

Job Classification and Compensation Program (JCCP) 2021-22

Hourly Structure for Non-Exempt Staff			
Level	Minimum (Hourly)	Midpoint (Hourly)	Upper End (Hourly)
AO-1	\$16.71	\$19.61	\$24.12
AO-2	\$17.82	\$21.56	\$26.54
AO-3	\$18.93	\$23.72	\$29.86
AO-4	\$19.48	\$27.28	\$35.07
AO-5	\$22.40	\$31.37	\$40.33
PT-1	\$21.54	\$28.00	\$34.46
PT-2	\$24.27	\$32.76	\$41.26
PT-3	\$27.38	\$38.33	\$49.28
PT-4	\$32.03	\$44.84	\$57.65
PT-5	\$40.04	\$56.05	\$72.06
RI-1	\$17.82	\$21.54	\$26.52
RI-2	\$19.95	\$26.93	\$33.90
RI-3	\$24.04	\$33.65	\$43.27
RI-4	\$31.25	\$43.75	\$56.25
RI-5	\$40.62	\$56.87	\$73.12
SM-1	\$22.31	\$31.23	\$40.16
SM-2	\$26.11	\$36.54	\$46.97
SM-3	\$30.55	\$42.75	\$54.96
SM-4	\$36.64	\$51.30	\$65.96
AD-1	\$40.39	\$64.61	\$88.84
AD-2	\$56.54	\$90.45	\$124.37

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Salary Structure for Exempt Staff			
Level	Minimum (Annualized)	Midpoint (Annualized)	Upper End (Annualized)
AO-1	\$34,733	\$40,764	\$50,171
AO-2	\$37,048	\$44,841	\$55,188
AO-3	\$39,364	\$49,325	\$62,112
AO-4	\$40,516	\$56,723	\$72,929
AO-5	\$46,594	\$65,231	\$83,869
PT-1	\$44,795	\$58,234	\$71,673
PT-2	\$50,469	\$68,134	\$85,798
PT-3	\$56,941	\$79,717	\$102,493
PT-4	\$66,620	\$93,268	\$119,916
PT-5	\$83,275	\$116,586	\$149,896
RI-1	\$37,048	\$44,795	\$55,133
RI-2	\$41,478	\$55,994	\$70,511
RI-3	\$49,995	\$69,993	\$89,990
RI-4	\$64,993	\$90,991	\$116,988
RI-5	\$84,491	\$118,288	\$152,085
SM-1	\$46,396	\$64,953	\$83,511
SM-2	\$54,282	\$75,995	\$97,709
SM-3	\$63,510	\$88,915	\$114,319
SM-4	\$76,213	\$106,697	\$137,183
AD-1	\$83,992	\$134,386	\$184,781
AD-2	\$117,588	\$188,141	\$258,694