

7/1/2023 Pay Plan
Step Structure Compensation Summary
2.5% Wage Adjustment Per World at Work

			Step 1	Step 2	Step 3	Step 4
Grade 0	Annual	7/1/2023	\$72,324	\$77,145	\$81,968	\$86,788
	Hourly	35 Hrs/Wk	\$39.7386	\$42.3872	\$45.0372	\$47.6858
	Hourly	37.5 Hrs/Wk	\$37.0894	\$39.5614	\$42.0347	\$44.5067
	Hourly	40 Hrs/Wk	\$34.7713	\$37.0888	\$39.4076	\$41.7251
Grade 1	Annual	7/1/2023	\$85,335	\$91,024	\$96,714	\$102,402
	Hourly	35 Hrs/Wk	\$46.8873	\$50.0134	\$53.1394	\$56.2648
	Hourly	37.5 Hrs/Wk	\$43.7615	\$46.6791	\$49.5968	\$52.5138
	Hourly	40 Hrs/Wk	\$41.0264	\$43.7617	\$46.4970	\$49.2317
Grade 2	Annual	7/1/2023	\$100,395	\$107,088	\$113,782	\$120,474
	Hourly	35 Hrs/Wk	\$55.1619	\$58.8398	\$62.5176	\$66.1947
	Hourly	37.5 Hrs/Wk	\$51.4845	\$54.9171	\$58.3498	\$61.7818
	Hourly	40 Hrs/Wk	\$48.2667	\$51.4848	\$54.7029	\$57.9204
Grade 3	Annual	7/1/2023	\$115,453	\$123,151	\$130,846	\$138,544
	Hourly	35 Hrs/Wk	\$63.4358	\$67.6654	\$71.8936	\$76.1233
	Hourly	37.5 Hrs/Wk	\$59.2068	\$63.1544	\$67.1007	\$71.0484
	Hourly	40 Hrs/Wk	\$55.5063	\$59.2073	\$62.9069	\$66.6079
Grade 4	Annual	7/1/2023	\$122,986	\$131,184	\$139,383	\$147,583
	Hourly	35 Hrs/Wk	\$67.5746	\$72.0790	\$76.5842	\$81.0893
	Hourly	37.5 Hrs/Wk	\$63.0696	\$67.2737	\$71.4786	\$75.6834
	Hourly	40 Hrs/Wk	\$59.1277	\$63.0691	\$67.0112	\$70.9532
Grade 5	Annual	7/1/2023	\$130,516	\$139,216	\$147,917	\$156,620
	Hourly	35 Hrs/Wk	\$71.7119	\$76.4926	\$81.2733	\$86.0547
	Hourly	37.5 Hrs/Wk	\$66.9311	\$71.3931	\$75.8550	\$80.3177
	Hourly	40 Hrs/Wk	\$62.7479	\$66.9310	\$71.1141	\$75.2978
Grade 6	Annual	7/1/2023	\$138,044	\$147,247	\$156,450	\$165,653
	Hourly	35 Hrs/Wk	\$75.8485	\$80.9047	\$85.9616	\$91.0179
	Hourly	37.5 Hrs/Wk	\$70.7919	\$75.5110	\$80.2309	\$84.9500
	Hourly	40 Hrs/Wk	\$66.3674	\$70.7916	\$75.2164	\$79.6406
Grade 7	Annual	7/1/2023	\$145,571	\$155,277	\$164,983	\$174,688
	Hourly	35 Hrs/Wk	\$79.9843	\$85.3168	\$90.6500	\$95.9825
	Hourly	37.5 Hrs/Wk	\$74.6520	\$79.6290	\$84.6067	\$89.5837
	Hourly	40 Hrs/Wk	\$69.9863	\$74.6522	\$79.3188	\$83.9847
Grade 8	Annual	7/1/2023	\$153,578	\$163,816	\$174,053	\$184,292
	Hourly	35 Hrs/Wk	\$84.3835	\$90.0088	\$95.6334	\$101.2594
	Hourly	37.5 Hrs/Wk	\$78.7579	\$84.0082	\$89.2578	\$94.5088
	Hourly	40 Hrs/Wk	\$73.8355	\$78.7577	\$83.6792	\$88.6020

The above schedules are adjusted each year based on the World at Work Executive Report and Analysis
Fig. 19 Salary Structure Increases, by Employee Category
United States Officers/Executives 2023 Projected Mean % (2022-2023 report)

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Clerks of the Works I

			Minimum	Midpoint	Maximum
Grade 0	Annual	7/1/2023	\$57,859	\$72,324	\$86,788
	Hourly	35 Hrs/Wk	\$31.7908	\$39.7386	\$47.6858
	Hourly	37.5 Hrs/Wk	\$29.6714	\$37.0894	\$44.5067
	Hourly	40 Hrs/Wk	\$27.8169	\$34.7713	\$41.7251

Clerks of the Works II

			Minimum	Midpoint	Maximum
Grade 2	Annual	7/1/2023	\$80,316	\$100,395	\$120,474
	Hourly	35 Hrs/Wk	\$44.1298	\$55.1619	\$66.1947
	Hourly	37.5 Hrs/Wk	\$41.1878	\$51.4845	\$61.7818
	Hourly	40 Hrs/Wk	\$38.6136	\$48.2667	\$57.9204