

Job Classification and Compensation Program (JCCP) 2019-20

Hourly Structure for Non-Exempt Staff			
Level	Minimum (Hourly)	Midpoint (Hourly)	Upper End (Hourly)
AO-1	\$15.61	\$18.94	\$23.30
AO-2	\$16.65	\$20.83	\$25.64
AO-3	\$17.69	\$22.91	\$28.85
AO-4	\$18.82	\$26.35	\$33.88
AO-5	\$21.64	\$30.30	\$38.96
PT-1	\$20.81	\$27.05	\$33.29
PT-2	\$23.44	\$31.65	\$39.86
PT-3	\$26.45	\$37.03	\$47.61
PT-4	\$30.94	\$43.32	\$55.70
PT-5	\$38.68	\$54.15	\$69.62
RI-1	\$16.65	\$20.81	\$25.61
RI-2	\$19.27	\$26.01	\$32.75
RI-3	\$23.22	\$32.51	\$41.80
RI-4	\$30.19	\$42.27	\$54.34
RI-5	\$39.24	\$54.94	\$70.64
SM-1	\$21.55	\$30.17	\$38.80
SM-2	\$25.22	\$35.30	\$45.38
SM-3	\$29.51	\$41.30	\$53.10
SM-4	\$35.40	\$49.56	\$63.72
AD-1	\$39.02	\$62.42	\$85.83
AD-2	\$54.62	\$87.39	\$120.17

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Salary Structure for Exempt Staff			
Level	Minimum (Annualized)	Midpoint (Annualized)	Upper End (Annualized)
AO-1	\$32,460	\$39,385	\$48,474
AO-2	\$34,624	\$43,324	\$53,322
AO-3	\$36,788	\$47,657	\$60,011
AO-4	\$39,146	\$54,805	\$70,463
AO-5	\$45,018	\$63,025	\$81,033
PT-1	\$43,281	\$56,265	\$69,249
PT-2	\$48,763	\$65,830	\$82,897
PT-3	\$55,015	\$77,021	\$99,027
PT-4	\$64,367	\$90,114	\$115,861
PT-5	\$80,459	\$112,643	\$144,827
RI-1	\$34,624	\$43,281	\$53,268
RI-2	\$40,075	\$54,101	\$68,126
RI-3	\$48,305	\$67,626	\$86,947
RI-4	\$62,795	\$87,914	\$113,032
RI-5	\$81,634	\$114,288	\$146,942
SM-1	\$44,827	\$62,757	\$80,687
SM-2	\$52,447	\$73,425	\$94,405
SM-3	\$61,363	\$85,908	\$110,453
SM-4	\$73,635	\$103,089	\$132,544
AD-1	\$81,151	\$129,842	\$178,533
AD-2	\$113,612	\$181,779	\$249,946

