

APO Salary Steps December 1, 2023
(reflects negotiated increase of 1.5%)

Grade	Hay Points	Minimum	Maximum	Increment	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	Hay Points
A90	1418	\$127,101	\$211,837	\$5,296	127,101	132,397	137,693	142,989	148,285	153,581	158,877	164,173	169,469	174,765	180,061	185,357	190,653	195,949	201,245	206,541	211,837	1418
A87	1292	\$119,184	\$198,640	\$4,966	119,184	124,150	129,116	134,082	139,048	144,014	148,980	153,946	158,912	163,878	168,844	173,810	178,776	183,742	188,708	193,674	198,640	1292
A85	1232	\$115,414	\$192,358	\$4,809	115,414	120,223	125,032	129,841	134,650	139,459	144,268	149,077	153,886	158,695	163,504	168,313	173,122	177,931	182,740	187,549	192,358	1232
A84	1182	\$112,272	\$187,120	\$4,678	112,272	116,950	121,628	126,306	130,984	135,662	140,340	145,018	149,696	154,374	159,052	163,730	168,408	173,086	177,764	182,442	187,120	1182
A83	1142	\$109,759	\$182,927	\$4,573	109,759	114,332	118,905	123,478	128,051	132,624	137,197	141,770	146,343	150,916	155,489	160,062	164,635	169,208	173,781	178,354	182,927	1142
A79	1040	\$103,350	\$172,246	\$4,306	103,350	107,656	111,962	116,268	120,574	124,880	129,186	133,492	137,798	142,104	146,410	150,716	155,022	159,328	163,634	167,940	172,246	1040
A78	1028	\$102,596	\$170,996	\$4,275	102,596	106,871	111,146	115,421	119,696	123,971	128,246	132,521	136,796	141,071	145,346	149,621	153,896	158,171	162,446	166,721	170,996	1028
A77	994	\$100,460	\$167,436	\$4,186	100,460	104,646	108,832	113,018	117,204	121,390	125,576	129,762	133,948	138,134	142,320	146,506	150,692	154,878	159,064	163,250	167,436	994
A75	954	\$97,947	\$163,243	\$4,081	97,947	102,028	106,109	110,190	114,271	118,352	122,433	126,514	130,595	134,676	138,757	142,838	146,919	151,000	155,081	159,162	163,243	954
A71	904	\$94,805	\$158,005	\$3,950	94,805	98,755	102,705	106,655	110,605	114,555	118,505	122,455	126,405	130,355	134,305	138,255	142,205	146,155	150,105	154,055	158,005	904
A69	864	\$92,292	\$153,812	\$3,845	92,292	96,137	99,982	103,827	107,672	111,517	115,362	119,207	123,052	126,897	130,742	134,587	138,432	142,277	146,122	149,967	153,812	864
A66	830	\$90,155	\$150,267	\$3,757	90,155	93,912	97,669	101,426	105,183	108,940	112,697	116,454	120,211	123,968	127,725	131,482	135,239	138,996	142,753	146,510	150,267	830
A64	800	\$88,270	\$147,118	\$3,678	88,270	91,948	95,626	99,304	102,982	106,660	110,338	114,016	117,694	121,372	125,050	128,728	132,406	136,084	139,762	143,440	147,118	800
A62	775	\$86,700	\$144,492	\$3,612	86,700	90,312	93,924	97,536	101,148	104,760	108,372	111,984	115,596	119,208	122,820	126,432	130,044	133,656	137,268	140,880	144,492	775
A60	755	\$85,443	\$142,403	\$3,560	85,443	89,003	92,563	96,123	99,683	103,243	106,803	110,363	113,923	117,483	121,043	124,603	128,163	131,723	135,283	138,843	142,403	755
A58	732	\$83,998	\$139,998	\$3,500	83,998	87,498	90,998	94,498	97,998	101,498	104,998	108,498	111,998	115,498	118,998	122,498	125,998	129,498	132,998	136,498	139,998	732
A57	725	\$83,558	\$139,270	\$3,482	83,558	87,040	90,522	94,004	97,486	100,968	104,450	107,932	111,414	114,896	118,378	121,860	125,342	128,824	132,306	135,788	139,270	725
A56	702	\$82,113	\$136,849	\$3,421	82,113	85,534	88,955	92,376	95,797	99,218	102,639	106,060	109,481	112,902	116,323	119,744	123,165	126,586	130,007	133,428	136,849	702
A55	700	\$81,987	\$136,643	\$3,416	81,987	85,403	88,819	92,235	95,651	99,067	102,483	105,899	109,315	112,731	116,147	119,563	122,979	126,395	129,811	133,227	136,643	700
A53	677	\$80,542	\$134,238	\$3,356	80,542	83,898	87,254	90,610	93,966	97,322	100,678	104,034	107,390	110,746	114,102	117,458	120,814	124,170	127,526	130,882	134,238	677
A49	654	\$79,097	\$131,833	\$3,296	79,097	82,393	85,689	88,985	92,281	95,577	98,873	102,169	105,465	108,761	112,057	115,353	118,649	121,945	125,241	128,537	131,833	654
A48	636	\$77,966	\$129,950	\$3,249	77,966	81,215	84,464	87,713	90,962	94,211	97,460	100,709	103,958	107,207	110,456	113,705	116,954	120,203	123,452	126,701	129,950	636
A43	611	\$76,395	\$127,323	\$3,183	76,395	79,578	82,761	85,944	89,127	92,310	95,493	98,676	101,859	105,042	108,225	111,408	114,591	117,774	120,957	124,140	127,323	611
A41	594	\$75,327	\$125,551	\$3,139	75,327	78,466	81,605	84,744	87,883	91,022	94,161	97,300	100,439	103,578	106,717	109,856	112,995	116,134	119,273	122,412	125,551	594
A40	588	\$74,950	\$124,918	\$3,123	74,950	78,073	81,196	84,319	87,442	90,565	93,688	96,811	99,934	103,057	106,180	109,303	112,426	115,549	118,672	121,795	124,918	588
A38	571	\$73,882	\$123,130	\$3,078	73,882	76,960	80,038	83,116	86,194	89,272	92,350	95,428	98,506	101,584	104,662	107,740	110,818	113,896	116,974	120,052	123,130	571
A37	568	\$73,693	\$122,829	\$3,071	73,693	76,764	79,835	82,906	85,977	89,048	92,119	95,190	98,261	101,332	104,403	107,474	110,545	113,616	116,687	119,758	122,829	568
A35	554	\$72,814	\$121,358	\$3,034	72,814	75,848	78,882	81,916	84,950	87,984	91,018	94,052	97,086	100,120	103,154	106,188	109,222	112,256	115,290	118,324	121,358	554
A34	551	\$72,625	\$121,041	\$3,026	72,625	75,651	78,677	81,703	84,729	87,755	90,781	93,807	96,833	99,859	102,885	105,911	108,937	111,963	114,989	118,015	121,041	551
A33	539	\$71,871	\$119,791	\$2,995	71,871	74,866	77,861	80,856	83,851	86,846	89,841	92,836	95,831	98,826	101,821	104,816	107,811	110,806	113,801	116,796	119,791	539
A32	534	\$71,557	\$119,269	\$2,982	71,557	74,539	77,521	80,503	83,485	86,467	89,449	92,431	95,413	98,395	101,377	104,359	107,341	110,323	113,305	116,287	119,269	534
A31	531	\$71,369	\$118,953	\$2,974	71,369	74,343	77,317	80,291	83,265	86,239	89,213	92,187	95,161	98,135	101,109	104,083	107,057	110,031	113,005	115,979	118,953	531
A30	516	\$70,426	\$117,370	\$2,934	70,426	73,360	76,294	79,228	82,162	85,096	88,030	90,964	93,898	96,832	99,766	102,700	105,634	108,568	111,502	114,436	117,370	516
A29	511	\$70,112	\$116,848	\$2,921	70,112	73,033	75,954	78,875	81,796	84,717	87,638	90,559	93,480	96,401	99,322	102,243	105,164	108,085	111,006	113,927	116,848	511
A28	496	\$69,169	\$115,281	\$2,882	69,169	72,051	74,933	77,815	80,697	83,579	86,461	89,343	92,225	95,107	97,989	100,871	103,753	106,635	109,517	112,399	115,281	496
A25	479	\$68,101	\$113,509	\$2,838	68,101	70,939	73,777	76,615	79,453	82,291	85,129	87,967	90,805	93,643	96,481	99,319	102,157	104,995	107,833	110,671	113,509	479
A22	464	\$67,159	\$111,927	\$2,798	67,159	69,957	72,755	75,553	78,351	81,149	83,947	86,745	89,543	92,341	95,139	97,937	100,735	103,533	106,331	109,129	111,927	464
A20	451	\$66,342	\$110,566	\$2,764	66,342	69,106	71,870	74,634	77,398	80,162	82,926	85,690	88,454	91,218	93,982	96,746	99,510	102,274	105,038	107,802	110,566	451
A19	449	\$66,216	\$110,360	\$2,759	66,216	68,975	71,734	74,493	77,252	80,011	82,770	85,529	88,288	91,047	93,806	96,565	99,324	102,083	104,842	107,601	110,360	449
A18	445	\$65,965	\$109,949	\$2,749	65,965	68,714	71,463	74,212	76,961	79,710	82,459	85,208	87,957	90,706	93,455	96,204	98,953	101,702	104,451	107,200	109,949	445
A17	438	\$65,525	\$109,205	\$2,730	65,525	68,255	70,985	73,715	76,445	79,175	81,905	84,635	87,365	90,095	92,825	95,555	98,285	101,015	103,745	106,475	109,205	438
A16	432	\$65,148	\$108,588	\$2,715	65,148	67,863	70,578	73,293	76,008	78,723	81,438	84,153	86,868	89,583	92,298	95,013	97,728	100,443	103,158	105,873	108,588	432
A14	421	\$64,457	\$107,433	\$2,686	64,457																	