

Certain Office Services, General and Supervisory Management Classes
Salary Schedule D3
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	
D3-27	Hourly	\$17.53	\$17.91	\$18.32	\$18.78	\$19.23	\$19.66	\$20.13	\$20.51	\$20.98	\$21.45	\$22.03	\$22.57	Min.	\$3,038.53	\$36,462.40
	Biweekly	\$1,402.40	\$1,432.80	\$1,465.60	\$1,502.40	\$1,538.40	\$1,572.80	\$1,610.40	\$1,640.80	\$1,678.40	\$1,716.00	\$1,762.40	\$1,805.60	Max.	\$3,912.13	\$46,945.60
D3-28	Hourly	\$17.91	\$18.32	\$18.78	\$19.23	\$19.66	\$20.13	\$20.51	\$20.98	\$21.45	\$22.03	\$22.57	\$23.05	Min.	\$3,104.40	\$37,252.80
	Biweekly	\$1,432.80	\$1,465.60	\$1,502.40	\$1,538.40	\$1,572.80	\$1,610.40	\$1,640.80	\$1,678.40	\$1,716.00	\$1,762.40	\$1,805.60	\$1,844.00	Max.	\$3,995.33	\$47,944.00
D3-29	Hourly	\$18.32	\$18.78	\$19.23	\$19.66	\$20.13	\$20.51	\$20.98	\$21.45	\$22.03	\$22.57	\$23.05	\$23.62	Min.	\$3,175.47	\$38,105.60
	Biweekly	\$1,465.60	\$1,502.40	\$1,538.40	\$1,572.80	\$1,610.40	\$1,640.80	\$1,678.40	\$1,716.00	\$1,762.40	\$1,805.60	\$1,844.00	\$1,889.60	Max.	\$4,094.13	\$49,129.60
D3-30	Hourly	\$18.78	\$19.23	\$19.66	\$20.13	\$20.51	\$20.98	\$21.45	\$22.03	\$22.57	\$23.05	\$23.62	\$24.22	Min.	\$3,255.20	\$39,062.40
	Biweekly	\$1,502.40	\$1,538.40	\$1,572.80	\$1,610.40	\$1,640.80	\$1,678.40	\$1,716.00	\$1,762.40	\$1,805.60	\$1,844.00	\$1,889.60	\$1,937.60	Max.	\$4,198.13	\$50,377.60
D3-31	Hourly	\$19.23	\$19.66	\$20.13	\$20.51	\$20.98	\$21.45	\$22.03	\$22.57	\$23.05	\$23.62	\$24.22	\$24.80	Min.	\$3,333.20	\$39,998.40
	Biweekly	\$1,538.40	\$1,572.80	\$1,610.40	\$1,640.80	\$1,678.40	\$1,716.00	\$1,762.40	\$1,805.60	\$1,844.00	\$1,889.60	\$1,937.60	\$1,984.00	Max.	\$4,298.67	\$51,584.00
D3-32	Hourly	\$19.66	\$20.13	\$20.51	\$20.98	\$21.45	\$22.03	\$22.57	\$23.05	\$23.62	\$24.22	\$24.80	\$25.40	Min.	\$3,407.73	\$40,892.80
	Biweekly	\$1,572.80	\$1,610.40	\$1,640.80	\$1,678.40	\$1,716.00	\$1,762.40	\$1,805.60	\$1,844.00	\$1,889.60	\$1,937.60	\$1,984.00	\$2,032.00	Max.	\$4,402.67	\$52,832.00
D3-33	Hourly	\$20.13	\$20.51	\$20.98	\$21.45	\$22.03	\$22.57	\$23.05	\$23.62	\$24.22	\$24.80	\$25.40	\$25.96	Min.	\$3,489.20	\$41,870.40
	Biweekly	\$1,610.40	\$1,640.80	\$1,678.40	\$1,716.00	\$1,762.40	\$1,805.60	\$1,844.00	\$1,889.60	\$1,937.60	\$1,984.00	\$2,032.00	\$2,076.80	Max.	\$4,499.73	\$53,996.80
D3-34	Hourly	\$20.51	\$20.98	\$21.45	\$22.03	\$22.57	\$23.05	\$23.62	\$24.22	\$24.80	\$25.40	\$25.96	\$26.59	Min.	\$3,555.07	\$42,660.80
	Biweekly	\$1,640.80	\$1,678.40	\$1,716.00	\$1,762.40	\$1,805.60	\$1,844.00	\$1,889.60	\$1,937.60	\$1,984.00	\$2,032.00	\$2,076.80	\$2,127.20	Max.	\$4,608.93	\$55,307.20
D3-35	Hourly	\$20.98	\$21.45	\$22.03	\$22.57	\$23.05	\$23.62	\$24.22	\$24.80	\$25.40	\$25.96	\$26.59	\$27.43	Min.	\$3,636.53	\$43,638.40
	Biweekly	\$1,678.40	\$1,716.00	\$1,762.40	\$1,805.60	\$1,844.00	\$1,889.60	\$1,937.60	\$1,984.00	\$2,032.00	\$2,076.80	\$2,127.20	\$2,194.40	Max.	\$4,754.53	\$57,054.40
D3-36	Hourly	\$21.45	\$22.03	\$22.57	\$23.05	\$23.62	\$24.22	\$24.80	\$25.40	\$25.96	\$26.59	\$27.43	\$28.22	Min.	\$3,718.00	\$44,616.00
	Biweekly	\$1,716.00	\$1,762.40	\$1,805.60	\$1,844.00	\$1,889.60	\$1,937.60	\$1,984.00	\$2,032.00	\$2,076.80	\$2,127.20	\$2,194.40	\$2,257.60	Max.	\$4,891.47	\$58,697.60
D3-37	Hourly	\$22.03	\$22.57	\$23.05	\$23.62	\$24.22	\$24.80	\$25.40	\$25.96	\$26.59	\$27.43	\$28.22	\$28.92	Min.	\$3,818.53	\$45,822.40
	Biweekly	\$1,762.40	\$1,805.60	\$1,844.00	\$1,889.60	\$1,937.60	\$1,984.00	\$2,032.00	\$2,076.80	\$2,127.20	\$2,194.40	\$2,257.60	\$2,313.60	Max.	\$5,012.80	\$60,153.60
D3-38	Hourly	\$22.57	\$23.05	\$23.62	\$24.22	\$24.80	\$25.40	\$25.96	\$26.59	\$27.43	\$28.22	\$28.92	\$29.73	Min.	\$3,912.13	\$46,945.60
	Biweekly	\$1,805.60	\$1,844.00	\$1,889.60	\$1,937.60	\$1,984.00	\$2,032.00	\$2,076.80	\$2,127.20	\$2,194.40	\$2,257.60	\$2,313.60	\$2,378.40	Max.	\$5,153.20	\$61,838.40
D3-39	Hourly	\$23.05	\$23.62	\$24.22	\$24.80	\$25.40	\$25.96	\$26.59	\$27.43	\$28.22	\$28.92	\$29.73	\$30.56	Min.	\$3,995.33	\$47,944.00
	Biweekly	\$1,844.00	\$1,889.60	\$1,937.60	\$1,984.00	\$2,032.00	\$2,076.80	\$2,127.20	\$2,194.40	\$2,257.60	\$2,313.60	\$2,378.40	\$2,444.80	Max.	\$5,297.07	\$63,564.80
D3-40	Hourly	\$23.62	\$24.22	\$24.80	\$25.40	\$25.96	\$26.59	\$27.43	\$28.22	\$28.92	\$29.73	\$30.56	\$31.29	Min.	\$4,094.13	\$49,129.60
	Biweekly	\$1,889.60	\$1,937.60	\$1,984.00	\$2,032.00	\$2,076.80	\$2,127.20	\$2,194.40	\$2,257.60	\$2,313.60	\$2,378.40	\$2,444.80	\$2,503.20	Max.	\$5,423.60	\$65,083.20
D3-41	Hourly	\$24.22	\$24.80	\$25.40	\$25.96	\$26.59	\$27.43	\$28.22	\$28.92	\$29.73	\$30.56	\$31.29	\$32.15	Min.	\$4,198.13	\$50,377.60
	Biweekly	\$1,937.60	\$1,984.00	\$2,032.00	\$2,076.80	\$2,127.20	\$2,194.40	\$2,257.60	\$2,313.60	\$2,378.40	\$2,444.80	\$2,503.20	\$2,572.00	Max.	\$5,572.67	\$66,872.00
D3-42	Hourly	\$24.80	\$25.40	\$25.96	\$26.59	\$27.43	\$28.22	\$28.92	\$29.73	\$30.56	\$31.29	\$32.15	\$33.10	Min.	\$4,298.67	\$51,584.00
	Biweekly	\$1,984.00	\$2,032.00	\$2,076.80	\$2,127.20	\$2,194.40	\$2,257.60	\$2,313.60	\$2,378.40	\$2,444.80	\$2,503.20	\$2,572.00	\$2,648.00	Max.	\$5,737.33	\$68,848.00
D3-43	Hourly	\$25.40	\$25.96	\$26.59	\$27.43	\$28.22	\$28.92	\$29.73	\$30.56	\$31.29	\$32.15	\$33.10	\$33.90	Min.	\$4,402.67	\$52,832.00
	Biweekly	\$2,032.00	\$2,076.80	\$2,127.20	\$2,194.40	\$2,257.60	\$2,313.60	\$2,378.40	\$2,444.80	\$2,503.20	\$2,572.00	\$2,648.00	\$2,712.00	Max.	\$5,876.00	\$70,512.00
D3-44	Hourly	\$25.96	\$26.59	\$27.43	\$28.22	\$28.92	\$29.73	\$30.56	\$31.29	\$32.15	\$33.10	\$33.90	\$34.79	Min.	\$4,499.73	\$53,996.80
	Biweekly	\$2,076.80	\$2,127.20	\$2,194.40	\$2,257.60	\$2,313.60	\$2,378.40	\$2,444.80	\$2,503.20	\$2,572.00	\$2,648.00	\$2,712.00	\$2,783.20	Max.	\$6,030.27	\$72,363.20
D3-45	Hourly	\$26.59	\$27.43	\$28.22	\$28.92	\$29.73	\$30.56	\$31.29	\$32.15	\$33.10	\$33.90	\$34.79	\$35.68	Min.	\$4,608.93	\$55,307.20
	Biweekly	\$2,127.20	\$2,194.40	\$2,257.60	\$2,313.60	\$2,378.40	\$2,444.80	\$2,503.20	\$2,572.00	\$2,648.00	\$2,712.00	\$2,783.20	\$2,854.40	Max.	\$6,184.53	\$74,214.40

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D3-46	Hourly	\$27.43	\$28.22	\$28.92	\$29.73	\$30.56	\$31.29	\$32.15	\$33.10	\$33.90	\$34.79	\$35.68	\$36.63	Min.	\$4,754.53	\$57,054.40
	Biweekly	\$2,194.40	\$2,257.60	\$2,313.60	\$2,378.40	\$2,444.80	\$2,503.20	\$2,572.00	\$2,648.00	\$2,712.00	\$2,783.20	\$2,854.40	\$2,930.40	Max.	\$6,349.20	\$76,190.40
D3-47	Hourly	\$28.22	\$28.92	\$29.73	\$30.56	\$31.29	\$32.15	\$33.10	\$33.90	\$34.79	\$35.68	\$36.63	\$37.69	Min.	\$4,891.47	\$58,697.60
	Biweekly	\$2,257.60	\$2,313.60	\$2,378.40	\$2,444.80	\$2,503.20	\$2,572.00	\$2,648.00	\$2,712.00	\$2,783.20	\$2,854.40	\$2,930.40	\$3,015.20	Max.	\$6,532.93	\$78,395.20
D3-48	Hourly	\$28.92	\$29.73	\$30.56	\$31.29	\$32.15	\$33.10	\$33.90	\$34.79	\$35.68	\$36.63	\$37.69	\$38.73	Min.	\$5,012.80	\$60,153.60
	Biweekly	\$2,313.60	\$2,378.40	\$2,444.80	\$2,503.20	\$2,572.00	\$2,648.00	\$2,712.00	\$2,783.20	\$2,854.40	\$2,930.40	\$3,015.20	\$3,098.40	Max.	\$6,713.20	\$80,558.40
D3-49	Hourly	\$29.73	\$30.56	\$31.29	\$32.15	\$33.10	\$33.90	\$34.79	\$35.68	\$36.63	\$37.69	\$38.73	\$39.74	Min.	\$5,153.20	\$61,838.40
	Biweekly	\$2,378.40	\$2,444.80	\$2,503.20	\$2,572.00	\$2,648.00	\$2,712.00	\$2,783.20	\$2,854.40	\$2,930.40	\$3,015.20	\$3,098.40	\$3,179.20	Max.	\$6,888.27	\$82,659.20
D3-50	Hourly	\$30.56	\$31.29	\$32.15	\$33.10	\$33.90	\$34.79	\$35.68	\$36.63	\$37.69	\$38.73	\$39.74	\$40.82	Min.	\$5,297.07	\$63,564.80
	Biweekly	\$2,444.80	\$2,503.20	\$2,572.00	\$2,648.00	\$2,712.00	\$2,783.20	\$2,854.40	\$2,930.40	\$3,015.20	\$3,098.40	\$3,179.20	\$3,265.60	Max.	\$7,075.47	\$84,905.60
D3-51	Hourly	\$31.29	\$32.15	\$33.10	\$33.90	\$34.79	\$35.68	\$36.63	\$37.69	\$38.73	\$39.74	\$40.82	\$41.93	Min.	\$5,423.60	\$65,083.20
	Biweekly	\$2,503.20	\$2,572.00	\$2,648.00	\$2,712.00	\$2,783.20	\$2,854.40	\$2,930.40	\$3,015.20	\$3,098.40	\$3,179.20	\$3,265.60	\$3,354.40	Max.	\$7,267.87	\$87,214.40
D3-52	Hourly	\$32.15	\$33.10	\$33.90	\$34.79	\$35.68	\$36.63	\$37.69	\$38.73	\$39.74	\$40.82	\$41.93	\$43.11	Min.	\$5,572.67	\$66,872.00
	Biweekly	\$2,572.00	\$2,648.00	\$2,712.00	\$2,783.20	\$2,854.40	\$2,930.40	\$3,015.20	\$3,098.40	\$3,179.20	\$3,265.60	\$3,354.40	\$3,448.80	Max.	\$7,472.40	\$89,668.80
D3-53	Hourly	\$33.10	\$33.90	\$34.79	\$35.68	\$36.63	\$37.69	\$38.73	\$39.74	\$40.82	\$41.93	\$43.11	\$44.25	Min.	\$5,737.33	\$68,848.00
	Biweekly	\$2,648.00	\$2,712.00	\$2,783.20	\$2,854.40	\$2,930.40	\$3,015.20	\$3,098.40	\$3,179.20	\$3,265.60	\$3,354.40	\$3,448.80	\$3,540.00	Max.	\$7,670.00	\$92,040.00
D3-54	Hourly	\$33.90	\$34.79	\$35.68	\$36.63	\$37.69	\$38.73	\$39.74	\$40.82	\$41.93	\$43.11	\$44.25	\$45.51	Min.	\$5,876.00	\$70,512.00
	Biweekly	\$2,712.00	\$2,783.20	\$2,854.40	\$2,930.40	\$3,015.20	\$3,098.40	\$3,179.20	\$3,265.60	\$3,354.40	\$3,448.80	\$3,540.00	\$3,640.80	Max.	\$7,888.40	\$94,660.80
D3-55	Hourly	\$34.79	\$35.68	\$36.63	\$37.69	\$38.73	\$39.74	\$40.82	\$41.93	\$43.11	\$44.25	\$45.51	\$46.71	Min.	\$6,030.27	\$72,363.20
	Biweekly	\$2,783.20	\$2,854.40	\$2,930.40	\$3,015.20	\$3,098.40	\$3,179.20	\$3,265.60	\$3,354.40	\$3,448.80	\$3,540.00	\$3,640.80	\$3,736.80	Max.	\$8,096.40	\$97,156.80
D3-56	Hourly	\$35.68	\$36.63	\$37.69	\$38.73	\$39.74	\$40.82	\$41.93	\$43.11	\$44.25	\$45.51	\$46.71	\$48.00	Min.	\$6,184.53	\$74,214.40
	Biweekly	\$2,854.40	\$2,930.40	\$3,015.20	\$3,098.40	\$3,179.20	\$3,265.60	\$3,354.40	\$3,448.80	\$3,540.00	\$3,640.80	\$3,736.80	\$3,840.00	Max.	\$8,320.00	\$99,840.00
D3-57	Hourly	\$36.63	\$37.69	\$38.73	\$39.74	\$40.82	\$41.93	\$43.11	\$44.25	\$45.51	\$46.71	\$48.00	\$49.40	Min.	\$6,349.20	\$76,190.40
	Biweekly	\$2,930.40	\$3,015.20	\$3,098.40	\$3,179.20	\$3,265.60	\$3,354.40	\$3,448.80	\$3,540.00	\$3,640.80	\$3,736.80	\$3,840.00	\$3,952.00	Max.	\$8,562.67	\$102,752.00
D3-58	Hourly	\$37.69	\$38.73	\$39.74	\$40.82	\$41.93	\$43.11	\$44.25	\$45.51	\$46.71	\$48.00	\$49.40	\$50.67	Min.	\$6,532.93	\$78,395.20
	Biweekly	\$3,015.20	\$3,098.40	\$3,179.20	\$3,265.60	\$3,354.40	\$3,448.80	\$3,540.00	\$3,640.80	\$3,736.80	\$3,840.00	\$3,952.00	\$4,053.60	Max.	\$8,782.80	\$105,393.60
D3-59	Hourly	\$38.73	\$39.74	\$40.82	\$41.93	\$43.11	\$44.25	\$45.51	\$46.71	\$48.00	\$49.40	\$50.67	\$52.18	Min.	\$6,713.20	\$80,558.40
	Biweekly	\$3,098.40	\$3,179.20	\$3,265.60	\$3,354.40	\$3,448.80	\$3,540.00	\$3,640.80	\$3,736.80	\$3,840.00	\$3,952.00	\$4,053.60	\$4,174.40	Max.	\$9,044.53	\$108,534.40
D3-60	Hourly	\$39.74	\$40.82	\$41.93	\$43.11	\$44.25	\$45.51	\$46.71	\$48.00	\$49.40	\$50.67	\$52.18	\$53.51	Min.	\$6,888.27	\$82,659.20
	Biweekly	\$3,179.20	\$3,265.60	\$3,354.40	\$3,448.80	\$3,540.00	\$3,640.80	\$3,736.80	\$3,840.00	\$3,952.00	\$4,053.60	\$4,174.40	\$4,280.80	Max.	\$9,275.07	\$111,300.80
D3-61	Hourly	\$40.82	\$41.93	\$43.11	\$44.25	\$45.51	\$46.71	\$48.00	\$49.40	\$50.67	\$52.18	\$53.51	\$54.98	Min.	\$7,075.47	\$84,905.60
	Biweekly	\$3,265.60	\$3,354.40	\$3,448.80	\$3,540.00	\$3,640.80	\$3,736.80	\$3,840.00	\$3,952.00	\$4,053.60	\$4,174.40	\$4,280.80	\$4,398.40	Max.	\$9,529.87	\$114,358.40
D3-62	Hourly	\$41.93	\$43.11	\$44.25	\$45.51	\$46.71	\$48.00	\$49.40	\$50.67	\$52.18	\$53.51	\$54.98	\$56.49	Min.	\$7,267.87	\$87,214.40
	Biweekly	\$3,354.40	\$3,448.80	\$3,540.00	\$3,640.80	\$3,736.80	\$3,840.00	\$3,952.00	\$4,053.60	\$4,174.40	\$4,280.80	\$4,398.40	\$4,519.20	Max.	\$9,791.60	\$117,499.20
D3-63	Hourly	\$43.11	\$44.25	\$45.51	\$46.71	\$48.00	\$49.40	\$50.67	\$52.18	\$53.51	\$54.98	\$56.49	\$58.06	Min.	\$7,472.40	\$89,668.80
	Biweekly	\$3,448.80	\$3,540.00	\$3,640.80	\$3,736.80	\$3,840.00	\$3,952.00	\$4,053.60	\$4,174.40	\$4,280.80	\$4,398.40	\$4,519.20	\$4,644.80	Max.	\$10,063.73	\$120,764.80
D3-64	Hourly	\$44.25	\$45.51	\$46.71	\$48.00	\$49.40	\$50.67	\$52.18	\$53.51	\$54.98	\$56.49	\$58.06	\$59.65	Min.	\$7,670.00	\$92,040.00
	Biweekly	\$3,540.00	\$3,640.80	\$3,736.80	\$3,840.00	\$3,952.00	\$4,053.60	\$4,174.40	\$4,280.80	\$4,398.40	\$4,519.20	\$4,644.80	\$4,772.00	Max.	\$10,339.33	\$124,072.00

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D3-65	Hourly	\$45.51	\$46.71	\$48.00	\$49.40	\$50.67	\$52.18	\$53.51	\$54.98	\$56.49	\$58.06	\$59.65	\$61.37	Min.	\$7,888.40	\$94,660.80
	Biweekly	\$3,640.80	\$3,736.80	\$3,840.00	\$3,952.00	\$4,053.60	\$4,174.40	\$4,280.80	\$4,398.40	\$4,519.20	\$4,644.80	\$4,772.00	\$4,909.60	Max.	\$10,637.47	\$127,649.60
D3-66	Hourly	\$46.71	\$48.00	\$49.40	\$50.67	\$52.18	\$53.51	\$54.98	\$56.49	\$58.06	\$59.65	\$61.37	\$62.99	Min.	\$8,096.40	\$97,156.80
	Biweekly	\$3,736.80	\$3,840.00	\$3,952.00	\$4,053.60	\$4,174.40	\$4,280.80	\$4,398.40	\$4,519.20	\$4,644.80	\$4,772.00	\$4,909.60	\$5,039.20	Max.	\$10,918.27	\$131,019.20
D3-67	Hourly	\$48.00	\$49.40	\$50.67	\$52.18	\$53.51	\$54.98	\$56.49	\$58.06	\$59.65	\$61.37	\$62.99	\$64.79	Min.	\$8,320.00	\$99,840.00
	Biweekly	\$3,840.00	\$3,952.00	\$4,053.60	\$4,174.40	\$4,280.80	\$4,398.40	\$4,519.20	\$4,644.80	\$4,772.00	\$4,909.60	\$5,039.20	\$5,183.20	Max.	\$11,230.27	\$134,763.20