

Grade	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
1	16,105.84	16,427.96	16,756.52	17,091.65	17,433.48	17,782.15	18,137.79	18,500.55	18,870.56	19,247.97	19,632.93	20,025.59	20,426.10	20,834.62	21,251.31	21,676.34	22,109.87	22,552.07	23,003.11	23,463.17	23,932.43	24,411.08
	619.46	631.84	644.48	657.37	670.52	683.93	697.61	711.56	725.79	740.31	755.11	770.22	785.62	801.33	817.36	833.71	850.38	867.39	884.74	902.43	920.48	938.89
80 hrs	7.74319	7.89806	8.05602	8.21714	8.38148	8.54911	8.72009	8.89450	9.07238	9.25383	9.43891	9.62769	9.82024	10.01664	10.21698	10.42132	10.62975	10.84234	11.05919	11.28037	11.50598	11.73610
2	16,921.20	17,259.62	17,604.81	17,956.91	18,316.05	18,682.37	19,056.02	19,437.14	19,825.88	20,222.40	20,626.85	21,039.39	21,460.18	21,889.38	22,327.17	22,773.71	23,229.18	23,693.76	24,167.64	24,650.99	25,144.01	25,646.89
	650.82	663.83	677.11	690.65	704.46	718.55	732.92	747.58	762.53	777.78	793.34	809.21	825.39	841.90	858.74	875.91	893.43	911.30	929.52	948.12	967.08	986.42
80 hrs	8.13519	8.29789	8.46385	8.63313	8.80579	8.98191	9.16155	9.34478	9.53167	9.72231	9.91675	10.11509	10.31739	10.52374	10.73422	10.94890	11.16788	11.39123	11.61906	11.85144	12.08847	12.33024
3	17,777.84	18,133.40	18,496.07	18,865.99	19,243.31	19,628.18	20,020.74	20,421.15	20,829.57	21,246.16	21,671.08	22,104.50	22,546.59	22,997.52	23,457.27	23,926.62	24,405.15	24,893.25	25,391.12	25,898.94	26,416.92	26,945.26
	683.76	697.44	711.39	725.62	740.13	754.93	770.03	785.43	801.14	817.16	833.50	850.17	867.18	884.52	902.21	920.25	938.66	957.43	976.58	996.11	1,016.04	1,036.36
80 hrs	8.54704	8.71798	8.89234	9.07019	9.25159	9.43663	9.62536	9.81786	10.01422	10.21450	10.41879	10.62716	10.83971	11.05650	11.27763	11.50318	11.73325	11.96791	12.20727	12.45141	12.70044	12.95445
4	18,677.84	19,051.40	19,432.43	19,821.08	20,217.50	20,621.85	21,034.29	21,454.98	21,884.08	22,321.76	22,768.20	23,223.56	23,688.03	24,161.79	24,645.03	25,137.93	25,640.69	26,153.50	26,676.57	27,210.10	27,754.30	28,309.39
	718.38	732.75	747.40	762.35	777.60	793.15	809.01	825.19	841.70	858.53	875.70	893.21	911.08	929.30	947.89	966.84	986.18	1,005.90	1,026.02	1,046.54	1,067.47	1,088.82
80 hrs	8.97973	9.15933	9.34251	9.52937	9.71995	9.91435	10.11264	10.31489	10.52119	10.73162	10.94625	11.16517	11.38848	11.61625	11.84857	12.08554	12.32725	12.57380	12.82527	13.08178	13.34341	13.61028
5	19,623.40	20,015.87	20,416.19	20,824.51	21,241.00	21,665.82	22,099.14	22,541.12	22,991.94	23,451.78	23,920.82	24,399.24	24,887.22	25,384.96	25,892.66	26,410.51	26,938.72	27,477.49	28,027.04	28,587.58	29,159.33	29,742.52
	754.75	769.84	785.24	800.94	816.96	833.30	849.97	866.97	884.31	901.99	920.03	938.43	957.20	976.34	995.87	1,015.79	1,036.10	1,056.83	1,077.96	1,099.52	1,121.51	1,143.94
80 hrs	9.43433	9.62301	9.81548	10.01178	10.21202	10.41626	10.62459	10.83708	11.05382	11.27489	11.50039	11.73040	11.96501	12.20431	12.44839	12.69736	12.95131	13.21033	13.47454	13.74403	14.01891	14.29929
6	20,616.84	21,029.18	21,449.76	21,878.76	22,316.34	22,762.67	23,217.92	23,682.28	24,155.93	24,639.05	25,131.83	25,634.47	26,147.16	26,670.10	27,203.50	27,747.57	28,302.52	28,868.57	29,445.94	30,034.86	30,635.56	31,248.27
	792.96	808.81	824.99	841.49	858.32	875.49	893.00	910.86	929.07	947.66	966.61	985.94	1,005.66	1,025.77	1,046.29	1,067.21	1,088.56	1,110.33	1,132.54	1,155.19	1,178.29	1,201.86
80 hrs	9.91194	10.11018	10.31238	10.51863	10.72901	10.94359	11.16246	11.38571	11.61343	11.84570	12.08261	12.32426	12.57075	12.82216	13.07861	13.34018	13.60698	13.87912	14.15670	14.43984	14.72863	15.02321
7	21,660.56	22,093.77	22,535.65	22,986.36	23,446.09	23,915.01	24,393.31	24,881.18	25,378.80	25,886.38	26,404.11	26,932.19	27,470.83	28,020.25	28,580.66	29,152.27	29,735.32	30,330.03	30,936.63	31,555.36	32,186.47	32,830.20
	833.10	849.76	866.76	884.09	901.77	919.81	938.20	956.97	976.11	995.63	1,015.54	1,035.85	1,056.57	1,077.70	1,099.26	1,121.24	1,143.67	1,166.54	1,189.87	1,213.67	1,237.94	1,262.70
80 hrs	10.41373	10.62200	10.83445	11.05113	11.27216	11.49760	11.72755	11.96211	12.20135	12.44538	12.69428	12.94817	13.20713	13.47127	13.74070	14.01551	14.29583	14.58175	14.87338	15.17085	15.47426	15.78375
8	22,757.14	23,212.28	23,676.53	24,150.06	24,633.06	25,125.72	25,628.23	26,140.79	26,663.61	27,196.88	27,740.82	28,295.64	28,861.55	29,438.78	30,027.56	30,628.11	31,240.67	31,865.48	32,502.79	33,152.85	33,815.91	34,492.23
	875.27	892.78	910.64	928.85	947.43	966.37	985.70	1,005.42	1,025.52	1,046.03	1,066.95	1,088.29	1,110.06	1,132.26	1,154.91	1,178.00	1,201.56	1,225.60	1,250.11	1,275.11	1,300.61	1,326.62
80 hrs	10.94093	11.15975	11.38295	11.61061	11.84282	12.07967	12.32126	12.56769	12.81904	13.07542	13.33693	13.60367	13.87575	14.15326	14.43633	14.72505	15.01955	15.31994	15.62634	15.93887	16.25765	16.58280
9	23,909.22	24,387.40	24,875.15	25,372.65	25,880.10	26,397.70	26,925.65	27,464.16	28,013.44	28,573.71	29,145.18	29,728.08	30,322.64	30,929.09	31,547.67	32,178.62	32,822.19	33,478.63	34,148.20	34,831.16	35,527.78	36,238.34
	919.59	937.98	956.74	975.87	995.39	1,015.30	1,035.60	1,056.31	1,077.44	1,098.99	1,120.97	1,143.39	1,166.26	1,189.58	1,213.37	1,237.64	1,262.39	1,287.64	1,313.39	1,339.66	1,366.45	1,393.78
80 hrs	11.49482	11.72471	11.95921	12.19839	12.44236	12.69120	12.94502	13.20392	13.46800	13.73736	14.01211	14.29235	14.57819	14.86975	15.16715	15.47049	15.77990	16.09550	16.41740	16.74575	17.08066	17.42228
10	24,842.50	25,339.35	25,846.14	26,363.06	26,890.32	27,428.13	27,976.69	28,536.22	29,106.94	29,689.08	30,282.86	30,888.52	31,506.29	32,136.42	32,779.15	33,434.73	34,103.42	34,785.49	35,481.20	36,190.82	36,914.64	37,652.93
	955.48	974.59	994.08	1,013.96	1,034.24	1,054.93	1,076.03	1,097.55	1,119.50	1,141.89	1,164.73	1,188.02	1,211.78	1,236.02	1,260.74	1,285.95	1,311.67	1,337.90	1,364.66	1,391.95	1,419.79	1,448.19
75 hrs	12.73974	12.99454	13.25443	13.51952	13.78991	14.06571	14.34702	14.63396	14.92664	15.22517	15.52967	15.84027	16.15707	16.48022	16.80982	17.14602	17.48893	17.83871	18.19549	18.55939	18.93058	19.30919
80 hrs	11.94351	12.18238	12.42603	12.67455	12.92804	13.18660	13.45033	13.71934	13.99372	14.27360	14.55907	14.85025	15.14725	15.45020	15.75921	16.07439	16.39588	16.72379	17.05827	17.39943	17.74742	18.10237
11	26,391.30	26,913.33	27,457.51	28,066.66	28,686.79	29,318.13	29,970.80	30,635.31	31,312.62	32,002.15	32,704.05	33,418.27	34,144.56	34,882.77	35,632.71	36,394.23	37,167.29	37,951.88	38,748.08	39,555.97	40,375.75	41,208.41
	1,015.05	1,035.35	1,056.06	1,077.18	1,098.72	1,120.70	1,143.11	1,165.97	1,189.29	1,213.08	1,237.34	1,262.09	1,287.33	1,313.08	1,339.34	1,366.12	1,393.45	1,421.32	1,449.74	1,478.74	1,508.31	1,538.48
75 hrs	13.53400	13.80468	14.08077	14.36239	14.64964	14.94263	15.24148	15.54631	15.85724	16.17438	16.49787	16.82783	17.16439	17.50768	17.85783	18.21499	18.57929	18.95087	19.32989	19.71649	20.11082	20.51303
80 hrs	12.68813	12.94189	13.20073	13.46474	13.73403	14.00872	14.28889	14.57467	14.86616	15.16349	15.46675	15.77609	16.09162	16.41345	16.74172	17.07655	17.41808	17.76644	18.12177	18.48421	18.85389	19.23097
12	27,727.36	28,281.91	28,847.55	29,424.50	30,012.99	30,613.25	31,225.52	31,850.03	32,487.03	33,136.77	33,799.51	34,475.50	35,165.01	35,868.31	36,585.68	37,317.39	38,063.74	38,825.01	39,601.51	40,393.54	41,201.41	42,025.44
	1,066.44	1,087.77	1,109.52	1,131.71	1,154.35	1,177.43	1,200.98	1,225.00	1,249.50	1,274.49	1,299.98	1,325.98	1,352.50	1,379.55	1,407.14	1,435.28	1,463.99	1,493.27	1,523.14	1,553.60	1,584.67	1,616.36
75 hrs	14.21916	14.50354	14.79362	15.08949	15.39128	15.69910	16.01309	16.33335	16.66002	16.99322	17.33308	17.67974	18.03334	1								

Grade	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
75 hrs	17.32467	17.67116	18.02458	18.38508	18.75278	19.12784	19.51039	19.90061	20.29862	20.70459	21.1868	21.54106	21.97188	22.41131	22.85954	23.31673	23.78306	24.25872	24.74390	25.23877	25.74355	26.25842
80 hrs	16.24188	16.56671	16.89805	17.23601	17.58073	17.93235	18.29100	18.65682	19.02995	19.41055	19.79876	20.19474	20.59863	21.01061	21.43082	21.85943	22.29662	22.74255	23.19740	23.66135	24.13458	24.61727
2600 hrs	12.99350	13.25337	13.51844	13.78881	14.06458	14.34588	14.63280	14.92545	15.22396	15.52844	15.83901	16.15579	16.47891	16.80848	17.14465	17.48755	17.83730	18.19404	18.55792	18.92908	19.30766	19.69382
17	35,493.36	36,203.23	36,927.29	37,665.84	38,419.16	39,187.54	39,971.29	40,770.72	41,586.13	42,417.85	43,266.21	44,131.53	45,014.16	45,914.44	46,832.73	47,769.38	48,724.77	49,699.27	50,693.26	51,707.13	52,741.27	53,796.10
	1,365.13	1,392.43	1,420.28	1,448.69	1,477.66	1,507.21	1,537.36	1,568.10	1,599.47	1,631.46	1,664.09	1,697.37	1,731.31	1,765.94	1,801.26	1,837.28	1,874.03	1,911.51	1,949.74	1,988.74	2,028.51	2,069.08
75 hrs	18.20172	18.56576	18.93707	19.31582	19.70213	20.09617	20.49810	20.90806	21.32622	21.75274	22.18780	22.63155	23.08418	23.54587	24.01678	24.49712	24.98706	25.48681	25.99654	26.51648	27.04681	27.58774
80 hrs	17.06412	17.40540	17.75350	18.10858	18.47075	18.84016	19.21697	19.60131	19.99333	20.39320	20.80106	21.21708	21.64142	22.07425	22.51574	22.96605	23.42537	23.89388	24.37176	24.85920	25.35638	25.86351
2600 hrs	13.65129	13.92432	14.20280	14.48686	14.77660	15.07213	15.37357	15.68105	15.99467	16.31456	16.64085	16.97367	17.31314	17.65940	18.01259	18.37284	18.74030	19.11510	19.49741	19.88736	20.28510	20.69081
18	37,290.21	38,036.01	38,796.73	39,572.66	40,364.11	41,171.39	41,994.82	42,834.72	43,691.41	44,565.24	45,456.54	46,365.67	47,292.98	48,238.84	49,203.62	50,187.69	51,191.44	52,215.27	53,259.58	54,324.77	55,411.27	56,519.50
	1,434.24	1,462.92	1,492.18	1,522.03	1,552.47	1,583.52	1,615.19	1,647.49	1,680.44	1,714.05	1,748.33	1,783.30	1,818.96	1,855.34	1,892.45	1,930.30	1,968.90	2,008.28	2,048.45	2,089.41	2,131.20	2,173.83
75 hrs	19.12318	19.50565	19.89576	20.29367	20.69954	21.11353	21.53581	21.96652	22.40585	22.85397	23.31105	23.77727	24.25281	24.73787	25.23263	25.73728	26.25202	26.77706	27.31261	27.85886	28.41604	28.98436
80 hrs	17.92799	18.28654	18.65227	19.02532	19.40582	19.79394	20.18982	20.59362	21.00549	21.42560	21.85411	22.29119	22.73701	23.19175	23.65559	24.12870	24.61127	25.10350	25.60557	26.11768	26.64003	27.17284
2600 hrs	14.34239	14.62923	14.92182	15.22025	15.52466	15.83515	16.15185	16.47489	16.80439	17.14048	17.48328	17.83295	18.18961	18.55340	18.92447	19.30296	19.68902	20.08280	20.48445	20.89414	21.31203	21.73827
19	39,178.04	39,961.60	40,760.83	41,576.05	42,407.57	43,255.72	44,120.83	45,003.25	45,903.32	46,821.39	47,757.82	48,712.98	49,687.24	50,680.98	51,694.60	52,728.49	53,783.06	54,858.72	55,955.89	57,075.01	58,216.51	59,380.84
	1,506.85	1,536.98	1,567.72	1,599.08	1,631.06	1,663.68	1,696.96	1,730.89	1,765.51	1,800.82	1,836.84	1,873.58	1,911.05	1,949.27	1,988.25	2,028.02	2,068.58	2,109.95	2,152.15	2,195.19	2,239.10	2,283.88
75 hrs	20.09130	20.49313	20.90299	21.32105	21.74747	22.18242	22.62607	23.07859	23.54016	24.01097	24.49119	24.98102	25.48064	25.99025	26.51005	27.04025	27.58106	28.13268	28.69533	29.26924	29.85462	30.45171
80 hrs	18.83560	19.21231	19.59655	19.98849	20.38825	20.79602	21.21194	21.63618	22.06890	22.51028	22.96049	23.41970	23.88810	24.36586	24.85317	25.35024	25.85724	26.37438	26.90187	27.43991	27.98871	28.54848
20	41,161.42	41,984.65	42,824.34	43,680.83	44,554.45	45,445.54	46,354.45	47,281.54	48,227.17	49,191.71	50,175.54	51,179.05	52,202.63	53,246.68	54,311.61	55,397.84	56,505.80	57,635.92	58,788.64	59,964.41	61,163.70	62,386.97
	1,583.13	1,614.79	1,647.09	1,680.03	1,713.63	1,747.91	1,782.86	1,818.52	1,854.89	1,891.99	1,929.83	1,968.43	2,007.79	2,047.95	2,088.91	2,130.69	2,173.30	2,216.77	2,261.10	2,306.32	2,352.45	2,399.50
75 hrs	21.10842	21.53059	21.96120	22.40043	22.84844	23.30541	23.77151	24.24694	24.73188	25.22652	25.73105	26.24567	26.77058	27.30599	27.85211	28.40915	28.97733	29.55688	30.14802	30.75098	31.36600	31.99332
80 hrs	19.78914	20.18493	20.58863	21.00040	21.42041	21.84882	22.28579	22.73151	23.18614	23.64986	24.12286	24.60531	25.09742	25.59937	26.11135	26.63358	27.16625	27.70958	28.26377	28.82904	29.40563	29.99374
2600 hrs	15.83132	16.14794	16.47090	16.80032	17.13633	17.47905	17.82863	18.18521	18.54891	18.91989	19.29828	19.68425	20.07793	20.47949	20.88908	21.30686	21.73300	22.16766	22.61102	23.06323	23.52450	23.99499
21	45,434.51	46,343.20	47,270.06	48,215.46	49,179.77	50,163.37	51,166.64	52,189.97	53,233.77	54,298.45	55,384.42	56,492.11	57,621.95	58,774.39	59,949.88	61,148.88	62,371.86	63,619.30	64,891.69	66,189.52	67,513.31	68,863.58
	1,747.48	1,782.43	1,818.08	1,854.44	1,891.53	1,929.36	1,967.95	2,007.31	2,047.45	2,088.40	2,130.17	2,172.77	2,216.23	2,260.55	2,305.76	2,351.88	2,398.92	2,446.90	2,495.83	2,545.75	2,596.67	2,648.60
80 hrs	21.84351	22.28038	22.72599	23.18051	23.64412	24.11700	24.59935	25.09133	25.59316	26.10502	26.62713	27.15967	27.70286	28.25692	28.82206	29.39850	29.98647	30.58620	31.19793	31.82188	32.45832	33.10749
22	50,151.20	51,154.22	52,177.30	53,220.85	54,285.27	55,370.98	56,478.40	57,607.97	58,760.13	59,935.33	61,134.04	62,356.72	63,603.85	64,875.93	66,173.45	67,496.92	68,846.86	70,223.80	71,628.28	73,060.85	74,522.07	76,012.51
	1,928.89	1,967.47	2,006.82	2,046.96	2,087.90	2,129.65	2,172.25	2,215.69	2,260.01	2,305.21	2,351.31	2,398.34	2,446.30	2,495.23	2,545.13	2,596.04	2,647.96	2,700.92	2,754.93	2,810.03	2,866.23	2,923.56
80 hrs	24.11115	24.59338	25.08524	25.58695	26.09869	26.62066	27.15308	27.69614	28.25006	28.81506	29.39137	29.97919	30.57877	31.19035	31.81416	32.45044	33.09945	33.76144	34.43667	35.12541	35.82792	36.54448
23	55,357.54	56,464.69	57,593.98	58,745.86	59,920.78	61,119.20	62,341.58	63,588.41	64,860.18	66,157.38	67,480.53	68,830.14	70,206.74	71,610.87	73,043.09	74,503.95	75,994.03	77,513.91	79,064.19	80,645.47	82,258.38	83,903.55
	2,129.14	2,171.72	2,215.15	2,259.46	2,304.65	2,350.74	2,397.75	2,445.71	2,494.62	2,544.51	2,595.41	2,647.31	2,700.26	2,754.26	2,809.35	2,865.54	2,922.85	2,981.30	3,040.93	3,101.75	3,163.78	3,227.06
75 hrs	28.38848	28.95625	29.53537	30.12608	30.72861	31.34318	31.97004	32.60944	33.26163	33.92686	34.60540	35.29751	36.00346	36.72352	37.45799	38.20715	38.97130	39.75072	40.54574	41.35665	42.18378	43.02746
80 hrs	26.61420	27.14649	27.68941	28.24320	28.80807	29.38423	29.97191	30.57135	31.18278	31.80643	32.44256	33.09141	33.75324	34.42830	35.11687	35.81921	36.53559	37.26630	38.01163	38.77186	39.54730	40.33825
24	61,104.36	62,326.45	63,572.98	64,844.44	66,141.33	67,464.16	68,813.44	70,189.71	71,593.50	73,025.37	74,485.88	75,975.60	77,495.11	79,045.01	80,625.91	82,238.43	83,883.20	85,560.86	87,272.08	89,017.52	90,797.87	92,613.83
	2,350.17	2,397.17	2,445.11	2,494.02	2,543.90	2,594.78	2,646.67	2,699.60	2,753.60	2,808.67	2,864.84	2,922.14	2,980.58	3,040.19	3,101.00	3,163.02	3,226.28	3,290.80	3,356.62	3,423.75	3,492.23	3,562.07
75 hrs	31.33557	31.96228	32.60153	33.25356	33.91863	34.59701	35.28894	35.99472	36.71462	37.44891	38.19789	38.96185	39.74108	40.53590	41.34662	42.17355	43.01703	43.87736	44.75491	45.65001	46.56301	47.49427
80 hrs	29.37710	29.96464	30.56393	31.17521	31.79872	32.43469	33.08338	33.74505	34.41995	35.10835	35.81052	36.52673	37.25726	38.00241	38.76246	39.53771	40.32846	41.13503	41.95773	42.79688	43.65282	44.52588
25	67,447.78	68,796.74	70,172.67	71,576.12	73,007.64	74,467.79	75,957.15	77,476.29	79,025.82	80,606.34	82,218.47	83,862.84	85,540.10	87,250.90	88,995.92	90,775.84	92,591.36					