

Community Services, General and Supervisory Management
Salary Schedule A-3
Effective September 4, 2026

Pay Rate Schematic

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.		Approx. Yr.	
														Rate		Rate	
A3-24	Hourly	\$15.77	\$16.15	\$16.55	\$16.92	\$17.19	\$17.72	\$18.04	\$18.45	\$18.92	\$19.30	\$19.76	\$20.27	Min.	\$2,733.47	\$32,801.60	
	Biweekly	\$1,261.60	\$1,292.00	\$1,324.00	\$1,353.60	\$1,375.20	\$1,417.60	\$1,443.20	\$1,476.00	\$1,513.60	\$1,544.00	\$1,580.80	\$1,621.60	Max.	\$3,513.47	\$42,161.60	
A3-25	Hourly	\$16.15	\$16.55	\$16.92	\$17.19	\$17.72	\$18.04	\$18.45	\$18.92	\$19.30	\$19.76	\$20.27	\$20.87	Min.	\$2,799.33	\$33,592.00	
	Biweekly	\$1,292.00	\$1,324.00	\$1,353.60	\$1,375.20	\$1,417.60	\$1,443.20	\$1,476.00	\$1,513.60	\$1,544.00	\$1,580.80	\$1,621.60	\$1,669.60	Max.	\$3,617.47	\$43,409.60	
A3-26	Hourly	\$16.55	\$16.92	\$17.19	\$17.72	\$18.04	\$18.45	\$18.92	\$19.30	\$19.76	\$20.27	\$20.87	\$21.23	Min.	\$2,868.67	\$34,424.00	
	Biweekly	\$1,324.00	\$1,353.60	\$1,375.20	\$1,417.60	\$1,443.20	\$1,476.00	\$1,513.60	\$1,544.00	\$1,580.80	\$1,621.60	\$1,669.60	\$1,698.40	Max.	\$3,679.87	\$44,158.40	
A3-27	Hourly	\$16.92	\$17.19	\$17.72	\$18.04	\$18.45	\$18.92	\$19.30	\$19.76	\$20.27	\$20.87	\$21.23	\$21.78	Min.	\$2,932.80	\$35,193.60	
	Biweekly	\$1,353.60	\$1,375.20	\$1,417.60	\$1,443.20	\$1,476.00	\$1,513.60	\$1,544.00	\$1,580.80	\$1,621.60	\$1,669.60	\$1,698.40	\$1,742.40	Max.	\$3,775.20	\$45,302.40	
A3-28	Hourly	\$17.19	\$17.72	\$18.04	\$18.45	\$18.92	\$19.30	\$19.76	\$20.27	\$20.87	\$21.23	\$21.78	\$22.26	Min.	\$2,979.60	\$35,755.20	
	Biweekly	\$1,375.20	\$1,417.60	\$1,443.20	\$1,476.00	\$1,513.60	\$1,544.00	\$1,580.80	\$1,621.60	\$1,669.60	\$1,698.40	\$1,742.40	\$1,780.80	Max.	\$3,858.40	\$46,300.80	
A3-29	Hourly	\$17.72	\$18.04	\$18.45	\$18.92	\$19.30	\$19.76	\$20.27	\$20.87	\$21.23	\$21.78	\$22.26	\$22.85	Min.	\$3,071.47	\$36,857.60	
	Biweekly	\$1,417.60	\$1,443.20	\$1,476.00	\$1,513.60	\$1,544.00	\$1,580.80	\$1,621.60	\$1,669.60	\$1,698.40	\$1,742.40	\$1,780.80	\$1,828.00	Max.	\$3,960.67	\$47,528.00	
A3-30	Hourly	\$18.04	\$18.45	\$18.92	\$19.30	\$19.76	\$20.27	\$20.87	\$21.23	\$21.78	\$22.26	\$22.85	\$23.39	Min.	\$3,126.93	\$37,523.20	
	Biweekly	\$1,443.20	\$1,476.00	\$1,513.60	\$1,544.00	\$1,580.80	\$1,621.60	\$1,669.60	\$1,698.40	\$1,742.40	\$1,780.80	\$1,828.00	\$1,871.20	Max.	\$4,054.27	\$48,651.20	
A3-31	Hourly	\$18.45	\$18.92	\$19.30	\$19.76	\$20.27	\$20.87	\$21.23	\$21.78	\$22.26	\$22.85	\$23.39	\$23.91	Min.	\$3,198.00	\$38,376.00	
	Biweekly	\$1,476.00	\$1,513.60	\$1,544.00	\$1,580.80	\$1,621.60	\$1,669.60	\$1,698.40	\$1,742.40	\$1,780.80	\$1,828.00	\$1,871.20	\$1,912.80	Max.	\$4,144.40	\$49,732.80	
A3-32	Hourly	\$18.92	\$19.30	\$19.76	\$20.27	\$20.87	\$21.23	\$21.78	\$22.26	\$22.85	\$23.39	\$23.91	\$24.45	Min.	\$3,279.47	\$39,353.60	
	Biweekly	\$1,513.60	\$1,544.00	\$1,580.80	\$1,621.60	\$1,669.60	\$1,698.40	\$1,742.40	\$1,780.80	\$1,828.00	\$1,871.20	\$1,912.80	\$1,956.00	Max.	\$4,238.00	\$50,856.00	
A3-33	Hourly	\$19.30	\$19.76	\$20.27	\$20.87	\$21.23	\$21.78	\$22.26	\$22.85	\$23.39	\$23.91	\$24.45	\$25.13	Min.	\$3,345.33	\$40,144.00	
	Biweekly	\$1,544.00	\$1,580.80	\$1,621.60	\$1,669.60	\$1,698.40	\$1,742.40	\$1,780.80	\$1,828.00	\$1,871.20	\$1,912.80	\$1,956.00	\$2,010.40	Max.	\$4,355.87	\$52,270.40	
A3-34	Hourly	\$19.76	\$20.27	\$20.87	\$21.23	\$21.78	\$22.26	\$22.85	\$23.39	\$23.91	\$24.45	\$25.13	\$25.76	Min.	\$3,425.07	\$41,100.80	
	Biweekly	\$1,580.80	\$1,621.60	\$1,669.60	\$1,698.40	\$1,742.40	\$1,780.80	\$1,828.00	\$1,871.20	\$1,912.80	\$1,956.00	\$2,010.40	\$2,060.80	Max.	\$4,465.07	\$53,580.80	
A3-35	Hourly	\$20.27	\$20.87	\$21.23	\$21.78	\$22.26	\$22.85	\$23.39	\$23.91	\$24.45	\$25.13	\$25.76	\$26.44	Min.	\$3,513.47	\$42,161.60	
	Biweekly	\$1,621.60	\$1,669.60	\$1,698.40	\$1,742.40	\$1,780.80	\$1,828.00	\$1,871.20	\$1,912.80	\$1,956.00	\$2,010.40	\$2,060.80	\$2,115.20	Max.	\$4,582.93	\$54,995.20	
A3-36	Hourly	\$20.87	\$21.23	\$21.78	\$22.26	\$22.85	\$23.39	\$23.91	\$24.45	\$25.13	\$25.76	\$26.44	\$27.24	Min.	\$3,617.47	\$43,409.60	
	Biweekly	\$1,669.60	\$1,698.40	\$1,742.40	\$1,780.80	\$1,828.00	\$1,871.20	\$1,912.80	\$1,956.00	\$2,010.40	\$2,060.80	\$2,115.20	\$2,179.20	Max.	\$4,721.60	\$56,659.20	
A3-37	Hourly	\$21.23	\$21.78	\$22.26	\$22.85	\$23.39	\$23.91	\$24.45	\$25.13	\$25.76	\$26.44	\$27.24	\$28.08	Min.	\$3,679.87	\$44,158.40	
	Biweekly	\$1,698.40	\$1,742.40	\$1,780.80	\$1,828.00	\$1,871.20	\$1,912.80	\$1,956.00	\$2,010.40	\$2,060.80	\$2,115.20	\$2,179.20	\$2,246.40	Max.	\$4,867.20	\$58,406.40	
A3-38	Hourly	\$21.78	\$22.26	\$22.85	\$23.39	\$23.91	\$24.45	\$25.13	\$25.76	\$26.44	\$27.24	\$28.08	\$28.81	Min.	\$3,775.20	\$45,302.40	
	Biweekly	\$1,742.40	\$1,780.80	\$1,828.00	\$1,871.20	\$1,912.80	\$1,956.00	\$2,010.40	\$2,060.80	\$2,115.20	\$2,179.20	\$2,246.40	\$2,304.80	Max.	\$4,993.73	\$59,924.80	
A3-39	Hourly	\$22.26	\$22.85	\$23.39	\$23.91	\$24.45	\$25.13	\$25.76	\$26.44	\$27.24	\$28.08	\$28.81	\$29.53	Min.	\$3,858.40	\$46,300.80	
	Biweekly	\$1,780.80	\$1,828.00	\$1,871.20	\$1,912.80	\$1,956.00	\$2,010.40	\$2,060.80	\$2,115.20	\$2,179.20	\$2,246.40	\$2,304.80	\$2,362.40	Max.	\$5,118.53	\$61,422.40	
A3-40	Hourly	\$22.85	\$23.39	\$23.91	\$24.45	\$25.13	\$25.76	\$26.44	\$27.24	\$28.08	\$28.81	\$29.53	\$30.33	Min.	\$3,960.67	\$47,528.00	
	Biweekly	\$1,828.00	\$1,871.20	\$1,912.80	\$1,956.00	\$2,010.40	\$2,060.80	\$2,115.20	\$2,179.20	\$2,246.40	\$2,304.80	\$2,362.40	\$2,426.40	Max.	\$5,257.20	\$63,086.40	
A3-41	Hourly	\$23.39	\$23.91	\$24.45	\$25.13	\$25.76	\$26.44	\$27.24	\$28.08	\$28.81	\$29.53	\$30.33	\$31.17	Min.	\$4,054.27	\$48,651.20	
	Biweekly	\$1,871.20	\$1,912.80	\$1,956.00	\$2,010.40	\$2,060.80	\$2,115.20	\$2,179.20	\$2,246.40	\$2,304.80	\$2,362.40	\$2,426.40	\$2,493.60	Max.	\$5,402.80	\$64,833.60	

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														Rate		Rate	
A3-42	Hourly	\$23.91	\$24.45	\$25.13	\$25.76	\$26.44	\$27.24	\$28.08	\$28.81	\$29.53	\$30.33	\$31.17	\$32.01	Min.	\$4,144.40	\$49,732.80	
	Biweekly	\$1,912.80	\$1,956.00	\$2,010.40	\$2,060.80	\$2,115.20	\$2,179.20	\$2,246.40	\$2,304.80	\$2,362.40	\$2,426.40	\$2,493.60	\$2,560.80	Max.	\$5,548.40	\$66,580.80	
A3-43	Hourly	\$24.45	\$25.13	\$25.76	\$26.44	\$27.24	\$28.08	\$28.81	\$29.53	\$30.33	\$31.17	\$32.01	\$32.84	Min.	\$4,238.00	\$50,856.00	
	Biweekly	\$1,956.00	\$2,010.40	\$2,060.80	\$2,115.20	\$2,179.20	\$2,246.40	\$2,304.80	\$2,362.40	\$2,426.40	\$2,493.60	\$2,560.80	\$2,627.20	Max.	\$5,692.27	\$68,307.20	
A3-44	Hourly	\$25.13	\$25.76	\$26.44	\$27.24	\$28.08	\$28.81	\$29.53	\$30.33	\$31.17	\$32.01	\$32.84	\$33.69	Min.	\$4,355.87	\$52,270.40	
	Biweekly	\$2,010.40	\$2,060.80	\$2,115.20	\$2,179.20	\$2,246.40	\$2,304.80	\$2,362.40	\$2,426.40	\$2,493.60	\$2,560.80	\$2,627.20	\$2,695.20	Max.	\$5,839.60	\$70,075.20	
A3-45	Hourly	\$25.76	\$26.44	\$27.24	\$28.08	\$28.81	\$29.53	\$30.33	\$31.17	\$32.01	\$32.84	\$33.69	\$34.57	Min.	\$4,465.07	\$53,580.80	
	Biweekly	\$2,060.80	\$2,115.20	\$2,179.20	\$2,246.40	\$2,304.80	\$2,362.40	\$2,426.40	\$2,493.60	\$2,560.80	\$2,627.20	\$2,695.20	\$2,765.60	Max.	\$5,992.13	\$71,905.60	
A3-46	Hourly	\$26.44	\$27.24	\$28.08	\$28.81	\$29.53	\$30.33	\$31.17	\$32.01	\$32.84	\$33.69	\$34.57	\$35.52	Min.	\$4,582.93	\$54,995.20	
	Biweekly	\$2,115.20	\$2,179.20	\$2,246.40	\$2,304.80	\$2,362.40	\$2,426.40	\$2,493.60	\$2,560.80	\$2,627.20	\$2,695.20	\$2,765.60	\$2,841.60	Max.	\$6,156.80	\$73,881.60	
A3-47	Hourly	\$27.24	\$28.08	\$28.81	\$29.53	\$30.33	\$31.17	\$32.01	\$32.84	\$33.69	\$34.57	\$35.52	\$36.50	Min.	\$4,721.60	\$56,659.20	
	Biweekly	\$2,179.20	\$2,246.40	\$2,304.80	\$2,362.40	\$2,426.40	\$2,493.60	\$2,560.80	\$2,627.20	\$2,695.20	\$2,765.60	\$2,841.60	\$2,920.00	Max.	\$6,326.67	\$75,920.00	
A3-48	Hourly	\$28.08	\$28.81	\$29.53	\$30.33	\$31.17	\$32.01	\$32.84	\$33.69	\$34.57	\$35.52	\$36.50	\$37.49	Min.	\$4,867.20	\$58,406.40	
	Biweekly	\$2,246.40	\$2,304.80	\$2,362.40	\$2,426.40	\$2,493.60	\$2,560.80	\$2,627.20	\$2,695.20	\$2,765.60	\$2,841.60	\$2,920.00	\$2,999.20	Max.	\$6,498.27	\$77,979.20	
A3-49	Hourly	\$28.81	\$29.53	\$30.33	\$31.17	\$32.01	\$32.84	\$33.69	\$34.57	\$35.52	\$36.50	\$37.49	\$38.56	Min.	\$4,993.73	\$59,924.80	
	Biweekly	\$2,304.80	\$2,362.40	\$2,426.40	\$2,493.60	\$2,560.80	\$2,627.20	\$2,695.20	\$2,765.60	\$2,841.60	\$2,920.00	\$2,999.20	\$3,084.80	Max.	\$6,683.73	\$80,204.80	
A3-50	Hourly	\$29.53	\$30.33	\$31.17	\$32.01	\$32.84	\$33.69	\$34.57	\$35.52	\$36.50	\$37.49	\$38.56	\$39.53	Min.	\$5,118.53	\$61,422.40	
	Biweekly	\$2,362.40	\$2,426.40	\$2,493.60	\$2,560.80	\$2,627.20	\$2,695.20	\$2,765.60	\$2,841.60	\$2,920.00	\$2,999.20	\$3,084.80	\$3,162.40	Max.	\$6,851.87	\$82,222.40	
A3-51	Hourly	\$30.33	\$31.17	\$32.01	\$32.84	\$33.69	\$34.57	\$35.52	\$36.50	\$37.49	\$38.56	\$39.53	\$40.64	Min.	\$5,257.20	\$63,086.40	
	Biweekly	\$2,426.40	\$2,493.60	\$2,560.80	\$2,627.20	\$2,695.20	\$2,765.60	\$2,841.60	\$2,920.00	\$2,999.20	\$3,084.80	\$3,162.40	\$3,251.20	Max.	\$7,044.27	\$84,531.20	
A3-52	Hourly	\$31.17	\$32.01	\$32.84	\$33.69	\$34.57	\$35.52	\$36.50	\$37.49	\$38.56	\$39.53	\$40.64	\$41.74	Min.	\$5,402.80	\$64,833.60	
	Biweekly	\$2,493.60	\$2,560.80	\$2,627.20	\$2,695.20	\$2,765.60	\$2,841.60	\$2,920.00	\$2,999.20	\$3,084.80	\$3,162.40	\$3,251.20	\$3,339.20	Max.	\$7,234.93	\$86,819.20	
A3-53	Hourly	\$32.01	\$32.84	\$33.69	\$34.57	\$35.52	\$36.50	\$37.49	\$38.56	\$39.53	\$40.64	\$41.74	\$42.81	Min.	\$5,548.40	\$66,580.80	
	Biweekly	\$2,560.80	\$2,627.20	\$2,695.20	\$2,765.60	\$2,841.60	\$2,920.00	\$2,999.20	\$3,084.80	\$3,162.40	\$3,251.20	\$3,339.20	\$3,424.80	Max.	\$7,420.40	\$89,044.80	
A3-54	Hourly	\$32.84	\$33.69	\$34.57	\$35.52	\$36.50	\$37.49	\$38.56	\$39.53	\$40.64	\$41.74	\$42.81	\$44.06	Min.	\$5,692.27	\$68,307.20	
	Biweekly	\$2,627.20	\$2,695.20	\$2,765.60	\$2,841.60	\$2,920.00	\$2,999.20	\$3,084.80	\$3,162.40	\$3,251.20	\$3,339.20	\$3,424.80	\$3,524.80	Max.	\$7,637.07	\$91,644.80	
A3-55	Hourly	\$33.69	\$34.57	\$35.52	\$36.50	\$37.49	\$38.56	\$39.53	\$40.64	\$41.74	\$42.81	\$44.06	\$45.37	Min.	\$5,839.60	\$70,075.20	
	Biweekly	\$2,695.20	\$2,765.60	\$2,841.60	\$2,920.00	\$2,999.20	\$3,084.80	\$3,162.40	\$3,251.20	\$3,339.20	\$3,424.80	\$3,524.80	\$3,629.60	Max.	\$7,864.13	\$94,369.60	
A3-56	Hourly	\$34.57	\$35.52	\$36.50	\$37.49	\$38.56	\$39.53	\$40.64	\$41.74	\$42.81	\$44.06	\$45.37	\$46.57	Min.	\$5,992.13	\$71,905.60	
	Biweekly	\$2,765.60	\$2,841.60	\$2,920.00	\$2,999.20	\$3,084.80	\$3,162.40	\$3,251.20	\$3,339.20	\$3,424.80	\$3,524.80	\$3,629.60	\$3,725.60	Max.	\$8,072.13	\$96,865.60	
A3-57	Hourly	\$35.52	\$36.50	\$37.49	\$38.56	\$39.53	\$40.64	\$41.74	\$42.81	\$44.06	\$45.37	\$46.57	\$47.83	Min.	\$6,156.80	\$73,881.60	
	Biweekly	\$2,841.60	\$2,920.00	\$2,999.20	\$3,084.80	\$3,162.40	\$3,251.20	\$3,339.20	\$3,424.80	\$3,524.80	\$3,629.60	\$3,725.60	\$3,826.40	Max.	\$8,290.53	\$99,486.40	
A3-58	Hourly	\$36.50	\$37.49	\$38.56	\$39.53	\$40.64	\$41.74	\$42.81	\$44.06	\$45.37	\$46.57	\$47.83	\$49.17	Min.	\$6,326.67	\$75,920.00	
	Biweekly	\$2,920.00	\$2,999.20	\$3,084.80	\$3,162.40	\$3,251.20	\$3,339.20	\$3,424.80	\$3,524.80	\$3,629.60	\$3,725.60	\$3,826.40	\$3,933.60	Max.	\$8,522.80	\$102,273.60	
A3-59	Hourly	\$37.49	\$38.56	\$39.53	\$40.64	\$41.74	\$42.81	\$44.06	\$45.37	\$46.57	\$47.83	\$49.17	\$50.54	Min.	\$6,498.27	\$77,979.20	
	Biweekly	\$2,999.20	\$3,084.80	\$3,162.40	\$3,251.20	\$3,339.20	\$3,424.80	\$3,524.80	\$3,629.60	\$3,725.60	\$3,826.40	\$3,933.60	\$4,043.20	Max.	\$8,760.27	\$105,123.20	

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A3-60	Hourly	\$38.56	\$39.53	\$40.64	\$41.74	\$42.81	\$44.06	\$45.37	\$46.57	\$47.83	\$49.17	\$50.54	\$51.93	Min.	\$6,683.73	\$80,204.80
	Biweekly	\$3,084.80	\$3,162.40	\$3,251.20	\$3,339.20	\$3,424.80	\$3,524.80	\$3,629.60	\$3,725.60	\$3,826.40	\$3,933.60	\$4,043.20	\$4,154.40	Max.	\$9,001.20	\$108,014.40
A3-61	Hourly	\$39.53	\$40.64	\$41.74	\$42.81	\$44.06	\$45.37	\$46.57	\$47.83	\$49.17	\$50.54	\$51.93	\$53.28	Min.	\$6,851.87	\$82,222.40
	Biweekly	\$3,162.40	\$3,251.20	\$3,339.20	\$3,424.80	\$3,524.80	\$3,629.60	\$3,725.60	\$3,826.40	\$3,933.60	\$4,043.20	\$4,154.40	\$4,262.40	Max.	\$9,235.20	\$110,822.40
A3-62	Hourly	\$40.64	\$41.74	\$42.81	\$44.06	\$45.37	\$46.57	\$47.83	\$49.17	\$50.54	\$51.93	\$53.28	\$54.70	Min.	\$7,044.27	\$84,531.20
	Biweekly	\$3,251.20	\$3,339.20	\$3,424.80	\$3,524.80	\$3,629.60	\$3,725.60	\$3,826.40	\$3,933.60	\$4,043.20	\$4,154.40	\$4,262.40	\$4,376.00	Max.	\$9,481.33	\$113,776.00
A3-63	Hourly	\$41.74	\$42.81	\$44.06	\$45.37	\$46.57	\$47.83	\$49.17	\$50.54	\$51.93	\$53.28	\$54.70	\$56.18	Min.	\$7,234.93	\$86,819.20
	Biweekly	\$3,339.20	\$3,424.80	\$3,524.80	\$3,629.60	\$3,725.60	\$3,826.40	\$3,933.60	\$4,043.20	\$4,154.40	\$4,262.40	\$4,376.00	\$4,494.40	Max.	\$9,737.87	\$116,854.40
A3-64	Hourly	\$42.81	\$44.06	\$45.37	\$46.57	\$47.83	\$49.17	\$50.54	\$51.93	\$53.28	\$54.70	\$56.18	\$57.65	Min.	\$7,420.40	\$89,044.80
	Biweekly	\$3,424.80	\$3,524.80	\$3,629.60	\$3,725.60	\$3,826.40	\$3,933.60	\$4,043.20	\$4,154.40	\$4,262.40	\$4,376.00	\$4,494.40	\$4,612.00	Max.	\$9,992.67	\$119,912.00
A3-65	Hourly	\$44.06	\$45.37	\$46.57	\$47.83	\$49.17	\$50.54	\$51.93	\$53.28	\$54.70	\$56.18	\$57.65	\$59.28	Min.	\$7,637.07	\$91,644.80
	Biweekly	\$3,524.80	\$3,629.60	\$3,725.60	\$3,826.40	\$3,933.60	\$4,043.20	\$4,154.40	\$4,262.40	\$4,376.00	\$4,494.40	\$4,612.00	\$4,742.40	Max.	\$10,275.20	\$123,302.40
A3-66	Hourly	\$45.37	\$46.57	\$47.83	\$49.17	\$50.54	\$51.93	\$53.28	\$54.70	\$56.18	\$57.65	\$59.28	\$60.98	Min.	\$7,864.13	\$94,369.60
	Biweekly	\$3,629.60	\$3,725.60	\$3,826.40	\$3,933.60	\$4,043.20	\$4,154.40	\$4,262.40	\$4,376.00	\$4,494.40	\$4,612.00	\$4,742.40	\$4,878.40	Max.	\$10,569.87	\$126,838.40
A3-67	Hourly	\$46.57	\$47.83	\$49.17	\$50.54	\$51.93	\$53.28	\$54.70	\$56.18	\$57.65	\$59.28	\$60.98	\$62.63	Min.	\$8,072.13	\$96,865.60
	Biweekly	\$3,725.60	\$3,826.40	\$3,933.60	\$4,043.20	\$4,154.40	\$4,262.40	\$4,376.00	\$4,494.40	\$4,612.00	\$4,742.40	\$4,878.40	\$5,010.40	Max.	\$10,855.87	\$130,270.40
A3-68	Hourly	\$47.83	\$49.17	\$50.54	\$51.93	\$53.28	\$54.70	\$56.18	\$57.65	\$59.28	\$60.98	\$62.63	\$64.31	Min.	\$8,290.53	\$99,486.40
	Biweekly	\$3,826.40	\$3,933.60	\$4,043.20	\$4,154.40	\$4,262.40	\$4,376.00	\$4,494.40	\$4,612.00	\$4,742.40	\$4,878.40	\$5,010.40	\$5,144.80	Max.	\$11,147.07	\$133,764.80
A3-69	Hourly	\$49.17	\$50.54	\$51.93	\$53.28	\$54.70	\$56.18	\$57.65	\$59.28	\$60.98	\$62.63	\$64.31	\$66.10	Min.	\$8,522.80	\$102,273.60
	Biweekly	\$3,933.60	\$4,043.20	\$4,154.40	\$4,262.40	\$4,376.00	\$4,494.40	\$4,612.00	\$4,742.40	\$4,878.40	\$5,010.40	\$5,144.80	\$5,288.00	Max.	\$11,457.33	\$137,488.00
A3-70	Hourly	\$50.54	\$51.93	\$53.28	\$54.70	\$56.18	\$57.65	\$59.28	\$60.98	\$62.63	\$64.31	\$66.10	\$67.86	Min.	\$8,760.27	\$105,123.20
	Biweekly	\$4,043.20	\$4,154.40	\$4,262.40	\$4,376.00	\$4,494.40	\$4,612.00	\$4,742.40	\$4,878.40	\$5,010.40	\$5,144.80	\$5,288.00	\$5,428.80	Max.	\$11,762.40	\$141,148.80
A3-71	Hourly	\$51.93	\$53.28	\$54.70	\$56.18	\$57.65	\$59.28	\$60.98	\$62.63	\$64.31	\$66.10	\$67.86	\$69.79	Min.	\$9,001.20	\$108,014.40
	Biweekly	\$4,154.40	\$4,262.40	\$4,376.00	\$4,494.40	\$4,612.00	\$4,742.40	\$4,878.40	\$5,010.40	\$5,144.80	\$5,288.00	\$5,428.80	\$5,583.20	Max.	\$12,096.93	\$145,163.20
A3-72	Hourly	\$53.28	\$54.70	\$56.18	\$57.65	\$59.28	\$60.98	\$62.63	\$64.31	\$66.10	\$67.86	\$69.79	\$71.75	Min.	\$9,235.20	\$110,822.40
	Biweekly	\$4,262.40	\$4,376.00	\$4,494.40	\$4,612.00	\$4,742.40	\$4,878.40	\$5,010.40	\$5,144.80	\$5,288.00	\$5,428.80	\$5,583.20	\$5,740.00	Max.	\$12,436.67	\$149,240.00
A3-73	Hourly	\$54.70	\$56.18	\$57.65	\$59.28	\$60.98	\$62.63	\$64.31	\$66.10	\$67.86	\$69.79	\$71.75	\$73.68	Min.	\$9,481.33	\$113,776.00
	Biweekly	\$4,376.00	\$4,494.40	\$4,612.00	\$4,742.40	\$4,878.40	\$5,010.40	\$5,144.80	\$5,288.00	\$5,428.80	\$5,583.20	\$5,740.00	\$5,894.40	Max.	\$12,771.20	\$153,254.40
A3-74	Hourly	\$56.18	\$57.65	\$59.28	\$60.98	\$62.63	\$64.31	\$66.10	\$67.86	\$69.79	\$71.75	\$73.68	\$75.79	Min.	\$9,737.87	\$116,854.40
	Biweekly	\$4,494.40	\$4,612.00	\$4,742.40	\$4,878.40	\$5,010.40	\$5,144.80	\$5,288.00	\$5,428.80	\$5,583.20	\$5,740.00	\$5,894.40	\$6,063.20	Max.	\$13,136.93	\$157,643.20
A3-75	Hourly	\$57.65	\$59.28	\$60.98	\$62.63	\$64.31	\$66.10	\$67.86	\$69.79	\$71.75	\$73.68	\$75.79	\$77.81	Min.	\$9,992.67	\$119,912.00
	Biweekly	\$4,612.00	\$4,742.40	\$4,878.40	\$5,010.40	\$5,144.80	\$5,288.00	\$5,428.80	\$5,583.20	\$5,740.00	\$5,894.40	\$6,063.20	\$6,224.80	Max.	\$13,487.07	\$161,844.80
A3-76	Hourly	\$59.28	\$60.98	\$62.63	\$64.31	\$66.10	\$67.86	\$69.79	\$71.75	\$73.68	\$75.79	\$77.81	\$79.89	Min.	\$10,275.20	\$123,302.40
	Biweekly	\$4,742.40	\$4,878.40	\$5,010.40	\$5,144.80	\$5,288.00	\$5,428.80	\$5,583.20	\$5,740.00	\$5,894.40	\$6,063.20	\$6,224.80	\$6,391.20	Max.	\$13,847.60	\$166,171.20
A3-77	Hourly	\$60.98	\$62.63	\$64.31	\$66.10	\$67.86	\$69.79	\$71.75	\$73.68	\$75.79	\$77.81	\$79.89	\$82.22	Min.	\$10,569.87	\$126,838.40
	Biweekly	\$4,878.40	\$5,010.40	\$5,144.80	\$5,288.00	\$5,428.80	\$5,583.20	\$5,740.00	\$5,894.40	\$6,063.20	\$6,224.80	\$6,391.20	\$6,577.60	Max.	\$14,251.47	\$171,017.60

Community Services, General and Supervisory Management
Salary Schedule A-3
Effective September 4, 2026

Pay Rate Schematic

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.		Approx. Yr.	
														Rate		Rate	
A3-78	Hourly	\$62.63	\$64.31	\$66.10	\$67.86	\$69.79	\$71.75	\$73.68	\$75.79	\$77.81	\$79.89	\$82.22	\$84.48	Min.	\$10,855.87	\$130,270.40	
	Biweekly	\$5,010.40	\$5,144.80	\$5,288.00	\$5,428.80	\$5,583.20	\$5,740.00	\$5,894.40	\$6,063.20	\$6,224.80	\$6,391.20	\$6,577.60	\$6,758.40	Max.	\$14,643.20	\$175,718.40	
A3-79	Hourly	\$64.31	\$66.10	\$67.86	\$69.79	\$71.75	\$73.68	\$75.79	\$77.81	\$79.89	\$82.22	\$84.48	\$86.85	Min.	\$11,147.07	\$133,764.80	
	Biweekly	\$5,144.80	\$5,288.00	\$5,428.80	\$5,583.20	\$5,740.00	\$5,894.40	\$6,063.20	\$6,224.80	\$6,391.20	\$6,577.60	\$6,758.40	\$6,948.00	Max.	\$15,054.00	\$180,648.00	
A3-80	Hourly	\$66.10	\$67.86	\$69.79	\$71.75	\$73.68	\$75.79	\$77.81	\$79.89	\$82.22	\$84.48	\$86.85	\$89.28	Min.	\$11,457.33	\$137,488.00	
	Biweekly	\$5,288.00	\$5,428.80	\$5,583.20	\$5,740.00	\$5,894.40	\$6,063.20	\$6,224.80	\$6,391.20	\$6,577.60	\$6,758.40	\$6,948.00	\$7,142.40	Max.	\$15,475.20	\$185,702.40	
A3-81	Hourly	\$67.86	\$69.79	\$71.75	\$73.68	\$75.79	\$77.81	\$79.89	\$82.22	\$84.48	\$86.85	\$89.28	\$91.73	Min.	\$11,762.40	\$141,148.80	
	Biweekly	\$5,428.80	\$5,583.20	\$5,740.00	\$5,894.40	\$6,063.20	\$6,224.80	\$6,391.20	\$6,577.60	\$6,758.40	\$6,948.00	\$7,142.40	\$7,338.40	Max.	\$15,899.87	\$190,798.40	
A3-82	Hourly	\$69.79	\$71.75	\$73.68	\$75.79	\$77.81	\$79.89	\$82.22	\$84.48	\$86.85	\$89.28	\$91.73	\$94.18	Min.	\$12,096.93	\$145,163.20	
	Biweekly	\$5,583.20	\$5,740.00	\$5,894.40	\$6,063.20	\$6,224.80	\$6,391.20	\$6,577.60	\$6,758.40	\$6,948.00	\$7,142.40	\$7,338.40	\$7,534.40	Max.	\$16,324.53	\$195,894.40	
A3-83	Hourly	\$71.75	\$73.68	\$75.79	\$77.81	\$79.89	\$82.22	\$84.48	\$86.85	\$89.28	\$91.73	\$94.18	\$96.72	Min.	\$12,436.67	\$149,240.00	
	Biweekly	\$5,740.00	\$5,894.40	\$6,063.20	\$6,224.80	\$6,391.20	\$6,577.60	\$6,758.40	\$6,948.00	\$7,142.40	\$7,338.40	\$7,534.40	\$7,737.60	Max.	\$16,764.80	\$201,177.60	
A3-84	Hourly	\$73.68	\$75.79	\$77.81	\$79.89	\$82.22	\$84.48	\$86.85	\$89.28	\$91.73	\$94.18	\$96.72	\$99.40	Min.	\$12,771.20	\$153,254.40	
	Biweekly	\$5,894.40	\$6,063.20	\$6,224.80	\$6,391.20	\$6,577.60	\$6,758.40	\$6,948.00	\$7,142.40	\$7,338.40	\$7,534.40	\$7,737.60	\$7,952.00	Max.	\$17,229.33	\$206,752.00	
A3-85	Hourly	\$75.79	\$77.81	\$79.89	\$82.22	\$84.48	\$86.85	\$89.28	\$91.73	\$94.18	\$96.72	\$99.40	\$102.19	Min.	\$13,136.93	\$157,643.20	
	Biweekly	\$6,063.20	\$6,224.80	\$6,391.20	\$6,577.60	\$6,758.40	\$6,948.00	\$7,142.40	\$7,338.40	\$7,534.40	\$7,737.60	\$7,952.00	\$8,175.20	Max.	\$17,712.93	\$212,555.20	
A3-86	Hourly	\$77.81	\$79.89	\$82.22	\$84.48	\$86.85	\$89.28	\$91.73	\$94.18	\$96.72	\$99.40	\$102.19	\$105.02	Min.	\$13,487.07	\$161,844.80	
	Biweekly	\$6,224.80	\$6,391.20	\$6,577.60	\$6,758.40	\$6,948.00	\$7,142.40	\$7,338.40	\$7,534.40	\$7,737.60	\$7,952.00	\$8,175.20	\$8,401.60	Max.	\$18,203.47	\$218,441.60	
A3-87	Hourly	\$79.89	\$82.22	\$84.48	\$86.85	\$89.28	\$91.73	\$94.18	\$96.72	\$99.40	\$102.19	\$105.02	\$107.92	Min.	\$13,847.60	\$166,171.20	
	Biweekly	\$6,391.20	\$6,577.60	\$6,758.40	\$6,948.00	\$7,142.40	\$7,338.40	\$7,534.40	\$7,737.60	\$7,952.00	\$8,175.20	\$8,401.60	\$8,633.60	Max.	\$18,706.13	\$224,473.60	
A3-88	Hourly												\$107.81	\$110.80	Min.	\$18,687.07	\$224,244.80
	Biweekly												\$8,624.80	\$8,864.00	Max.	\$19,205.33	\$230,464.00
A3-90	Hourly	\$86.85	\$89.28	\$91.73	\$94.18	\$96.72	\$99.40	\$102.19	\$105.02	\$107.92	\$110.88	\$114.03	\$117.13	Min.	\$15,054.00	\$180,648.00	
	Biweekly	\$6,948.00	\$7,142.40	\$7,338.40	\$7,534.40	\$7,737.60	\$7,952.00	\$8,175.20	\$8,401.60	\$8,633.60	\$8,870.40	\$9,122.40	\$9,370.40	Max.	\$20,302.53	\$243,630.40	
A3-94	Hourly							\$113.48	\$116.62	\$119.78	\$123.12	\$126.58	\$129.99	Min.	\$19,669.87	\$236,038.40	
	Biweekly							\$9,078.40	\$9,329.60	\$9,582.40	\$9,849.60	\$10,126.40	\$10,399.20	Max.	\$22,531.60	\$270,379.20	