

**APO Salary Steps 2017-2018**  
(reflects negotiated increase of 1.5%)

<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>\$123,672</b>	<b>\$206,120</b>	<b>\$5,153</b>	\$123,672	\$128,825	\$133,978	\$139,131	\$144,284	\$149,437	\$154,590	\$159,743	\$164,896	\$170,049	\$175,202	\$180,355	\$185,508	\$190,661	\$195,814	\$200,967	\$206,120	<b>1418</b>
<b>A87</b>	<b>1292</b>	<b>\$115,969</b>	<b>\$193,281</b>	<b>\$4,832</b>	\$115,969	\$120,801	\$125,633	\$130,465	\$135,297	\$140,129	\$144,961	\$149,793	\$154,625	\$159,457	\$164,289	\$169,121	\$173,953	\$178,785	\$183,617	\$188,449	\$193,281	<b>1292</b>
<b>A85</b>	<b>1232</b>	<b>\$112,300</b>	<b>\$187,164</b>	<b>\$4,679</b>	\$112,300	\$116,979	\$121,658	\$126,337	\$131,016	\$135,695	\$140,374	\$145,053	\$149,732	\$154,411	\$159,090	\$163,769	\$168,448	\$173,127	\$177,806	\$182,485	\$187,164	<b>1232</b>
<b>A84</b>	<b>1182</b>	<b>\$109,244</b>	<b>\$182,076</b>	<b>\$4,552</b>	\$109,244	\$113,796	\$118,348	\$122,900	\$127,452	\$132,004	\$136,556	\$141,108	\$145,660	\$150,212	\$154,764	\$159,316	\$163,868	\$168,420	\$172,972	\$177,524	\$182,076	<b>1182</b>
<b>A83</b>	<b>1142</b>	<b>\$106,798</b>	<b>\$177,998</b>	<b>\$4,450</b>	\$106,798	\$111,248	\$115,698	\$120,148	\$124,598	\$129,048	\$133,498	\$137,948	\$142,398	\$146,848	\$151,298	\$155,748	\$160,198	\$164,648	\$169,098	\$173,548	\$177,998	<b>1142</b>
<b>A79</b>	<b>1040</b>	<b>\$100,562</b>	<b>\$167,602</b>	<b>\$4,190</b>	\$100,562	\$104,752	\$108,942	\$113,132	\$117,322	\$121,512	\$125,702	\$129,892	\$134,082	\$138,272	\$142,462	\$146,652	\$150,842	\$155,032	\$159,222	\$163,412	\$167,602	<b>1040</b>
<b>A78</b>	<b>1028</b>	<b>\$99,829</b>	<b>\$166,389</b>	<b>\$4,160</b>	\$99,829	\$103,989	\$108,149	\$112,309	\$116,469	\$120,629	\$124,789	\$128,949	\$133,109	\$137,269	\$141,429	\$145,589	\$149,749	\$153,909	\$158,069	\$162,229	\$166,389	<b>1028</b>
<b>A77</b>	<b>994</b>	<b>\$97,750</b>	<b>\$162,918</b>	<b>\$4,073</b>	\$97,750	\$101,823	\$105,896	\$109,969	\$114,042	\$118,115	\$122,188	\$126,261	\$130,334	\$134,407	\$138,480	\$142,553	\$146,626	\$150,699	\$154,772	\$158,845	\$162,918	<b>994</b>
<b>A75</b>	<b>954</b>	<b>\$95,305</b>	<b>\$158,841</b>	<b>\$3,971</b>	\$95,305	\$99,276	\$103,247	\$107,218	\$111,189	\$115,160	\$119,131	\$123,102	\$127,073	\$131,044	\$135,015	\$138,986	\$142,957	\$146,928	\$150,899	\$154,870	\$158,841	<b>954</b>
<b>A71</b>	<b>904</b>	<b>\$92,248</b>	<b>\$153,752</b>	<b>\$3,844</b>	\$92,248	\$96,092	\$99,936	\$103,780	\$107,624	\$111,468	\$115,312	\$119,156	\$123,000	\$126,844	\$130,688	\$134,532	\$138,376	\$142,220	\$146,064	\$149,908	\$153,752	<b>904</b>
<b>A69</b>	<b>864</b>	<b>\$89,802</b>	<b>\$149,674</b>	<b>\$3,742</b>	\$89,802	\$93,544	\$97,286	\$101,028	\$104,770	\$108,512	\$112,254	\$115,996	\$119,738	\$123,480	\$127,222	\$130,964	\$134,706	\$138,448	\$142,190	\$145,932	\$149,674	<b>864</b>
<b>A66</b>	<b>830</b>	<b>\$87,724</b>	<b>\$146,204</b>	<b>\$3,655</b>	\$87,724	\$91,379	\$95,034	\$98,689	\$102,344	\$105,999	\$109,654	\$113,309	\$116,964	\$120,619	\$124,274	\$127,929	\$131,584	\$135,239	\$138,894	\$142,549	\$146,204	<b>830</b>
<b>A64</b>	<b>800</b>	<b>\$85,890</b>	<b>\$143,154</b>	<b>\$3,579</b>	\$85,890	\$89,469	\$93,048	\$96,627	\$100,206	\$103,785	\$107,364	\$110,943	\$114,522	\$118,101	\$121,680	\$125,259	\$128,838	\$132,417	\$135,996	\$139,575	\$143,154	<b>800</b>
<b>A62</b>	<b>775</b>	<b>\$84,361</b>	<b>\$140,601</b>	<b>\$3,515</b>	\$84,361	\$87,876	\$91,391	\$94,906	\$98,421	\$101,936	\$105,451	\$108,966	\$112,481	\$115,996	\$119,511	\$123,026	\$126,541	\$130,056	\$133,571	\$137,086	\$140,601	<b>775</b>
<b>A60</b>	<b>755</b>	<b>\$83,138</b>	<b>\$138,562</b>	<b>\$3,464</b>	\$83,138	\$86,602	\$90,066	\$93,530	\$96,994	\$100,458	\$103,922	\$107,386	\$110,850	\$114,314	\$117,778	\$121,242	\$124,706	\$128,170	\$131,634	\$135,098	\$138,562	<b>755</b>
<b>A58</b>	<b>732</b>	<b>\$81,732</b>	<b>\$136,228</b>	<b>\$3,406</b>	\$81,732	\$85,138	\$88,544	\$91,950	\$95,356	\$98,762	\$102,168	\$105,574	\$108,980	\$112,386	\$115,792	\$119,198	\$122,604	\$126,010	\$129,416	\$132,822	\$136,228	<b>732</b>
<b>A57</b>	<b>725</b>	<b>\$81,304</b>	<b>\$135,512</b>	<b>\$3,388</b>	\$81,304	\$84,692	\$88,080	\$91,468	\$94,856	\$98,244	\$101,632	\$105,020	\$108,408	\$111,796	\$115,184	\$118,572	\$121,960	\$125,348	\$128,736	\$132,124	\$135,512	<b>725</b>
<b>A56</b>	<b>702</b>	<b>\$79,898</b>	<b>\$133,162</b>	<b>\$3,329</b>	\$79,898	\$83,227	\$86,556	\$89,885	\$93,214	\$96,543	\$99,872	\$103,201	\$106,530	\$109,859	\$113,188	\$116,517	\$119,846	\$123,175	\$126,504	\$129,833	\$133,162	<b>702</b>
<b>A55</b>	<b>700</b>	<b>\$79,776</b>	<b>\$132,960</b>	<b>\$3,324</b>	\$79,776	\$83,100	\$86,424	\$89,748	\$93,072	\$96,396	\$99,720	\$103,044	\$106,368	\$109,692	\$113,016	\$116,340	\$119,664	\$122,988	\$126,312	\$129,636	\$132,960	<b>700</b>
<b>A53</b>	<b>677</b>	<b>\$78,370</b>	<b>\$130,610</b>	<b>\$3,265</b>	\$78,370	\$81,635	\$84,900	\$88,165	\$91,430	\$94,695	\$97,960	\$101,225	\$104,490	\$107,755	\$111,020	\$114,285	\$117,550	\$120,815	\$124,080	\$127,345	\$130,610	<b>677</b>
<b>A49</b>	<b>654</b>	<b>\$76,964</b>	<b>\$128,276</b>	<b>\$3,207</b>	\$76,964	\$80,171	\$83,378	\$86,585	\$89,792	\$92,999	\$96,206	\$99,413	\$102,620	\$105,827	\$109,034	\$112,241	\$115,448	\$118,655	\$121,862	\$125,069	\$128,276	<b>654</b>
<b>A48</b>	<b>636</b>	<b>\$75,863</b>	<b>\$126,439</b>	<b>\$3,161</b>	\$75,863	\$79,024	\$82,185	\$85,346	\$88,507	\$91,668	\$94,829	\$97,990	\$101,151	\$104,312	\$107,473	\$110,634	\$113,795	\$116,956	\$120,117	\$123,278	\$126,439	<b>636</b>
<b>A43</b>	<b>611</b>	<b>\$74,335</b>	<b>\$123,887</b>	<b>\$3,097</b>	\$74,335	\$77,432	\$80,529	\$83,626	\$86,723	\$89,820	\$92,917	\$96,014	\$99,111	\$102,208	\$105,305	\$108,402	\$111,499	\$114,596	\$117,693	\$120,790	\$123,887	<b>611</b>
<b>A41</b>	<b>594</b>	<b>\$73,296</b>	<b>\$122,160</b>	<b>\$3,054</b>	\$73,296	\$76,350	\$79,404	\$82,458	\$85,512	\$88,566	\$91,620	\$94,674	\$97,728	\$100,782	\$103,836	\$106,890	\$109,944	\$112,998	\$116,052	\$119,106	\$122,160	<b>594</b>
<b>A40</b>	<b>588</b>	<b>\$72,929</b>	<b>\$121,553</b>	<b>\$3,039</b>	\$72,929	\$75,968	\$79,007	\$82,046	\$85,085	\$88,124	\$91,163	\$94,202	\$97,241	\$100,280	\$103,319	\$106,358	\$109,397	\$112,436	\$115,475	\$118,514	\$121,553	<b>588</b>
<b>A38</b>	<b>571</b>	<b>\$71,889</b>	<b>\$119,809</b>	<b>\$2,995</b>	\$71,889	\$74,884	\$77,879	\$80,874	\$83,869	\$86,864	\$89,859	\$92,854	\$95,849	\$98,844	\$101,839	\$104,834	\$107,829	\$110,824	\$113,819	\$116,814	\$119,809	<b>571</b>
<b>A37</b>	<b>568</b>	<b>\$71,706</b>	<b>\$119,514</b>	<b>\$2,988</b>	\$71,706	\$74,694	\$77,682	\$80,670	\$83,658	\$86,646	\$89,634	\$92,622	\$95,610	\$98,598	\$101,586	\$104,574	\$107,562	\$110,550	\$113,538	\$116,526	\$119,514	<b>568</b>
<b>A35</b>	<b>554</b>	<b>\$70,850</b>	<b>\$118,082</b>	<b>\$2,952</b>	\$70,850	\$73,802	\$76,754	\$79,706	\$82,658	\$85,610	\$88,562	\$91,514	\$94,466	\$97,418	\$100,370	\$103,322	\$106,274	\$109,226	\$112,178	\$115,130	\$118,082	<b>554</b>
<b>A34</b>	<b>551</b>	<b>\$70,667</b>	<b>\$117,771</b>	<b>\$2,944</b>	\$70,667	\$73,611	\$76,555	\$79,499	\$82,443	\$85,387	\$88,331	\$91,275	\$94,219	\$97,163	\$100,107	\$103,051	\$105,995	\$108,939	\$111,883	\$114,827	\$117,771	<b>551</b>
<b>A33</b>	<b>539</b>	<b>\$69,933</b>	<b>\$116,557</b>	<b>\$2,914</b>	\$69,933	\$72,847	\$75,761	\$78,675	\$81,589	\$84,503	\$87,417	\$90,331	\$93,245	\$96,159	\$99,073	\$101,987	\$104,901	\$107,815	\$110,729	\$113,643	\$116,557	<b>539</b>
<b>A32</b>	<b>534</b>	<b>\$69,627</b>	<b>\$116,043</b>	<b>\$2,901</b>	\$69,627	\$72,528	\$75,429	\$78,330	\$81,231	\$84,132	\$87,033	\$89,934	\$92,835	\$95,736	\$98,637	\$101,538	\$104,439	\$107,340	\$110,241	\$113,142	\$116,043	<b>534</b>
<b>A31</b>	<b>531</b>	<b>\$69,444</b>	<b>\$115,748</b>	<b>\$2,894</b>	\$69,444	\$72,338	\$75,232	\$78,126	\$81,020	\$83,914	\$86,808	\$89,702	\$92,596	\$95,490	\$98,384	\$101,278	\$104,172	\$107,066	\$109,960	\$112,854	\$115,748	<b>531</b>
<b>A30</b>	<b>516</b>	<b>\$68,527</b>	<b>\$114,207</b>	<b>\$2,855</b>	\$68,527	\$71,382	\$74,237	\$77,092	\$79,947	\$82,802	\$85,657	\$88,512	\$91,367	\$94,222	\$97,077	\$99,932	\$102,787	\$105,642	\$108,497	\$111,352	\$114,207	<b>516</b>
<b>A29</b>	<b>511</b>	<b>\$68,221</b>	<b>\$113,709</b>	<b>\$2,843</b>	\$68,221	\$71,064	\$73,907	\$76,750	\$79,593	\$82,436	\$85,279	\$88,122	\$90,965	\$93,808	\$96,651	\$99,494	\$102,337	\$105,180	\$108,023	\$110,866	\$113,709	<b>511</b>
<b>A28</b>	<b>496</b>	<b>\$67,304</b>	<b>\$112,168</b>	<b>\$2,804</b>	\$67,304	\$70,108	\$72,912	\$75,716	\$78,520	\$81,324	\$84,128	\$86,932	\$89,736	\$92,540	\$95,344	\$98,148	\$100,952	\$103,756	\$106,560	\$109,364	\$112,168	<b>496</b>
<b>A25</b>	<b>479</b>	<b>\$66,265</b>	<b>\$110,441</b>	<b>\$2,761</b>	\$66,265	\$69,026	\$71,787	\$74,548	\$77,309	\$80,070	\$82,831	\$85,592	\$88,353	\$91,114	\$93,875	\$96,636	\$99,397	\$102,158	\$104,919	\$107,680	\$110,441	<b>479</b>
<b>A22</b>	<b>464</b>	<b>\$65,348</b>	<b>\$108,916</b>	<b>\$2,723</b>	\$65,348	\$68,071	\$70,794	\$73,517	\$76,240	\$78,963	\$81,686	\$84,409	\$87,132	\$89,855	\$92,578	\$95,301	\$98,024	\$100,747	\$103,470	\$106,193	\$108,916	<b>464</b>
<b>A20</b>	<b>451</b>	<b>\$64,553</b>	<b>\$107,593</b>	<b>\$2,690</b>	\$64,553	\$67,243	\$69,933	\$72,623	\$75,313	\$78,003	\$80,693	\$83,383	\$86,073	\$88,763	\$91,453	\$94,143	\$96,833	\$99,523	\$102,213	\$104,903	\$107,593	<b>451</b>
<b>A19</b>	<b>449</b>	<b>\$64,431</b>	<b>\$107,391</b>	<b>\$2,685</b>	\$64,431	\$67,116	\$69,801	\$72,486	\$75,171	\$77,856	\$80,541	\$83,226	\$85,911	\$88,596	\$91,281	\$93,966	\$96,651	\$99,336	\$102,021	\$104,706	\$107,391	<b>449</b>
<b>A18</b>	<b>445</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>445</b>
<b>A17</b>	<b>438</b>	<b>\$63,758</b>	<b>\$106,270</b>	<b>\$2,657</b>	\$63,758	\$66,415	\$69,072	\$71,729	\$74,386	\$77,043	\$79,700	\$82,357	\$85,014	\$87,671	\$90,328	\$92,985	\$95,642	\$98,299	\$100,956	\$103,613	\$106,270	<b>438</b>
<b>A16</b>	<b>432</b>	<b>\$63,392</b>	<b>\$105,648</b>	<b>\$2,641</b>	\$63,392	\$66,033	\$68,674	\$71,315	\$73,956	\$76,597	\$79,238	\$81,879	\$84,520	\$87,161	\$89,802	\$92,443	\$95,084	\$97,725	\$100,366	\$103,007	\$105,648	<b>432</b>
<b>A14</b>	<b>421</b>	<b>\$62,719</b>	<b>\$104,527</b>	<b>\$2,613</b>	\$62,719	\$65,332	\$67,945	\$70,558														

**APO Salary Steps 2017-2018**  
**(reflects negotiated increase of 1.5%)**