

**HP - Henrico County Pay Plan for Permanent Full-Time Positions**

**2% Wage Adjustment - 2.372% Steps**

PayGrade	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	
<b>HP.1</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>	
Annual	16,077.49	16,458.85	16,849.26	17,248.92	17,658.07	18,076.91	18,505.70	18,944.65	19,394.02	19,854.05	20,324.99	20,807.09	21,300.64	
Bi-wkly	618.37	633.03	648.05	663.42	679.16	695.27	711.76	728.64	745.92	763.62	781.73	800.27	819.26	
Hourly	7,72957	7,91291	8,10061	8,29276	8,48946	8,69083	8,89698	9,10801	9,32405	9,54522	9,77163	10,00342	10,24070	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	21,805.89	22,323.13	22,852.63	23,394.69	23,949.62	24,517.70	25,099.26	25,694.62	26,304.09	26,928.03	27,566.76	28,220.64	28,890.04	29,575.31
Bi-wkly	838.69	858.58	878.95	899.80	921.14	942.99	965.36	988.25	1,011.70	1,035.69	1,060.26	1,085.41	1,111.16	1,137.51
Hourly	10,48361	10,73228	10,98685	11,24745	11,51424	11,78736	12,06696	12,35319	12,64620	12,94617	13,25325	13,56762	13,88944	14,21890
<b>HP.2</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>	
Annual	16,849.26	17,248.92	17,658.07	18,076.91	18,505.70	18,944.65	19,394.02	19,854.05	20,324.99	20,807.09	21,300.64	21,805.89	22,323.13	
Bi-wkly	648.05	663.42	679.16	695.27	711.76	728.64	745.92	763.62	781.73	800.27	819.26	838.69	858.58	
Hourly	8,10061	8,29276	8,48946	8,69083	8,89698	9,10801	9,32405	9,54522	9,77163	10,00342	10,24070	10,48361	10,73228	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	22,852.63	23,394.69	23,949.62	24,517.70	25,099.26	25,694.62	26,304.09	26,928.03	27,566.76	28,220.64	28,890.04	29,575.31	30,276.83	30,995.00
Bi-wkly	878.95	899.80	921.14	942.99	965.36	988.25	1,011.70	1,035.69	1,060.26	1,085.41	1,111.16	1,137.51	1,164.49	1,192.12
Hourly	10,98685	11,24745	11,51424	11,78736	12,06696	12,35319	12,64620	12,94617	13,25325	13,56762	13,88944	14,21890	14,55617	14,90145
<b>HP.3</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>	
Annual	17,658.07	18,076.91	18,505.70	18,944.65	19,394.02	19,854.05	20,324.99	20,807.09	21,300.64	21,805.89	22,323.13	22,852.63	23,394.69	
Bi-wkly	679.16	695.27	711.76	728.64	745.92	763.62	781.73	800.27	819.26	838.69	858.58	878.95	899.80	
Hourly	8,48946	8,69083	8,89698	9,10801	9,32405	9,54522	9,77163	10,00342	10,24070	10,48361	10,73228	10,98685	11,24745	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	23,949.62	24,517.70	25,099.26	25,694.62	26,304.09	26,928.03	27,566.76	28,220.64	28,890.04	29,575.31	30,276.83	30,995.00	31,730.20	32,482.84
Bi-wkly	921.14	942.99	965.36	988.25	1,011.70	1,035.69	1,060.26	1,085.41	1,111.16	1,137.51	1,164.49	1,192.12	1,220.39	1,249.34
Hourly	11,51424	11,78736	12,06696	12,35319	12,64620	12,94617	13,25325	13,56762	13,88944	14,21890	14,55617	14,90145	15,25491	15,61676
<b>HP.4</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>	
Annual	18,505.70	18,944.65	19,394.02	19,854.05	20,324.99	20,807.09	21,300.64	21,805.89	22,323.13	22,852.63	23,394.69	23,949.62	24,517.70	
Bi-wkly	711.76	728.64	745.92	763.62	781.73	800.27	819.26	838.69	858.58	878.95	899.80	921.14	942.99	
Hourly	8,89698	9,10801	9,32405	9,54522	9,77163	10,00342	10,24070	10,48361	10,73228	10,98685	11,24745	11,51424	11,78736	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	25,099.26	25,694.62	26,304.09	26,928.03	27,566.76	28,220.64	28,890.04	29,575.31	30,276.83	30,995.00	31,730.20	32,482.84	33,253.33	34,042.10
Bi-wkly	965.36	988.25	1,011.70	1,035.69	1,060.26	1,085.41	1,111.16	1,137.51	1,164.49	1,192.12	1,220.39	1,249.34	1,278.97	1,309.31
Hourly	12,06696	12,35319	12,64620	12,94617	13,25325	13,56762	13,88944	14,21890	14,55617	14,90145	15,25491	15,61676	15,98718	16,36640
<b>HP.5</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>	
Annual	19,394.02	19,854.05	20,324.99	20,807.09	21,300.64	21,805.89	22,323.13	22,852.63	23,394.69	23,949.62	24,517.70	25,099.26	25,694.62	
Bi-wkly	745.92	763.62	781.73	800.27	819.26	838.69	858.58	878.95	899.80	921.14	942.99	965.36	988.25	
Hourly	9,32405	9,54522	9,77163	10,00342	10,24070	10,48361	10,73228	10,98685	11,24745	11,51424	11,78736	12,06696	12,35319	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	26,304.09	26,928.03	27,566.76	28,220.64	28,890.04	29,575.31	30,276.83	30,995.00	31,730.20	32,482.84	33,253.33	34,042.10	34,849.58	35,676.21
Bi-wkly	1,011.70	1,035.69	1,060.26	1,085.41	1,111.16	1,137.51	1,164.49	1,192.12	1,220.39	1,249.34	1,278.97	1,309.31	1,340.37	1,372.16
Hourly	12,64620	12,94617	13,25325	13,56762	13,88944	14,21890	14,55617	14,90145	15,25491	15,61676	15,98718	16,36640	16,75461	17,15203
<b>HP.6</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>	
Annual	20,324.99	20,807.09	21,300.64	21,805.89	22,323.13	22,852.63	23,394.69	23,949.62	24,517.70	25,099.26	25,694.62	26,304.09	26,928.03	
Bi-wkly	781.73	800.27	819.26	838.69	858.58	878.95	899.80	921.14	942.99	965.36	988.25	1,011.70	1,035.69	
Hourly	9,77163	10,00342	10,24070	10,48361	10,73228	10,98685	11,24745	11,51424	11,78736	12,06696	12,35319	12,64620	12,94617	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	27,566.76	28,220.64	28,890.04	29,575.31	30,276.83	30,995.00	31,730.20	32,482.84	33,253.33	34,042.10	34,849.58	35,676.21	36,522.45	37,388.77
Bi-wkly	1,060.26	1,085.41	1,111.16	1,137.51	1,164.49	1,192.12	1,220.39	1,249.34	1,278.97	1,309.31	1,340.37	1,372.16	1,404.71	1,438.03
Hourly	13,25325	13,56762	13,88944	14,21890	14,55617	14,90145	15,25491	15,61676	15,98718	16,36640	16,75461	17,15203	17,55888	17,97537
<b>HP.7</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>	
Annual	21,300.64	21,805.89	22,323.13	22,852.63	23,394.69	23,949.62	24,517.70	25,099.26	25,694.62	26,304.09	26,928.03	27,566.76	28,220.64	
Bi-wkly	819.26	838.69	858.58	878.95	899.80	921.14	942.99	965.36	988.25	1,011.70	1,035.69	1,060.26	1,085.41	
Hourly	10,24070	10,48361	10,73228	10,98685	11,24745	11,51424	11,78736	12,06696	12,35319	12,64620	12,94617	13,25325	13,56762	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	28,890.04	29,575.31	30,276.83	30,995.00	31,730.20	32,482.84	33,253.33	34,042.10	34,849.58	35,676.21	36,522.45	37,388.77	38,275.63	39,183.53
Bi-wkly	1,111.16	1,137.51	1,164.49	1,192.12	1,220.39	1,249.34	1,278.97	1,309.31	1,340.37	1,372.16	1,404.71	1,438.03	1,472.14	1,507.06
Hourly	13,88944	14,21890	14,55617	14,90145	15,25491	15,61676	15,98718	16,36640	16,75461	17,15203	17,55888	17,97537	18,40175	18,83824

Rates may vary slightly due to system's rounding/use of 5-digit rates.

**HP - Henrico County Pay Plan for Permanent Full-Time Positions**

**2% Wage Adjustment - 2.372% Steps**

PayGrade	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	
<b>HP.8</b>														
Annual	22,323.13	22,852.63	23,394.69	23,949.62	24,517.70	25,099.26	25,694.62	26,304.09	26,928.03	27,566.76	28,220.64	28,890.04	29,575.31	
Bi-wkly	858.58	878.95	899.80	921.14	942.99	965.36	988.25	1,011.70	1,035.69	1,060.26	1,085.41	1,111.16	1,137.51	
Hourly	10.73228	10.98685	11.24745	11.51424	11.78736	12.06696	12.35319	12.64620	12.94617	13.25325	13.56762	13.88944	14.21890	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	30,276.83	30,995.00	31,730.20	32,482.84	33,253.33	34,042.10	34,849.58	35,676.21	36,522.45	37,388.77	38,275.63	39,183.53	40,112.96	41,064.44
Bi-wkly	1,164.49	1,192.12	1,220.39	1,249.34	1,278.97	1,309.31	1,340.37	1,372.16	1,404.71	1,438.03	1,472.14	1,507.06	1,542.81	1,579.40
Hourly	14.55617	14.90145	15.25491	15.61676	15.98718	16.36640	16.75461	17.15203	17.55888	17.97537	18.40175	18.83824	19.28508	19.74252
<b>HP.9</b>														
Annual	23,394.69	23,949.62	24,517.70	25,099.26	25,694.62	26,304.09	26,928.03	27,566.76	28,220.64	28,890.04	29,575.31	30,276.83	30,995.00	
Bi-wkly	899.80	921.14	942.99	965.36	988.25	1,011.70	1,035.69	1,060.26	1,085.41	1,111.16	1,137.51	1,164.49	1,192.12	
Hourly	11.24745	11.51424	11.78736	12.06696	12.35319	12.64620	12.94617	13.25325	13.56762	13.88944	14.21890	14.55617	14.90145	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	31,730.20	32,482.84	33,253.33	34,042.10	34,849.58	35,676.21	36,522.45	37,388.77	38,275.63	39,183.53	40,112.96	41,064.44	42,038.49	43,035.64
Bi-wkly	1,220.39	1,249.34	1,278.97	1,309.31	1,340.37	1,372.16	1,404.71	1,438.03	1,472.14	1,507.06	1,542.81	1,579.40	1,616.86	1,655.22
Hourly	15.25491	15.61676	15.98718	16.36640	16.75461	17.15203	17.55888	17.97537	18.40175	18.83824	19.28508	19.74252	20.21082	20.69022
<b>HP.10</b>														
Annual	24,517.70	25,099.26	25,694.62	26,304.09	26,928.03	27,566.76	28,220.64	28,890.04	29,575.31	30,276.83	30,995.00	31,730.20	32,482.84	
Bi-wkly	942.99	965.36	988.25	1,011.70	1,035.69	1,060.26	1,085.41	1,111.16	1,137.51	1,164.49	1,192.12	1,220.39	1,249.34	
Hourly	11.78736	12.06696	12.35319	12.64620	12.94617	13.25325	13.56762	13.88944	14.21890	14.55617	14.90145	15.25491	15.61676	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	33,253.33	34,042.10	34,849.58	35,676.21	36,522.45	37,388.77	38,275.63	39,183.53	40,112.96	41,064.44	42,038.49	43,035.64	44,056.45	45,101.46
Bi-wkly	1,278.97	1,309.31	1,340.37	1,372.16	1,404.71	1,438.03	1,472.14	1,507.06	1,542.81	1,579.40	1,616.86	1,655.22	1,694.48	1,734.67
Hourly	15.98718	16.36640	16.75461	17.15203	17.55888	17.97537	18.40175	18.83824	19.28508	19.74252	20.21082	20.69022	21.18099	21.68340
<b>HP.11</b>														
Annual	25,694.62	26,304.09	26,928.03	27,566.76	28,220.64	28,890.04	29,575.31	30,276.83	30,995.00	31,730.20	32,482.84	33,253.33	34,042.10	
Bi-wkly	988.25	1,011.70	1,035.69	1,060.26	1,085.41	1,111.16	1,137.51	1,164.49	1,192.12	1,220.39	1,249.34	1,278.97	1,309.31	
Hourly	12.35319	12.64620	12.94617	13.25325	13.56762	13.88944	14.21890	14.55617	14.90145	15.25491	15.61676	15.98718	16.36640	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	34,849.58	35,676.21	36,522.45	37,388.77	38,275.63	39,183.53	40,112.96	41,064.44	42,038.49	43,035.64	44,056.45	45,101.46	46,171.27	47,266.45
Bi-wkly	1,340.37	1,372.16	1,404.71	1,438.03	1,472.14	1,507.06	1,542.81	1,579.40	1,616.86	1,655.22	1,694.48	1,734.67	1,775.82	1,817.94
Hourly	16.75461	17.15203	17.55888	17.97537	18.40175	18.83824	19.28508	19.74252	20.21082	20.69022	21.18099	21.68340	22.19773	22.72426
<b>HP.12</b>														
Annual	26,928.03	27,566.76	28,220.64	28,890.04	29,575.31	30,276.83	30,995.00	31,730.20	32,482.84	33,253.33	34,042.10	34,849.58	35,676.21	
Bi-wkly	1,035.69	1,060.26	1,085.41	1,111.16	1,137.51	1,164.49	1,192.12	1,220.39	1,249.34	1,278.97	1,309.31	1,340.37	1,372.16	
Hourly	12.94617	13.25325	13.56762	13.88944	14.21890	14.55617	14.90145	15.25491	15.61676	15.98718	16.36640	16.75461	17.15203	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	36,522.45	37,388.77	38,275.63	39,183.53	40,112.96	41,064.44	42,038.49	43,035.64	44,056.45	45,101.46	46,171.27	47,266.45	48,387.61	49,535.37
Bi-wkly	1,404.71	1,438.03	1,472.14	1,507.06	1,542.81	1,579.40	1,616.86	1,655.22	1,694.48	1,734.67	1,775.82	1,817.94	1,861.06	1,905.21
Hourly	17.55888	17.97537	18.40175	18.83824	19.28508	19.74252	20.21082	20.69022	21.18099	21.68340	22.19773	22.72426	23.26328	23.81509
<b>HP.13</b>														
Annual	28,220.64	28,890.04	29,575.31	30,276.83	30,995.00	31,730.20	32,482.84	33,253.33	34,042.10	34,849.58	35,676.21	36,522.45	37,388.77	
Bi-wkly	1,085.41	1,111.16	1,137.51	1,164.49	1,192.12	1,220.39	1,249.34	1,278.97	1,309.31	1,340.37	1,372.16	1,404.71	1,438.03	
Hourly	13.56762	13.88944	14.21890	14.55617	14.90145	15.25491	15.61676	15.98718	16.36640	16.75461	17.15203	17.55888	17.97537	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	38,275.63	39,183.53	40,112.96	41,064.44	42,038.49	43,035.64	44,056.45	45,101.46	46,171.27	47,266.45	48,387.61	49,535.37	50,710.35	51,913.20
Bi-wkly	1,472.14	1,507.06	1,542.81	1,579.40	1,616.86	1,655.22	1,694.48	1,734.67	1,775.82	1,817.94	1,861.06	1,905.21	1,950.40	1,996.66
Hourly	18.40175	18.83824	19.28508	19.74252	20.21082	20.69022	21.18099	21.68340	22.19773	22.72426	23.26328	23.81509	24.37998	24.95827
<b>HP.14</b>														
Annual	29,575.31	30,276.83	30,995.00	31,730.20	32,482.84	33,253.33	34,042.10	34,849.58	35,676.21	36,522.45	37,388.77	38,275.63	39,183.53	
Bi-wkly	1,137.51	1,164.49	1,192.12	1,220.39	1,249.34	1,278.97	1,309.31	1,340.37	1,372.16	1,404.71	1,438.03	1,472.14	1,507.06	
Hourly	14.21890	14.55617	14.90145	15.25491	15.61676	15.98718	16.36640	16.75461	17.15203	17.55888	17.97537	18.40175	18.83824	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	40,112.96	41,064.44	42,038.49	43,035.64	44,056.45	45,101.46	46,171.27	47,266.45	48,387.61	49,535.37	50,710.35	51,913.20	53,144.58	54,405.17
Bi-wkly	1,542.81	1,579.40	1,616.86	1,655.22	1,694.48	1,734.67	1,775.82	1,817.94	1,861.06	1,905.21	1,950.40	1,996.66	2,044.02	2,092.51
Hourly	19.28508	19.74252	20.21082	20.69022	21.18099	21.68340	22.19773	22.72426	23.26328	23.81509	24.37998	24.95827	25.55028	26.15634

Rates may vary slightly due to system's rounding/use of 5-digit rates.



**HP - Henrico County Pay Plan for Permanent Full-Time Positions**

**2% Wage Adjustment - 2.372% Steps**

PayGrade	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	
<b>HP.22</b>														
Annual	43,035.64	44,056.45	45,101.46	46,171.27	47,266.45	48,387.61	49,535.37	50,710.35	51,913.20	53,144.58	54,405.17	55,695.66	57,016.76	
Bi-wkly	1,655.22	1,694.48	1,734.67	1,775.82	1,817.94	1,861.06	1,905.21	1,950.40	1,996.66	2,044.02	2,092.51	2,142.14	2,192.95	
Hourly	20.69022	21.18099	21.68340	22.19773	22.72426	23.26328	23.81509	24.37998	24.95827	25.55028	26.15634	26.77676	27.41191	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	58,369.20	59,753.71	61,171.07	62,622.05	64,107.44	65,628.07	67,184.77	68,778.39	70,409.82	72,079.94	73,789.67	75,539.96	77,331.77	79,166.08
Bi-wkly	2,244.97	2,298.22	2,352.73	2,408.54	2,465.67	2,524.16	2,584.03	2,645.32	2,708.07	2,772.31	2,838.06	2,905.38	2,974.30	3,044.85
Hourly	28.06212	28.72775	29.40917	30.10676	30.82089	31.55196	32.30038	33.06654	33.85088	34.65382	35.47581	36.31730	37.17874	38.06062
<b>HP.23</b>														
Annual	45,101.46	46,171.27	47,266.45	48,387.61	49,535.37	50,710.35	51,913.20	53,144.58	54,405.17	55,695.66	57,016.76	58,369.20	59,753.71	
Bi-wkly	1,734.67	1,775.82	1,817.94	1,861.06	1,905.21	1,950.40	1,996.66	2,044.02	2,092.51	2,142.14	2,192.95	2,244.97	2,298.22	
Hourly	21.68340	22.19773	22.72426	23.26328	23.81509	24.37998	24.95827	25.55028	26.15634	26.77676	27.41191	28.06212	28.72775	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	61,171.07	62,622.05	64,107.44	65,628.07	67,184.77	68,778.39	70,409.82	72,079.94	73,789.67	75,539.96	77,331.77	79,166.08	81,043.90	82,966.26
Bi-wkly	2,352.73	2,408.54	2,465.67	2,524.16	2,584.03	2,645.32	2,708.07	2,772.31	2,838.06	2,905.38	2,974.30	3,044.85	3,117.07	3,191.01
Hourly	29.40917	30.10676	30.82089	31.55196	32.30038	33.06654	33.85088	34.65382	35.47581	36.31730	37.17874	38.06062	38.96342	39.88763
<b>HP.24</b>														
Annual	47,266.45	48,387.61	49,535.37	50,710.35	51,913.20	53,144.58	54,405.17	55,695.66	57,016.76	58,369.20	59,753.71	61,171.07	62,622.05	
Bi-wkly	1,817.94	1,861.06	1,905.21	1,950.40	1,996.66	2,044.02	2,092.51	2,142.14	2,192.95	2,244.97	2,298.22	2,352.73	2,408.54	
Hourly	22.72426	23.26328	23.81509	24.37998	24.95827	25.55028	26.15634	26.77676	27.41191	28.06212	28.72775	29.40917	30.10676	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	64,107.44	65,628.07	67,184.77	68,778.39	70,409.82	72,079.94	73,789.67	75,539.96	77,331.77	79,166.08	81,043.90	82,966.26	84,934.22	86,948.86
Bi-wkly	2,465.67	2,524.16	2,584.03	2,645.32	2,708.07	2,772.31	2,838.06	2,905.38	2,974.30	3,044.85	3,117.07	3,191.01	3,266.70	3,344.19
Hourly	30.82089	31.55196	32.30038	33.06654	33.85088	34.65382	35.47581	36.31730	37.17874	38.06062	38.96342	39.88763	40.83377	41.80234
<b>HP.25</b>														
Annual	49,535.37	50,710.35	51,913.20	53,144.58	54,405.17	55,695.66	57,016.76	58,369.20	59,753.71	61,171.07	62,622.05	64,107.44	65,628.07	
Bi-wkly	1,905.21	1,950.40	1,996.66	2,044.02	2,092.51	2,142.14	2,192.95	2,244.97	2,298.22	2,352.73	2,408.54	2,465.67	2,524.16	
Hourly	23.81509	24.37998	24.95827	25.55028	26.15634	26.77676	27.41191	28.06212	28.72775	29.40917	30.10676	30.82089	31.55196	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	67,184.77	68,778.39	70,409.82	72,079.94	73,789.67	75,539.96	77,331.77	79,166.08	81,043.90	82,966.26	84,934.22	86,948.86	89,011.29	91,122.64
Bi-wkly	2,584.03	2,645.32	2,708.07	2,772.31	2,838.06	2,905.38	2,974.30	3,044.85	3,117.07	3,191.01	3,266.70	3,344.19	3,423.51	3,504.72
Hourly	32.30038	33.06654	33.85088	34.65382	35.47581	36.31730	37.17874	38.06062	38.96342	39.88763	40.83377	41.80234	42.79389	43.80897
<b>HP.26</b>														
Annual	51,913.20	53,144.58	54,405.17	55,695.66	57,016.76	58,369.20	59,753.71	61,171.07	62,622.05	64,107.44	65,628.07	67,184.77	68,778.39	
Bi-wkly	1,996.66	2,044.02	2,092.51	2,142.14	2,192.95	2,244.97	2,298.22	2,352.73	2,408.54	2,465.67	2,524.16	2,584.03	2,645.32	
Hourly	24.95827	25.55028	26.15634	26.77676	27.41191	28.06212	28.72775	29.40917	30.10676	30.82089	31.55196	32.30038	33.06654	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	70,409.82	72,079.94	73,789.67	75,539.96	77,331.77	79,166.08	81,043.90	82,966.26	84,934.22	86,948.86	89,011.29	91,122.64	93,284.07	95,496.76
Bi-wkly	2,708.07	2,772.31	2,838.06	2,905.38	2,974.30	3,044.85	3,117.07	3,191.01	3,266.70	3,344.19	3,423.51	3,504.72	3,587.85	3,672.95
Hourly	33.85088	34.65382	35.47581	36.31730	37.17874	38.06062	38.96342	39.88763	40.83377	41.80234	42.79389	43.80897	44.84811	45.91191
<b>HP.27</b>														
Annual	54,405.17	55,695.66	57,016.76	58,369.20	59,753.71	61,171.07	62,622.05	64,107.44	65,628.07	67,184.77	68,778.39	70,409.82	72,079.94	
Bi-wkly	2,092.51	2,142.14	2,192.95	2,244.97	2,298.22	2,352.73	2,408.54	2,465.67	2,524.16	2,584.03	2,645.32	2,708.07	2,772.31	
Hourly	26.15634	26.77676	27.41191	28.06212	28.72775	29.40917	30.10676	30.82089	31.55196	32.30038	33.06654	33.85088	34.65382	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	73,789.67	75,539.96	77,331.77	79,166.08	81,043.90	82,966.26	84,934.22	86,948.86	89,011.29	91,122.64	93,284.07	95,496.76	97,761.95	100,080.86
Bi-wkly	2,838.06	2,905.38	2,974.30	3,044.85	3,117.07	3,191.01	3,266.70	3,344.19	3,423.51	3,504.72	3,587.85	3,672.95	3,760.07	3,849.26
Hourly	35.47581	36.31730	37.17874	38.06062	38.96342	39.88763	40.83377	41.80234	42.79389	43.80897	44.84811	45.91191	47.00094	48.11580
<b>HP.28</b>														
Annual	57,016.76	58,369.20	59,753.71	61,171.07	62,622.05	64,107.44	65,628.07	67,184.77	68,778.39	70,409.82	72,079.94	73,789.67	75,539.96	
Bi-wkly	2,192.95	2,244.97	2,298.22	2,352.73	2,408.54	2,465.67	2,524.16	2,584.03	2,645.32	2,708.07	2,772.31	2,838.06	2,905.38	
Hourly	27.41191	28.06212	28.72775	29.40917	30.10676	30.82089	31.55196	32.30038	33.06654	33.85088	34.65382	35.47581	36.31730	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	77,331.77	79,166.08	81,043.90	82,966.26	84,934.22	86,948.86	89,011.29	91,122.64	93,284.07	95,496.76	97,761.95	100,080.86	102,454.78	104,885.01
Bi-wkly	2,974.30	3,044.85	3,117.07	3,191.01	3,266.70	3,344.19	3,423.51	3,504.72	3,587.85	3,672.95	3,760.07	3,849.26	3,940.57	4,034.04
Hourly	37.17874	38.06062	38.96342	39.88763	40.83377	41.80234	42.79389	43.80897	44.84811	45.91191	47.00094	48.11580	49.25711	50.42549

Rates may vary slightly due to system's rounding/use of 5-digit rates.

**HP - Henrico County Pay Plan for Permanent Full-Time Positions**

**2% Wage Adjustment - 2.372% Steps**

PayGrade	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	
<b>HP.29</b>														
Annual	59,753.71	61,171.07	62,622.05	64,107.44	65,628.07	67,184.77	68,778.39	70,409.82	72,079.94	73,789.67	75,539.96	77,331.77	79,166.08	
Bi-wkly	2,298.22	2,352.73	2,408.54	2,465.67	2,524.16	2,584.03	2,645.32	2,708.07	2,772.31	2,838.06	2,905.38	2,974.30	3,044.85	
Hourly	28.72775	29.40917	30.10676	30.82089	31.55196	32.30038	33.06654	33.85088	34.65382	35.47581	36.31730	37.17874	38.06062	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	81,043.90	82,966.26	84,934.22	86,948.86	89,011.29	91,122.64	93,284.07	95,496.76	97,761.95	100,080.86	102,454.78	104,885.01	107,372.88	109,919.76
Bi-wkly	3,117.07	3,191.01	3,266.70	3,344.19	3,423.51	3,504.72	3,587.85	3,672.95	3,760.07	3,849.26	3,940.57	4,034.04	4,129.73	4,227.68
Hourly	38.96342	39.88763	40.83377	41.80234	42.79389	43.80897	44.84811	45.91191	47.00094	48.11580	49.25711	50.42549	51.62158	52.84605
<b>HP.30</b>														
Annual	62,622.05	64,107.44	65,628.07	67,184.77	68,778.39	70,409.82	72,079.94	73,789.67	75,539.96	77,331.77	79,166.08	81,043.90	82,966.26	
Bi-wkly	2,408.54	2,465.67	2,524.16	2,584.03	2,645.32	2,708.07	2,772.31	2,838.06	2,905.38	2,974.30	3,044.85	3,117.07	3,191.01	
Hourly	30.10676	30.82089	31.55196	32.30038	33.06654	33.85088	34.65382	35.47581	36.31730	37.17874	38.06062	38.96342	39.88763	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	84,934.22	86,948.86	89,011.29	91,122.64	93,284.07	95,496.76	97,761.95	100,080.86	102,454.78	104,885.01	107,372.88	109,919.76	112,527.06	115,196.20
Bi-wkly	3,266.70	3,344.19	3,423.51	3,504.72	3,587.85	3,672.95	3,760.07	3,849.26	3,940.57	4,034.04	4,129.73	4,227.68	4,327.96	4,430.62
Hourly	40.83377	41.80234	42.79389	43.80897	44.84811	45.91191	47.00094	48.11580	49.25711	50.42549	51.62158	52.84605	54.09955	55.38279
<b>HP.31</b>														
Annual	65,628.07	67,184.77	68,778.39	70,409.82	72,079.94	73,789.67	75,539.96	77,331.77	79,166.08	81,043.90	82,966.26	84,934.22	86,948.86	
Bi-wkly	2,524.16	2,584.03	2,645.32	2,708.07	2,772.31	2,838.06	2,905.38	2,974.30	3,044.85	3,117.07	3,191.01	3,266.70	3,344.19	
Hourly	31.55196	32.30038	33.06654	33.85088	34.65382	35.47581	36.31730	37.17874	38.06062	38.96342	39.88763	40.83377	41.80234	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	89,011.29	91,122.64	93,284.07	95,496.76	97,761.95	100,080.86	102,454.78	104,885.01	107,372.88	109,919.76	112,527.06	115,196.20	117,928.66	120,725.92
Bi-wkly	3,423.51	3,504.72	3,587.85	3,672.95	3,760.07	3,849.26	3,940.57	4,034.04	4,129.73	4,227.68	4,327.96	4,430.62	4,535.72	4,643.30
Hourly	42.79389	43.80897	44.84811	45.91191	47.00094	48.11580	49.25711	50.42549	51.62158	52.84605	54.09955	55.38279	56.69647	58.04131
<b>HP.32</b>														
Annual	68,778.39	70,409.82	72,079.94	73,789.67	75,539.96	77,331.77	79,166.08	81,043.90	82,966.26	84,934.22	86,948.86	89,011.29	91,122.64	
Bi-wkly	2,645.32	2,708.07	2,772.31	2,838.06	2,905.38	2,974.30	3,044.85	3,117.07	3,191.01	3,266.70	3,344.19	3,423.51	3,504.72	
Hourly	33.06654	33.85088	34.65382	35.47581	36.31730	37.17874	38.06062	38.96342	39.88763	40.83377	41.80234	42.79389	43.80897	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	93,284.07	95,496.76	97,761.95	100,080.86	102,454.78	104,885.01	107,372.88	109,919.76	112,527.06	115,196.20	117,928.66	120,725.92	123,589.54	126,521.09
Bi-wkly	3,587.85	3,672.95	3,760.07	3,849.26	3,940.57	4,034.04	4,129.73	4,227.68	4,327.96	4,430.62	4,535.72	4,643.30	4,753.44	4,866.20
Hourly	44.84811	45.91191	47.00094	48.11580	49.25711	50.42549	51.62158	52.84605	54.09955	55.38279	56.69647	58.04131	59.41805	60.82745
<b>HP.33</b>														
Annual	72,079.94	73,789.67	75,539.96	77,331.77	79,166.08	81,043.90	82,966.26	84,934.22	86,948.86	89,011.29	91,122.64	93,284.07	95,496.76	
Bi-wkly	2,772.31	2,838.06	2,905.38	2,974.30	3,044.85	3,117.07	3,191.01	3,266.70	3,344.19	3,423.51	3,504.72	3,587.85	3,672.95	
Hourly	34.65382	35.47581	36.31730	37.17874	38.06062	38.96342	39.88763	40.83377	41.80234	42.79389	43.80897	44.84811	45.91191	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	97,761.95	100,080.86	102,454.78	104,885.01	107,372.88	109,919.76	112,527.06	115,196.20	117,928.66	120,725.92	123,589.54	126,521.09	129,522.17	132,594.43
Bi-wkly	3,760.07	3,849.26	3,940.57	4,034.04	4,129.73	4,227.68	4,327.96	4,430.62	4,535.72	4,643.30	4,753.44	4,866.20	4,981.62	5,099.79
Hourly	47.00094	48.11580	49.25711	50.42549	51.62158	52.84605	54.09955	55.38279	56.69647	58.04131	59.41805	60.82745	62.27028	63.74733
<b>HP.34</b>														
Annual	75,539.96	77,331.77	79,166.08	81,043.90	82,966.26	84,934.22	86,948.86	89,011.29	91,122.64	93,284.07	95,496.76	97,761.95	100,080.86	
Bi-wkly	2,905.38	2,974.30	3,044.85	3,117.07	3,191.01	3,266.70	3,344.19	3,423.51	3,504.72	3,587.85	3,672.95	3,760.07	3,849.26	
Hourly	36.31730	37.17874	38.06062	38.96342	39.88763	40.83377	41.80234	42.79389	43.80897	44.84811	45.91191	47.00094	48.11580	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	102,454.78	104,885.01	107,372.88	109,919.76	112,527.06	115,196.20	117,928.66	120,725.92	123,589.54	126,521.09	129,522.17	132,594.43	135,739.57	138,959.32
Bi-wkly	3,940.57	4,034.04	4,129.73	4,227.68	4,327.96	4,430.62	4,535.72	4,643.30	4,753.44	4,866.20	4,981.62	5,099.79	5,220.75	5,344.59
Hourly	49.25711	50.42549	51.62158	52.84605	54.09955	55.38279	56.69647	58.04131	59.41805	60.82745	62.27028	63.74733	65.25942	66.80737
<b>HP.35</b>														
Annual	79,166.08	81,043.90	82,966.26	84,934.22	86,948.86	89,011.29	91,122.64	93,284.07	95,496.76	97,761.95	100,080.86	102,454.78	104,885.01	
Bi-wkly	3,044.85	3,117.07	3,191.01	3,266.70	3,344.19	3,423.51	3,504.72	3,587.85	3,672.95	3,760.07	3,849.26	3,940.57	4,034.04	
Hourly	38.06062	38.96342	39.88763	40.83377	41.80234	42.79389	43.80897	44.84811	45.91191	47.00094	48.11580	49.25711	50.42549	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
Annual	107,372.88	109,919.76	112,527.06	115,196.20	117,928.66	120,725.92	123,589.54	126,521.09	129,522.17	132,594.43	135,739.57	138,959.32	142,255.43	145,629.73
Bi-wkly	4,129.73	4,227.68	4,327.96	4,430.62	4,535.72	4,643.30	4,753.44	4,866.20	4,981.62	5,099.79	5,220.75	5,344.59	5,471.36	5,601.14
Hourly	51.62158	52.84605	54.09955	55.38279	56.69647	58.04131	59.41805	60.82745	62.27028	63.74733	65.25942	66.80737	68.39204	70.01430

Rates may vary slightly due to system's rounding/use of 5-digit rates.





**HP - Henrico County Pay Plan for Permanent Full-Time Positions**

**2% Wage Adjustment - 2.372% Steps**

PayGrade	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	
<b>HP.50</b>														
<i>Annual</i>	159,946.52	163,740.45	167,624.37	171,600.42	175,670.79	179,837.70	184,103.45	188,470.38	192,940.90	197,517.46	202,202.57	206,998.82	211,908.83	
<i>Bi-wkly</i>	6,151.79	6,297.71	6,447.09	6,600.02	6,756.57	6,916.83	7,080.90	7,248.86	7,420.80	7,596.83	7,777.02	7,961.49	8,150.34	
<i>Hourly</i>	76.89737	78.72138	80.58865	82.50021	84.45711	86.46044	88.51128	90.61077	92.76005	94.96032	97.21278	99.51867	101.87925	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
<i>Annual</i>	216,935.31	222,081.01	227,348.77	232,741.49	238,262.11	243,913.69	249,699.32	255,622.19	261,685.55	267,892.73	274,247.15	280,752.29	287,411.73	294,229.14
<i>Bi-wkly</i>	8,343.67	8,541.58	8,744.18	8,951.60	9,163.93	9,381.30	9,603.82	9,831.62	10,064.83	10,303.57	10,547.97	10,798.16	11,054.30	11,316.51
<i>Hourly</i>	104.29583	106.76972	109.30230	111.89495	114.54910	117.26620	120.04776	122.89529	125.81037	128.79459	131.84959	134.97707	138.17872	141.45632
<b>HP.51</b>														
<i>Annual</i>	167,624.37	171,600.42	175,670.79	179,837.70	184,103.45	188,470.38	192,940.90	197,517.46	202,202.57	206,998.82	211,908.83	216,935.31	222,081.01	
<i>Bi-wkly</i>	6,447.09	6,600.02	6,756.57	6,916.83	7,080.90	7,248.86	7,420.80	7,596.83	7,777.02	7,961.49	8,150.34	8,343.67	8,541.58	
<i>Hourly</i>	80.58865	82.50021	84.45711	86.46044	88.51128	90.61077	92.76005	94.96032	97.21278	99.51867	101.87925	104.29583	106.76972	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
<i>Annual</i>	227,348.77	232,741.49	238,262.11	243,913.69	249,699.32	255,622.19	261,685.55	267,892.73	274,247.15	280,752.29	287,411.73	294,229.14	301,208.26	308,352.92
<i>Bi-wkly</i>	8,744.18	8,951.60	9,163.93	9,381.30	9,603.82	9,831.62	10,064.83	10,303.57	10,547.97	10,798.16	11,054.30	11,316.51	11,584.93	11,859.73
<i>Hourly</i>	109.30230	111.89495	114.54910	117.26620	120.04776	122.89529	125.81037	128.79459	131.84959	134.97707	138.17872	141.45632	144.81167	148.24660
<b>HP.52</b>														
<i>Annual</i>	175,670.79	179,837.70	184,103.45	188,470.38	192,940.90	197,517.46	202,202.57	206,998.82	211,908.83	216,935.31	222,081.01	227,348.77	232,741.49	
<i>Bi-wkly</i>	6,756.57	6,916.83	7,080.90	7,248.86	7,420.80	7,596.83	7,777.02	7,961.49	8,150.34	8,343.67	8,541.58	8,744.18	8,951.60	
<i>Hourly</i>	84.45711	86.46044	88.51128	90.61077	92.76005	94.96032	97.21278	99.51867	101.87925	104.29583	106.76972	109.30230	111.89495	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
<i>Annual</i>	238,262.11	243,913.69	249,699.32	255,622.19	261,685.55	267,892.73	274,247.15	280,752.29	287,411.73	294,229.14	301,208.26	308,352.92	315,667.05	323,154.67
<i>Bi-wkly</i>	9,163.93	9,381.30	9,603.82	9,831.62	10,064.83	10,303.57	10,547.97	10,798.16	11,054.30	11,316.51	11,584.93	11,859.73	12,141.04	12,429.03
<i>Hourly</i>	114.54910	117.26620	120.04776	122.89529	125.81037	128.79459	131.84959	134.97707	138.17872	141.45632	144.81167	148.24660	151.76301	155.36283
<b>HP.53</b>														
<i>Annual</i>	184,103.45	188,470.38	192,940.90	197,517.46	202,202.57	206,998.82	211,908.83	216,935.31	222,081.01	227,348.77	232,741.49	238,262.11	243,913.69	
<i>Bi-wkly</i>	7,080.90	7,248.86	7,420.80	7,596.83	7,777.02	7,961.49	8,150.34	8,343.67	8,541.58	8,744.18	8,951.60	9,163.93	9,381.30	
<i>Hourly</i>	88.51128	90.61077	92.76005	94.96032	97.21278	99.51867	101.87925	104.29583	106.76972	109.30230	111.89495	114.54910	117.26620	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
<i>Annual</i>	249,699.32	255,622.19	261,685.55	267,892.73	274,247.15	280,752.29	287,411.73	294,229.14	301,208.26	308,352.92	315,667.05	323,154.67	330,819.90	338,666.95
<i>Bi-wkly</i>	9,603.82	9,831.62	10,064.83	10,303.57	10,547.97	10,798.16	11,054.30	11,316.51	11,584.93	11,859.73	12,141.04	12,429.03	12,723.84	13,025.65
<i>Hourly</i>	120.04776	122.89529	125.81037	128.79459	131.84959	134.97707	138.17872	141.45632	144.81167	148.24660	151.76301	155.36283	159.04803	162.82065
<b>HP.54</b>														
<i>Annual</i>	192,940.90	197,517.46	202,202.57	206,998.82	211,908.83	216,935.31	222,081.01	227,348.77	232,741.49	238,262.11	243,913.69	249,699.32	255,622.19	
<i>Bi-wkly</i>	7,420.80	7,596.83	7,777.02	7,961.49	8,150.34	8,343.67	8,541.58	8,744.18	8,951.60	9,163.93	9,381.30	9,603.82	9,831.62	
<i>Hourly</i>	92.76005	94.96032	97.21278	99.51867	101.87925	104.29583	106.76972	109.30230	111.89495	114.54910	117.26620	120.04776	122.89529	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
<i>Annual</i>	261,685.55	267,892.73	274,247.15	280,752.29	287,411.73	294,229.14	301,208.26	308,352.92	315,667.05	323,154.67	330,819.90	338,666.95	346,700.13	354,923.85
<i>Bi-wkly</i>	10,064.83	10,303.57	10,547.97	10,798.16	11,054.30	11,316.51	11,584.93	11,859.73	12,141.04	12,429.03	12,723.84	13,025.65	13,334.62	13,650.92
<i>Hourly</i>	125.81037	128.79459	131.84959	134.97707	138.17872	141.45632	144.81167	148.24660	151.76301	155.36283	159.04803	162.82065	166.68276	170.63647
<b>HP.55</b>														
<i>Annual</i>	202,202.57	206,998.82	211,908.83	216,935.31	222,081.01	227,348.77	232,741.49	238,262.11	243,913.69	249,699.32	255,622.19	261,685.55	267,892.73	
<i>Bi-wkly</i>	7,777.02	7,961.49	8,150.34	8,343.67	8,541.58	8,744.18	8,951.60	9,163.93	9,381.30	9,603.82	9,831.62	10,064.83	10,303.57	
<i>Hourly</i>	97.21278	99.51867	101.87925	104.29583	106.76972	109.30230	111.89495	114.54910	117.26620	120.04776	122.89529	125.81037	128.79459	
	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	<b>Step 26</b>	<b>Step 27</b>
<i>Annual</i>	274,247.15	280,752.29	287,411.73	294,229.14	301,208.26	308,352.92	315,667.05	323,154.67	330,819.90	338,666.95	346,700.13	354,923.85	363,342.65	371,961.13
<i>Bi-wkly</i>	10,547.97	10,798.16	11,054.30	11,316.51	11,584.93	11,859.73	12,141.04	12,429.03	12,723.84	13,025.65	13,334.62	13,650.92	13,974.72	14,306.20
<i>Hourly</i>	131.84959	134.97707	138.17872	141.45632	144.81167	148.24660	151.76301	155.36283	159.04803	162.82065	166.68276	170.63647	174.68397	178.82747

Rates may vary slightly due to system's rounding/use of 5-digit rates.