

**APO Salary Steps April 1, 2023 to November 30, 2023**  
(reflects negotiated increase of 1.25%)

<b>Grade</b>	<b>Hay Points</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Increment</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Hay Points</b>
<b>A90</b>	<b>1418</b>	<b>\$125,223</b>	<b>\$208,711</b>	<b>\$5,218</b>	125,223	130,441	135,659	140,877	146,095	151,313	156,531	161,749	166,967	172,185	177,403	182,621	187,839	193,057	198,275	203,493	208,711	<b>1418</b>
<b>A87</b>	<b>1292</b>	<b>\$117,423</b>	<b>\$195,711</b>	<b>\$4,893</b>	117,423	122,316	127,209	132,102	136,995	141,888	146,781	151,674	156,567	161,460	166,353	171,246	176,139	181,032	185,925	190,818	195,711	<b>1292</b>
<b>A85</b>	<b>1232</b>	<b>\$113,709</b>	<b>\$189,517</b>	<b>\$4,738</b>	113,709	118,447	123,185	127,923	132,661	137,399	142,137	146,875	151,613	156,351	161,089	165,827	170,565	175,303	180,041	184,779	189,517	<b>1232</b>
<b>A84</b>	<b>1182</b>	<b>\$110,614</b>	<b>\$184,358</b>	<b>\$4,609</b>	110,614	115,223	119,832	124,441	129,050	133,659	138,268	142,877	147,486	152,095	156,704	161,313	165,922	170,531	175,140	179,749	184,358	<b>1182</b>
<b>A83</b>	<b>1142</b>	<b>\$108,138</b>	<b>\$180,234</b>	<b>\$4,506</b>	108,138	112,644	117,150	121,656	126,162	130,668	135,174	139,680	144,186	148,692	153,198	157,704	162,210	166,716	171,222	175,728	180,234	<b>1142</b>
<b>A79</b>	<b>1040</b>	<b>\$101,823</b>	<b>\$169,711</b>	<b>\$4,243</b>	101,823	106,066	110,309	114,552	118,795	123,038	127,281	131,524	135,767	140,010	144,253	148,496	152,739	156,982	161,225	165,468	169,711	<b>1040</b>
<b>A78</b>	<b>1028</b>	<b>\$101,081</b>	<b>\$168,473</b>	<b>\$4,212</b>	101,081	105,293	109,505	113,717	117,929	122,141	126,353	130,565	134,777	138,989	143,201	147,413	151,625	155,837	160,049	164,261	168,473	<b>1028</b>
<b>A77</b>	<b>994</b>	<b>\$98,976</b>	<b>\$164,960</b>	<b>\$4,124</b>	98,976	103,100	107,224	111,348	115,472	119,596	123,720	127,844	131,968	136,092	140,216	144,340	148,464	152,588	156,712	160,836	164,960	<b>994</b>
<b>A75</b>	<b>954</b>	<b>\$96,500</b>	<b>\$160,836</b>	<b>\$4,021</b>	96,500	100,521	104,542	108,563	112,584	116,605	120,626	124,647	128,668	132,689	136,710	140,731	144,752	148,773	152,794	156,815	160,836	<b>954</b>
<b>A71</b>	<b>904</b>	<b>\$93,404</b>	<b>\$155,676</b>	<b>\$3,892</b>	93,404	97,296	101,188	105,080	108,972	112,864	116,756	120,648	124,540	128,432	132,324	136,216	140,108	144,000	147,892	151,784	155,676	<b>904</b>
<b>A69</b>	<b>864</b>	<b>\$90,928</b>	<b>\$151,552</b>	<b>\$3,789</b>	90,928	94,717	98,506	102,295	106,084	109,873	113,662	117,451	121,240	125,029	128,818	132,607	136,396	140,185	143,974	147,763	151,552	<b>864</b>
<b>A66</b>	<b>830</b>	<b>\$88,824</b>	<b>\$148,040</b>	<b>\$3,701</b>	88,824	92,525	96,226	99,927	103,628	107,329	111,030	114,731	118,432	122,133	125,834	129,535	133,236	136,937	140,638	144,339	148,040	<b>830</b>
<b>A64</b>	<b>800</b>	<b>\$86,966</b>	<b>\$144,950</b>	<b>\$3,624</b>	86,966	90,590	94,214	97,838	101,462	105,086	108,710	112,334	115,958	119,582	123,206	126,830	130,454	134,078	137,702	141,326	144,950	<b>800</b>
<b>A62</b>	<b>775</b>	<b>\$85,419</b>	<b>\$142,363</b>	<b>\$3,559</b>	85,419	88,978	92,537	96,096	99,655	103,214	106,773	110,332	113,891	117,450	121,009	124,568	128,127	131,686	135,245	138,804	142,363	<b>775</b>
<b>A60</b>	<b>755</b>	<b>\$84,181</b>	<b>\$140,309</b>	<b>\$3,508</b>	84,181	87,689	91,197	94,705	98,213	101,721	105,229	108,737	112,245	115,753	119,261	122,769	126,277	129,785	133,293	136,801	140,309	<b>755</b>
<b>A58</b>	<b>732</b>	<b>\$82,757</b>	<b>\$137,925</b>	<b>\$3,448</b>	82,757	86,205	89,653	93,101	96,549	99,997	103,445	106,893	110,341	113,789	117,237	120,685	124,133	127,581	131,029	134,477	137,925	<b>732</b>
<b>A57</b>	<b>725</b>	<b>\$82,324</b>	<b>\$137,204</b>	<b>\$3,430</b>	82,324	85,754	89,184	92,614	96,044	99,474	102,904	106,334	109,764	113,194	116,624	120,054	123,484	126,914	130,344	133,774	137,204	<b>725</b>
<b>A56</b>	<b>702</b>	<b>\$80,900</b>	<b>\$134,836</b>	<b>\$3,371</b>	80,900	84,271	87,642	91,013	94,384	97,755	101,126	104,497	107,868	111,239	114,610	117,981	121,352	124,723	128,094	131,465	134,836	<b>702</b>
<b>A55</b>	<b>700</b>	<b>\$80,776</b>	<b>\$134,632</b>	<b>\$3,366</b>	80,776	84,142	87,508	90,874	94,240	97,606	100,972	104,338	107,704	111,070	114,436	117,802	121,168	124,534	127,900	131,266	134,632	<b>700</b>
<b>A53</b>	<b>677</b>	<b>\$79,352</b>	<b>\$132,248</b>	<b>\$3,306</b>	79,352	82,658	85,964	89,270	92,576	95,882	99,188	102,494	105,800	109,106	112,412	115,718	119,024	122,330	125,636	128,942	132,248	<b>677</b>
<b>A49</b>	<b>654</b>	<b>\$77,928</b>	<b>\$129,880</b>	<b>\$3,247</b>	77,928	81,175	84,422	87,669	90,916	94,163	97,410	100,657	103,904	107,151	110,398	113,645	116,892	120,139	123,386	126,633	129,880	<b>654</b>
<b>A48</b>	<b>636</b>	<b>\$76,814</b>	<b>\$128,030</b>	<b>\$3,201</b>	76,814	80,015	83,216	86,417	89,618	92,819	96,020	99,221	102,422	105,623	108,824	112,025	115,226	118,427	121,628	124,829	128,030	<b>636</b>
<b>A43</b>	<b>611</b>	<b>\$75,267</b>	<b>\$125,443</b>	<b>\$3,136</b>	75,267	78,403	81,539	84,675	87,811	90,947	94,083	97,219	100,355	103,491	106,627	109,763	112,899	116,035	119,171	122,307	125,443	<b>611</b>
<b>A41</b>	<b>594</b>	<b>\$74,214</b>	<b>\$123,686</b>	<b>\$3,092</b>	74,214	77,306	80,398	83,490	86,582	89,674	92,766	95,858	98,950	102,042	105,134	108,226	111,318	114,410	117,502	120,594	123,686	<b>594</b>
<b>A40</b>	<b>588</b>	<b>\$73,843</b>	<b>\$123,075</b>	<b>\$3,077</b>	73,843	76,920	79,997	83,074	86,151	89,228	92,305	95,382	98,459	101,536	104,613	107,690	110,767	113,844	116,921	119,998	123,075	<b>588</b>
<b>A38</b>	<b>571</b>	<b>\$72,790</b>	<b>\$121,318</b>	<b>\$3,033</b>	72,790	75,823	78,856	81,889	84,922	87,955	90,988	94,021	97,054	100,087	103,120	106,153	109,186	112,219	115,252	118,285	121,318	<b>571</b>
<b>A37</b>	<b>568</b>	<b>\$72,790</b>	<b>\$121,005</b>	<b>\$3,025</b>	72,790	75,823	78,856	81,889	84,922	87,955	90,988	94,021	97,054	100,087	103,120	106,153	109,186	112,219	115,252	118,285	121,318	<b>568</b>
<b>A35</b>	<b>554</b>	<b>\$72,790</b>	<b>\$119,562</b>	<b>\$2,989</b>	72,790	75,823	78,856	81,889	84,922	87,955	90,988	94,021	97,054	100,087	103,120	106,153	109,186	112,219	115,252	118,285	121,318	<b>554</b>
<b>A34</b>	<b>551</b>	<b>\$72,790</b>	<b>\$119,248</b>	<b>\$2,981</b>	72,790	75,823	78,856	81,889	84,922	87,955	90,988	94,021	97,054	100,087	103,120	106,153	109,186	112,219	115,252	118,285	121,318	<b>551</b>
<b>A33</b>	<b>539</b>	<b>\$72,790</b>	<b>\$118,009</b>	<b>\$2,950</b>	72,790	75,823	78,856	81,889	84,922	87,955	90,988	94,021	97,054	100,087	103,120	106,153	109,186	112,219	115,252	118,285	121,318	<b>539</b>
<b>A32</b>	<b>534</b>	<b>\$70,500</b>	<b>\$117,508</b>	<b>\$2,938</b>	70,500	73,438	76,376	79,314	82,252	85,190	88,128	91,066	94,004	96,942	99,880	102,818	105,756	108,694	111,632	114,570	117,508	<b>534</b>
<b>A31</b>	<b>531</b>	<b>\$70,314</b>	<b>\$117,194</b>	<b>\$2,930</b>	70,314	73,244	76,174	79,104	82,034	84,964	87,894	90,824	93,754	96,684	99,614	102,544	105,474	108,404	111,334	114,264	117,194	<b>531</b>
<b>A30</b>	<b>516</b>	<b>\$69,386</b>	<b>\$115,642</b>	<b>\$2,891</b>	69,386	72,277	75,168	78,059	80,950	83,841	86,732	89,623	92,514	95,405	98,296	101,187	104,078	106,969	109,860	112,751	115,642	<b>516</b>
<b>A29</b>	<b>511</b>	<b>\$69,076</b>	<b>\$115,124</b>	<b>\$2,878</b>	69,076	71,954	74,832	77,710	80,588	83,466	86,344	89,222	92,100	94,978	97,856	100,734	103,612	106,490	109,368	112,246	115,124	<b>511</b>
<b>A28</b>	<b>496</b>	<b>\$68,148</b>	<b>\$113,572</b>	<b>\$2,839</b>	68,148	70,987	73,826	76,665	79,504	82,343	85,182	88,021	90,860	93,699	96,538	99,377	102,216	105,055	107,894	110,733	113,572	<b>496</b>
<b>A25</b>	<b>479</b>	<b>\$67,095</b>	<b>\$111,831</b>	<b>\$2,796</b>	67,095	69,891	72,687	75,483	78,279	81,075	83,871	86,667	89,463	92,259	95,055	97,851	100,647	103,443	106,239	109,035	111,831	<b>479</b>
<b>A22</b>	<b>464</b>	<b>\$66,167</b>	<b>\$110,279</b>	<b>\$2,757</b>	66,167	68,924	71,681	74,438	77,195	79,952	82,709	85,466	88,223	90,980	93,737	96,494	99,251	102,008	104,765	107,522	110,279	<b>464</b>
<b>A20</b>	<b>451</b>	<b>\$65,362</b>	<b>\$108,930</b>	<b>\$2,723</b>	65,362	68,085	70,808	73,531	76,254	78,977	81,700	84,423	87,146	89,869	92,592	95,315	98,038	100,761	103,484	106,207	108,930	<b>451</b>
<b>A19</b>	<b>449</b>	<b>\$65,238</b>	<b>\$108,726</b>	<b>\$2,718</b>	65,238	67,956	70,674	73,392	76,110	78,828	81,546	84,264	86,982	89,700	92,418	95,136	97,854	100,572	103,290	106,008	108,726	<b>449</b>
<b>A18</b>	<b>445</b>	<b>\$64,990</b>	<b>\$108,318</b>	<b>\$2,708</b>	64,990	67,698	70,406	73,114	75,822	78,530	81,238	83,946	86,654	89,362	92,070	94,778	97,486	100,194	102,902	105,610	108,318	<b>445</b>
<b>A17</b>	<b>438</b>	<b>\$64,557</b>	<b>\$107,597</b>	<b>\$2,690</b>	64,557	67,247	69,937	72,627	75,317	78,007	80,697	83,387	86,077	88,767	91,457	94,147	96,837	99,527	102,217	104,907	107,597	<b>438</b>
<b>A16</b>	<b>432</b>	<b>\$64,186</b>	<b>\$106,970</b>	<b>\$2,674</b>	64,186	66,860	69,534	72,208	74,882	77,556	80,230	82,904	85,578	88,252	90,926	93,600	96,274	98,948	101,622	104,296	106,970	<b>432</b>
<b>A14</b>	<b>421</b>	<b>\$63,505</b>	<b>\$105,841</b>	<b>\$2,646</b>	63,505																	