

OAPSE CLASSIFIED - TIER I**Effective 8/1/26 2% increase. Subject to confirmation of rounding.**

	STEP 1	STEP 2	STEP A	STEP B	STEP C	STEP D	STEP E	STEP E+	STEP F	STEP F+	STEP G	STEP G+	STEP H	STEP L	STEP L+	STEP M
Range	0	1, 2	0	1, 2	3, 4	5, 6, 7	8, 9	10, 11	12, 13	14, 15	16, 17	18, 19	20, 21, 22	23, 24, 25	26, 27, 28, 29	30
1	\$18.74	\$20.13	\$20.76	\$21.18	\$21.43	\$21.91	\$22.31	\$22.54	\$22.76	\$23.00	\$23.22	\$23.47	\$23.69	\$24.41	\$24.90	\$25.40
1.1	\$20.01	\$21.42	\$22.13	\$22.50	\$22.82	\$23.27	\$23.64	\$23.92	\$24.15	\$24.40	\$24.64	\$24.85	\$25.06	\$25.79	\$26.27	\$26.79
2	\$19.94	\$21.24	\$22.14	\$22.36	\$22.84	\$23.24	\$23.72	\$23.89	\$24.06	\$24.35	\$24.56	\$24.83	\$25.04	\$25.79	\$26.32	\$26.85
3	\$20.90	\$22.54	\$23.24	\$23.72	\$24.06	\$24.56	\$25.00	\$25.29	\$25.56	\$25.80	\$26.07	\$26.27	\$26.46	\$27.26	\$27.81	\$28.36
4	\$21.34	\$22.85	\$23.72	\$24.06	\$24.56	\$25.00	\$25.56	\$25.76	\$25.98	\$26.21	\$26.46	\$26.74	\$27.01	\$27.83	\$28.36	\$28.92
5	\$21.66	\$23.34	\$24.06	\$24.56	\$25.00	\$25.56	\$25.98	\$26.21	\$26.46	\$26.74	\$27.01	\$27.31	\$27.56	\$28.40	\$28.98	\$29.55
6	\$22.50	\$24.30	\$25.00	\$25.56	\$25.98	\$26.46	\$27.04	\$27.36	\$27.67	\$27.95	\$28.21	\$28.52	\$28.74	\$29.62	\$30.19	\$30.80
7	\$23.00	\$24.65	\$25.56	\$25.98	\$26.46	\$27.04	\$27.67	\$27.93	\$28.17	\$28.47	\$28.74	\$29.07	\$29.44	\$30.30	\$30.91	\$31.52
8	\$23.37	\$25.13	\$25.98	\$26.46	\$27.04	\$27.67	\$28.17	\$28.54	\$28.86	\$29.13	\$29.44	\$29.77	\$30.11	\$31.03	\$31.64	\$32.27
9	\$23.81	\$25.68	\$26.46	\$27.04	\$27.67	\$28.17	\$28.86	\$29.18	\$29.53	\$29.81	\$30.11	\$30.48	\$30.84	\$31.77	\$32.40	\$33.05
10	\$24.36	\$26.30	\$27.04	\$27.67	\$28.17	\$28.86	\$29.53	\$29.88	\$30.26	\$30.55	\$30.84	\$31.19	\$31.57	\$32.51	\$33.18	\$33.84
11	\$24.59	\$26.58	\$27.34	\$27.97	\$28.57	\$29.34	\$29.99	\$30.32	\$30.64	\$30.96	\$31.24	\$31.65	\$32.03	\$33.00	\$33.65	\$34.32
12	\$24.91	\$26.79	\$27.67	\$28.17	\$28.86	\$29.53	\$30.26	\$30.61	\$30.95	\$31.24	\$31.57	\$31.94	\$32.31	\$33.27	\$33.94	\$34.63
13	\$25.17	\$27.12	\$27.97	\$28.57	\$29.34	\$29.99	\$30.64	\$31.04	\$31.43	\$31.74	\$32.03	\$32.34	\$32.61	\$33.61	\$34.26	\$34.95
14	\$25.35	\$27.41	\$28.17	\$28.86	\$29.53	\$30.26	\$30.95	\$31.27	\$31.64	\$31.97	\$32.31	\$32.76	\$33.23	\$34.20	\$34.89	\$35.59
15	\$25.52	\$27.44	\$28.31	\$28.91	\$29.59	\$30.32	\$31.00	\$31.50	\$32.02	\$32.33	\$32.61	\$33.07	\$33.48	\$34.50	\$35.17	\$35.86
16	\$25.68	\$27.88	\$28.57	\$29.34	\$29.99	\$30.64	\$31.43	\$31.79	\$32.17	\$32.50	\$32.83	\$33.33	\$33.78	\$34.79	\$35.51	\$36.21
17	\$25.99	\$28.06	\$28.86	\$29.53	\$30.26	\$30.95	\$31.64	\$32.10	\$32.55	\$32.88	\$33.23	\$33.65	\$34.09	\$35.09	\$35.80	\$36.53
18	\$26.57	\$28.72	\$29.53	\$30.26	\$30.95	\$31.64	\$32.55	\$32.99	\$33.42	\$33.73	\$34.09	\$34.59	\$35.07	\$36.13	\$36.84	\$37.59
19	\$27.23	\$29.41	\$30.26	\$30.95	\$31.64	\$32.55	\$33.42	\$33.92	\$34.39	\$34.75	\$35.07	\$35.58	\$36.06	\$37.16	\$37.89	\$38.65
20	\$27.87	\$30.05	\$30.95	\$31.64	\$32.55	\$33.42	\$34.39	\$34.89	\$35.37	\$35.74	\$36.06	\$36.58	\$37.08	\$38.17	\$38.93	\$39.71
20.1	\$28.82	\$31.02	\$31.92	\$32.61	\$33.52	\$34.37	\$35.35	\$35.84	\$36.35	\$36.69	\$37.03	\$37.55	\$38.04	\$39.15	\$39.88	\$40.69
21	\$28.26	\$30.55	\$31.43	\$32.17	\$33.04	\$33.93	\$34.75	\$35.26	\$35.79	\$36.15	\$36.52	\$37.05	\$37.52	\$38.66	\$39.42	\$40.22
22	\$28.49	\$30.95	\$31.64	\$32.55	\$33.42	\$34.39	\$35.37	\$35.83	\$36.27	\$36.67	\$37.08	\$37.60	\$38.08	\$39.27	\$40.06	\$40.86
23	\$28.94	\$31.38	\$32.17	\$33.04	\$33.93	\$34.75	\$35.79	\$36.27	\$36.77	\$37.17	\$37.52	\$38.06	\$38.60	\$39.77	\$40.57	\$41.37
24	\$29.74	\$32.23	\$33.04	\$33.93	\$34.75	\$35.79	\$36.77	\$37.32	\$37.85	\$38.23	\$38.60	\$39.15	\$39.69	\$40.89	\$41.71	\$42.54
25	\$31.85	\$34.46	\$35.37	\$36.27	\$37.38	\$38.51	\$39.66	\$40.29	\$40.95	\$41.34	\$41.76	\$42.37	\$43.02	\$44.31	\$45.21	\$46.09
26	\$36.48	\$39.45	\$40.50	\$41.53	\$42.79	\$44.08	\$45.40	\$46.12	\$46.89	\$47.34	\$47.81	\$48.52	\$49.25	\$50.72	\$51.75	\$52.77
1S	\$18.09	\$19.50	\$20.09	\$20.52	\$20.80	\$21.26	\$21.66	\$21.90	\$22.12	\$26.36	\$30.58	\$30.91	\$31.24	\$32.20	\$32.83	\$33.48
2S	\$24.03	\$25.97	\$26.68	\$27.33	\$27.93	\$28.54	\$29.18	\$29.57	\$29.95	\$30.27	\$30.58	\$30.93	\$31.24	\$32.20	\$32.83	\$33.50
3S	\$24.58	\$26.51	\$27.33	\$27.93	\$28.54	\$29.18	\$29.95	\$30.30	\$30.64	\$30.96	\$31.24	\$31.58	\$31.91	\$32.85	\$33.51	\$34.18
4S	\$25.13	\$27.09	\$27.93	\$28.54	\$29.18	\$29.95	\$30.64	\$30.97	\$31.26	\$31.60	\$31.91	\$32.37	\$32.81	\$33.80	\$34.46	\$35.16
5S	\$25.66	\$27.73	\$28.54	\$29.18	\$29.95	\$30.64	\$31.26	\$31.69	\$32.12	\$32.47	\$32.81	\$33.31	\$33.78	\$34.79	\$35.51	\$36.21

OAPSE CLASSIFIED - TIER II**Effective 8/1/26 2% increase. Subject to confirmation of rounding.**

	STEP 1	STEP 2	STEP A	STEP B	STEP C	STEP D	STEP E	STEP E+	STEP F	STEP F+	STEP G	STEP G+	STEP H	STEP L	STEP L+	STEP M
Range	Entry	1, 2	Entry	1, 2	3, 4	5, 6, 7	8, 9	10, 11	12, 13	14, 15	16, 17	18, 19	20, 21, 22	23, 24, 25	26, 27, 28, 29	30
1	\$15.92	\$17.13	\$17.70	\$18.02	\$18.32	\$18.72	\$19.05	\$19.26	\$19.47	\$19.64	\$19.85	\$20.08	\$20.32	\$20.91	\$21.33	\$21.75
1.1	\$16.73	\$18.02	\$18.56	\$18.97	\$19.25	\$19.62	\$19.95	\$20.20	\$20.41	\$20.63	\$20.81	\$21.02	\$21.23	\$21.89	\$22.31	\$22.76
2	\$17.55	\$18.71	\$19.49	\$19.68	\$20.09	\$20.46	\$20.87	\$21.04	\$21.20	\$21.41	\$21.63	\$21.86	\$22.05	\$22.72	\$23.15	\$23.62
3	\$18.41	\$19.83	\$20.46	\$20.87	\$21.20	\$21.63	\$21.99	\$22.24	\$22.49	\$22.72	\$22.96	\$23.10	\$23.28	\$23.97	\$24.45	\$24.94
4	\$18.79	\$20.15	\$20.87	\$21.20	\$21.63	\$21.99	\$22.49	\$22.68	\$22.84	\$23.07	\$23.28	\$23.53	\$23.75	\$24.46	\$24.94	\$25.44
5	\$19.07	\$20.55	\$21.20	\$21.63	\$21.99	\$22.49	\$22.84	\$23.07	\$23.28	\$23.53	\$23.75	\$24.03	\$24.30	\$25.01	\$25.53	\$26.04
6	\$19.80	\$21.34	\$21.99	\$22.49	\$22.84	\$23.28	\$23.77	\$24.07	\$24.38	\$24.59	\$24.84	\$25.06	\$25.29	\$26.04	\$26.55	\$27.08
7	\$20.25	\$21.72	\$22.49	\$22.84	\$23.28	\$23.77	\$24.38	\$24.58	\$24.79	\$25.03	\$25.29	\$25.60	\$25.89	\$26.67	\$27.22	\$27.76
8	\$20.56	\$22.11	\$22.84	\$23.28	\$23.77	\$24.38	\$24.79	\$25.09	\$25.39	\$25.64	\$25.89	\$26.21	\$26.50	\$27.33	\$27.87	\$28.42
9	\$20.94	\$22.58	\$23.28	\$23.77	\$24.38	\$24.79	\$25.39	\$25.68	\$26.02	\$26.27	\$26.50	\$26.84	\$27.14	\$27.96	\$28.54	\$29.11
10	\$21.40	\$23.13	\$23.77	\$24.38	\$24.79	\$25.39	\$26.02	\$26.31	\$26.60	\$26.89	\$27.14	\$27.45	\$27.81	\$28.64	\$29.20	\$29.78
11	\$21.64	\$23.40	\$24.03	\$24.62	\$25.12	\$25.80	\$26.39	\$26.67	\$26.97	\$27.24	\$27.47	\$27.86	\$28.18	\$29.03	\$29.59	\$30.18
12	\$21.93	\$23.55	\$24.38	\$24.79	\$25.39	\$26.02	\$26.60	\$26.93	\$27.26	\$27.50	\$27.81	\$28.12	\$28.40	\$29.26	\$29.85	\$30.45
13	\$22.16	\$23.84	\$24.62	\$25.12	\$25.80	\$26.39	\$26.97	\$27.32	\$27.65	\$27.93	\$28.18	\$28.47	\$28.74	\$29.62	\$30.19	\$30.80
14	\$22.31	\$24.11	\$24.79	\$25.39	\$26.02	\$26.60	\$27.26	\$27.53	\$27.87	\$28.15	\$28.40	\$28.80	\$29.22	\$30.10	\$30.70	\$31.33
15	\$22.45	\$24.16	\$24.92	\$25.42	\$26.06	\$26.66	\$27.32	\$27.74	\$28.17	\$28.47	\$28.74	\$29.10	\$29.47	\$30.33	\$30.95	\$31.56
16	\$22.59	\$24.51	\$25.12	\$25.80	\$26.39	\$26.97	\$27.65	\$28.00	\$28.29	\$28.62	\$28.90	\$29.34	\$29.76	\$30.64	\$31.24	\$31.89
17	\$22.82	\$24.70	\$25.39	\$26.02	\$26.60	\$27.26	\$27.87	\$28.25	\$28.68	\$28.95	\$29.22	\$29.62	\$29.99	\$30.91	\$31.51	\$32.14
18	\$23.40	\$25.29	\$26.02	\$26.60	\$27.26	\$27.87	\$28.68	\$29.04	\$29.44	\$29.73	\$29.99	\$30.44	\$30.87	\$31.79	\$32.44	\$33.08
19	\$23.94	\$25.88	\$26.60	\$27.26	\$27.87	\$28.68	\$29.44	\$29.85	\$30.28	\$30.59	\$30.87	\$31.27	\$31.74	\$32.71	\$33.35	\$34.02
20	\$24.51	\$26.46	\$27.26	\$27.87	\$28.68	\$29.44	\$30.28	\$30.70	\$31.14	\$31.44	\$31.74	\$32.17	\$32.57	\$33.56	\$34.21	\$34.89
21	\$24.89	\$26.90	\$27.65	\$28.29	\$29.06	\$29.85	\$30.60	\$31.06	\$31.50	\$31.80	\$32.10	\$32.55	\$33.04	\$34.02	\$34.72	\$35.41
22	\$25.06	\$27.24	\$27.87	\$28.68	\$29.44	\$30.28	\$31.14	\$31.56	\$31.97	\$32.30	\$32.57	\$33.07	\$33.52	\$34.54	\$35.22	\$35.91
23	\$25.50	\$27.63	\$28.29	\$29.06	\$29.85	\$30.60	\$31.50	\$31.94	\$32.39	\$32.72	\$33.04	\$33.51	\$33.99	\$34.99	\$35.71	\$36.42
24	\$26.14	\$28.33	\$29.06	\$29.85	\$30.60	\$31.50	\$32.39	\$32.85	\$33.33	\$33.65	\$33.99	\$34.44	\$34.90	\$35.97	\$36.67	\$37.41
25	\$28.03	\$30.38	\$31.14	\$31.97	\$32.92	\$33.89	\$34.88	\$35.45	\$36.03	\$36.40	\$36.73	\$37.29	\$37.84	\$38.96	\$39.75	\$40.52
1S	\$15.92	\$17.13	\$17.70	\$18.01	\$18.32	\$18.71	\$19.05	\$19.26	\$19.46	\$23.15	\$26.88	\$27.19	\$27.47	\$28.31	\$28.89	\$29.47
2S	\$21.17	\$22.80	\$23.52	\$24.02	\$24.59	\$25.11	\$25.68	\$26.04	\$26.37	\$26.61	\$26.88	\$27.20	\$27.47	\$28.29	\$28.89	\$29.47
3S	\$21.61	\$23.37	\$24.02	\$24.59	\$25.11	\$25.68	\$26.37	\$26.66	\$26.97	\$27.24	\$27.47	\$27.78	\$28.08	\$28.91	\$29.49	\$30.07
4S	\$22.13	\$23.83	\$24.59	\$25.11	\$25.68	\$26.37	\$26.97	\$27.24	\$27.48	\$27.78	\$28.08	\$28.47	\$28.86	\$29.74	\$30.31	\$30.93
5S	\$22.58	\$24.41	\$25.11	\$25.68	\$26.37	\$26.97	\$27.48	\$27.90	\$28.26	\$28.59	\$28.86	\$29.33	\$29.76	\$30.64	\$31.24	\$31.89