61	128.02	128.43	128.84	129.25	129.66	130.07	130.48	130.89	131.30	131.71	132.12	132.53	132.94	133.35	133.76	134.17	134.58	134.99	135.40	135.81	136.22	136.63	137.04	137.45	137.86	138.27	138.68	139.09	139.50	139.91	140.32	140.73	141.14	141.55	141.96	142.37	142.78	143.19	143.60	144.01	144.42	144.83	145.24	145.65	146.06	146.47	146.88	147.29	147.70	148.11	148.52	148.93	149.34	149.75	150.16	150.57	150.98	151.39	151.80	152.21	152.62	153.03	153.44	153.85	154.26	154.67	155.08	155.49	155.90	156.31	156.72	157.13	157.54	157.95	158.36	158.77	159.18	159.59	160.00	160.41	160.82	161.23	161.64	162.05	162.46	162.87	163.28	163.69	164.10	164.51	164.92	165.33	165.74	166.15	166.56	166.97	167.38	167.79	168.20	168.61	169.02	169.43	169.84	170.25	170.66	171.07	171.48	171.89	172.30	172.71	173.12	173.53	173.94	174.35	174.76	175.17	175.58	175.99	176.40	176.81	177.22	177.63	178.04	178.45	178.86	179.27	179.68	180.09	180.50	180.91	181.32	181.73	182.14	182.55	182.96	183.37	183.78	184.19	184.60	185.01	185.42	185.83	186.24	186.65	187.06	187.47	187.88	188.29	188.70	189.11	189.52	189.93	190.34	190.75	191.16	191.57	191.98	192.39	192.80	193.21	193.62	194.03	194.44	194.85	195.26	195.67	196.08	196.49	196.90	197.31	197.72	198.13	198.54	198.95	199.36	199.77	200.18	200.59	201.00	201.41	201.82	202.23	202.64	203.05	203.46	203.87	204.28	204.69	205.10	205.51	205.92	206.33	206.74	207.15	207.56	207.97	208.38	208.79	209.20	209.61	210.02	210.43	210.84	211.25	211.66	212.07	212.48	212.89	213.30	213.71	214.12	214.53	214.94	215.35	215.76	216.17	216.58	216.99	217.40	217.81	218.22	218.63	219.04	219.45	219.86	220.27	220.68	221.09	221.50	221.91	222.32	222.73	223.14	223.55	223.96	224.37	224.78	225.19	225.60	226.01	226.42	226.83	227.24	227.65	228.06	228.47	228.88	229.29	229.70	230.11	230.52	230.93	231.34	231.75	232.16	232.57	232.98	233.39	233.80	234.21	234.62	235.03	235.44	235.85	236.26	236.67	237.08	237.49	237.90	238.31	238.72	239.13	239.54	239.95	240.36	240.77	241.18	241.59	242.00	242.41	242.82	243.23	243.64	244.05	244.46	244.87	245.28	245.69	246.10	246.51	246.92	247.33	247.74	248.15	248.56	248.97	249.38	249.79	250.20	250.61	251.02	251.43	251.84	252.25	252.66	253.07	253.48	253.89	254.30	254.71	255.12	255.53	255.94	256.35	256.76	257.17	257.58	257.99	258.40	258.81	259.22	259.63	260.04	260.45	260.86	261.27	261.68	262.09	262.50	262.91	263.32	263.73	264.14	264.55	264.96	265.37	265.78	266.19	266.60	267.01	267.42	267.83	268.24	268.65	269.06	269.47	269.88	270.29	270.70	271.11	271.52	271.93	272.34	272.75	273.16	273.57	273.98	274.39	274.80	275.21	275.62	276.03	276.44	276.85	277.26	277.67	278.08	278.49	278.90	279.31	279.72	280.13	280.54	280.95	281.36	281.77	282.18	282.59	283.00	283.41	283.82	284.23	284.64	285.05	285.46	285.87	286.28	286.69	287.10	287.51	287.92	288.33	288.74	289.15	289.56	289.97	290.38	290.79	291.20	291.61	292.02	292.43	292.84	293.25	293.66	294.07	294.48	294.89	295.30	295.71	296.12	296.53	296.94	297.35	297.76	298.17	298.58	298.99	299.40	299.81	300.22	300.63	301.04	301.45	301.86	302.27	302.68	303.09	303.50	303.91	304.32	304.73	305.14	305.55	305.96	306.37	306.78	307.19	307.60	308.01	308.42	308.83	309.24	309.65	310.06	310.47	310.88	311.29	311.70	312.11	312.52	312.93	313.34	313.75	314.16	314.57	314.98	315.39	315.80	316.21	316.62	317.03	317.44	317.85	318.26	318.67	319.08	319.49	319.90	320.31	320.72	321.13	321.54	321.95	322.36	322.77	323.18	323.59	324.00	324.41	324.82	325.23	325.64	326.05	326.46	326.87	327.28	327.69	328.10	328.51	328.92	329.33	329.74	330.15	330.56	330.97	331.38	331.79	332.20	332.61	333.02	333.43	333.84	334.25	334.66	335.07	335.48	335.89	336.30	336.71	337.12	337.53	337.94	338.35	338.76	339.17	339.58	339.99	340.40	340.81	341.22	341.63	342.04	342.45	342.86	343.27	343.68	344.09	344.50	344.91	345.32	345.73	346.14	346.55	346.96	347.37	347.78	348.19	348.60	349.01	349.42	349.83	350.24	350.65	351.06	351.47	351.88	352.29	352.70	353.11	353.52	353.93	354.34	354.75	355.16	355.57	355.98	356.39	356.80	357.21	357.62	358.03	358.44	358.85	359.26	359.67	360.08	360.49	360.90	361.31	361.72	362.13	362.54	362.95	363.36	363.77	364.18	364.59	365.00	365.41	365.82	366.23	366.64	367.05	367.46	367.87	368.28	368.69	369.10	369.51	369.92	370.33	370.74	371.15	371.56	371.97	372.38	372.79	373.20	373.61	374.02	374.43	374.84	375.25	375.66	376.07	376.48	376.89	377.30	377.71	378.12	378.53	378.94	379.35	379.76	380.17	380.58	380.99	381.40	381.81	382.22	382.63	383.04	383.45	383.86	384.27	384.68	385.09	385.50	385.91	386.32	386.73	387.14	387.55	387.96	388.37	388.78	389.19	389.60	390.01	390.42	390.83	391.24	391.65	392.06	392.47	392.88	393.29	393.70	394.11	394.52	394.93	395.34	395.75	396.16	396.57	396.98	397.39	397.80	398.21	398.62	399.03	399.44	399.85	400.26	400.67	401.08	401.49	401.90	402.31	402.72	403.13	403.54	403.95	404.36	404.77	405.18	405.59	406.00	406.41	406.82	407.23	407.64	408.05	408.46	408.87	409.28	409.69	410.10	410.51	410.92	411.33	411.74	412.15	412.56	412.97	

2020
8 HOURS PER DAY

LENGTH OF CONTINUOUS SERVICE																	
All Employees After Length of Service Exceeds 24 Months																	
Grade	Employees Hired After 1/1 All Nursing Excluding All Nursing Titles*		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 8	Step 12	Step 16	Step 20	Step 24	Step 28			
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 84 Months	Greater Than 84 Months	Less Than 96 Months	Greater Than 96 Months	Less Than 108 Months
1	13.52	14.42	14.42	15.00	15.56	16.14	16.72	17.16	17.64	18.03	18.39	18.94	19.35	19.76	1		
2	13.82	14.71	14.71	15.27	15.86	16.44	17.02	17.47	17.95	18.34	18.70	19.25	19.66	20.07	2		
3	14.13	15.03	15.03	15.63	16.19	16.78	17.35	17.79	18.27	18.66	19.02	19.57	19.98	20.39	3		
4	14.48	15.36	15.36	15.97	16.50	17.09	17.66	18.11	18.59	18.98	19.34	19.89	20.30	20.71	4		
5	14.90	15.78	15.78	16.35	16.94	17.52	18.08	18.52	19.00	19.38	19.74	20.29	20.70	21.11	5		
6	15.45	16.34	16.34	16.93	17.50	18.07	18.65	19.09	19.57	19.95	20.31	20.86	21.27	21.68	6		
7	16.06	16.92	16.92	17.52	18.11	18.67	19.21	19.67	20.15	20.53	20.89	21.44	21.85	22.26	7		
8	16.76	17.65	17.65	18.24	18.81	19.40	19.93	20.39	20.87	21.25	21.62	22.17	22.58	22.99	8		
9	17.57	18.49	18.49	19.08	19.63	20.21	20.79	21.23	21.71	22.09	22.45	23.01	23.42	23.82	9		
10	18.40	19.30	19.30	19.87	20.43	21.03	21.60	22.06	22.54	22.92	23.28	23.83	24.24	24.65	10		
11	19.67	20.53	20.53	21.11	21.69	22.28	22.84	23.28	23.76	24.14	24.50	25.06	25.46	25.87	11		
12	21.16	22.01	22.01	22.60	23.19	23.75	24.32	24.78	25.26	25.64	26.00	26.56	26.97	27.37	12		
13	22.73	23.42	23.42	23.99	24.56	25.13	25.71	26.18	26.66	27.04	27.40	27.95	28.36	28.77	13		
14	24.11	25.00	25.00	25.59	26.16	26.73	27.29	27.75	28.23	28.61	28.97	29.53	29.94	30.34	14		
15	25.93	26.85	26.85	27.40	27.98	28.52	29.12	29.58	30.06	30.45	30.81	31.36	31.77	32.18	15		
16	27.98	28.81	28.81	29.39	29.99	30.56	31.13	31.57	32.05	32.43	32.79	33.35	33.76	34.16	16		
17	30.15	30.99	30.99	31.57	32.16	32.72	33.28	33.72	34.20	34.59	34.95	35.50	35.91	36.32	17		
18	32.45	33.31	33.31	33.87	34.43	35.01	35.58	36.03	36.51	36.89	37.25	37.81	38.22	38.62	18		
19	34.83	35.73	35.73	36.31	36.84	37.39	37.96	38.42	38.90	39.28	39.65	40.20	40.61	41.02	19		
20	37.47	38.35	38.35	38.90	39.47	40.03	40.59	41.04	41.52	41.90	42.26	42.82	43.23	43.63	20		
21	41.11	41.97	41.97	42.55	43.16	43.68	44.25	44.70	45.18	45.57	45.93	46.48	46.89	47.30	21		
22	43.36	44.25	44.25	44.79	45.35	45.91	46.53	46.98	47.46	47.84	48.20	48.76	49.17	49.57	22		
23	46.07	46.93	46.93	47.53	48.10	48.67	49.20	49.65	50.13	50.51	50.87	51.43	51.84	52.25	23		
24	48.25	49.17	49.17	49.73	50.29	50.85	51.43	51.86	52.34	52.73	53.09	53.64	54.05	54.46	24		

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2021
8 HOURS PER DAY

		LENGTH OF CONTINUOUS SERVICE																										
Employees Hired After 1/1/ All Nursing		All Employees After Length of Service Exceeds 24 Months																										
Excluding All Nursing Titles*																												
Grade	Entry Level	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 8		Step 12		Step 16		Step 20		Step 24		Step 28				
		Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 84 Months	Greater Than 84 Months	Less Than 96 Months	Greater Than 96 Months	Less Than 108 Months	Greater Than 108 Months	Less Than 120 Months	Greater Than 120 Months	Less Than 132 Months	Greater Than 132 Months	Less Than 144 Months	Greater Than 144 Months	Less Than 156 Months	Greater Than 156 Months	
1	13.99	14.92	14.92	15.53	16.10	16.70	17.31	17.62	17.76	18.24	18.63	18.99	19.54	19.95	20.36	20.36	20.36	20.36	20.36	20.36	20.36	20.36	20.36	20.36	20.36	20.36	20.36	
2	14.30	15.22	15.22	15.80	16.42	17.02	17.62	18.08	18.24	18.56	18.95	19.31	19.86	20.27	20.68	20.68	20.68	20.68	20.68	20.68	20.68	20.68	20.68	20.68	20.68	20.68	20.68	20.68
3	14.62	15.56	15.56	16.18	16.76	17.37	17.96	18.41	18.56	18.89	19.28	19.64	20.19	20.60	21.01	21.01	21.01	21.01	21.01	21.01	21.01	21.01	21.01	21.01	21.01	21.01	21.01	21.01
4	14.99	15.90	15.90	16.53	17.08	17.69	18.28	18.74	18.89	19.22	19.61	19.97	20.52	20.93	21.34	21.34	21.34	21.34	21.34	21.34	21.34	21.34	21.34	21.34	21.34	21.34	21.34	21.34
5	15.42	16.33	16.33	16.92	17.53	18.13	18.71	19.17	19.32	19.65	20.03	20.39	20.95	21.36	21.76	21.76	21.76	21.76	21.76	21.76	21.76	21.76	21.76	21.76	21.76	21.76	21.76	21.76
6	15.99	16.91	16.91	17.52	18.11	18.70	19.30	19.76	20.00	20.24	20.62	20.98	21.54	21.95	22.35	22.35	22.35	22.35	22.35	22.35	22.35	22.35	22.35	22.35	22.35	22.35	22.35	22.35
7	16.62	17.51	17.51	18.13	18.74	19.32	19.88	20.36	20.60	20.84	21.22	21.58	22.14	22.55	22.95	22.95	22.95	22.95	22.95	22.95	22.95	22.95	22.95	22.95	22.95	22.95	22.95	22.95
8	17.35	18.27	18.27	18.88	19.47	20.08	20.63	21.10	21.34	21.58	21.97	22.33	22.88	23.29	23.70	23.70	23.70	23.70	23.70	23.70	23.70	23.70	23.70	23.70	23.70	23.70	23.70	23.70
9	18.18	19.14	19.14	19.75	20.32	20.92	21.52	21.97	22.21	22.45	22.84	23.20	23.75	24.16	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57
10	19.04	19.98	19.98	20.57	21.15	21.77	22.36	22.83	23.07	23.31	23.70	24.06	24.61	25.02	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43
11	20.36	21.25	21.25	21.85	22.45	23.06	23.64	24.09	24.33	24.58	24.96	25.32	25.87	26.28	26.69	26.69	26.69	26.69	26.69	26.69	26.69	26.69	26.69	26.69	26.69	26.69	26.69	26.69
12	21.90	22.78	22.78	23.39	24.00	24.58	25.17	25.65	25.89	26.13	26.51	26.87	27.43	27.83	28.24	28.24	28.24	28.24	28.24	28.24	28.24	28.24	28.24	28.24	28.24	28.24	28.24	28.24
13	23.33	24.24	24.24	24.83	25.42	26.01	26.61	27.10	27.34	27.58	27.96	28.32	28.88	29.28	29.69	29.69	29.69	29.69	29.69	29.69	29.69	29.69	29.69	29.69	29.69	29.69	29.69	29.69
14	24.95	25.88	25.88	26.49	27.08	27.67	28.25	28.72	28.96	29.20	29.59	29.95	30.50	30.91	31.32	31.32	31.32	31.32	31.32	31.32	31.32	31.32	31.32	31.32	31.32	31.32	31.32	31.32
15	26.84	27.79	27.79	28.36	28.96	29.52	30.14	30.62	30.86	31.10	31.48	31.84	32.39	32.80	33.21	33.21	33.21	33.21	33.21	33.21	33.21	33.21	33.21	33.21	33.21	33.21	33.21	33.21
16	28.96	29.82	29.82	30.42	31.04	31.63	32.22	32.67	32.91	33.16	33.54	33.90	34.45	34.86	35.27	35.27	35.27	35.27	35.27	35.27	35.27	35.27	35.27	35.27	35.27	35.27	35.27	35.27
17	31.21	32.07	32.07	32.67	33.29	33.87	34.44	34.90	35.14	35.38	35.77	36.13	36.68	37.09	37.50	37.50	37.50	37.50	37.50	37.50	37.50	37.50	37.50	37.50	37.50	37.50	37.50	37.50
18	33.59	34.48	34.48	35.06	35.64	36.24	36.83	37.29	37.53	37.77	38.16	38.52	39.07	39.48	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89
19	36.05	36.98	36.98	37.58	38.13	38.70	39.29	39.76	40.00	40.25	40.63	40.99	41.54	41.95	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36
20	38.78	39.69	39.69	40.26	40.85	41.43	42.01	42.48	42.72	42.96	43.34	43.70	44.26	44.66	45.07	45.07	45.07	45.07	45.07	45.07	45.07	45.07	45.07	45.07	45.07	45.07	45.07	45.07
21	42.55	43.44	43.44	44.04	44.67	45.21	45.80	46.26	46.50	46.75	47.13	47.49	48.04	48.45	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86
22	44.88	45.80	45.80	46.36	46.94	47.52	48.16	48.62	48.86	49.11	49.49	49.85	50.40	50.81	51.22	51.22	51.22	51.22	51.22	51.22	51.22	51.22	51.22	51.22	51.22	51.22	51.22	51.22
23	47.68	48.57	48.57	49.19	49.78	50.37	50.92	51.39	51.63	51.87	52.25	52.61	53.17	53.58	53.98	53.98	53.98	53.98	53.98	53.98	53.98	53.98	53.98	53.98	53.98	53.98	53.98	53.98
24	49.94	50.89	50.89	51.47	52.05	52.63	53.23	53.68	53.92	54.16	54.54	54.90	55.45	55.86	56.27	56.27	56.27	56.27	56.27	56.27	56.27	56.27	56.27	56.27	56.27	56.27	56.27	56.27

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2022

8 HOURS PER DAY

		LENGTH OF CONTINUOUS SERVICE																									
		Employees Hired After 1/1/ All Nursing Excluding All Nursing Titles*						All Employees After Length of Service Exceeds 24 Months																			
Grade	Entry Level	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Longevity 8		Longevity 12		Longevity 16		Longevity 20		Longevity 24		Longevity 28			
		Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 8 Years	Greater Than 8 Years	Less Than 12 Years	Greater Than 12 Years	Less Than 16 Years	Greater Than 16 Years	Less Than 20 Years	Greater Than 20 Years	Less Than 24 Years	Greater Than 24 Years	Less Than 28 Years	Greater Than 28 Years	Less Than 32 Years	Greater Than 32 Years
1	14.52	15.47	15.47	16.09	16.67	17.28	17.91	18.37	18.99	19.37	19.74	20.29	20.70	21.11	20.70	21.11	20.70	21.11	20.70	21.11	20.70	21.11	20.70	21.11	20.70	21.11	1
2	14.84	15.77	15.77	16.37	17.00	17.61	18.22	18.69	19.32	19.70	20.06	20.61	21.02	21.43	20.61	21.02	20.61	21.02	20.61	21.02	20.61	21.02	20.61	21.02	20.61	21.02	2
3	15.16	16.12	16.12	16.75	17.35	17.97	18.57	19.03	19.65	20.04	20.40	20.95	21.36	21.77	20.95	21.36	20.95	21.36	20.95	21.36	20.95	21.36	20.95	21.36	20.95	21.36	3
4	15.54	16.47	16.47	17.11	17.67	18.29	18.90	19.36	19.99	20.37	20.73	21.29	21.70	22.11	21.29	21.70	21.29	21.70	21.29	21.70	21.29	21.70	21.29	21.70	21.29	21.70	4
5	15.98	16.91	16.91	17.51	18.13	18.74	19.33	19.80	20.43	20.81	21.17	21.73	22.14	22.54	21.73	22.14	21.73	22.14	21.73	22.14	21.73	22.14	21.73	22.14	21.73	22.14	5
6	16.56	17.50	17.50	18.12	18.72	19.32	19.94	20.41	21.03	21.41	21.78	22.33	22.74	23.15	22.33	22.74	22.33	22.74	22.33	22.74	22.33	22.74	22.33	22.74	22.33	22.74	6
7	17.20	18.11	18.11	18.74	19.36	19.96	20.53	21.02	21.64	22.03	22.39	22.94	23.35	23.76	22.94	23.35	22.94	23.35	22.94	23.35	22.94	23.35	22.94	23.35	22.94	23.35	7
8	17.95	18.89	18.89	19.51	20.11	20.73	21.29	21.77	22.40	22.78	23.14	23.70	24.10	24.51	23.70	24.10	23.70	24.10	23.70	24.10	23.70	24.10	23.70	24.10	23.70	24.10	8
9	18.79	19.77	19.77	20.40	20.98	21.59	22.20	22.66	23.28	23.67	24.03	24.58	24.99	25.40	24.58	24.99	24.58	24.99	24.58	24.99	24.58	24.99	24.58	24.99	24.58	24.99	9
10	19.67	20.63	20.63	21.23	21.82	22.46	23.06	23.54	24.16	24.55	24.91	25.46	25.87	26.28	25.46	25.87	25.46	25.87	25.46	25.87	25.46	25.87	25.46	25.87	25.46	25.87	10
11	21.02	21.93	21.93	22.54	23.15	23.77	24.36	24.82	25.45	25.83	26.19	26.74	27.15	27.56	26.74	27.15	26.74	27.15	26.74	27.15	26.74	27.15	26.74	27.15	26.74	27.15	11
12	22.59	23.49	23.49	24.11	24.73	25.32	25.92	26.41	27.04	27.42	27.78	28.34	28.74	29.15	28.34	28.74	28.34	28.74	28.34	28.74	28.34	28.74	28.34	28.74	28.34	28.74	12
13	24.25	24.97	24.97	25.58	26.18	26.78	27.39	27.89	28.52	28.90	29.26	29.82	30.22	30.63	29.82	30.22	29.82	30.22	29.82	30.22	29.82	30.22	29.82	30.22	29.82	30.22	13
14	25.70	26.65	26.65	27.27	27.87	28.47	29.07	29.54	30.17	30.55	30.91	31.47	31.88	32.28	31.47	31.88	31.47	31.88	31.47	31.88	31.47	31.88	31.47	31.88	31.47	31.88	14
15	27.63	28.60	28.60	29.18	29.79	30.36	30.99	31.48	32.11	32.49	32.85	33.41	33.81	34.22	33.41	33.81	33.41	33.81	33.41	33.81	33.41	33.81	33.41	33.81	33.41	33.81	15
16	29.79	30.67	30.67	31.28	31.91	32.51	33.11	33.57	34.20	34.58	34.94	35.50	35.91	36.31	35.50	35.91	35.50	35.91	35.50	35.91	35.50	35.91	35.50	35.91	35.50	35.91	16
17	32.08	32.96	32.96	33.57	34.21	34.80	35.38	35.85	36.47	36.86	37.22	37.77	38.18	38.59	37.77	38.18	37.77	38.18	37.77	38.18	37.77	38.18	37.77	38.18	37.77	38.18	17
18	34.51	35.42	35.42	36.01	36.60	37.21	37.82	38.29	38.91	39.30	39.66	40.21	40.62	41.03	40.21	40.62	40.21	40.62	40.21	40.62	40.21	40.62	40.21	40.62	40.21	40.62	18
19	37.02	37.97	37.97	38.58	39.14	39.72	40.33	40.81	41.43	41.81	42.18	42.73	43.14	43.55	42.73	43.14	42.73	43.14	42.73	43.14	42.73	43.14	42.73	43.14	42.73	43.14	19
20	39.81	40.73	40.73	41.32	41.92	42.51	43.10	43.58	44.20	44.59	44.95	45.50	45.91	46.32	45.50	45.91	45.50	45.91	45.50	45.91	45.50	45.91	45.50	45.91	45.50	45.91	20
21	43.65	44.56	44.56	45.17	45.81	46.36	46.97	47.44	48.06	48.44	48.81	49.36	49.77	50.18	49.36	49.77	49.36	49.77	49.36	49.77	49.36	49.77	49.36	49.77	49.36	49.77	21
22	46.03	46.97	46.97	47.54	48.13	48.72	49.37	49.84	50.47	50.85	51.21	51.77	52.17	52.58	51.77	52.17	51.77	52.17	51.77	52.17	51.77	52.17	51.77	52.17	51.77	52.17	22
23	48.88	49.79	49.79	50.42	51.03	51.63	52.19	52.67	53.29	53.68	54.04	54.59	55.00	55.41	54.59	55.00	54.59	55.00	54.59	55.00	54.59	55.00	54.59	55.00	54.59	55.00	23
24	51.19	52.16	52.16	52.75	53.34	53.93	54.54	55.00	55.63	56.01	56.37	56.93	57.34	57.74	56.93	57.34	56.93	57.34	56.93	57.34	56.93	57.34	56.93	57.34	56.93	57.34	24

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2023
8 HOURS PER DAY

		LENGTH OF CONTINUOUS SERVICE																																						
		All Employees After Length of Service Exceeds 24 Months																																						
Employees Hired After 1/1/All Nursing Excluding All Nursing Titles*																																								
Grade	Entry Level	Step 1												Step 2		Step 3		Step 4		Step 5		Step 6		Longevity 8		Longevity 12		Longevity 16		Longevity 20		Longevity 24		Longevity 28						
		Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 84 Months	Greater Than 84 Months	Less Than 96 Months	Greater Than 96 Months	Less Than 108 Months	Greater Than 108 Months	Less Than 120 Months	Greater Than 120 Months	Less Than 132 Months	Greater Than 132 Months	Less Than 144 Months	Greater Than 144 Months	Less Than 156 Months	Greater Than 156 Months	Less Than 168 Months	Greater Than 168 Months	Less Than 180 Months	Greater Than 180 Months	Less Than 192 Months	Greater Than 192 Months	Less Than 204 Months	Greater Than 204 Months	Less Than 216 Months	Greater Than 216 Months				
1	15.06	16.03	16.03	17.25	17.88	18.52	18.99	19.61	20.00	20.32	20.67	21.01	21.37	21.92	22.33	22.74	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74
2	15.39	16.34	16.34	17.59	18.21	18.83	19.31	19.94	20.32	20.67	21.01	21.37	21.92	22.33	22.74	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	
3	15.71	16.69	16.69	17.95	18.58	19.19	19.66	20.29	20.67	21.01	21.37	21.92	22.33	22.74	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74		
4	16.10	17.05	17.05	18.27	18.91	19.53	20.00	20.62	21.01	21.37	21.92	22.33	22.74	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
5	16.55	17.50	17.50	18.74	19.36	19.97	20.45	21.07	21.46	21.82	22.37	22.78	23.19	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
6	17.14	18.10	18.10	19.34	19.96	20.59	21.07	21.69	22.32	22.70	23.06	23.61	24.02	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
7	17.79	18.72	18.72	20.00	20.61	21.19	21.69	22.32	22.70	23.06	23.61	24.02	24.43	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
8	18.56	19.52	19.52	20.76	21.39	21.97	22.46	23.08	23.47	23.83	24.38	24.79	25.20	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
9	19.42	20.42	20.42	21.65	22.27	22.89	23.36	23.99	24.37	24.73	25.29	25.69	26.10	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
10	20.31	21.29	21.29	22.51	23.16	23.77	24.26	24.89	25.27	25.63	26.18	26.59	27.00	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
11	21.69	22.62	22.62	23.86	24.50	25.10	25.57	26.19	26.58	26.94	27.49	27.90	28.31	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
12	23.29	24.21	24.21	25.44	26.08	26.69	27.19	27.81	28.20	28.56	29.11	29.52	29.93	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
13	24.99	25.72	25.72	26.95	27.57	28.19	28.70	29.32	29.71	30.07	30.62	31.03	31.44	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
14	26.46	27.43	27.43	28.68	29.29	29.90	30.38	31.01	31.39	31.75	32.30	32.71	33.12	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
15	28.43	29.42	29.42	30.64	31.22	31.86	32.36	32.98	33.37	33.73	34.28	34.69	35.10	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
16	30.64	31.53	31.53	32.80	33.41	34.02	34.49	35.12	35.50	35.86	36.41	36.82	37.23	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
17	32.97	33.87	33.87	35.14	35.75	36.34	36.82	37.44	37.83	38.19	38.74	39.15	39.56	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
18	35.45	36.38	36.38	37.58	38.20	38.83	39.31	39.93	40.32	40.68	41.23	41.64	42.05	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
19	38.01	38.98	38.98	40.17	40.76	41.39	41.88	42.50	42.89	43.25	43.80	44.21	44.62	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
20	40.86	41.79	41.79	43.01	43.61	44.21	44.70	45.33	45.71	46.07	46.62	47.03	47.44	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
21	44.77	45.70	45.70	46.98	47.54	48.16	48.64	49.26	49.65	50.01	50.56	50.97	51.38	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
22	47.20	48.16	48.16	49.34	49.94	50.61	51.09	51.71	52.10	52.46	53.01	53.42	53.83	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
23	50.11	51.04	51.04	52.30	52.91	53.48	53.97	54.60	54.98	55.34	55.90	56.31	56.71	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			
24	52.46	53.45	53.45	54.66	55.26	55.88	56.35	56.98	57.36	57.72	58.27	58.68	59.09	20.91	21.32	21.73	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74	20.36	20.68	21.24	21.65	22.05	22.40	22.74			

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2024

8 HOURS PER DAY

		LENGTH OF CONTINUOUS SERVICE													
		All Employees After Length of Service Exceeds 24 Months													
Employees Hired After 1/1/ All Nursing Excluding All Nursing Titles*		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	Grade	
Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 84 Months	Greater Than 84 Months	Less Than 96 Months	Greater Than 96 Months
1	15.61	16.60	17.24	17.85	18.49	19.14	19.62	20.39	20.77	21.13	21.69	22.10	22.50	1	
2	15.95	16.92	17.54	18.19	18.82	19.46	19.95	20.72	21.10	21.46	22.01	22.42	22.83	2	
3	16.27	17.27	17.94	18.56	19.20	19.82	20.30	21.07	21.46	21.82	22.37	22.78	23.19	3	
4	16.67	17.64	18.30	18.89	19.54	20.17	20.65	21.42	21.80	22.16	22.72	23.13	23.53	4	
5	17.13	18.10	18.72	19.36	20.00	20.62	21.11	21.88	22.26	22.62	23.18	23.58	23.99	5	
6	17.73	18.71	19.35	19.98	20.61	21.25	21.74	22.51	22.90	23.26	23.81	24.22	24.63	6	
7	18.40	19.34	20.00	20.65	21.27	21.86	22.37	23.14	23.53	23.89	24.44	24.85	25.26	7	
8	19.18	20.16	20.80	21.43	22.07	22.66	23.16	23.93	24.31	24.67	25.23	25.64	26.04	8	
9	20.06	21.08	21.73	22.33	22.97	23.60	24.08	24.85	25.23	25.59	26.14	26.55	26.96	9	
10	20.97	21.97	22.59	23.21	23.87	24.50	25.00	25.76	26.15	26.51	27.06	27.47	27.88	10	
11	22.37	23.32	23.95	24.59	25.24	25.85	26.33	27.10	27.49	27.85	28.40	28.81	29.22	11	
12	24.01	24.94	25.59	26.23	26.85	27.47	27.98	28.75	29.14	29.50	30.05	30.46	30.87	12	
13	25.74	26.48	27.12	27.74	28.37	29.00	29.52	30.29	30.68	31.04	31.59	32.00	32.41	13	
14	27.24	28.23	28.88	29.50	30.13	30.75	31.24	32.01	32.39	32.75	33.30	33.71	34.12	14	
15	29.25	30.26	30.86	31.50	32.09	32.75	33.26	34.03	34.41	34.77	35.32	35.73	36.14	15	
16	31.50	32.41	33.05	33.71	34.33	34.95	35.43	36.20	36.58	36.94	37.50	37.91	38.31	16	
17	33.88	34.80	35.43	36.09	36.72	37.32	37.81	38.58	38.96	39.32	39.87	40.28	40.69	17	
18	36.41	37.36	37.97	38.58	39.21	39.86	40.35	41.12	41.50	41.86	42.41	42.82	43.23	18	
19	39.02	40.01	40.64	41.22	41.83	42.47	42.97	43.74	44.12	44.48	45.03	45.44	45.85	19	
20	41.93	42.88	43.50	44.12	44.73	45.34	45.84	46.61	47.00	47.36	47.91	48.32	48.73	20	
21	45.92	46.86	47.50	48.17	48.74	49.37	49.86	50.63	51.02	51.38	51.93	52.34	52.75	21	
22	48.39	49.37	49.96	50.58	51.19	51.87	52.36	53.13	53.52	53.88	54.43	54.84	55.25	22	
23	51.36	52.31	52.96	53.60	54.22	54.80	55.30	56.07	56.45	56.81	57.37	57.78	58.18	23	
24	53.76	54.77	55.39	56.00	56.62	57.25	57.73	58.50	58.88	59.24	59.79	60.20	60.61	24	

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2019
7 HOURS PER DAY

LENGTH OF CONTINUOUS SERVICE														
All Employees After Length of Service Exceeds 24 Months														
Grade	Employees Hired After 1/1/19 All Nursing Excluding All Nursing Title Titles*		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 84 Months	Greater Than 84 Months
DSS 9	19.72	20.71	21.27	22.39	23.01	23.44	23.99	24.43	24.84	25.47	25.94	26.41	26.80	27.27
DSS 10	20.58	21.55	22.14	23.29	23.86	24.30	24.85	25.29	25.70	26.33	26.80	27.27	27.71	28.65
DSS 11	21.97	22.98	23.54	24.68	25.23	25.68	26.23	26.67	27.08	27.71	28.18	28.65	29.81	30.28
DSS 12	23.61	24.61	25.17	26.31	26.87	27.31	27.86	28.30	28.71	29.34	29.81	30.28	31.34	31.81
DSS 13	25.35	26.12	26.70	27.82	28.40	28.84	29.39	29.83	30.24	30.87	31.34	31.81	33.08	33.55
DSS 14	26.88	27.86	28.43	29.57	30.15	30.58	31.13	31.57	31.98	32.61	33.08	33.55	35.11	35.58
DSS 15	28.93	29.91	30.49	31.61	32.20	32.61	33.16	33.60	34.01	34.64	35.11	35.58	37.31	37.78
DSS 16	31.13	32.10	32.68	33.84	34.39	34.81	35.36	35.80	36.21	36.84	37.31	37.78		

2020
7 HOURS PER DAY

LENGTH OF CONTINUOUS SERVICE														
All Employees After Length of Service Exceeds 24 Months														
Grade	Employees Hired After 1/1/19 All Nursing Excluding All Nursing Title Titles*		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 84 Months	Greater Than 84 Months
DSS 9	20.41	21.43	22.01	23.17	23.82	24.26	24.81	25.25	25.66	26.29	26.76	27.23	27.65	28.12
DSS 10	21.30	22.30	22.91	24.11	24.70	25.15	25.70	26.14	26.55	27.18	27.65	28.12	29.08	29.55
DSS 11	22.74	23.78	24.36	25.54	26.11	26.58	27.13	27.57	27.98	28.61	29.08	29.55	30.77	31.23
DSS 12	24.44	25.47	26.05	27.23	27.81	28.27	28.82	29.25	29.67	30.30	30.77	31.23	32.82	33.28
DSS 13	26.24	27.03	27.63	28.79	29.39	29.85	30.40	30.84	31.25	31.88	32.35	32.82	34.62	35.08
DSS 14	27.82	28.84	29.43	30.60	31.21	31.65	32.20	32.64	33.05	33.68	34.15	34.62	36.25	36.72
DSS 15	29.94	30.96	31.56	32.72	33.33	33.75	34.30	34.74	35.15	35.78	36.25	36.72	38.53	39.00
DSS 16	32.22	33.22	33.82	35.02	35.59	36.03	36.58	37.02	37.43	38.06	38.53	39.00		

2021
7 HOURS PER DAY

LENGTH OF CONTINUOUS SERVICE														
All Employees After Length of Service Exceeds 24 Months														
Grade	Employees Hired After 1/1/19 All Nursing Excluding All Nursing Title Titles*		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28
	Entry Level	Entry Level	Greater Than 12 Months Less Than 24 Months	Greater Than 24 Months Less Than 36 Months	Greater Than 36 Months Less Than 48 Months	Greater Than 48 Months Less Than 60 Months	Greater Than 60 Months Less Than 72 Months	Greater Than 72 Months Less Than 84 Months	Greater Than 84 Months Less Than 96 Months	Greater Than 96 Months Less Than 108 Months	Greater Than 108 Months Less Than 120 Months	Greater Than 120 Months Less Than 132 Months	Greater Than 132 Months Less Than 144 Months	Greater Than 144 Months Less Than 156 Months
DSS 9	21.12	22.18	22.78	23.36	23.98	24.65	25.11	25.66	26.10	26.51	27.14	27.61	28.08	DSS 9
DSS 10	22.05	23.08	23.71	24.35	24.95	25.56	26.03	26.58	27.02	27.43	28.06	28.53	29.00	DSS 10
DSS 11	23.54	24.61	25.21	25.81	26.43	27.02	27.51	28.06	28.50	28.91	29.54	30.01	30.48	DSS 11
DSS 12	25.30	26.36	26.96	27.56	28.18	28.78	29.26	29.81	30.25	30.66	31.29	31.76	32.23	DSS 12
DSS 13	27.16	27.98	28.60	29.20	29.80	30.42	30.89	31.44	31.88	32.30	32.93	33.39	33.86	DSS 13
DSS 14	28.79	29.85	30.46	31.03	31.67	32.30	32.76	33.31	33.75	34.16	34.79	35.26	35.72	DSS 14
DSS 15	30.99	32.04	32.66	33.24	33.87	34.50	34.93	35.48	35.92	36.33	36.96	37.43	37.90	DSS 15
DSS 16	33.35	34.38	35.00	35.61	36.25	36.84	37.29	37.84	38.28	38.69	39.32	39.79	40.26	DSS 16

2022
7 HOURS PER DAY

LENGTH OF CONTINUOUS SERVICE														
All Employees After Length of Service Exceeds 24 Months														
Grade	Employees Hired After 1/1/19 All Nursing Excluding All Nursing Title Titles*		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28
	Entry Level	Entry Level	Greater Than 12 Months Less Than 24 Months	Greater Than 24 Months Less Than 36 Months	Greater Than 36 Months Less Than 48 Months	Greater Than 48 Months Less Than 60 Months	Greater Than 60 Months Less Than 72 Months	Greater Than 72 Months Less Than 84 Months	Greater Than 84 Months Less Than 96 Months	Greater Than 96 Months Less Than 108 Months	Greater Than 108 Months Less Than 120 Months	Greater Than 120 Months Less Than 132 Months	Greater Than 132 Months Less Than 144 Months	Greater Than 144 Months Less Than 156 Months
DSS 9	21.79	22.87	23.49	24.08	24.71	25.39	25.86	26.58	27.02	27.43	28.06	28.53	28.99	DSS 9
DSS 10	22.74	23.79	24.43	25.09	25.70	26.32	26.80	27.51	27.95	28.37	29.00	29.47	29.93	DSS 10
DSS 11	24.26	25.35	25.96	26.58	27.21	27.81	28.31	29.02	29.46	29.88	30.51	30.98	31.44	DSS 11
DSS 12	26.06	27.14	27.75	28.36	28.99	29.61	30.10	30.81	31.25	31.66	32.29	32.76	33.23	DSS 12
DSS 13	27.95	28.79	29.42	30.03	30.65	31.28	31.76	32.47	32.91	33.32	33.96	34.42	34.89	DSS 13
DSS 14	29.62	30.70	31.32	31.90	32.55	33.20	33.67	34.38	34.82	35.23	35.86	36.32	36.80	DSS 14
DSS 15	31.86	32.93	33.56	34.15	34.80	35.44	35.88	36.59	37.03	37.44	38.08	38.54	39.01	DSS 15
DSS 16	34.27	35.32	35.95	36.57	37.23	37.83	38.29	39.00	39.44	39.85	40.48	40.95	41.42	DSS 16

2023
7 HOURS PER DAY

LENGTH OF CONTINUOUS SERVICE												
Grade	All Employees After Length of Service Exceeds 24 Months											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28
	Less Than 12 Months Greater Than 12 Months	Less Than 24 Months Greater Than 24 Months	Less Than 36 Months Greater Than 36 Months	Less Than 48 Months Greater Than 48 Months	Less Than 60 Months Greater Than 60 Months	Less Than 72 Months Greater Than 72 Months	Less Than 84 Months Greater Than 84 Months	Less Than 12 Years Greater Than 12 Years	Less Than 16 Years Greater Than 16 Years	Less Than 20 Years Greater Than 20 Years	Less Than 24 Years Greater Than 24 Years	Less Than 28 Years Greater Than 28 Years
DSS 9	22.48	23.58	24.21	24.81	25.45	26.15	27.34	27.78	28.19	28.83	29.29	29.76
DSS 10	23.44	24.52	25.17	25.84	26.46	27.10	28.30	28.74	29.15	29.78	30.25	30.72
DSS 11	25.00	26.11	26.73	27.36	28.00	28.62	29.84	30.28	30.69	31.32	31.79	32.26
DSS 12	26.83	27.93	28.56	29.18	29.82	30.45	31.67	32.11	32.52	33.15	33.62	34.08
DSS 13	28.76	29.62	30.26	30.88	31.51	32.16	33.36	33.80	34.21	34.84	35.31	35.78
DSS 14	30.46	31.56	32.20	32.79	33.45	34.11	35.31	35.75	36.16	36.79	37.26	37.73
DSS 15	32.75	33.84	34.48	35.08	35.75	36.40	37.56	38.00	38.41	39.05	39.51	39.98
DSS 16	35.21	36.28	36.92	37.55	38.22	38.84	40.02	40.46	40.87	41.50	41.97	42.44

2024
7 HOURS PER DAY

LENGTH OF CONTINUOUS SERVICE												
Grade	All Employees After Length of Service Exceeds 24 Months											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28
	Less Than 12 Months Greater Than 12 Months	Less Than 24 Months Greater Than 24 Months	Less Than 36 Months Greater Than 36 Months	Less Than 48 Months Greater Than 48 Months	Less Than 60 Months Greater Than 60 Months	Less Than 72 Months Greater Than 72 Months	Less Than 84 Months Greater Than 84 Months	Less Than 12 Years Greater Than 12 Years	Less Than 16 Years Greater Than 16 Years	Less Than 20 Years Greater Than 20 Years	Less Than 24 Years Greater Than 24 Years	Less Than 28 Years Greater Than 28 Years
DSS 9	23.18	24.30	24.94	25.56	26.21	26.92	27.41	28.29	29.14	29.78	30.24	30.71
DSS 10	24.16	25.26	25.92	26.61	27.24	27.89	28.39	29.27	30.12	30.75	31.22	31.69
DSS 11	25.75	26.88	27.51	28.16	28.81	29.44	29.96	30.84	31.69	32.33	32.79	33.26
DSS 12	27.62	28.74	29.38	30.01	30.67	31.31	31.82	32.70	33.55	34.18	34.65	35.12
DSS 13	29.59	30.46	31.12	31.75	32.39	33.05	33.55	34.43	35.28	35.92	36.38	36.85
DSS 14	31.32	32.44	33.09	33.70	34.37	35.04	35.53	36.41	37.26	37.89	38.36	38.83
DSS 15	33.66	34.77	35.42	36.03	36.72	37.38	37.84	38.72	39.57	40.20	40.67	41.13
DSS 16	36.16	37.26	37.91	38.55	39.23	39.87	40.35	41.23	42.08	42.71	43.18	43.64

2021
7 HOURS PER DAY
SALARY SCALE FOR PSYCHIATRIST GRADES
LENGTH OF CONTINUOUS SERVICE

Grade	All Employees After Length of Service Exceeds 24 Months										Grade			
	Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 8	Step 12	Step 16		Step 20	Step 24	Step 28
	Less Than 12 Months	Greater Than 12 Months Less Than 24 Months	Greater Than 24 Months Less Than 36 Months	Greater Than 36 Months Less Than 48 Months	Greater Than 48 Months Less Than 60 Months	Greater Than 60 Months Less Than 72 Months	Greater Than 72 Months Less Than 84 Months	Greater Than 84 Months Less Than 96 Months	Greater Than 96 Months Less Than 108 Months	Greater Than 108 Months Less Than 120 Months		Greater Than 120 Months Less Than 132 Months	Greater Than 132 Months Less Than 144 Months	Greater Than 144 Months Less Than 156 Months
1	100.76	101.78	102.36	102.98	103.59	104.19	104.67	105.22	105.66	106.07	106.70	107.17	107.64	
2	111.23	112.24	112.88	113.48	114.11	114.70	115.15	115.70	116.14	116.56	117.19	117.65	118.12	
3	121.72	122.76	123.34	123.94	124.55	125.15	125.60	126.15	126.59	127.00	127.63	128.10	128.56	
4	126.97	127.98	128.57	129.16	129.81	130.40	130.87	131.41	131.85	132.27	132.90	133.37	133.83	

ROUNDED TO TWO DECIMAL PLACES

2022
7 HOURS PER DAY
SALARY SCALE FOR PSYCHIATRIST GRADES
LENGTH OF CONTINUOUS SERVICE

Grade	All Employees After Length of Service Exceeds 24 Months										Grade			
	Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 8	Step 12	Step 16		Step 20	Step 24	Step 28
	Less Than 12 Months	Greater Than 12 Months Less Than 24 Months	Greater Than 24 Months Less Than 36 Months	Greater Than 36 Months Less Than 48 Months	Greater Than 48 Months Less Than 60 Months	Greater Than 60 Months Less Than 72 Months	Greater Than 72 Months Less Than 84 Months	Greater Than 84 Months Less Than 96 Months	Greater Than 96 Months Less Than 108 Months	Greater Than 108 Months Less Than 120 Months		Greater Than 120 Months Less Than 132 Months	Greater Than 132 Months Less Than 144 Months	Greater Than 144 Months Less Than 156 Months
1	103.03	104.07	104.66	105.29	105.91	106.52	107.01	107.73	108.17	108.58	109.21	109.68	110.15	
2	113.70	114.73	115.39	116.00	116.64	117.24	117.70	118.42	118.86	119.27	119.90	120.37	120.83	
3	124.40	125.47	126.06	126.67	127.29	127.90	128.36	129.08	129.52	129.93	130.56	131.03	131.49	
4	129.76	130.79	131.39	131.99	132.66	133.26	133.74	134.45	134.89	135.30	135.94	136.40	136.87	

ROUNDED TO TWO DECIMAL PLACES

2023
7 HOURS PER DAY
SALARY SCALE FOR PSYCHIATRIST GRADES
LENGTH OF CONTINUOUS SERVICE

Grade	All Employees After Length of Service Exceeds 24 Months											Grade			
	Employees Hired After 1/1/ All Nursing Excluding All Nursing Titles*		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16		Longevity 20	Longevity 24	Longevity 28
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months		Greater Than 72 Months	Less Than 84 Months	Greater Than 84 Months
1	105.34	106.40	106.40	107.00	107.65	108.28	109.40	109.40	110.11	110.55	110.97	111.60	112.07	112.53	
2	116.22	117.27	117.27	117.95	118.57	119.22	120.30	120.30	121.02	121.46	121.87	122.50	122.97	123.44	
3	127.14	128.23	128.23	128.83	129.45	130.09	130.71	131.18	131.89	132.33	132.74	133.38	133.84	134.31	
4	132.61	133.66	133.66	134.27	134.88	135.56	136.18	136.66	137.38	137.82	138.23	138.86	139.33	139.80	

ROUNDED TO TWO DECIMAL PLACES

2024
7 HOURS PER DAY
SALARY SCALE FOR PSYCHIATRIST GRADES
LENGTH OF CONTINUOUS SERVICE

Grade	All Employees After Length of Service Exceeds 24 Months											Grade			
	Employees Hired After 1/1/ All Nursing Excluding All Nursing Titles*		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16		Longevity 20	Longevity 24	Longevity 28
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months		Greater Than 72 Months	Less Than 84 Months	Greater Than 84 Months
1	107.70	108.78	108.78	109.39	110.05	110.70	111.33	111.84	112.72	113.16	113.57	114.20	114.67	115.13	
2	118.79	119.87	119.87	120.56	121.19	121.85	122.48	122.96	123.84	124.27	124.69	125.32	125.79	126.25	
3	129.93	131.04	131.04	131.66	132.29	132.94	133.57	134.05	134.93	135.37	135.78	136.42	136.88	137.35	
4	135.51	136.58	136.58	137.21	137.83	138.52	139.15	139.64	140.52	140.96	141.37	142.01	142.47	142.94	

ROUNDED TO TWO DECIMAL PLACES

2019 SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES

LENGTH OF CONTINUOUS SERVICE

All Employees After Length of Service Exceeds 24 Months

Grade	Employees Hired:																Long 28 >28 Years																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
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	Entry Level Less Than 12 Months	Step 1 Greater Than 12 Months Less Than 24 Months	Step 2 Greater Than 24 Months Less Than 36 Months	Step 3 Greater Than 36 Months Less Than 48 Months	Step 4 Greater Than 48 Months Less Than 60 Months	Step 5 Greater Than 60 Months Less Than 72 Months	Step 6 Greater Than 72 Months Less Than 8 Years	Longevity 8 Greater Than 8 Years Less Than 12 Years	Longevity 12 Greater Than 12 Years Less Than 16 Years	Longevity 16 Greater Than 16 Years Less Than 20 Years	Longevity 20 Greater Than 20 Years Less Than 24 Years	Longevity 24 Greater Than 24 Years Less Than 28 Years	Long 28 >28 Years																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
DPW 1	15.95	16.82	17.37	17.95	18.52	19.05	19.47	19.95	20.34	20.70	21.25	21.66	22.07	22.48	22.89	23.30	23.71	24.12	24.53	24.94	25.35	25.76	26.17	26.58	26.99	27.40	27.81	28.22	28.63	29.04	29.45	29.86	30.27	30.68	31.09	31.50	31.91	32.32	32.73	33.14	33.55	33.96	34.37	34.78	35.19	35.60	36.01	36.42	36.83	37.24	37.65	38.06	38.47	38.88	39.29	39.70	40.11	40.52	40.93	41.34	41.75	42.16	42.57	42.98	43.39	43.80	44.21	44.62	45.03	45.44	45.85	46.26	46.67	47.08	47.49	47.90	48.31	48.72	49.13	49.54	49.95	50.36	50.77	51.18	51.59	52.00	52.41	52.82	53.23	53.64	54.05	54.46	54.87	55.28	55.69	56.10	56.51	56.92	57.33	57.74	58.15	58.56	58.97	59.38	59.79	60.20	60.61	61.02	61.43	61.84	62.25	62.66	63.07	63.48	63.89	64.30	64.71	65.12	65.53	65.94	66.35	66.76	67.17	67.58	67.99	68.40	68.81	69.22	69.63	70.04	70.45	70.86	71.27	71.68	72.09	72.50	72.91	73.32	73.73	74.14	74.55	74.96	75.37	75.78	76.19	76.60	77.01	77.42	77.83	78.24	78.65	79.06	79.47	79.88	80.29	80.70	81.11	81.52	81.93	82.34	82.75	83.16	83.57	83.98	84.39	84.80	85.21	85.62	86.03	86.44	86.85	87.26	87.67	88.08	88.49	88.90	89.31	89.72	90.13	90.54	90.95	91.36	91.77	92.18	92.59	93.00	93.41	93.82	94.23	94.64	95.05	95.46	95.87	96.28	96.69	97.10	97.51	97.92	98.33	98.74	99.15	99.56	99.97	100.38	100.79	101.20	101.61	102.02	102.43	102.84	103.25	103.66	104.07	104.48	104.89	105.30	105.71	106.12	106.53	106.94	107.35	107.76	108.17	108.58	108.99	109.40	109.81	110.22	110.63	111.04	111.45	111.86	112.27	112.68	113.09	113.50	113.91	114.32	114.73	115.14	115.55	115.96	116.37	116.78	117.19	117.60	118.01	118.42	118.83	119.24	119.65	120.06	120.47	120.88	121.29	121.70	122.11	122.52	122.93	123.34	123.75	124.16	124.57	124.98	125.39	125.80	126.21	126.62	127.03	127.44	127.85	128.26	128.67	129.08	129.49	129.90	130.31	130.72	131.13	131.54	131.95	132.36	132.77	133.18	133.59	134.00	134.41	134.82	135.23	135.64	136.05	136.46	136.87	137.28	137.69	138.10	138.51	138.92	139.33	139.74	140.15	140.56	140.97	141.38	141.79	142.20	142.61	143.02	143.43	143.84	144.25	144.66	145.07	145.48	145.89	146.30	146.71	147.12	147.53	147.94	148.35	148.76	149.17	149.58	149.99	150.40	150.81	151.22	151.63	152.04	152.45	152.86	153.27	153.68	154.09	154.50	154.91	155.32	155.73	156.14	156.55	156.96	157.37	157.78	158.19	158.60	159.01	159.42	159.83	160.24	160.65	161.06	161.47	161.88	162.29	162.70	163.11	163.52	163.93	164.34	164.75	165.16	165.57	165.98	166.39	166.80	167.21	167.62	168.03	168.44	168.85	169.26	169.67	170.08	170.49	170.90	171.31	171.72	172.13	172.54	172.95	173.36	173.77	174.18	174.59	175.00	175.41	175.82	176.23	176.64	177.05	177.46	177.87	178.28	178.69	179.10	179.51	179.92	180.33	180.74	181.15	181.56	181.97	182.38	182.79	183.20	183.61	184.02	184.43	184.84	185.25	185.66	186.07	186.48	186.89	187.30	187.71	188.12	188.53	188.94	189.35	189.76	190.17	190.58	190.99	191.40	191.81	192.22	192.63	193.04	193.45	193.86	194.27	194.68	195.09	195.50	195.91	196.32	196.73	197.14	197.55	197.96	198.37	198.78	199.19	199.60	200.01	200.42	200.83	201.24	201.65	202.06	202.47	202.88	203.29	203.70	204.11	204.52	204.93	205.34	205.75	206.16	206.57	206.98	207.39	207.80	208.21	208.62	209.03	209.44	209.85	210.26	210.67	211.08	211.49	211.90	212.31	212.72	213.13	213.54	213.95	214.36	214.77	215.18	215.59	216.00	216.41	216.82	217.23	217.64	218.05	218.46	218.87	219.28	219.69	220.10	220.51	220.92	221.33	221.74	222.15	222.56	222.97	223.38	223.79	224.20	224.61	225.02	225.43	225.84	226.25	226.66	227.07	227.48	227.89	228.30	228.71	229.12	229.53	229.94	230.35	230.76	231.17	231.58	231.99	232.40	232.81	233.22	233.63	234.04	234.45	234.86	235.27	235.68	236.09	236.50	236.91	237.32	237.73	238.14	238.55	238.96	239.37	239.78	240.19	240.60	241.01	241.42	241.83	242.24	242.65	243.06	243.47	243.88	244.29	244.70	245.11	245.52	245.93	246.34	246.75	247.16	247.57	247.98	248.39	248.80	249.21	249.62	250.03	250.44	250.85	251.26	251.67	252.08	252.49	252.90	253.31	253.72	254.13	254.54	254.95	255.36	255.77	256.18	256.59	257.00	257.41	257.82	258.23	258.64	259.05	259.46	259.87	260.28	260.69	261.10	261.51	261.92	262.33	262.74	263.15	263.56	263.97	264.38	264.79	265.20	265.61	266.02	266.43	266.84	267.25	267.66	268.07	268.48	268.89	269.30	269.71	270.12	270.53	270.94	271.35	271.76	272.17	272.58	272.99	273.40	273.81	274.22	274.63	275.04	275.45	275.86	276.27	276.68	277.09	277.50	277.91	278.32	278.73	279.14	279.55	279.96	280.37	280.78	281.19	281.60	282.01	282.42	282.83	283.24	283.65	284.06	284.47	284.88	285.29	285.70	286.11	286.52	286.93	287.34	287.75	288.16	288.57	288.98	289.39	289.80	290.21	290.62	291.03	291.44	291.85	292.26	292.67	293.08	293.49	293.90	294.31	294.72	295.13	295.54	295.95	296.36	296.77	297.18	297.59	298.00	298.41	298.82	299.23	299.64	299.99	300.40	300.81	301.22	301.63	302.04	302.45	302.86	303.27	303.68	304.09	304.50	304.91	305.32	305.73	306.14	306.55	306.96	307.37	307.78	308.19	308.60	309.01	309.42	309.83	310.24	310.65	311.06	311.47	311.88	312.29	312.70	313.11	313.52	313.93	314.34	314.75	315.16	315.57	315.98	316.39	316.80	317.21	317.62	318.03	318.44	318.85	319.26	319.67	320.08	320.49	320.90	321.31	321.72	322.13	322.54	322.95	323.36	323.77	324.18	324.59	325.00	325.41	325.82	326.23	326.64	327.05	327.46	327.87	328.28	328.69	329.10	329.51	329.92	330.33	330.74	331.15	331.56	331.97	332.38	332.79	333.20	333.61	334.02	334.43	334.84	335.25	335.66	336.07	336.48	336.89	337.30	337.71	338.12	338.53	338.94	339.35	339.76	340.17	340.58	340.99	341.40	341.81	342.22	342.63	343.04	343.45	343.86	344.27	344.68	345.09	345.50	345.91	346.32	346.73	347.14	347.55	347.96	348.37	348.78	349.19	349.60	350.01	350.42	350.83	351.24	351.65	352.06	352.47	352.88	353.29	353.70	354.11	354.52	354.93	355.34	355.75	356.16	356.57	356.98	357.39	357.80	358.21	358.62	359.03	359.44	359.85	360.26	360.67	361.08	361.49	361.90	362.31	362.72	363.13	363.54	363.95	364.36	364.77	365.18	365.59	366.00	366.41	366.82	367.23	367.64	368.05	368.46	368.87	369.28	369.69	370.10	370.51	370.92	371.33	371.74	372.15	372.56	372.97	373.38	373.79	374.20	374.61	375.02	375.43	375.84	376.25	376.66	377.07	377.48	377.89	378.30	378.71	379.12	379.53	379.94	380.35	380.76	381.17	381.58	381.99	382.40	382.81	383.22	383.63	384.04	384.45	384.86	385.27	385.68	386.09	386.50	386.91	387.32	387.73	388.14	388.55	388.96	389.37	389.78	390.19	390.60	391.01	391.42	391.83	392.24	392.65	393.06	393.47	393.88	394.29	394.70	395.11	395.52	395.93	396.34	396.75	397.16	397.57	397.98	398.39	398.80	399.21	399.62	400.03	400.44	400.85	401.26	401.67	402.08	402.49	402.90	403.31	403.72	404.13	404.54	404.95	405.36	405.77	406.18	406.59	407.00	407.41	407.82	408.23	408.64	409.05	409.46	409.87	410.28	410.69	411.10	411.51	411.92	412.33	412.74	413.15	413.56	413.97	414.38	414.79	415.20	415.61	416.02	416.43	416.84	417.25	417.66	418.07	418.48	418.89	419.30	419.71	420.12	420.53	420.94	421.35	421.76	422.17	422.58	422.99	423.40	423.81	424.22	424.63	425.04	425.45	425.86	426.27	426.68	427.09	427.50	427.91	428.32	428.73	429.14	429.55	429.96	430.37	430.78	431.19	431.60	432.01	432.42	432.83	433.24	433.65	434.06	434.47	434.88	435.29	435.70	436.11	436.52	436.93	437.34	437.75	438.16	438.57	438.98	439.39	439.80	440.21	440.62	441.03	441.44	441.85	442.26	442.67	443.08	443.49	443.90	444.31	444.72	445.13	445.54	445.95	446.36	446.77	447.18	447.59	448.00	448.41	448.82	449.23	449.64	450.05	450.46	450.87	451.28	451.69	452.10	452.51	452.92	453.33	453.74	454.15	454.56	454.97	455.38	455.79	456.20	456.61	457.02	457.43	457.84	458.25	458.66	459.07	459.48	459.89	460.30	460.71	461.12	461.53	461.94	462.35	462.76	463.17

2023 SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES

LENGTH OF CONTINUOUS SERVICE															
All Employees After Length of Service Exceeds 24 Months															
Employees Hired:															
After 1/1/84															
Entry Level	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Longevity 24 Greater Than 24 Years Less Than 28 Years		
	Less Than 12 Months	Greater Than 12 Months Less Than 24 Months	Greater Than 24 Months Less Than 36 Months	Greater Than 36 Months Less Than 48 Months	Greater Than 48 Months Less Than 60 Months	Greater Than 60 Months Less Than 72 Months	Greater Than 72 Months Less Than 84 Months	Greater Than 84 Months Less Than 96 Months	Greater Than 96 Months Less Than 108 Months	Greater Than 108 Months Less Than 120 Months	Greater Than 120 Months Less Than 132 Months	Greater Than 132 Months Less Than 144 Months		Longevity 16 Greater Than 16 Years Less Than 20 Years	
Grade	24.63	25.61	26.22	26.87	27.50	28.10	28.56	29.18	29.56	30.48	31.37	31.93	30.89	31.30	DPW 1
DPW 2	26.06	27.00	27.59	28.27	28.89	29.50	30.00	30.63	31.01	31.93	32.74	33.06	33.47	33.88	DPW 2
DPW 3	27.20	28.19	28.78	29.42	30.03	30.66	31.14	31.76	32.15	33.06	33.87	34.19	34.60	35.01	DPW 3
DPW 4	27.28	28.22	28.88	29.50	30.13	30.72	31.20	31.82	32.21	33.12	33.93	34.25	34.66	35.07	DPW 4
DPW 5	27.50	28.46	29.08	29.69	30.32	30.92	31.40	32.03	32.41	33.32	34.13	34.45	34.86	35.27	DPW 5
DPW 5.5	28.19	29.16	29.76	30.38	31.02	31.63	32.11	32.74	33.12	34.04	34.85	35.17	35.58	35.99	DPW 5.5
DPW 6	28.88	29.84	30.45	31.07	31.72	32.32	32.80	33.42	33.81	34.72	35.53	35.85	36.26	36.67	DPW 6
DPW 6.5	29.61	30.55	31.19	31.80	32.43	33.03	33.49	34.12	34.51	35.42	36.23	36.55	36.96	37.37	DPW 6.5
DPW 7	30.32	31.25	31.92	32.53	33.13	33.73	34.19	34.81	35.20	36.11	36.92	37.24	37.65	38.06	DPW 7
DPW 8	32.58	33.39	34.00	34.63	35.28	35.87	36.36	36.98	37.37	38.28	39.09	39.41	39.82	40.23	DPW 8
DPW 9	32.92	33.87	34.49	35.07	35.73	36.31	36.81	37.43	37.82	38.73	39.54	39.86	40.27	40.68	DPW 9

ROUNDED TO TWO DECIMAL PLACES

2024 SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES

LENGTH OF CONTINUOUS SERVICE															
All Employees After Length of Service Exceeds 24 Months															
Employees Hired:															
After 1/1/84															
Entry Level	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Longevity 24 Greater Than 24 Years Less Than 28 Years		
	Less Than 12 Months	Greater Than 12 Months Less Than 24 Months	Greater Than 24 Months Less Than 36 Months	Greater Than 36 Months Less Than 48 Months	Greater Than 48 Months Less Than 60 Months	Greater Than 60 Months Less Than 72 Months	Greater Than 72 Months Less Than 84 Months	Greater Than 84 Months Less Than 96 Months	Greater Than 96 Months Less Than 108 Months	Greater Than 108 Months Less Than 120 Months	Greater Than 120 Months Less Than 132 Months	Greater Than 132 Months Less Than 144 Months		Longevity 16 Greater Than 16 Years Less Than 20 Years	
Grade	25.37	26.37	26.99	27.66	28.30	28.91	29.38	30.15	30.54	30.90	31.45	31.86	31.86	32.27	DPW 1
DPW 2	26.83	27.79	28.39	29.09	29.72	30.34	30.85	31.62	32.00	32.36	32.92	33.33	33.33	33.73	DPW 2
DPW 3	27.99	29.00	29.61	30.26	30.88	31.52	32.01	32.78	33.17	33.53	34.08	34.49	34.49	34.90	DPW 3
DPW 4	28.08	29.03	29.71	30.34	30.98	31.58	32.07	32.84	33.23	33.59	34.14	34.55	34.55	34.96	DPW 4
DPW 5	28.30	29.25	29.91	30.53	31.18	31.79	32.28	33.05	33.43	33.79	34.35	34.75	34.75	35.16	DPW 5
DPW 5.5	29.00	29.99	30.61	31.24	31.89	32.51	33.00	33.77	34.16	34.52	35.07	35.48	35.48	35.89	DPW 5.5
DPW 6	29.71	30.69	31.31	31.94	32.60	33.22	33.71	34.48	34.86	35.22	35.77	36.18	36.18	36.59	DPW 6
DPW 6.5	30.45	31.41	32.06	32.69	33.33	33.94	34.41	35.18	35.56	35.92	36.48	36.89	36.89	37.29	DPW 6.5
DPW 7	31.18	32.13	32.81	33.43	34.04	34.65	35.12	35.89	36.28	36.64	37.19	37.60	37.60	38.01	DPW 7
DPW 8	33.48	34.31	34.93	35.57	36.24	36.84	37.34	38.11	38.49	38.85	39.40	39.81	39.81	40.22	DPW 8
DPW 9	33.83	34.80	35.43	36.02	36.69	37.29	37.80	38.57	38.95	39.31	39.86	40.27	40.27	40.68	DPW 9

ROUNDED TO TWO DECIMAL PLACES