



GUAM POWER AUTHORITY

ATURIDĀT ILEKTRESEDĀT GUĀHAN
P.O.BOX 2977 • HAGĀTÑA, GUAM U.S.A. 96932-2977

NOTICE OF PETITION - AMENDMENT #1

The Guam Power Authority hereby petitions the Consolidated Commission on Utility the following:

PETITION TO APPROVE UNIFIED PAY SCALE AND TO ADOPT 2022 COMPENSATION STUDY AND IMPLEMENTATION PLAN

This petition is in compliance with Public Law 28-159 and GPA Personnel Rules and Regulations, Rule 15.17. The petition also publicized in accordance with 5 GCA, Chapter 10, Art. 1 (Sunshine Law).

For more information, please visit the Guam Power Authority's website at <https://www.guampowerauthority.com/corporate/human-resources/petitions>. You may also contact Guam Power Authority's Human Resources Office at 671-648-3130.



GUAM POWER AUTHORITY

ATURIDÁT ILEKTRESEDÁT GUAHAN
P.O.BOX 2977 • AGANA, GUAM U.S.A. 96932-2977

Petition to Approve Unified Pay Scale and to Adopt 2022 Compensation Study and Implementation Plan Amendment #1

I. REQUEST:

This amendment is supplement to Guam Power Authority Petition, issued on January 10, 2024, to the Consolidated Commission on Utilities (CCU) to approve Alan Searle & Associates 2022 Compensation Study and adopt the Unified Pay Scale and the Implementation Plan for all Certified, Technical and Professional positions for the Guam Power Authority. Amendment to include:

- GPA's Compensation Strategy and Goals
- Strategic Pay Scale (2022) – Amendment #1

II. AUTHORITY:

12 GCA CHAPTER 8

§8103. Continuation of Existence.

Guam Power Authority is continued in existence as a public corporation.

§8107. Governance of Authority.

All powers vested in the Authority, except as provided herein, shall be exercised by the Consolidated Commission on Utilities, as established in Chapter 79 of Title 12 of the Guam Code Annotated.

4 GCA CHAPTER 6 §6303 (d).

Creation of Positions in the Autonomous Agencies and Public Corporations.

PUBLIC LAW 28-159

GPA Personnel Rules & Regulations. Section 7.00, Rule 7.03(c): Amendment of Certified, Technical, and Professional Positions.

GPA Personnel Rules & Regulations. Section 15.17, Compensation for Certified, Technical and Professional Employees.

III. Compensation Strategy & Goals

The Guam Power Authority is seeking approval for its strategic pay plan, aimed at gradually adjusting salaries over the next 5 years to reach up to the 50th market percentile (2022 Market Data). This adjustment is crucial to attract and retain certified, technical and professional employees required for the efficient operation of the island-wide power system. The proposed implementation schedule for GPA's annual structural pay adjustments is as follows:

FY 2024 – 30th Market Percentile

FY 2025 – 35th Market Percentile

FY 2026 – 40th Market Percentile

FY 2027 – 45th Market Percentile

FY 2028 – 50th Market Percentile

How much will it cost:

Estimated cost for salary and benefits:

Fiscal Year	Market Percentile	Estimated Cost
FY 24	30th	\$ 2,506,636
FY 25	35th	\$ 1,330,908
FY 26	40th	\$ 1,382,425
FY 27	45th	\$ 1,428,679
FY 28	50th	\$ 1,332,835
Total Estimated Cost		\$ 7,981,484

*Benefits calculated at 38%

**Estimated costing projected at current FTE of 427, utilizing proposed 2022 Job Evaluation (JE) Points¹.

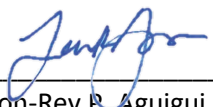
Funding Source:

Structural pay adjustments will be Revenue Funded.

IV. RECOMMENDATION:

1. Accept and approve the results and recommendations of the 2022 market review update conducted by Alan Searle and Associates, including implementation of a new and adjusted Strategic Pay Scale for all Certified, Technical, and Professional (CTP) positions.
2. Authorize the GPA General Manager to implement structural pay adjustments, incrementally, to the 30th market percentile in 2024, and to the next incremental percentile, annually, through Fiscal Year 2029, based on the 2022 market data. The General Manager may determine the breadth and application of sub-steps to determine the implementation range for positions based on affordability, with the eventual target being the 50th market percentile of the 2022 market.
3. Authorize the GPA General Manager to transfer monies from non-labor account to the labor account for the implementation of structural pay adjustments up to 50th market percentile, within approved Fiscal Year Operations and Maintenance budgets, as required.

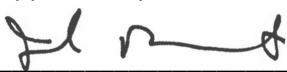
Prepared by:


04/09/2024
Jon-Rey P. Aguigui
Personnel Services Administrator

Concurred by:


Beatrice P. Limtiaco
Assistant General Manager, Administration

Approved by:


4/9/2024
John M. Benavente, P.E.
General Manager

¹ A comprehensive review of JE points utilizing established strategic pay measurement factors is ongoing and shall be adopted by GPA General Manager prior to implementation of the 2022 Unified Pay Scale.

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Accountant I	J
GPA	Accountant II	K
GPA	Accountant III	M
GPA	Administrative Officer	J
GPA	AGM Administration	T
GPA	AGM Engineering & Technical Services	T
GPA	AGM Operations	T
GPA	AMI Supervisor	M
GPA	AMI Technician	H
GPA	AMI Technician Leader	K
GPA	Assistant Chief Financial Officer	O
GPA	Assistant Customer Services Manager	N
GPA	Assistant Generation Manager	Q
GPA	Assistant Plant Superintendent (Cabras 1&2)	O
GPA	Assistant Plant Superintendent (Cabras 3&4)	O
GPA	Assistant Plant Superintendent (CT / Diesel Systems)	O
GPA	Assistant Plant Superintendent (Diesel)	O
GPA	Assistant Plant Superintendent (Tanguisson)	O
GPA	Assistant T&D Manager	O
GPA	Auditor I	J
GPA	Auditor II	K
GPA	Auditor III	M
GPA	Board Secretary	J
GPA	Budget Analyst	K
GPA	Building Maintenance Supervisor	L

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Buyer I	E
GPA	Buyer II	G
GPA	Buyer Supervisor I	J
GPA	Buyer Supervisor II	L
GPA	Carpenter I	F
GPA	Carpenter II	H
GPA	Carpenter Leader	J
GPA	Carpenter Supervisor	L
GPA	Chief Budget Officer	O
GPA	Chief Electric Power Systems Dispatcher	O
GPA	Chief Financial Officer (GPA)	T
GPA	Chief Information Technology Officer	T
GPA	Collection Agent	F
GPA	Collection Supervisor	K
GPA	Communication / Electronic Technician Leader	K
GPA	Communication / Electronic Technician I	I
GPA	Communication / Electronic Technician II	J
GPA	Communication / Electronic Technician Supervisor	M
GPA	Communications Manager	O
GPA	Computer Operations Supervisor	L
GPA	Computer Operator I	E
GPA	Computer Operator II	G
GPA	Computer Operator III	I
GPA	Computer Systems Analyst I	J
GPA	Computer Systems Analyst II	L
GPA	Computer Technician I	F

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Computer Technician II	H
GPA	Computer Technician Leader	J
GPA	Computer Technician Supervisor	L
GPA	Construction Inspector I	I
GPA	Construction Inspector II	J
GPA	Construction Inspector III	L
GPA	Contracts Administrator	K
GPA	Control Operator	L
GPA	Controller	O
GPA	Customer Service Representative	G
GPA	Customer Service Representative Supervisor	K
GPA	Database Administrator	K
GPA	Electric Operation Trainee	D
GPA	Electric Power Laboratory Chief	N
GPA	Electric Power Systems Dispatcher I	K
GPA	Electric Power Systems Dispatcher II	M
GPA	Electric Power Systems Dispatcher Technician	J
GPA	Electric Relay Technician I	G
GPA	Electric Relay Technician II	I
GPA	Electric Relay Technician Leader	J
GPA	Electric Relay Technician Supervisor	M
GPA	Electrician Troubleshooter	J
GPA	Employee Development Specialist I	H
GPA	Employee Development Specialist II	J
GPA	Employee Development Specialist III	K
GPA	Engineer I	J

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Engineer II	L
GPA	Engineer III	N
GPA	Engineer Supervisor	Q
GPA	Engineering Technician I	H
GPA	Engineering Technician II	I
GPA	Environmental Manager	O
GPA	Equipment Operator I	D
GPA	Equipment Operator II	F
GPA	Equipment Operator III	G
GPA	Equipment Operator IV	H
GPA	Equipment Operator Leader I	I
GPA	Equipment Operator Leader II	J
GPA	Equipment Operator Superintendent	M
GPA	Equipment Operator Supervisor	K
GPA	Facilities Manager	O
GPA	Fleet Support Services Manager	O
GPA	General Manager (GPA)	V
GPA	GIS Analyst I	H
GPA	GIS Analyst II	J
GPA	GIS Analyst III	K
GPA	GIS Supervisor	M
GPA	Heavy Equipment Mechanic I	F
GPA	Heavy Equipment Mechanic II	I
GPA	Heavy Equipment Mechanic Leader	J
GPA	Heavy Equipment Mechanic Supervisor	M
GPA	Help Desk Support Supervisor	J

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Help Desk Technician	H
GPA	HVCS / Electrician I	G
GPA	HVCS / Electrician II	I
GPA	HVCS / Electrician Leader	J
GPA	HVCS / Electrician Supervisor	M
GPA	Information Security Administrator	L
GPA	Information Technology Manager	O
GPA	Internal Auditor	M
GPA	Inventory Management Officer	K
GPA	Land Agent I	F
GPA	Land Agent II	G
GPA	Land Agent III	I
GPA	Line Electrician I	G
GPA	Line Electrician II	I
GPA	Line Electrician Leader	J
GPA	Line Electrician Supervisor	M
GPA	Line Inspector	J
GPA	Machinist I	F
GPA	Machinist II	I
GPA	Machinist Leader	J
GPA	Maintenance Planner	K
GPA	Management Analyst I	H
GPA	Management Analyst II	J
GPA	Management Analyst III	K
GPA	Management Analyst IV	M
GPA	Manager, Engineering	S

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Manager, Generation	S
GPA	Manager, Power System Control	R
GPA	Manager, T&D	R
GPA	Meter / Relay Superintendent	N
GPA	Meter Electrician I	G
GPA	Meter Electrician II	I
GPA	Meter Electrician Leader	J
GPA	Meter Electrician Supervisor	M
GPA	Network Systems Administrator	L
GPA	Payroll Supervisor	L
GPA	Personnel Assistant I	D
GPA	Personnel Assistant II	E
GPA	Personnel Services Administrator	O
GPA	Personnel Specialist I	H
GPA	Personnel Specialist II	J
GPA	Personnel Specialist III	K
GPA	Personnel Specialist IV	M
GPA	Planner Work Co-Ordinator (Transportation)	H
GPA	Plant Electrician / Instrumentation Maintenance Supervisor	M
GPA	Plant Electrician I	G
GPA	Plant Electrician II	I
GPA	Plant Electrician Leader	J
GPA	Plant Instrument Technician I	G
GPA	Plant Instrument Technician II	I
GPA	Plant Instrument Technician Leader	J
GPA	Plant Maintenance Mechanic I	F

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Plant Maintenance Mechanic II	I
GPA	Plant Maintenance Mechanic Leader	J
GPA	Plant Maintenance Supervisor	M
GPA	Plant Maintenance Welder I	F
GPA	Plant Maintenance Welder II	I
GPA	Plant Maintenance Welder III	J
GPA	Plant Operator / Maintenance Leader	K
GPA	Plant Operator / Maintenance Supervisor	M
GPA	Plant Operator / Maintenance Worker I	G
GPA	Plant Operator / Maintenance Worker II	I
GPA	Plant Operator I	G
GPA	Plant Operator II	I
GPA	Plant Operator III	J
GPA	Plant Results Supervisor	M
GPA	Plant Shift Supervisor	M
GPA	Plant Utility Worker	B
GPA	Plant Water Technician I	F
GPA	Plant Water Technician II	I
GPA	Plant Water Technician Leader	J
GPA	Power Plant Maintenance Superintendent (CMWS)	O
GPA	Power Systems Superintendent (Overhead)	N
GPA	Power Systems Superintendent (Substation)	N
GPA	Power Systems Superintendent (Underground)	N
GPA	Program Coordinator I	H
GPA	Program Coordinator II	J
GPA	Program Coordinator III	K

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Program Coordinator IV	M
GPA	Programmer / Analyst Supervisor	M
GPA	Programmer Analyst	J
GPA	PSCC Superintendent	O
GPA	Public Information Officer	N
GPA	Refrigeration Mechanic I	F
GPA	Refrigeration Mechanic II	I
GPA	Refrigeration Mechanic Leader	J
GPA	Revenue Protection Utility Analyst	M
GPA	Revenue Protection Utility Investigator	K
GPA	Right of Way Supervisor	M
GPA	Risk Analyst	K
GPA	Safety Administrator	N
GPA	Safety and Physical Security Manager	O
GPA	Safety Inspector I	F
GPA	Safety Inspector II	H
GPA	Safety Inspector III	J
GPA	Safety Supervisor	L
GPA	SCADA Technician I	I
GPA	SCADA Technician II	J
GPA	SCADA Technician Leader	K
GPA	SCADA Technician Supervisor	M
GPA	Shop Planner	K
GPA	Special Projects Engineer	O
GPA	SPORD Manager	T
GPA	Staff Attorney	R

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Storekeeper I	D
GPA	Storekeeper II	F
GPA	Substation Electrician I	G
GPA	Substation Electrician II	I
GPA	Substation Electrician Leader	J
GPA	Substation Electrician Supervisor	M
GPA	Supply Management Administrator	O
GPA	Survey Supervisor	M
GPA	System Protection Engineer (Substation)	N
GPA	Systems Analyst I	J
GPA	Systems Analyst II	L
GPA	Systems Manager	O
GPA	Tool Mechanic	F
GPA	Trouble Dispatcher	G
GPA	Trouble Dispatcher Leader	I
GPA	Utility Accounting Technician I	E
GPA	Utility Accounting Technician II	F
GPA	Utility Accounting Technician III	H
GPA	Utility Administrative Aide	D
GPA	Utility Administrative Assistant	G
GPA	Utility Auditor I	J
GPA	Utility Auditor II	K
GPA	Utility Auditor III	M
GPA	Utility Cashier I	C
GPA	Utility Cashier II	D
GPA	Utility Clerk I	A

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Utility Clerk II	B
GPA	Utility Clerk III	C
GPA	Utility Clerk Typist I	B
GPA	Utility Clerk Typist II	C
GPA	Utility Clerk Typist III	D
GPA	Utility Customer Care Representative I	F
GPA	Utility Customer Care Representative II	G
GPA	Utility Customer Care Representative III	I
GPA	Utility Customer Care Supervisor	K
GPA	Utility Engineering Aide I	E
GPA	Utility Engineering Aide II	F
GPA	Utility Engineering Aide III	G
GPA	Utility Maintenance Worker	F
GPA	Utility Payroll Clerk I	D
GPA	Utility Payroll Clerk II	E
GPA	Utility Payroll Clerk III	F
GPA	Utility Secretary I	D
GPA	Utility Secretary I (Typist)	D
GPA	Utility Secretary II	E
GPA	Utility Secretary II (Typist)	E
GPA	Utility Services Administrator	O
GPA	Utility Supply Clerk	C
GPA	Utility Worker	B
GPA	Warehouse Supervisor I	J
GPA	Warehouse Supervisor II	K
GPA	Word Processing Secretary I (Utilities)	D

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Word Processing Secretary II (Utilities)	E

Note: A comprehensive review of JE points utilizing established strategic pay measurement factors is ongoing and shall be adopted by GPA General Manager prior to implementation of the 2022 Unified Pay Scale.

Strategic Pay Scale (2022) - Amendment #1

	Step 1				Step 2				Step 3				Step 4				Step 5			
GRADE	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
A	27,497.60	27,772.58	28,050.30	28,330.80	28,614.11	28,900.25	29,189.26	29,481.15	29,775.96	30,073.72	30,374.46	30,678.20	30,984.98	31,294.83	31,607.78	31,923.86	32,243.10	32,565.53	32,891.18	33,220.10
	13.22	13.35	13.49	13.62	13.76	13.89	14.03	14.17	14.32	14.46	14.60	14.75	14.90	15.05	15.20	15.35	15.50	15.66	15.81	15.97
B	31,347.26	31,660.74	31,977.34	32,297.12	32,620.09	32,946.29	33,275.75	33,608.51	33,944.60	34,284.04	34,626.88	34,973.15	35,322.88	35,676.11	36,032.87	36,393.20	36,757.13	37,124.70	37,495.95	37,870.91
	15.07	15.22	15.37	15.53	15.68	15.84	16.00	16.16	16.32	16.48	16.65	16.81	16.98	17.15	17.32	17.50	17.67	17.85	18.03	18.21
C	31,660.74	31,977.34	32,297.12	32,620.09	32,946.29	33,275.75	33,608.51	33,944.60	34,284.04	34,626.88	34,973.15	35,322.88	35,676.11	36,032.87	36,393.20	36,757.13	37,124.70	37,495.95	37,870.91	38,249.62
	15.22	15.37	15.53	15.68	15.84	16.00	16.16	16.32	16.48	16.65	16.81	16.98	17.15	17.32	17.50	17.67	17.85	18.03	18.21	18.39
D	35,776.63	36,134.40	36,495.74	36,860.70	37,229.31	37,601.60	37,977.62	38,357.39	38,740.97	39,128.38	39,519.66	39,914.86	40,314.00	40,717.14	41,124.32	41,535.56	41,950.92	42,370.42	42,794.13	43,222.07
	17.20	17.37	17.55	17.72	17.90	18.08	18.26	18.44	18.63	18.81	19.00	19.19	19.38	19.58	19.77	19.97	20.17	20.37	20.57	20.78
E	38,281.00	38,663.81	39,050.44	39,440.95	39,835.36	40,233.71	40,636.05	41,042.41	41,452.83	41,867.36	42,286.04	42,708.90	43,135.99	43,567.35	44,003.02	44,443.05	44,887.48	45,336.35	45,789.72	46,247.61
	18.40	18.59	18.77	18.96	19.15	19.34	19.54	19.73	19.93	20.13	20.33	20.53	20.74	20.95	21.16	21.37	21.58	21.80	22.01	22.23
F	38,663.81	39,050.44	39,440.95	39,835.36	40,233.71	40,636.05	41,042.41	41,452.83	41,867.36	42,286.04	42,708.90	43,135.99	43,567.35	44,003.02	44,443.05	44,887.48	45,336.35	45,789.72	46,247.61	46,710.09
	18.59	18.77	18.96	19.15	19.34	19.54	19.73	19.93	20.13	20.33	20.53	20.74	20.95	21.16	21.37	21.58	21.80	22.01	22.23	22.46
G	42,530.19	42,955.49	43,385.04	43,818.89	44,257.08	44,699.65	45,146.65	45,598.12	46,054.10	46,514.64	46,979.79	47,449.58	47,924.08	48,403.32	48,887.35	49,376.23	49,869.99	50,368.69	50,872.38	51,381.10
	20.45	20.65	20.86	21.07	21.28	21.49	21.71	21.92	22.14	22.36	22.59	22.81	23.04	23.27	23.50	23.74	23.98	24.22	24.46	24.70
H	48,909.72	49,398.81	49,892.80	50,391.73	50,895.65	51,404.60	51,918.65	52,437.83	52,962.21	53,491.84	54,026.75	54,567.02	55,112.69	55,663.82	56,220.46	56,782.66	57,350.49	57,923.99	58,503.23	59,088.26
	23.51	23.75	23.99	24.23	24.47	24.71	24.96	25.21	25.46	25.72	25.97	26.23	26.50	26.76	27.03	27.30	27.57	27.85	28.13	28.41
I	53,800.69	54,338.69	54,882.08	55,430.90	55,985.21	56,545.06	57,110.51	57,681.62	58,258.43	58,841.02	59,429.43	60,023.72	60,623.96	61,230.20	61,843.50	62,463.93	63,095.54	63,738.39	64,383.56	64,997.09
	25.87	26.12	26.39	26.65	26.92	27.19	27.46	27.73	28.01	28.29	28.57	28.86	29.15	29.44	29.73	30.03	30.33	30.63	30.94	31.25
J	59,180.76	59,772.56	60,370.29	60,973.99	61,583.73	62,199.57	62,821.56	63,449.78	64,084.28	64,725.12	65,372.37	66,026.10	66,686.36	67,353.22	68,026.75	68,707.02	69,394.09	70,088.03	70,788.91	71,496.80
	28.45	28.74	29.02	29.31	29.61	29.90	30.20	30.50	30.81	31.12	31.43	31.74	32.06	32.38	32.71	33.03	33.36	33.70	34.03	34.37
K	69,833.29	70,531.62	71,236.94	71,949.31	72,668.80	73,395.49	74,129.45	74,870.74	75,619.45	76,375.64	77,139.40	77,910.79	78,689.90	79,476.80	80,271.57	81,074.28	81,885.03	82,703.88	83,530.92	84,366.22
	33.57	33.91	34.25	34.59	34.94	35.29	35.64	36.00	36.36	36.72	37.09	37.46	37.83	38.21	38.59	38.98	39.37	39.76	40.16	40.56
L	75,419.95	76,174.15	76,935.90	77,705.26	78,482.31	79,267.13	80,059.80	80,860.40	81,669.00	82,485.69	83,310.55	84,143.66	84,985.09	85,834.94	86,693.29	87,560.23	88,435.83	89,320.19	90,213.39	91,115.52
	36.26	36.62	36.99	37.36	37.73	38.11	38.49	38.88	39.26	39.66	40.05	40.45	40.86	41.27	41.68	42.10	42.52	42.94	43.37	43.81
M	85,224.55	86,076.79	86,937.56	87,806.94	88,685.01	89,571.86	90,467.58	91,372.25	92,285.97	93,208.83	94,140.92	95,082.33	96,033.16	96,993.49	97,963.42	98,943.06	99,932.49	100,931.81	101,941.13	102,960.54
	40.97	41.38	41.80	42.21	42.64	43.06	43.49	43.93	44.37	44.81	45.26	45.71	46.17	46.63	47.10	47.57	48.04	48.52	49.01	49.50
N	92,894.76	93,823.71	94,761.94	95,709.56	96,666.66	97,633.32	98,609.66	99,595.75	100,591.71	101,597.63	102,613.61	103,639.74	104,676.14	105,722.90	106,780.13	107,847.93	108,926.41	110,015.67	111,115.83	112,226.99
	44.66	45.11	45.56	46.01	46.47	46.94	47.41	47.88	48.36	48.85	49.33	49.83	50.33	50.83	51.34	51.85	52.37	52.89	53.42	53.96
O	100,326.34	101,329.60	102,342.90	103,366.33	104,399.99	105,443.99	106,498.43	107,563.42	108,639.05	109,725.44	110,822.69	111,930.92	113,050.23	114,180.73	115,322.54	116,475.77	117,640.52	118,816.93	120,005.10	121,205.15
	48.23	48.72	49.20	49.70	50.19	50.69	51.20	51.71	52.23	52.75	53.28	53.81	54.35	54.89	55.44	56.00	56.56	57.12	57.69	58.27
P	110,358.97	111,462.56	112,577.19	113,702.96	114,839.99	115,988.39	117,148.27	118,319.76	119,502.95	120,697.98	121,904.96	123,124.01	124,355.25	125,598.81	126,854.79	128,123.34	129,404.58	130,698.62	132,005.61	133,325.66
	53.06	53.59	54.12	54.66	55.21	55.76	56.32	56.88	57.45	58.03	58.61	59.19	59.79	60.38	60.99	61.60	62.21	62.84	63.46	64.10
Q	121,394.87	122,608.82	123,834.91	125,073.26	126,323.99	127,587.23	128,863.10	130,151.73	131,453.25	132,767.78	134,095.46	135,436.41	136,790.78	138,158.69	139,540.27	140,935.68	142,345.03	143,768.48	145,206.17	146,658.23
	58.36	58.95	59.54	60.13	60.73	61.34	61.95	62.57	63.20	63.83	64.47	65.11	65.76	66.42	67.09	67.76	68.44	69.12	69.81	70.51
R	131,106.46	132,417.52	133,741.70	135,079.12	136,429.91	137,794.21	139,172.15	140,563.87	141,969.51	143,389.20	144,823.10	146,271.33	147,734.04	149,211.38	150,703.50	152,210.53	153,732.64	155,269.96	156,822.66	158,390.89
	63.03	63.66	64.30	64.94	65.59	66.25	66.91	67.58	68.25	68.94	69.63	70.32	71.03	71.74	72.45	73.18	73.91	74.65	75.40	76.15
S	142,906.04	144,335.10	145,778.45	147,236.24	148,708.60	150,195.69	151,697.64	153,214.62	154,746.77	156,294.23	157,857.18	159,435.75	161,030.10	162,640.41	164,266.81	165,909.48	167,568.57	169,244.26	170,936.70	172,646.07
	68.70	69.39	70.09	70.79	71.49	72.21	72.93	73.66	74.40	75.14	75.89	76.65	77.42	78.19	78.97	79.76	80.56	81.37	82.18	83.00
T	154,338.52	155,881.91	157,440.73	159,015.14	160,605.29	162,211.34	163,833.45	165,471.79	167,126.51	168,797.77	170,485.75	172,190.61	173,912.51	175,651.64	177,408.15	179,182.24	180,974.06	182,783.80	184,611.64	186,457.75
	74.20	74.94	75.69	76.45	77.21	77.99	78.77	79.55	80.35	81.15	81.96	82.78	83.61	84.45	85.29	86.15	87.01	87.88	88.76	89.64
U	179,032.69	180,823.02	182,631.25	184,457.56	186,302.13	188,165.16	190,046.81	191,947.27	193,866.75	195,805.42	197,763.47	199,741.10	201,738.51	203,755.90	205,793.46	207,851.39	209,929.91	212,029.21	214,149.50	216,290.99
	86.07	86.93	87.80	88.68	89.57	90.46	91.37	92.28	93.21	94.14	95.08	96.03	96.99	97.96	98.94	99.93	100.93	101.94	102.96	103.99
V	207,677.92	209,754.70	211,852.25	213,970.77	216,110.48	218,271.58	220,454.30	222,658.84	224,885.43	227,134.28	229,405.62	231,699.68	234,016.68	236,356.84	238,720.41	241,107.62	243,518.69	245,953.88	248,413.42	250,897.55
	99.85	100.84	101.85	102.87	103.90	104.94	105.99													

Strategic Pay Scale (2022) - Amendment #1

	Step 6				Step 7				Step 8				Step 9				Step 10			
GRADE	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
A	33,552.30	33,887.82	34,226.70	34,568.97	34,914.66	35,263.80	35,616.44	35,972.60	36,332.33	36,695.65	37,062.61	37,433.24	37,807.57	38,185.64	38,567.50	38,953.18	39,342.71	39,736.13	40,133.50	40,534.83
	16.13	16.29	16.46	16.62	16.79	16.95	17.12	17.29	17.47	17.64	17.82	18.00	18.18	18.36	18.54	18.73	18.91	19.10	19.29	19.49
B	38,249.62	38,632.12	39,018.44	39,408.62	39,802.71	40,200.73	40,602.74	41,008.77	41,418.86	41,833.05	42,251.38	42,673.89	43,100.63	43,531.63	43,966.95	44,406.62	44,850.69	45,299.19	45,752.19	46,209.71
	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91	20.11	20.31	20.52	20.72	20.93	21.14	21.35	21.56	21.78	22.00	22.22
C	38,632.12	39,018.44	39,408.62	39,802.71	40,200.73	40,602.74	41,008.77	41,418.86	41,833.05	42,251.38	42,673.89	43,100.63	43,531.63	43,966.95	44,406.62	44,850.69	45,299.19	45,752.19	46,209.71	46,671.80
	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91	20.11	20.31	20.52	20.72	20.93	21.14	21.35	21.56	21.78	22.00	22.22	22.44
D	43,654.29	44,090.83	44,531.74	44,977.06	45,426.83	45,881.10	46,339.91	46,803.31	47,271.34	47,744.05	48,221.50	48,703.71	49,190.75	49,682.65	50,179.48	50,681.28	51,188.09	51,699.97	52,216.97	52,739.14
	20.99	21.20	21.41	21.62	21.84	22.06	22.28	22.50	22.73	22.95	23.18	23.42	23.65	23.89	24.12	24.37	24.61	24.86	25.10	25.36
E	46,710.09	47,177.19	47,648.96	48,125.45	48,606.71	49,092.77	49,583.70	50,079.54	50,580.34	51,086.14	51,597.00	52,112.97	52,634.10	53,160.44	53,692.04	54,228.97	54,771.26	55,318.97	55,872.16	56,430.88
	22.46	22.68	22.91	23.14	23.37	23.60	23.84	24.08	24.32	24.56	24.81	25.05	25.30	25.56	25.81	26.07	26.33	26.60	26.86	27.13
F	47,177.19	47,648.96	48,125.45	48,606.71	49,092.77	49,583.70	50,079.54	50,580.34	51,086.14	51,597.00	52,112.97	52,634.10	53,160.44	53,692.04	54,228.97	54,771.26	55,318.97	55,872.16	56,430.88	56,995.19
	22.68	22.91	23.14	23.37	23.60	23.84	24.08	24.32	24.56	24.81	25.05	25.30	25.56	25.81	26.07	26.33	26.60	26.86	27.13	27.40
G	51,894.91	52,413.86	52,938.00	53,467.38	54,002.05	54,542.07	55,087.49	55,638.37	56,194.75	56,756.70	57,324.27	57,897.51	58,476.48	59,061.25	59,651.86	60,248.38	60,850.86	61,459.37	62,073.97	62,694.71
	24.95	25.20	25.45	25.71	25.96	26.22	26.48	26.75	27.02	27.29	27.56	27.84	28.11	28.39	28.68	28.97	29.26	29.55	29.84	30.14
H	59,679.15	60,275.94	60,878.70	61,487.49	62,102.36	62,723.38	63,350.62	63,984.12	64,623.97	65,270.20	65,922.91	66,582.14	67,247.96	67,920.44	68,599.64	69,285.64	69,978.49	70,678.28	71,385.06	72,098.91
	28.69	28.98	29.27	29.56	29.86	30.16	30.46	30.76	31.07	31.38	31.69	32.01	32.33	32.65	32.98	33.31	33.64	33.98	34.32	34.66
I	65,647.06	66,303.53	66,966.57	67,636.23	68,312.60	68,995.72	69,685.68	70,382.54	71,086.36	71,797.23	72,515.20	73,240.35	73,972.75	74,712.48	75,459.61	76,214.20	76,976.34	77,746.11	78,523.57	79,308.80
	31.56	31.88	32.20	32.52	32.84	33.17	33.50	33.84	34.18	34.52	34.86	35.21	35.56	35.92	36.28	36.64	37.01	37.38	37.75	38.13
J	72,211.77	72,933.89	73,663.23	74,399.86	75,143.86	75,895.29	76,654.25	77,420.79	78,195.00	78,976.95	79,766.72	80,564.38	81,370.03	82,183.73	83,005.57	83,835.62	84,673.98	85,520.72	86,375.92	87,239.68
	34.72	35.06	35.42	35.77	36.13	36.49	36.85	37.22	37.59	37.97	38.35	38.73	39.12	39.51	39.91	40.31	40.71	41.12	41.53	41.94
K	85,209.89	86,061.99	86,922.61	87,791.83	88,669.75	89,556.45	90,452.01	91,356.53	92,270.10	93,192.80	94,124.73	95,065.97	96,016.63	96,976.80	97,946.57	98,926.03	99,915.29	100,914.45	101,923.59	102,942.83
	40.97	41.38	41.79	42.21	42.63	43.06	43.49	43.92	44.36	44.80	45.25	45.70	46.16	46.62	47.09	47.56	48.04	48.52	49.00	49.49
L	92,026.68	92,946.94	93,876.41	94,815.18	95,763.33	96,720.96	97,688.17	98,665.05	99,651.71	100,648.22	101,654.70	102,671.25	103,697.96	104,734.94	105,782.29	106,840.12	107,908.52	108,987.60	110,077.48	111,178.25
	44.24	44.69	45.13	45.58	46.04	46.50	46.97	47.44	47.91	48.39	48.87	49.36	49.85	50.35	50.86	51.37	51.88	52.40	52.92	53.45
M	103,990.15	105,030.05	106,080.35	107,141.15	108,212.56	109,294.69	110,387.64	111,491.51	112,606.43	113,732.49	114,869.82	116,018.51	117,178.70	118,350.49	119,533.99	120,729.33	121,936.62	123,155.99	124,387.55	125,631.43
	50.00	50.50	51.00	51.51	52.03	52.55	53.07	53.60	54.14	54.68	55.23	55.78	56.34	56.90	57.47	58.04	58.62	59.21	59.80	60.40
N	113,349.26	114,482.75	115,627.58	116,783.86	117,951.69	119,131.21	120,322.52	121,525.75	122,741.01	123,968.42	125,208.10	126,460.18	127,724.78	129,002.03	130,292.05	131,594.97	132,910.92	134,240.03	135,582.43	136,938.25
	54.49	55.04	55.59	56.15	56.71	57.27	57.85	58.43	59.01	59.60	60.20	60.80	61.41	62.02	62.64	63.27	63.90	64.54	65.18	65.84
O	122,417.20	123,641.37	124,877.79	126,126.56	127,387.83	128,661.71	129,948.32	131,247.81	132,560.29	133,885.89	135,224.75	136,576.99	137,942.76	139,322.19	140,715.41	142,122.57	143,543.79	144,979.23	146,429.02	147,893.31
	58.85	59.44	60.04	60.64	61.24	61.86	62.48	63.10	63.73	64.37	65.01	65.66	66.32	66.98	67.65	68.33	69.01	69.70	70.40	71.10
P	134,658.92	136,005.51	137,365.56	138,739.22	140,126.61	141,527.88	142,943.16	144,372.59	145,816.31	147,274.48	148,747.22	150,234.69	151,737.04	153,254.41	154,786.96	156,334.83	157,898.17	159,477.16	161,071.93	162,682.65
	64.74	65.39	66.04	66.70	67.37	68.04	68.72	69.41	70.10	70.81	71.51	72.23	72.95	73.68	74.42	75.16	75.91	76.67	77.44	78.21
Q	148,124.81	149,606.06	151,102.12	152,613.14	154,139.27	155,680.67	157,237.47	158,809.85	160,397.95	162,001.93	163,621.94	165,258.16	166,910.75	168,579.85	170,265.65	171,968.31	173,687.99	175,424.87	177,179.12	178,950.91
	71.21	71.93	72.65	73.37	74.11	74.85	75.59	76.35	77.11	77.89	78.66	79.45	80.25	81.05	81.86	82.68	83.50	84.34	85.18	86.03
R	159,974.80	161,574.54	163,190.29	164,822.19	166,470.42	168,135.12	169,816.47	171,514.64	173,229.78	174,962.08	176,711.70	178,478.82	180,263.61	182,066.24	183,886.90	185,725.77	187,583.03	189,458.86	191,353.45	193,266.98
	76.91	77.68	78.46	79.24	80.03	80.83	81.64	82.46	83.28	84.12	84.96	85.81	86.67	87.53	88.41	89.29	90.18	91.09	92.00	92.92
S	174,372.53	176,116.25	177,877.42	179,656.19	181,452.75	183,267.28	185,099.95	186,950.95	188,820.46	190,708.67	192,615.75	194,541.91	196,487.33	198,452.20	200,436.73	202,441.09	204,465.50	206,510.16	208,575.26	210,661.01
	83.83	84.67	85.52	86.37	87.24	88.11	88.99	89.88	90.78	91.69	92.60	93.53	94.47	95.41	96.36	97.33	98.30	99.28	100.28	101.28
T	188,322.33	190,205.55	192,107.61	194,028.69	195,968.97	197,928.66	199,907.95	201,907.03	203,926.10	205,965.36	208,025.01	210,105.26	212,206.32	214,328.38	216,471.66	218,636.38	220,822.74	223,030.97	225,261.28	227,513.89
	90.54	91.44	92.36	93.28	94.22	95.16	96.11	97.07	98.04	99.02	100.01	101.01	102.02	103.04	104.07	105.11	106.16	107.23	108.30	109.38
U	218,453.90	220,638.44	222,844.83	225,073.28	227,324.01	229,597.25	231,893.22	234,212.15	236,554.27	238,919.82	241,309.02	243,722.11	246,159.33	248,620.92	251,107.13	253,618.20	256,154.38	258,715.93	261,303.09	263,916.12
	105.03	106.08	107.14	108.21	109.29	110.38	111.49	112.60	113.73	114.87	116.01	117.17	118.35	119.53	120.72	121.93	123.15	124.38	125.63	126.88
V	253,406.53	255,940.59	258,500.00	261,085.00	263,695.85	266,332.81	268,996.14	271,686.10	274,402.96	277,146.99	279,918.46	282,717.64	285,544.82	288,400.27	291,284.27	294,197.11	297,139.08	300,110.47	303,111.58	306,142.69
	121.83	123.05	124.28	125.52	126.78	128.04	129.33	130.62	131.92	133.24	134.58	135.92	137.28	138.65	140.04	141.44	142.86	144.28	145.73	147.18
W	278,747.18	281,534.65	284,350.00	287,193.50	290,065.43	292,966.09	295,895.75	298,854.71	301,843.25	304,861.69	307,910.30	310,989.41	314,099.30	317,240.29	320,412.70	323,616.82	326,852.99	330,121.52	333,422.74	336,756.96
	134.01	135.35	136.71	138.07	139.45	140.85	142.26	143.68	145.12	146.57	148.03	149.51	151.01	152.52	154.04	155.59	157.14	158.71	160.30	161.90
X	306,621.90	309,688.12	312,785.00	315,912.85	319,071.98	322,262.70	325,485.32	328,740.18	332,027.58	335,347.86	338,701.33									

Strategic Pay Scale (2022) - Amendment #1

	Step 11				Step 12				Step 13				Step 14				Step 15			
GRADE	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
A	40,940.18	41,349.58	41,763.08	42,180.71	42,602.51	43,028.54	43,458.83	43,893.41	44,332.35	44,775.67	45,223.43	45,675.66	46,132.42	46,593.74	47,059.68	47,530.28	48,005.58	48,485.64	48,970.49	49,460.20
	19.68	19.88	20.08	20.28	20.48	20.69	20.89	21.10	21.31	21.53	21.74	21.96	22.18	22.40	22.62	22.85	23.08	23.31	23.54	23.78
B	46,671.80	47,138.52	47,609.91	48,086.01	48,566.87	49,052.54	49,543.06	50,038.49	50,538.88	51,044.27	51,554.71	52,070.25	52,590.96	53,116.87	53,648.04	54,184.52	54,726.36	55,273.62	55,826.36	56,384.62
	22.44	22.66	22.89	23.12	23.35	23.58	23.82	24.06	24.30	24.54	24.79	25.03	25.28	25.54	25.79	26.05	26.31	26.57	26.84	27.11
C	47,138.52	47,609.91	48,086.01	48,566.87	49,052.54	49,543.06	50,038.49	50,538.88	51,044.27	51,554.71	52,070.25	52,590.96	53,116.87	53,648.04	54,184.52	54,726.36	55,273.62	55,826.36	56,384.62	56,948.47
	22.66	22.89	23.12	23.35	23.58	23.82	24.06	24.30	24.54	24.79	25.03	25.28	25.54	25.79	26.05	26.31	26.57	26.84	27.11	27.38
D	53,266.53	53,799.20	54,337.19	54,880.56	55,429.37	55,983.66	56,543.50	57,108.93	57,680.02	58,256.82	58,839.39	59,427.78	60,022.06	60,622.28	61,228.50	61,840.79	62,459.20	63,083.79	63,714.63	64,351.77
	25.61	25.86	26.12	26.38	26.65	26.92	27.18	27.46	27.73	28.01	28.29	28.57	28.86	29.15	29.44	29.73	30.03	30.33	30.63	30.94
E	56,995.19	57,565.14	58,140.79	58,722.20	59,309.42	59,902.52	60,501.54	61,106.56	61,717.62	62,334.80	62,958.15	63,587.73	64,223.60	64,865.84	65,514.50	66,169.64	66,831.34	67,499.65	68,174.65	68,856.40
	27.40	27.68	27.95	28.23	28.51	28.80	29.09	29.38	29.67	29.97	30.27	30.57	30.88	31.19	31.50	31.81	32.13	32.45	32.78	33.10
F	57,565.14	58,140.79	58,722.20	59,309.42	59,902.52	60,501.54	61,106.56	61,717.62	62,334.80	62,958.15	63,587.73	64,223.60	64,865.84	65,514.50	66,169.64	66,831.34	67,499.65	68,174.65	68,856.40	69,544.96
	27.68	27.95	28.23	28.51	28.80	29.09	29.38	29.67	29.97	30.27	30.57	30.88	31.19	31.50	31.81	32.13	32.45	32.78	33.10	33.44
G	63,321.65	63,954.87	64,594.42	65,240.36	65,892.77	66,551.69	67,217.21	67,889.38	68,568.28	69,253.96	69,946.50	70,645.96	71,352.42	72,065.95	72,786.61	73,514.47	74,249.62	74,992.11	75,742.04	76,499.46
	30.44	30.75	31.06	31.37	31.68	32.00	32.32	32.64	32.97	33.30	33.63	33.96	34.30	34.65	34.99	35.34	35.70	36.05	36.41	36.78
H	72,819.90	73,548.10	74,283.58	75,026.42	75,776.68	76,534.45	77,299.79	78,072.79	78,853.52	79,642.05	80,438.47	81,242.86	82,055.29	82,875.84	83,704.60	84,541.64	85,387.06	86,240.93	87,103.34	87,974.37
	35.01	35.36	35.71	36.07	36.43	36.80	37.16	37.53	37.91	38.29	38.67	39.06	39.45	39.84	40.24	40.65	41.05	41.46	41.88	42.30
I	80,101.89	80,902.91	81,711.94	82,529.06	83,354.35	84,187.89	85,029.77	85,880.07	86,738.87	87,606.26	88,482.32	89,367.14	90,260.82	91,163.42	92,075.06	92,995.81	93,925.77	94,865.03	95,813.68	96,771.81
	38.51	38.90	39.28	39.68	40.07	40.47	40.88	41.29	41.70	42.12	42.54	42.96	43.39	43.83	44.27	44.71	45.16	45.61	46.06	46.52
J	88,112.08	88,993.20	89,883.13	90,781.96	91,689.78	92,606.68	93,532.75	94,468.08	95,412.76	96,366.89	97,330.55	98,303.86	99,286.90	100,279.77	101,282.56	102,295.39	103,318.34	104,351.53	105,395.04	106,448.99
	42.36	42.79	43.21	43.65	44.08	44.52	44.97	45.42	45.87	46.33	46.79	47.26	47.73	48.21	48.69	49.18	49.67	50.17	50.67	51.18
K	103,972.26	105,011.98	106,062.10	107,122.72	108,193.95	109,275.89	110,368.64	111,472.33	112,587.05	113,712.92	114,850.05	115,998.55	117,158.54	118,330.13	119,513.43	120,708.56	121,915.65	123,134.80	124,366.15	125,609.81
	49.99	50.49	50.99	51.50	52.02	52.54	53.06	53.59	54.13	54.67	55.22	55.77	56.33	56.89	57.46	58.03	58.61	59.20	59.79	60.39
L	112,290.04	113,412.94	114,547.07	115,692.54	116,849.46	118,017.96	119,198.14	120,390.12	121,594.02	122,809.96	124,038.06	125,278.44	126,531.22	127,796.54	129,074.50	130,365.25	131,668.90	132,985.59	134,315.44	135,658.60
	53.99	54.53	55.07	55.62	56.18	56.74	57.31	57.88	58.46	59.04	59.63	60.23	60.83	61.44	62.06	62.68	63.30	63.94	64.57	65.22
M	126,887.74	128,156.62	129,438.18	130,732.57	132,039.89	133,360.29	134,693.89	136,040.83	137,401.24	138,775.25	140,163.01	141,564.64	142,980.28	144,410.08	145,854.19	147,312.73	148,785.85	150,273.71	151,776.45	153,294.21
	61.00	61.61	62.23	62.85	63.48	64.12	64.76	65.40	66.06	66.72	67.39	68.06	68.74	69.43	70.12	70.82	71.53	72.25	72.97	73.70
N	138,307.64	139,690.71	141,087.62	142,498.50	143,923.48	145,362.72	146,816.34	148,284.51	149,767.35	151,265.03	152,777.68	154,305.45	155,848.51	157,406.99	158,981.06	160,570.87	162,176.58	163,798.35	165,436.33	167,090.69
	66.49	67.16	67.83	68.51	69.19	69.89	70.58	71.29	72.00	72.72	73.45	74.19	74.93	75.68	76.43	77.20	77.97	78.75	79.54	80.33
O	149,372.25	150,865.97	152,374.63	153,898.38	155,437.36	156,991.73	158,561.65	160,147.27	161,748.74	163,366.23	164,999.89	166,649.89	168,316.39	169,999.55	171,699.55	173,416.54	175,150.71	176,902.22	178,671.24	180,457.95
	71.81	72.53	73.26	73.99	74.73	75.48	76.23	76.99	77.76	78.54	79.33	80.12	80.92	81.73	82.55	83.37	84.21	85.05	85.90	86.76
P	164,309.47	165,952.57	167,612.09	169,288.21	170,981.10	172,690.91	174,417.82	176,161.99	177,923.61	179,702.85	181,499.88	183,314.88	185,148.03	186,999.51	188,869.50	190,758.20	192,665.78	194,592.44	196,538.36	198,503.74
	78.99	79.78	80.58	81.39	82.20	83.02	83.85	84.69	85.54	86.40	87.26	88.13	89.01	89.90	90.80	91.71	92.63	93.55	94.49	95.43
Q	180,740.42	182,547.82	184,373.30	186,217.04	188,079.21	189,960.00	191,859.60	193,778.19	195,715.98	197,673.14	199,649.87	201,646.37	203,662.83	205,699.46	207,756.45	209,834.02	211,932.36	214,051.68	216,192.20	218,354.12
	86.89	87.76	88.64	89.53	90.42	91.33	92.24	93.16	94.09	95.04	95.99	96.95	97.91	98.89	99.88	100.88	101.89	102.91	103.94	104.98
R	195,199.65	197,151.65	199,123.17	201,114.40	203,125.54	205,156.80	207,208.37	209,280.45	211,373.25	213,486.99	215,621.86	217,778.07	219,955.86	222,155.41	224,376.97	226,620.74	228,886.95	231,175.81	233,487.57	235,822.45
	93.85	94.78	95.73	96.69	97.66	98.63	99.62	100.62	101.62	102.64	103.66	104.70	105.75	106.81	107.87	108.95	110.04	111.14	112.25	113.38
S	212,767.62	214,895.30	217,044.25	219,214.69	221,406.84	223,620.91	225,857.12	228,115.69	230,396.85	232,700.82	235,027.82	237,378.10	239,751.88	242,149.40	244,570.90	247,016.60	249,486.77	251,981.64	254,501.45	257,046.47
	102.29	103.32	104.35	105.39	106.45	107.51	108.59	109.67	110.77	111.88	112.99	114.12	115.27	116.42	117.58	118.76	119.95	121.15	122.36	123.58
T	229,789.03	232,086.92	234,407.79	236,751.87	239,119.39	241,510.58	243,925.69	246,364.95	248,828.59	251,316.88	253,830.05	256,368.35	258,932.03	261,521.35	264,136.57	266,777.93	269,445.71	272,140.17	274,861.57	277,610.19
	110.48	111.58	112.70	113.82	114.96	116.11	117.27	118.44	119.63	120.83	122.03	123.25	124.49	125.73	126.99	128.26	129.54	130.84	132.14	133.47
U	266,555.28	269,220.83	271,913.04	274,632.17	277,378.49	280,152.28	282,953.80	285,783.34	288,641.17	291,527.58	294,442.86	297,387.29	300,361.16	303,364.77	306,398.42	309,462.40	312,557.03	315,682.60	318,839.42	322,027.82
	128.15	129.43	130.73	132.03	133.36	134.69	136.04	137.40	138.77	140.16	141.56	142.97	144.40	145.85	147.31	148.78	150.27	151.77	153.29	154.82
V	309,204.12	312,296.16	315,419.12	318,573.32	321,759.05	324,976.64	328,226.41	331,508.67	334,823.76	338,171.99	341,553.71	344,969.25	348,418.94	351,903.13	355,422.16	358,976.39	362,566.15	366,191.81	369,853.73	373,552.27

Strategic Pay Scale (2022) - Amendment #1

	Step 16				Step 17				Step 18				Step 19				Step 20			
GRADE	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
A	49,954.80	50,454.35	50,958.89	51,468.48	51,983.16	52,503.00	53,028.03	53,558.31	54,093.89	54,634.83	55,181.18	55,732.99	56,290.32	56,853.22	57,421.75	57,995.97	58,575.93	59,161.69	59,753.31	60,350.84
	24.02	24.26	24.50	24.74	24.99	25.24	25.49	25.75	26.01	26.27	26.53	26.79	27.06	27.33	27.61	27.88	28.16	28.44	28.73	29.01
B	56,948.47	57,517.96	58,093.14	58,674.07	59,260.81	59,853.42	60,451.95	61,056.47	61,667.03	62,283.70	62,906.54	63,535.61	64,170.96	64,812.67	65,460.80	66,115.41	66,776.56	67,444.33	68,118.77	68,799.96
	27.38	27.65	27.93	28.21	28.49	28.78	29.06	29.35	29.65	29.94	30.24	30.55	30.85	31.16	31.47	31.79	32.10	32.43	32.75	33.08
C	57,517.96	58,093.14	58,674.07	59,260.81	59,853.42	60,451.95	61,056.47	61,667.03	62,283.70	62,906.54	63,535.61	64,170.96	64,812.67	65,460.80	66,115.41	66,776.56	67,444.33	68,118.77	68,799.96	69,487.96
	27.65	27.93	28.21	28.49	28.78	29.06	29.35	29.65	29.94	30.24	30.55	30.85	31.16	31.47	31.79	32.10	32.43	32.75	33.08	33.41
D	64,995.29	65,645.24	66,301.70	66,964.71	67,634.36	68,310.70	68,993.81	69,683.75	70,380.59	71,084.39	71,795.24	72,513.19	73,238.32	73,970.70	74,710.41	75,457.51	76,212.09	76,974.21	77,743.95	78,521.39
	31.25	31.56	31.88	32.19	32.52	32.84	33.17	33.50	33.84	34.18	34.52	34.86	35.21	35.56	35.92	36.28	36.64	37.01	37.38	37.75
E	69,544.96	70,240.41	70,942.81	71,652.24	72,368.76	73,092.45	73,823.38	74,561.61	75,307.23	76,060.30	76,820.90	77,589.11	78,365.00	79,148.65	79,940.14	80,739.54	81,546.94	82,362.40	83,186.03	84,017.89
	33.44	33.77	34.11	34.45	34.79	35.14	35.49	35.85	36.21	36.57	36.93	37.30	37.68	38.05	38.43	38.82	39.21	39.60	39.99	40.39
F	70,240.41	70,942.81	71,652.24	72,368.76	73,092.45	73,823.38	74,561.61	75,307.23	76,060.30	76,820.90	77,589.11	78,365.00	79,148.65	79,940.14	80,739.54	81,546.94	82,362.40	83,186.03	84,017.89	84,858.07
	33.77	34.11	34.45	34.79	35.14	35.49	35.85	36.21	36.57	36.93	37.30	37.68	38.05	38.43	38.82	39.21	39.60	39.99	40.39	40.80
G	77,264.45	78,037.10	78,817.47	79,605.64	80,401.70	81,205.71	82,017.77	82,837.95	83,666.33	84,502.99	85,348.02	86,201.50	87,063.52	87,934.15	88,813.49	89,701.63	90,598.65	91,504.63	92,419.68	93,343.87
	37.15	37.52	37.89	38.27	38.65	39.04	39.43	39.83	40.22	40.63	41.03	41.44	41.86	42.28	42.70	43.13	43.56	43.99	44.43	44.88
H	88,854.12	89,742.66	90,640.09	91,546.49	92,461.95	93,386.57	94,320.44	95,263.64	96,216.28	97,178.44	98,150.23	99,131.73	100,123.04	101,124.28	102,135.52	103,156.87	104,188.44	105,230.33	106,282.63	107,345.46
	42.72	43.15	43.58	44.01	44.45	44.90	45.35	45.80	46.26	46.72	47.19	47.66	48.14	48.62	49.10	49.59	50.09	50.59	51.10	51.61
I	97,739.53	98,716.93	99,704.09	100,701.14	101,708.15	102,725.23	103,752.48	104,790.01	105,837.91	106,896.28	107,965.25	109,044.90	110,135.35	111,236.70	112,349.07	113,472.56	114,607.29	115,753.36	116,910.89	118,080.00
	46.99	47.46	47.93	48.41	48.90	49.39	49.88	50.38	50.88	51.39	51.91	52.43	52.95	53.48	54.01	54.55	55.10	55.65	56.21	56.77
J	107,513.48	108,588.62	109,674.50	110,771.25	111,878.96	112,997.75	114,127.73	115,269.01	116,421.70	117,585.91	118,761.77	119,949.39	121,148.88	122,360.37	123,583.98	124,819.82	126,068.01	127,328.69	128,601.98	129,888.00
	51.69	52.21	52.73	53.26	53.79	54.33	54.87	55.42	55.97	56.53	57.10	57.67	58.24	58.83	59.42	60.01	60.61	61.22	61.83	62.45
K	126,865.91	128,134.57	129,415.92	130,710.07	132,017.18	133,337.35	134,670.72	136,017.43	137,377.60	138,751.38	140,138.89	141,540.28	142,955.68	144,385.24	145,829.09	147,287.38	148,760.26	150,247.86	151,750.34	153,267.84
	60.99	61.60	62.22	62.84	63.47	64.10	64.75	65.39	66.05	66.71	67.37	68.05	68.73	69.42	70.11	70.81	71.52	72.23	72.96	73.69
L	137,015.18	138,385.34	139,769.19	141,166.88	142,578.55	144,004.33	145,444.38	146,898.82	148,367.81	149,851.49	151,350.00	152,863.50	154,392.14	155,936.06	157,495.42	159,070.37	160,661.08	162,267.69	163,890.37	165,529.27
	65.87	66.53	67.20	67.87	68.55	69.23	69.93	70.62	71.33	72.04	72.76	73.49	74.23	74.97	75.72	76.48	77.24	78.01	78.79	79.58
M	154,827.16	156,375.43	157,939.18	159,518.57	161,113.76	162,724.90	164,352.15	165,995.67	167,655.63	169,332.18	171,025.50	172,735.76	174,463.12	176,207.75	177,969.82	179,749.52	181,547.02	183,362.49	185,196.11	187,048.07
	74.44	75.18	75.93	76.69	77.46	78.23	79.02	79.81	80.60	81.41	82.22	83.05	83.88	84.72	85.56	86.42	87.28	88.16	89.04	89.93
N	168,761.60	170,449.22	172,153.71	173,875.25	175,614.00	177,370.14	179,143.84	180,935.28	182,744.63	184,572.08	186,417.80	188,281.98	190,164.80	192,066.44	193,987.11	195,926.98	197,886.25	199,865.11	201,863.76	203,882.40
	81.14	81.95	82.77	83.59	84.43	85.27	86.13	86.99	87.86	88.74	89.62	90.52	91.43	92.34	93.26	94.20	95.14	96.09	97.05	98.02
O	182,262.53	184,085.15	185,926.01	187,785.27	189,663.12	191,559.75	193,475.35	195,410.10	197,364.20	199,337.84	201,331.22	203,344.53	205,377.98	207,431.76	209,506.08	211,601.14	213,717.15	215,854.32	218,012.86	220,192.99
	87.63	88.50	89.39	90.28	91.18	92.10	93.02	93.95	94.89	95.84	96.79	97.76	98.74	99.73	100.72	101.73	102.75	103.78	104.81	105.86
P	200,488.78	202,493.67	204,518.61	206,563.79	208,629.43	210,715.73	212,822.88	214,951.11	217,100.62	219,271.63	221,464.34	223,678.99	225,915.78	228,174.94	230,456.69	232,761.25	235,088.86	237,439.75	239,814.15	242,212.29
	96.39	97.35	98.33	99.31	100.30	101.31	102.32	103.34	104.38	105.42	106.47	107.54	108.61	109.70	110.80	111.90	113.02	114.15	115.30	116.45
Q	220,537.66	222,743.04	224,970.47	227,220.17	229,492.37	231,787.30	234,105.17	236,446.22	238,810.68	241,198.79	243,610.78	246,046.89	248,507.36	250,992.43	253,502.35	256,037.38	258,597.75	261,183.73	263,795.57	266,433.52
	106.03	107.09	108.16	109.24	110.33	111.44	112.55	113.68	114.81	115.96	117.12	118.29	119.47	120.67	121.88	123.09	124.33	125.57	126.82	128.09
R	238,180.67	240,562.48	242,968.10	245,397.79	247,851.76	250,330.28	252,833.58	255,361.92	257,915.54	260,494.69	263,099.64	265,730.64	268,387.94	271,071.82	273,782.54	276,520.37	279,285.57	282,078.43	284,899.21	287,748.20
	114.51	115.66	116.81	117.98	119.16	120.35	121.55	122.77	124.00	125.24	126.49	127.76	129.03	130.32	131.63	132.94	134.27	135.61	136.97	138.34
S	259,616.93	262,213.10	264,835.23	267,483.59	270,158.42	272,860.01	275,588.61	278,344.49	281,127.94	283,939.22	286,778.61	289,646.40	292,542.86	295,468.29	298,422.97	301,407.20	304,421.27	307,465.49	310,540.14	313,645.54
	124.82	126.06	127.32	128.60	129.88	131.18	132.49	133.82	135.16	136.51	137.87	139.25	140.65	142.05	143.47	144.91	146.36	147.82	149.30	150.79
T	280,386.29	283,190.15	286,022.05	288,882.27	291,771.10	294,688.81	297,635.70	300,612.05	303,618.17	306,654.35	309,720.90	312,818.11	315,946.29	319,105.75	322,296.81	325,519.78	328,774.97	332,062.72	335,383.35	338,737.18
	134.80	136.15	137.51	138.89	140.27	141.68	143.09	144.53	145.97	147.43	148.90	150.39	151.90	153.42	154.95	156.50	158.06	159.65	161.24	162.85
U	325,248.09	328,500.58	331,785.58	335,103.44	338,454.47	341,839.02	345,257.41	348,709.98	352,197.08	355,719.05	359,276.24	362,869.00	366,497.69	370,162.67	373,864.30	377,602.94	381,378.97	385,192.76	389,044.69	392,935.13
	156.37	157.93	159.51	161.11	162.72	164.35	165.99	167.65	169.33	171.02	172.73	174.46	176.20	177.96	179.74	181.54	183.36	185.19	187.04	188.91
V	377,287.79	381,060.67	384,871.27	388,719.99	392,607.19	396,533.26	400,498.59	404,503.58	408,548.61	412,634.10	416,760.44	420,928.04	425,137.33	429,388.70	433,682.5					