

**2023 SCHEDULE D  
CWA Bargaining Unit Employees Only  
(Bachelor's Degree)**

\*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.  
Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary  
Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
01	1	14.40	14.80	14.90	14.97	15.03	15.13	15.23	15.29	15.39	15.46	15.53	15.64	15.72	15.79	15.89	15.95	16.05
	2	14.77	15.20	15.28	15.38	15.44	15.51	15.63	15.70	15.77	15.88	15.93	16.03	16.11	16.19	16.26	16.35	16.46
	3	15.28	15.70	15.77	15.88	15.93	16.03	16.11	16.19	16.26	16.35	16.46	16.53	16.61	16.67	16.76	16.85	16.96
	4	15.74	16.14	16.23	16.30	16.41	16.49	16.58	16.63	16.70	16.81	16.92	16.99	17.06	17.13	17.21	17.32	17.39
	5	16.15	16.58	16.64	16.72	16.81	16.94	17.00	17.06	17.14	17.22	17.32	17.40	17.50	17.55	17.65	17.73	17.82
	6	16.59	17.00	17.07	17.15	17.22	17.33	17.41	17.50	17.56	17.66	17.73	17.83	17.90	17.99	18.07	18.17	18.22
	7	17.01	17.41	17.51	17.60	17.66	17.74	17.84	17.90	18.02	18.08	18.17	18.25	18.34	18.40	18.50	18.59	18.65
	8	17.48	17.86	17.95	18.05	18.12	18.20	18.29	18.36	18.44	18.55	18.62	18.71	18.80	18.87	18.93	19.05	19.11
	9	17.90	18.32	18.40	18.50	18.58	18.65	18.74	18.82	18.90	18.97	19.07	19.16	19.25	19.32	19.41	19.47	19.54
	10	18.40	18.82	18.90	18.97	19.07	19.16	19.25	19.32	19.41	19.47	19.54	19.66	19.76	19.83	19.90	19.97	20.05
02	1	14.92	15.33	15.43	15.50	15.59	15.70	15.77	15.88	15.94	16.05	16.12	16.21	16.27	16.39	16.48	16.56	16.63
	2	15.33	15.76	15.85	15.93	16.03	16.11	16.21	16.27	16.39	16.48	16.56	16.62	16.69	16.79	16.92	16.99	17.06
	3	15.85	16.26	16.35	16.47	16.54	16.62	16.69	16.79	16.92	16.99	17.06	17.13	17.21	17.32	17.40	17.50	17.56
	4	16.34	16.76	16.85	16.97	17.03	17.12	17.20	17.28	17.39	17.49	17.55	17.64	17.72	17.82	17.89	17.99	18.07
	5	16.82	17.23	17.35	17.43	17.52	17.61	17.68	17.76	17.86	17.95	18.05	18.12	18.20	18.29	18.37	18.45	18.57
	6	17.22	17.66	17.74	17.84	17.91	18.03	18.09	18.19	18.28	18.36	18.44	18.53	18.62	18.71	18.80	18.88	18.95
	7	17.65	18.07	18.17	18.25	18.34	18.41	18.52	18.60	18.68	18.78	18.87	18.92	19.02	19.11	19.19	19.30	19.38
	8	18.15	18.58	18.65	18.74	18.84	18.91	18.99	19.09	19.18	19.29	19.37	19.43	19.49	19.62	19.70	19.80	19.87
	9	18.64	19.07	19.16	19.25	19.33	19.42	19.48	19.60	19.69	19.78	19.86	19.93	19.99	20.10	20.19	20.30	20.37
	10	19.17	19.60	19.69	19.78	19.86	19.94	20.01	20.11	20.21	20.31	20.38	20.46	20.53	20.63	20.73	20.81	20.90
03	1	15.27	15.72	15.80	15.90	15.98	16.08	16.15	16.24	16.33	16.46	16.53	16.61	16.68	16.77	16.87	16.98	17.05
	2	15.74	16.19	16.26	16.35	16.47	16.54	16.62	16.69	16.79	16.94	17.00	17.07	17.15	17.23	17.35	17.43	17.52
	3	16.34	16.79	16.92	16.99	17.06	17.14	17.22	17.33	17.41	17.52	17.61	17.68	17.76	17.86	17.95	18.05	18.14
	4	16.94	17.36	17.47	17.53	17.63	17.69	17.81	17.88	17.98	18.07	18.17	18.25	18.34	18.41	18.52	18.60	18.68
	5	17.41	17.86	17.95	18.05	18.14	18.21	18.31	18.38	18.47	18.59	18.66	18.76	18.85	18.92	19.02	19.11	19.19
	6	17.90	18.36	18.44	18.55	18.63	18.72	18.81	18.89	18.96	19.08	19.17	19.27	19.34	19.43	19.49	19.62	19.70
	7	18.40	18.87	18.93	19.05	19.13	19.23	19.31	19.40	19.46	19.55	19.68	19.77	19.85	19.93	19.99	20.10	20.19
	8	18.90	19.37	19.44	19.51	19.64	19.71	19.82	19.88	19.96	20.07	20.17	20.26	20.35	20.43	20.51	20.59	20.68
	9	19.46	19.93	19.99	20.10	20.19	20.30	20.37	20.46	20.53	20.64	20.74	20.84	20.91	21.00	21.08	21.17	21.26
	10	20.05	20.51	20.59	20.68	20.78	20.88	20.96	21.04	21.12	21.23	21.32	21.42	21.50	21.57	21.66	21.75	21.82
04	1	15.93	16.42	16.51	16.60	16.67	16.76	16.87	16.98	17.05	17.14	17.22	17.35	17.43	17.52	17.63	17.69	17.81
	2	16.42	16.87	16.98	17.06	17.14	17.22	17.35	17.43	17.52	17.63	17.69	17.82	17.89	17.99	18.08	18.18	18.26
	3	16.99	17.47	17.53	17.64	17.72	17.82	17.90	18.02	18.08	18.19	18.28	18.37	18.45	18.57	18.65	18.74	18.84
	4	17.55	18.04	18.12	18.21	18.31	18.38	18.50	18.59	18.66	18.78	18.87	18.95	19.06	19.15	19.25	19.33	19.42
	5	18.14	18.60	18.68	18.80	18.88	18.95	19.07	19.16	19.25	19.34	19.43	19.51	19.64	19.71	19.83	19.90	19.97
	6	18.64	19.11	19.19	19.31	19.40	19.46	19.55	19.68	19.77	19.86	19.94	20.03	20.12	20.23	20.34	20.40	20.50
	7	19.17	19.65	19.72	19.84	19.91	19.98	20.10	20.19	20.30	20.38	20.47	20.56	20.66	20.75	20.87	20.94	21.02
	8	19.76	20.21	20.31	20.39	20.48	20.56	20.67	20.77	20.87	20.96	21.04	21.13	21.23	21.32	21.43	21.52	21.59
	9	20.32	20.78	20.88	20.97	21.05	21.13	21.24	21.34	21.43	21.53	21.60	21.72	21.78	21.92	21.99	22.08	22.15
	10	20.90	21.36	21.46	21.55	21.62	21.73	21.81	21.94	22.00	22.11	22.20	22.30	22.37	22.49	22.58	22.66	22.77
05	1	16.95	17.40	17.51	17.61	17.68	17.81	17.89	17.99	18.08	18.19	18.28	18.37	18.47	18.58	18.66	18.78	18.87
	2	17.23	17.73	17.84	17.92	18.04	18.14	18.22	18.32	18.41	18.53	18.62	18.72	18.82	18.90	18.99	19.11	19.19
	3	17.72	18.20	18.31	18.40	18.50	18.60	18.71	18.80	18.89	18.97	19.08	19.18	19.30	19.38	19.46	19.55	19.68
	4	18.26	18.74	18.85	18.93	19.05	19.15	19.25	19.33	19.43	19.51	19.64	19.72	19.84	19.91	19.99	20.11	20.21
	5	18.87	19.34	19.44	19.52	19.65	19.76	19.85	19.93	20.01	20.12	20.23	20.34	20.43	20.51	20.61	20.73	20.81
	6	19.46	19.95	20.05	20.17	20.26	20.36	20.46	20.53	20.64	20.75	20.85	20.94	21.04	21.12	21.23	21.34	21.43
	7	20.05	20.53	20.64	20.75	20.85	20.94	21.04	21.12	21.23	21.34	21.43	21.53	21.61	21.72	21.79	21.94	22.00
	8	20.66	21.13	21.24	21.35	21.45	21.54	21.62	21.73	21.81	21.95	22.02	22.12	22.23	22.31	22.40	22.52	22.60
	9	21.20	21.68	21.77	21.92	21.98	22.08	22.19	22.26	22.36	22.49	22.56	22.66	22.78	22.85	22.94	23.05	23.15
	10	21.65	22.13	22.24	22.33	22.46	22.53	22.63	22.73	22.82	22.91	23.02	23.12	23.24	23.32	23.39	23.49	23.59

**2023 SCHEDULE D  
CWA Bargaining Unit Employees Only  
(Bachelor's Degree)**

\*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.  
Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary  
Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
06	1	17.55	18.07	18.18	18.28	18.37	18.47	18.58	18.66	18.78	18.88	18.96	19.08	19.18	19.30	19.40	19.47	19.60
	2	18.06	18.58	18.66	18.78	18.88	18.96	19.07	19.17	19.29	19.38	19.46	19.55	19.69	19.80	19.88	19.97	20.08
	3	18.64	19.16	19.27	19.37	19.45	19.54	19.66	19.77	19.86	19.95	20.05	20.17	20.28	20.37	20.47	20.56	20.67
	4	19.17	19.69	19.80	19.88	19.97	20.08	20.18	20.30	20.38	20.48	20.57	20.68	20.79	20.90	21.00	21.09	21.20
	5	19.76	20.26	20.36	20.46	20.55	20.66	20.75	20.87	20.96	21.05	21.14	21.26	21.36	21.47	21.56	21.66	21.76
	6	20.32	20.84	20.92	21.02	21.12	21.23	21.32	21.43	21.53	21.61	21.73	21.81	21.95	22.05	22.13	22.24	22.33
	7	20.90	21.42	21.52	21.60	21.72	21.79	21.93	22.00	22.11	22.21	22.31	22.40	22.52	22.61	22.73	22.82	22.91
	8	21.49	21.99	22.09	22.20	22.30	22.38	22.50	22.59	22.71	22.80	22.88	23.01	23.09	23.23	23.32	23.39	23.49
	9	22.00	22.52	22.61	22.73	22.82	22.91	23.02	23.12	23.24	23.33	23.40	23.50	23.62	23.76	23.84	23.91	24.02
	10	22.59	23.09	23.23	23.32	23.39	23.49	23.59	23.73	23.81	23.89	23.97	24.11	24.24	24.32	24.41	24.49	24.62
07	1	18.06	18.59	18.68	18.81	18.90	18.99	19.11	19.24	19.33	19.43	19.51	19.66	19.77	19.86	19.95	20.07	20.18
	2	18.80	19.32	19.42	19.51	19.65	19.76	19.85	19.95	20.05	20.17	20.28	20.38	20.48	20.57	20.68	20.81	20.91
	3	19.49	20.03	20.13	20.28	20.37	20.47	20.56	20.68	20.79	20.90	21.00	21.10	21.21	21.32	21.43	21.54	21.62
	4	20.11	20.64	20.75	20.88	20.97	21.07	21.17	21.29	21.41	21.50	21.59	21.72	21.79	21.94	22.02	22.13	22.24
	5	20.73	21.24	21.35	21.47	21.56	21.66	21.76	21.92	21.99	22.09	22.20	22.31	22.40	22.52	22.61	22.74	22.83
	6	21.20	21.73	21.81	21.96	22.06	22.14	22.25	22.36	22.49	22.58	22.67	22.80	22.88	23.01	23.09	23.24	23.33
	7	21.65	22.19	22.27	22.38	22.51	22.60	22.72	22.82	22.91	23.03	23.13	23.27	23.35	23.42	23.55	23.70	23.79
	8	22.25	22.79	22.87	23.01	23.09	23.23	23.32	23.40	23.50	23.62	23.76	23.85	23.92	24.03	24.19	24.29	24.38
	9	22.85	23.37	23.44	23.59	23.73	23.81	23.89	24.01	24.15	24.25	24.33	24.43	24.53	24.65	24.77	24.89	24.96
	10	23.57	24.08	24.23	24.32	24.41	24.49	24.62	24.76	24.85	24.94	25.02	25.14	25.30	25.38	25.47	25.58	25.68
	11	24.31	24.84	24.93	25.02	25.13	25.27	25.37	25.47	25.54	25.67	25.80	25.91	25.99	26.11	26.18	26.33	26.43
08*	1	18.52	19.07	19.18	19.30	19.41	19.48	19.64	19.76	19.85	19.95	20.07	20.18	20.31	20.39	20.51	20.63	20.74
	2	19.38	19.93	20.03	20.13	20.28	20.37	20.48	20.59	20.69	20.84	20.94	21.04	21.14	21.26	21.39	21.50	21.59
	3	20.19	20.75	20.88	20.97	21.08	21.18	21.30	21.43	21.53	21.62	21.75	21.87	21.98	22.08	22.20	22.31	22.40
	4	20.94	21.50	21.60	21.72	21.81	21.95	22.06	22.15	22.26	22.37	22.51	22.60	22.73	22.82	22.93	23.05	23.17
	5	21.65	22.21	22.32	22.46	22.55	22.64	22.78	22.87	22.97	23.09	23.24	23.33	23.41	23.51	23.69	23.79	23.87
	6	22.25	22.81	22.91	23.03	23.15	23.27	23.36	23.44	23.58	23.73	23.83	23.90	24.02	24.16	24.28	24.38	24.46
	7	22.85	23.39	23.50	23.62	23.77	23.85	23.94	24.06	24.21	24.31	24.41	24.49	24.63	24.76	24.87	24.96	25.06
	8	23.57	24.15	24.26	24.34	24.44	24.56	24.68	24.82	24.91	25.00	25.12	25.26	25.37	25.46	25.54	25.68	25.81
	9	24.31	24.87	24.96	25.06	25.17	25.32	25.42	25.51	25.62	25.76	25.88	25.97	26.08	26.17	26.30	26.43	26.53
	10	25.12	25.68	25.82	25.92	26.01	26.13	26.22	26.38	26.48	26.58	26.68	26.76	26.94	27.03	27.12	27.23	27.38
	11	26.00	26.57	26.67	26.74	26.93	27.02	27.11	27.21	27.36	27.47	27.58	27.66	27.78	27.91	28.01	28.14	28.24
09*	1	18.90	19.47	19.62	19.72	19.85	19.96	20.08	20.21	20.34	20.44	20.55	20.67	20.79	20.91	21.02	21.13	21.26
	2	20.03	20.63	20.75	20.88	20.99	21.10	21.23	21.35	21.47	21.57	21.71	21.79	21.95	22.06	22.15	22.27	22.38
	3	21.12	21.72	21.81	21.96	22.07	22.20	22.31	22.46	22.55	22.66	22.79	22.88	23.02	23.13	23.27	23.36	23.44
	4	22.00	22.59	22.72	22.82	22.93	23.06	23.21	23.32	23.40	23.51	23.69	23.79	23.88	23.97	24.15	24.26	24.37
	5	22.81	23.38	23.49	23.62	23.77	23.87	23.96	24.11	24.25	24.34	24.44	24.57	24.72	24.83	24.93	25.02	25.14
	6	23.57	24.19	24.29	24.39	24.48	24.63	24.77	24.89	24.97	25.09	25.23	25.36	25.46	25.54	25.68	25.82	25.93
	7	24.31	24.90	24.99	25.11	25.26	25.38	25.48	25.60	25.71	25.86	25.96	26.05	26.17	26.30	26.43	26.54	26.65
	8	25.12	25.71	25.86	25.96	26.05	26.18	26.33	26.45	26.55	26.66	26.74	26.93	27.03	27.12	27.23	27.39	27.49
	9	26.00	26.59	26.69	26.83	26.96	27.08	27.18	27.30	27.45	27.56	27.64	27.77	27.91	28.01	28.14	28.25	28.34
	10	27.09	27.66	27.78	27.92	28.03	28.17	28.27	28.37	28.52	28.64	28.74	28.84	28.98	29.11	29.20	29.33	29.43
	11	28.24	28.80	28.91	29.07	29.17	29.28	29.41	29.56	29.65	29.75	29.88	30.00	30.12	30.24	30.33	30.47	30.60
10*	1	19.62	20.25	20.37	20.48	20.61	20.74	20.88	21.00	21.10	21.24	21.36	21.50	21.61	21.74	21.89	21.99	22.12
	2	20.92	21.55	21.68	21.78	21.95	22.06	22.19	22.31	22.46	22.56	22.67	22.81	22.93	23.05	23.21	23.32	23.41
	3	22.05	22.66	22.80	22.89	23.04	23.17	23.31	23.40	23.51	23.70	23.80	23.90	24.03	24.20	24.31	24.41	24.53
	4	23.17	23.80	23.90	24.02	24.20	24.30	24.41	24.53	24.67	24.82	24.92	25.02	25.16	25.32	25.43	25.52	25.67
	5	24.28	24.90	25.00	25.12	25.30	25.39	25.50	25.63	25.79	25.91	26.00	26.14	26.28	26.40	26.53	26.64	26.73
	6	25.12	25.79	25.91	26.00	26.14	26.24	26.40	26.53	26.64	26.73	26.92	27.03	27.14	27.24	27.41	27.51	27.63
	7	26.00	26.64	26.73	26.92	27.03	27.12	27.24	27.41	27.51	27.63	27.76	27.91	28.03	28.16	28.27	28.37	28.55
	8	27.09	27.73	27.84	27.97	28.12	28.23	28.33	28.48	28.62	28.73	28.83	28.98	29.12	29.21	29.36	29.46	29.61
	9	28.24	28.84	29.00	29.12	29.24	29.36	29.49	29.62	29.73	29.87	29.99	30.12	30.25	30.35	30.49	30.63	30.75
	10	29.33	29.95	30.10	30.22	30.32	30.45	30.60	30.71	30.82	30.98	31.10	31.21	31.35	31.48	31.59	31.70	31.83
	11	30.67	31.27	31.41	31.54	31.67	31.79	31.92	32.04	32.17	32.30	32.43	32.54	32.70	32.79	32.93	33.05	33.17

**2023 SCHEDULE D  
CWA Bargaining Unit Employees Only  
(Bachelor's Degree)**

\*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.  
Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary  
Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
11*	1	20.75	21.43	21.56	21.71	21.81	21.97	22.11	22.24	22.36	22.51	22.64	22.79	22.89	23.05	23.21	23.33	23.42
	2	22.20	22.86	23.02	23.15	23.30	23.39	23.55	23.72	23.83	23.92	24.08	24.25	24.37	24.48	24.63	24.78	24.91
	3	23.51	24.24	24.37	24.47	24.62	24.77	24.91	25.01	25.14	25.32	25.44	25.54	25.70	25.87	25.98	26.12	26.22
	4	24.89	25.52	25.68	25.83	25.96	26.08	26.21	26.38	26.51	26.62	26.73	26.93	27.04	27.17	27.30	27.46	27.58
	5	25.97	26.64	26.74	26.94	27.06	27.17	27.35	27.47	27.59	27.73	27.85	28.00	28.14	28.27	28.38	28.56	28.68
	6	27.09	27.76	27.92	28.04	28.18	28.29	28.45	28.59	28.72	28.83	29.00	29.14	29.25	29.40	29.56	29.67	29.79
	7	28.24	28.88	29.07	29.18	29.31	29.43	29.60	29.72	29.86	29.99	30.14	30.26	30.40	30.55	30.68	30.79	30.93
	8	29.33	30.00	30.15	30.27	30.41	30.55	30.69	30.80	30.97	31.10	31.22	31.37	31.50	31.64	31.77	31.91	32.03
	9	30.67	31.32	31.49	31.62	31.72	31.89	32.02	32.16	32.28	32.43	32.56	32.71	32.81	32.98	33.11	33.24	33.35
	10	32.01	32.70	32.81	32.97	33.08	33.23	33.35	33.49	33.63	33.75	33.89	34.04	34.17	34.30	34.46	34.58	34.70
	11	33.46	34.13	34.27	34.40	34.54	34.67	34.81	34.95	35.08	35.21	35.36	35.49	35.62	35.75	35.90	36.01	36.14
12*	1	22.20	22.91	23.06	23.24	23.36	23.49	23.69	23.81	23.92	24.08	24.26	24.39	24.50	24.72	24.85	24.97	25.12
	2	23.77	24.46	24.62	24.78	24.92	25.05	25.21	25.37	25.49	25.63	25.81	25.95	26.08	26.22	26.40	26.54	26.67
	3	25.23	25.96	26.11	26.22	26.40	26.54	26.67	26.83	26.99	27.11	27.24	27.42	27.57	27.73	27.85	28.01	28.17
	4	26.66	27.41	27.56	27.71	27.82	27.99	28.14	28.27	28.40	28.58	28.72	28.84	29.03	29.17	29.31	29.44	29.61
	5	28.00	28.73	28.85	29.04	29.17	29.31	29.44	29.61	29.74	29.89	30.06	30.21	30.32	30.49	30.66	30.78	30.93
	6	29.33	30.07	30.22	30.33	30.49	30.66	30.78	30.93	31.10	31.22	31.38	31.53	31.67	31.82	31.98	32.11	32.26
	7	30.67	31.39	31.54	31.68	31.82	31.98	32.11	32.26	32.43	32.56	32.72	32.85	33.00	33.15	33.30	33.46	33.61
	8	32.01	32.75	32.87	33.04	33.17	33.31	33.47	33.62	33.75	33.89	34.05	34.19	34.32	34.52	34.66	34.80	34.95
	9	33.46	34.18	34.31	34.48	34.64	34.76	34.92	35.07	35.21	35.36	35.51	35.65	35.78	35.94	36.10	36.24	36.40
	10	34.95	35.67	35.84	35.96	36.11	36.25	36.41	36.54	36.69	36.86	37.00	37.13	37.30	37.46	37.57	37.73	37.88
	11	36.48	37.21	37.35	37.51	37.65	37.82	37.95	38.08	38.24	38.38	38.55	38.66	38.81	38.98	39.13	39.28	39.42
13	1	13.98	14.40	14.46	14.54	14.62	14.71	14.77	14.89	14.94	15.01	15.10	15.20	15.28	15.37	15.44	15.50	15.59
	2	14.41	14.81	14.90	14.97	15.03	15.13	15.22	15.29	15.38	15.45	15.51	15.63	15.71	15.77	15.88	15.93	16.03
	3	14.66	15.05	15.13	15.23	15.29	15.39	15.45	15.53	15.63	15.71	15.77	15.88	15.94	16.03	16.11	16.19	16.26
	4	15.44	15.85	15.92	16.01	16.09	16.16	16.24	16.33	16.42	16.51	16.58	16.64	16.72	16.81	16.94	16.99	17.06
	5	15.82	16.24	16.30	16.42	16.49	16.58	16.63	16.70	16.79	16.92	16.98	17.05	17.13	17.20	17.28	17.37	17.48
	6	16.19	16.60	16.66	16.75	16.82	16.95	17.00	17.07	17.14	17.22	17.32	17.40	17.50	17.55	17.65	17.72	17.82
	7	17.01	17.41	17.50	17.56	17.65	17.73	17.82	17.89	17.98	18.06	18.14	18.21	18.31	18.37	18.45	18.55	18.63
	8	17.22	17.65	17.72	17.82	17.88	17.98	18.05	18.14	18.20	18.29	18.36	18.44	18.55	18.62	18.71	18.78	18.87
	9	17.65	18.06	18.14	18.21	18.29	18.37	18.44	18.55	18.62	18.71	18.78	18.87	18.93	19.02	19.11	19.18	19.29
	10	18.15	18.57	18.63	18.72	18.80	18.88	18.93	19.05	19.11	19.19	19.29	19.37	19.44	19.49	19.62	19.69	19.78
	11	18.64	19.06	19.13	19.23	19.30	19.38	19.44	19.51	19.62	19.70	19.78	19.86	19.94	19.99	20.10	20.18	20.28
	12	19.17	19.55	19.66	19.76	19.83	19.90	19.96	20.05	20.12	20.23	20.31	20.38	20.47	20.53	20.63	20.69	20.79
23	1	14.85	15.28	15.38	15.45	15.53	15.64	15.72	15.80	15.90	15.98	16.08	16.15	16.24	16.30	16.42	16.51	16.59
	2	15.43	15.88	15.94	16.05	16.12	16.22	16.29	16.41	16.49	16.58	16.64	16.72	16.82	16.94	17.00	17.07	17.15
	3	15.98	16.43	16.52	16.60	16.67	16.76	16.85	16.97	17.03	17.12	17.20	17.28	17.39	17.48	17.54	17.64	17.72
	4	16.51	16.96	17.02	17.11	17.19	17.27	17.37	17.48	17.54	17.64	17.72	17.82	17.89	17.98	18.06	18.15	18.22
	5	17.00	17.43	17.52	17.61	17.68	17.76	17.86	17.95	18.05	18.14	18.21	18.31	18.38	18.45	18.57	18.64	18.73
	6	17.48	17.89	17.99	18.07	18.17	18.25	18.34	18.41	18.52	18.60	18.68	18.78	18.87	18.92	19.02	19.11	19.19
	7	17.90	18.35	18.42	18.53	18.62	18.71	18.80	18.88	18.95	19.06	19.15	19.24	19.32	19.40	19.46	19.54	19.66
	8	18.40	18.85	18.92	19.02	19.11	19.19	19.30	19.38	19.45	19.52	19.65	19.72	19.83	19.88	19.96	20.05	20.13
	9	18.90	19.34	19.43	19.49	19.62	19.70	19.80	19.87	19.95	20.03	20.12	20.23	20.32	20.38	20.47	20.55	20.64
	10	19.46	19.91	19.98	20.08	20.18	20.28	20.36	20.44	20.52	20.61	20.69	20.79	20.89	20.96	21.04	21.12	21.21
	11	20.05	20.50	20.57	20.67	20.77	20.87	20.94	21.02	21.10	21.20	21.29	21.39	21.47	21.54	21.61	21.72	21.78

**2023 SCHEDULE D  
CWA Bargaining Unit Employees Only  
(Bachelor's Degree)**

\*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.  
Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary  
Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
24	1	15.43	15.89	15.95	16.07	16.15	16.24	16.33	16.43	16.52	16.61	16.68	16.77	16.87	16.98	17.06	17.14	17.22
	2	16.00	16.47	16.54	16.62	16.70	16.81	16.94	17.00	17.07	17.16	17.25	17.36	17.47	17.53	17.64	17.72	17.82
	3	16.64	17.11	17.19	17.27	17.39	17.49	17.55	17.65	17.73	17.84	17.91	18.03	18.09	18.19	18.29	18.37	18.45
	4	17.14	17.61	17.68	17.76	17.88	17.98	18.06	18.15	18.22	18.34	18.41	18.52	18.60	18.68	18.80	18.88	18.95
	5	17.66	18.12	18.20	18.29	18.38	18.47	18.58	18.65	18.74	18.85	18.92	19.02	19.11	19.19	19.31	19.40	19.46
	6	18.15	18.60	18.68	18.78	18.88	18.95	19.06	19.15	19.24	19.33	19.42	19.48	19.60	19.69	19.80	19.87	19.95
	7	18.64	19.09	19.18	19.29	19.38	19.45	19.52	19.65	19.72	19.84	19.91	19.98	20.08	20.18	20.30	20.37	20.46
	8	19.17	19.64	19.71	19.82	19.90	19.97	20.07	20.17	20.26	20.36	20.44	20.52	20.61	20.69	20.81	20.90	20.99
	9	19.66	20.10	20.19	20.30	20.38	20.47	20.55	20.64	20.74	20.85	20.92	21.01	21.09	21.18	21.29	21.39	21.47
	10	20.32	20.77	20.87	20.94	21.04	21.12	21.21	21.30	21.41	21.50	21.57	21.66	21.75	21.82	21.96	22.05	22.12
	11	20.90	21.35	21.45	21.53	21.61	21.72	21.78	21.92	21.98	22.08	22.15	22.25	22.33	22.46	22.53	22.61	22.72
25	1	16.12	16.60	16.68	16.77	16.92	16.99	17.07	17.15	17.25	17.36	17.48	17.54	17.64	17.73	17.83	17.91	18.03
	2	16.60	17.06	17.15	17.23	17.36	17.47	17.54	17.64	17.73	17.83	17.91	18.03	18.09	18.20	18.29	18.38	18.47
	3	17.13	17.61	17.69	17.81	17.89	17.99	18.08	18.18	18.28	18.36	18.45	18.57	18.64	18.74	18.84	18.92	19.02
	4	17.72	18.19	18.29	18.37	18.47	18.58	18.66	18.76	18.87	18.93	19.06	19.15	19.24	19.33	19.42	19.49	19.62
	5	18.31	18.78	18.88	18.95	19.07	19.16	19.27	19.34	19.44	19.51	19.65	19.72	19.83	19.91	19.98	20.10	20.19
	6	18.90	19.38	19.46	19.54	19.68	19.77	19.86	19.94	20.03	20.12	20.25	20.34	20.40	20.51	20.59	20.69	20.79
	7	19.46	19.94	20.03	20.12	20.25	20.34	20.43	20.51	20.61	20.69	20.81	20.90	20.99	21.08	21.17	21.27	21.36
	8	20.05	20.52	20.63	20.73	20.84	20.91	21.01	21.09	21.20	21.29	21.41	21.49	21.56	21.66	21.75	21.87	21.96
	9	20.66	21.12	21.23	21.32	21.43	21.52	21.60	21.71	21.78	21.92	21.99	22.08	22.15	22.26	22.34	22.48	22.55
	10	21.20	21.66	21.76	21.87	21.97	22.06	22.14	22.24	22.33	22.46	22.53	22.61	22.72	22.81	22.88	23.01	23.08
	11	21.65	22.12	22.23	22.31	22.40	22.51	22.60	22.71	22.80	22.87	22.97	23.06	23.17	23.28	23.35	23.42	23.51
26	1	16.92	17.39	17.49	17.56	17.67	17.76	17.86	17.98	18.07	18.18	18.26	18.36	18.45	18.58	18.65	18.76	18.87
	2	17.50	17.99	18.07	18.18	18.28	18.37	18.45	18.58	18.66	18.78	18.87	18.95	19.07	19.17	19.27	19.37	19.45
	3	18.03	18.52	18.60	18.71	18.81	18.90	18.97	19.09	19.19	19.31	19.40	19.47	19.60	19.70	19.80	19.88	19.97
	4	18.59	19.08	19.17	19.29	19.38	19.46	19.54	19.68	19.78	19.87	19.95	20.05	20.17	20.28	20.36	20.46	20.55
	5	19.16	19.66	19.76	19.85	19.94	20.03	20.12	20.25	20.35	20.44	20.52	20.63	20.74	20.85	20.92	21.02	21.12
	6	19.76	20.25	20.34	20.43	20.52	20.63	20.73	20.84	20.92	21.02	21.10	21.21	21.32	21.43	21.52	21.60	21.72
	7	20.32	20.81	20.90	21.00	21.09	21.20	21.29	21.41	21.50	21.59	21.68	21.77	21.92	21.99	22.08	22.19	22.27
	8	20.90	21.41	21.49	21.57	21.68	21.77	21.89	21.98	22.08	22.19	22.26	22.36	22.49	22.58	22.66	22.78	22.86
	9	21.49	21.98	22.07	22.15	22.26	22.36	22.48	22.56	22.66	22.78	22.85	22.94	23.05	23.17	23.27	23.35	23.42
	10	22.00	22.51	22.59	22.71	22.80	22.88	22.97	23.08	23.21	23.31	23.37	23.44	23.58	23.72	23.79	23.87	23.95
	11	22.59	23.08	23.18	23.30	23.37	23.44	23.57	23.70	23.79	23.87	23.94	24.04	24.20	24.29	24.37	24.44	24.56
27	1	17.72	18.22	18.34	18.42	18.57	18.65	18.76	18.87	18.95	19.07	19.17	19.29	19.38	19.46	19.55	19.69	19.80
	2	18.44	18.95	19.07	19.17	19.30	19.40	19.47	19.60	19.70	19.82	19.90	19.98	20.10	20.21	20.32	20.40	20.51
	3	19.05	19.52	19.66	19.77	19.87	19.96	20.07	20.18	20.30	20.38	20.48	20.57	20.68	20.79	20.90	21.00	21.09
	4	19.66	20.17	20.28	20.37	20.48	20.57	20.68	20.79	20.90	21.00	21.09	21.20	21.30	21.42	21.52	21.60	21.72
	5	20.10	20.61	20.73	20.84	20.94	21.04	21.13	21.24	21.35	21.46	21.55	21.65	21.75	21.87	21.97	22.07	22.15
	6	20.66	21.17	21.27	21.39	21.50	21.59	21.71	21.78	21.93	22.00	22.11	22.21	22.31	22.40	22.52	22.61	22.73
	7	21.20	21.72	21.79	21.94	22.05	22.13	22.24	22.33	22.47	22.55	22.64	22.77	22.85	22.94	23.05	23.17	23.28
	8	21.65	22.15	22.26	22.36	22.50	22.59	22.71	22.80	22.88	23.01	23.09	23.23	23.32	23.39	23.49	23.61	23.74
	9	22.25	22.78	22.86	22.96	23.08	23.21	23.31	23.38	23.48	23.59	23.73	23.81	23.89	23.97	24.11	24.24	24.32
	10	22.85	23.36	23.43	23.57	23.72	23.80	23.88	23.96	24.08	24.23	24.31	24.40	24.48	24.59	24.74	24.83	24.92
	11	23.57	24.06	24.21	24.30	24.40	24.48	24.59	24.74	24.83	24.92	25.00	25.11	25.23	25.35	25.43	25.51	25.62
	12	24.31	24.83	24.92	25.00	25.12	25.26	25.36	25.44	25.52	25.63	25.76	25.87	25.96	26.04	26.15	26.24	26.38

**2023 SCHEDULE D  
CWA Bargaining Unit Employees Only  
(Bachelor's Degree)**

\*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.  
Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary  
Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
28	1	18.15	18.68	18.80	18.90	18.99	19.13	19.24	19.33	19.44	19.52	19.68	19.78	19.87	19.97	20.08	20.21	20.32
	2	18.97	19.51	19.65	19.77	19.86	19.96	20.07	20.18	20.31	20.39	20.51	20.61	20.73	20.85	20.94	21.05	21.14
	3	19.72	20.28	20.37	20.48	20.57	20.69	20.81	20.91	21.02	21.12	21.24	21.35	21.46	21.56	21.66	21.77	21.92
	4	20.44	20.99	21.08	21.20	21.30	21.43	21.53	21.61	21.74	21.82	21.97	22.07	22.15	22.27	22.37	22.51	22.60
	5	21.05	21.59	21.71	21.79	21.94	22.05	22.13	22.24	22.34	22.48	22.58	22.67	22.79	22.88	23.01	23.12	23.24
	6	21.65	22.20	22.30	22.40	22.52	22.63	22.74	22.83	22.94	23.05	23.18	23.30	23.37	23.48	23.59	23.74	23.83
	7	22.25	22.80	22.88	23.02	23.12	23.26	23.34	23.41	23.55	23.69	23.79	23.87	23.95	24.08	24.23	24.32	24.41
	8	22.85	23.38	23.48	23.61	23.74	23.84	23.91	24.02	24.19	24.28	24.38	24.46	24.57	24.72	24.82	24.92	25.00
	9	23.57	24.11	24.24	24.33	24.42	24.53	24.65	24.77	24.89	24.96	25.07	25.17	25.32	25.42	25.50	25.62	25.73
	10	24.31	24.85	24.94	25.05	25.14	25.31	25.39	25.48	25.60	25.70	25.83	25.93	26.01	26.14	26.22	26.38	26.48
	11	25.12	25.67	25.80	25.91	25.99	26.12	26.19	26.33	26.45	26.54	26.65	26.72	26.86	26.99	27.08	27.18	27.29
	12	26.00	26.55	26.65	26.73	26.89	27.01	27.09	27.18	27.30	27.42	27.52	27.62	27.74	27.84	27.96	28.07	28.18
29*	1	18.62	19.18	19.31	19.42	19.51	19.65	19.77	19.87	19.97	20.10	20.21	20.34	20.44	20.55	20.67	20.78	20.90
	2	19.70	20.28	20.38	20.50	20.61	20.73	20.85	20.96	21.07	21.18	21.29	21.42	21.53	21.62	21.75	21.87	21.98
	3	20.57	21.14	21.27	21.41	21.52	21.60	21.73	21.82	21.97	22.08	22.19	22.30	22.40	22.53	22.64	22.77	22.86
	4	21.42	21.98	22.09	22.21	22.32	22.46	22.55	22.66	22.79	22.88	23.01	23.12	23.26	23.35	23.43	23.57	23.72
	5	22.15	22.74	22.85	22.96	23.08	23.21	23.32	23.40	23.51	23.69	23.78	23.87	23.96	24.11	24.25	24.33	24.43
	6	22.85	23.40	23.51	23.69	23.79	23.87	23.96	24.11	24.25	24.34	24.43	24.56	24.68	24.82	24.92	25.00	25.12
	7	23.57	24.16	24.28	24.38	24.47	24.58	24.74	24.84	24.94	25.05	25.14	25.31	25.40	25.50	25.62	25.73	25.87
	8	24.31	24.89	24.97	25.09	25.23	25.35	25.44	25.53	25.67	25.81	25.91	26.00	26.13	26.22	26.38	26.48	26.58
	9	25.12	25.70	25.83	25.95	26.04	26.15	26.28	26.40	26.52	26.62	26.70	26.85	26.97	27.08	27.18	27.29	27.42
	10	26.00	26.58	26.68	26.82	26.95	27.04	27.14	27.24	27.40	27.50	27.60	27.73	27.82	27.96	28.07	28.18	28.28
	11	27.09	27.64	27.77	27.91	28.01	28.13	28.24	28.33	28.46	28.59	28.69	28.79	28.89	29.05	29.16	29.25	29.37
	12	28.24	28.79	28.89	29.05	29.16	29.25	29.37	29.49	29.61	29.72	29.84	29.93	30.07	30.17	30.28	30.40	30.50
30*	1	19.30	19.90	19.99	20.12	20.26	20.38	20.50	20.61	20.75	20.88	20.99	21.10	21.23	21.35	21.49	21.59	21.72
	2	20.39	21.01	21.12	21.24	21.36	21.50	21.60	21.73	21.87	21.98	22.09	22.23	22.33	22.48	22.59	22.72	22.82
	3	21.53	22.13	22.25	22.36	22.50	22.61	22.74	22.85	22.97	23.09	23.24	23.35	23.43	23.58	23.74	23.84	23.92
	4	22.60	23.24	23.34	23.42	23.57	23.73	23.83	23.91	24.04	24.21	24.31	24.42	24.53	24.67	24.82	24.92	25.01
	5	23.44	24.08	24.24	24.33	24.43	24.57	24.72	24.83	24.94	25.05	25.16	25.34	25.43	25.52	25.67	25.81	25.92
	6	24.31	24.92	25.01	25.13	25.30	25.40	25.50	25.62	25.79	25.89	25.99	26.13	26.22	26.38	26.51	26.60	26.70
	7	25.12	25.76	25.88	25.98	26.11	26.21	26.36	26.48	26.59	26.69	26.83	26.97	27.08	27.18	27.35	27.46	27.57
	8	26.00	26.62	26.71	26.86	26.99	27.10	27.20	27.36	27.48	27.59	27.72	27.82	27.96	28.07	28.21	28.31	28.41
	9	27.09	27.72	27.81	27.94	28.05	28.20	28.29	28.40	28.57	28.68	28.78	28.89	29.05	29.16	29.27	29.40	29.55
	10	28.24	28.83	28.97	29.10	29.19	29.33	29.43	29.58	29.69	29.81	29.92	30.07	30.17	30.28	30.42	30.55	30.67
	11	29.33	29.93	30.07	30.17	30.28	30.42	30.55	30.67	30.78	30.90	31.03	31.16	31.26	31.39	31.53	31.64	31.76
	12	30.67	31.26	31.39	31.52	31.63	31.76	31.89	32.00	32.11	32.24	32.35	32.49	32.59	32.73	32.85	32.98	33.08
31*	1	20.03	20.68	20.84	20.96	21.08	21.21	21.35	21.49	21.60	21.74	21.89	21.99	22.12	22.25	22.37	22.52	22.64
	2	21.36	22.00	22.13	22.26	22.38	22.53	22.66	22.80	22.91	23.05	23.21	23.32	23.41	23.57	23.73	23.84	23.94
	3	22.72	23.35	23.44	23.61	23.77	23.87	23.97	24.16	24.29	24.40	24.50	24.65	24.81	24.92	25.02	25.16	25.34
	4	23.81	24.43	24.57	24.74	24.85	24.96	25.09	25.26	25.38	25.49	25.62	25.76	25.89	26.00	26.14	26.28	26.42
	5	24.93	25.54	25.70	25.86	25.97	26.11	26.21	26.38	26.51	26.62	26.72	26.89	27.02	27.12	27.24	27.41	27.52
	6	26.00	26.65	26.74	26.94	27.06	27.17	27.30	27.46	27.58	27.72	27.82	27.96	28.08	28.23	28.33	28.48	28.63
	7	27.09	27.74	27.85	28.00	28.14	28.26	28.37	28.55	28.66	28.78	28.89	29.05	29.17	29.28	29.42	29.58	29.69
	8	28.24	28.85	29.03	29.15	29.26	29.40	29.56	29.67	29.79	29.92	30.07	30.17	30.30	30.44	30.59	30.70	30.82
	9	29.33	29.97	30.11	30.24	30.35	30.49	30.65	30.76	30.88	31.03	31.16	31.26	31.40	31.54	31.67	31.80	31.94
	10	30.67	31.30	31.45	31.56	31.69	31.82	31.97	32.08	32.23	32.35	32.49	32.59	32.75	32.86	33.00	33.13	33.26
	11	32.01	32.67	32.78	32.91	33.05	33.17	33.30	33.44	33.59	33.68	33.83	33.96	34.10	34.20	34.32	34.48	34.61
	12	33.46	34.11	34.21	34.37	34.51	34.64	34.73	34.87	35.03	35.14	35.26	35.40	35.53	35.66	35.78	35.92	36.06

**2023 SCHEDULE D  
CWA Bargaining Unit Employees Only  
(Bachelor's Degree)**

\*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.  
Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary  
Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
32*	1	21.53	22.23	22.36	22.52	22.64	22.80	22.93	23.06	23.24	23.36	23.48	23.68	23.79	23.90	24.04	24.23	24.34
	2	23.03	23.76	23.87	24.01	24.19	24.31	24.43	24.57	24.75	24.89	24.99	25.13	25.31	25.43	25.54	25.70	25.87
	3	24.44	25.14	25.34	25.46	25.58	25.73	25.89	26.00	26.15	26.30	26.45	26.58	26.69	26.86	27.02	27.12	27.27
	4	25.80	26.50	26.62	26.73	26.93	27.06	27.18	27.35	27.48	27.61	27.75	27.91	28.03	28.18	28.31	28.45	28.62
	5	27.11	27.81	27.97	28.13	28.25	28.37	28.56	28.68	28.80	28.97	29.11	29.24	29.37	29.55	29.67	29.79	29.93
	6	28.24	28.91	29.10	29.21	29.36	29.53	29.65	29.78	29.92	30.08	30.22	30.33	30.48	30.65	30.77	30.90	31.06
	7	29.33	30.05	30.17	30.31	30.45	30.62	30.75	30.87	31.03	31.17	31.30	31.46	31.58	31.71	31.89	32.01	32.16
	8	30.67	31.37	31.52	31.65	31.79	31.94	32.07	32.22	32.35	32.50	32.61	32.78	32.91	33.06	33.21	33.32	33.48
	9	32.01	32.72	32.85	33.00	33.13	33.27	33.43	33.58	33.68	33.84	33.99	34.13	34.25	34.40	34.55	34.68	34.82
	10	33.46	34.15	34.29	34.46	34.58	34.71	34.86	35.01	35.14	35.29	35.42	35.57	35.70	35.87	35.98	36.12	36.27
	11	34.95	35.65	35.78	35.93	36.08	36.22	36.37	36.49	36.64	36.78	36.93	37.05	37.20	37.34	37.50	37.60	37.76
	12	36.48	37.17	37.33	37.49	37.58	37.74	37.89	38.03	38.18	38.33	38.44	38.60	38.73	38.85	39.04	39.15	39.30
	13	38.07	38.78	38.90	39.09	39.18	39.33	39.50	39.63	39.78	39.91	40.05	40.19	40.35	40.46	40.62	40.76	40.90
33*	1	23.28	24.01	24.21	24.33	24.47	24.63	24.82	24.94	25.09	25.27	25.42	25.53	25.71	25.88	26.01	26.16	26.34
	2	24.89	25.62	25.81	25.95	26.11	26.22	26.42	26.55	26.69	26.86	27.03	27.15	27.35	27.48	27.62	27.77	27.94
	3	26.43	27.17	27.36	27.49	27.63	27.78	27.96	28.12	28.26	28.38	28.58	28.72	28.85	29.04	29.18	29.33	29.49
	4	27.91	28.66	28.80	28.97	29.14	29.26	29.42	29.59	29.73	29.88	30.06	30.21	30.33	30.49	30.67	30.79	30.98
	5	29.33	30.10	30.25	30.40	30.57	30.70	30.86	31.01	31.17	31.31	31.49	31.63	31.79	31.94	32.08	32.24	32.39
	6	30.67	31.41	31.58	31.71	31.90	32.03	32.19	32.34	32.50	32.67	32.80	32.97	33.12	33.26	33.43	33.59	33.72
	7	32.01	32.77	32.93	33.07	33.24	33.37	33.54	33.67	33.84	34.00	34.15	34.29	34.47	34.61	34.76	34.92	35.08
	8	33.46	34.20	34.38	34.53	34.68	34.82	35.00	35.13	35.29	35.43	35.61	35.74	35.91	36.06	36.22	36.37	36.51
	9	34.95	35.70	35.88	36.00	36.17	36.33	36.48	36.63	36.78	36.94	37.08	37.23	37.42	37.54	37.70	37.86	38.02
	10	36.48	37.23	37.42	37.54	37.70	37.86	38.02	38.16	38.33	38.45	38.63	38.78	38.92	39.10	39.25	39.37	39.56
	11	38.07	38.82	39.00	39.14	39.30	39.44	39.62	39.75	39.91	40.07	40.23	40.38	40.50	40.68	40.85	40.96	41.14
	12	39.82	40.55	40.74	40.89	41.02	41.20	41.36	41.49	41.63	41.79	41.97	42.09	42.27	42.43	42.56	42.73	42.87
	13	41.59	42.35	42.51	42.67	42.82	42.97	43.15	43.27	43.42	43.59	43.74	43.87	44.06	44.21	44.36	44.50	44.67
34*	1	25.27	26.08	26.24	26.43	26.59	26.72	26.94	27.09	27.23	27.45	27.59	27.76	27.93	28.08	28.26	28.40	28.62
	2	27.06	27.87	28.05	28.23	28.37	28.57	28.72	28.86	29.07	29.21	29.38	29.58	29.72	29.88	30.07	30.23	30.40
	3	28.79	29.64	29.81	29.97	30.15	30.30	30.47	30.66	30.79	30.99	31.15	31.31	31.49	31.64	31.81	31.98	32.16
	4	30.41	31.23	31.41	31.58	31.76	31.92	32.07	32.25	32.43	32.58	32.76	32.93	33.08	33.25	33.43	33.60	33.75
	5	31.97	32.79	32.98	33.13	33.30	33.47	33.63	33.80	33.97	34.14	34.29	34.48	34.65	34.80	34.99	35.13	35.30
	6	33.46	34.28	34.47	34.64	34.80	34.96	35.12	35.29	35.46	35.64	35.78	35.96	36.12	36.29	36.47	36.63	36.80
	7	34.95	35.76	35.94	36.11	36.29	36.45	36.61	36.78	36.95	37.11	37.30	37.47	37.60	37.78	37.96	38.11	38.29
	8	36.48	37.32	37.50	37.65	37.84	38.00	38.13	38.33	38.47	38.65	38.81	39.00	39.15	39.31	39.50	39.65	39.84
	9	38.07	38.89	39.10	39.25	39.42	39.59	39.73	39.91	40.08	40.25	40.41	40.56	40.76	40.91	41.08	41.25	41.42
	10	39.82	40.66	40.84	40.96	41.15	41.32	41.48	41.63	41.81	41.99	42.14	42.33	42.49	42.66	42.82	42.98	43.18
	11	41.59	42.44	42.60	42.77	42.95	43.12	43.26	43.42	43.61	43.76	43.92	44.13	44.27	44.42	44.61	44.78	44.93
	12	43.54	44.36	44.52	44.70	44.87	45.02	45.21	45.37	45.52	45.72	45.86	46.02	46.20	46.37	46.52	46.71	46.89
	13	45.46	46.34	46.49	46.67	46.84	46.98	47.15	47.31	47.47	47.66	47.81	48.00	48.17	48.31	48.50	48.67	48.82
35*	1	27.47	28.34	28.57	28.73	28.89	29.11	29.27	29.44	29.65	29.84	30.02	30.21	30.38	30.57	30.75	30.91	31.11
	2	29.41	30.31	30.50	30.69	30.87	31.06	31.23	31.41	31.62	31.79	31.98	32.16	32.34	32.52	32.72	32.87	33.06
	3	31.32	32.24	32.44	32.59	32.79	32.98	33.15	33.32	33.53	33.68	33.88	34.08	34.25	34.43	34.64	34.80	34.99
	4	33.12	34.03	34.20	34.39	34.58	34.73	34.95	35.12	35.30	35.49	35.67	35.87	36.04	36.22	36.41	36.57	36.76
	5	34.85	35.75	35.94	36.12	36.33	36.49	36.68	36.88	37.04	37.22	37.43	37.57	37.78	37.96	38.13	38.33	38.52
	6	36.48	37.41	37.56	37.74	37.95	38.11	38.30	38.47	38.66	38.83	39.06	39.19	39.38	39.59	39.78	39.94	40.12
	7	38.07	38.98	39.16	39.33	39.55	39.69	39.90	40.08	40.28	40.43	40.65	40.82	40.97	41.18	41.37	41.53	41.72
	8	39.82	40.73	40.91	41.08	41.28	41.46	41.62	41.81	42.00	42.17	42.38	42.53	42.74	42.90	43.12	43.27	43.44
	9	41.59	42.50	42.70	42.86	43.06	43.23	43.39	43.61	43.78	43.97	44.16	44.32	44.51	44.70	44.89	45.04	45.25
	10	43.54	44.42	44.63	44.80	44.96	45.17	45.35	45.52	45.74	45.90	46.08	46.25	46.45	46.62	46.80	46.98	47.16
	11	45.46	46.39	46.58	46.75	46.94	47.13	47.30	47.47	47.69	47.83	48.05	48.22	48.38	48.60	48.78	48.95	49.14
	12	47.55	48.44	48.64	48.80	49.00	49.18	49.36	49.54	49.74	49.89	50.08	50.29	50.45	50.62	50.84	50.98	51.17
	13	49.82	50.72	50.91	51.08	51.29	51.46	51.64	51.83	52.02	52.17	52.39	52.55	52.72	52.94	53.10	53.26	53.47

**2023 SCHEDULE D  
CWA Bargaining Unit Employees Only  
(Bachelor's Degree)**

\*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.  
Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary  
Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
36*	1	29.84	30.80	31.03	31.21	31.41	31.63	31.81	32.02	32.22	32.43	32.60	32.80	33.02	33.21	33.42	33.62	33.80
	2	32.09	33.11	33.30	33.49	33.68	33.89	34.11	34.29	34.51	34.69	34.88	35.09	35.29	35.49	35.69	35.90	36.09
	3	34.15	35.14	35.36	35.55	35.74	35.94	36.13	36.36	36.52	36.75	36.95	37.13	37.34	37.53	37.73	37.95	38.12
	4	36.12	37.11	37.33	37.52	37.72	37.92	38.11	38.33	38.54	38.72	38.90	39.12	39.31	39.51	39.69	39.91	40.10
	5	38.04	39.06	39.25	39.43	39.64	39.85	40.04	40.24	40.42	40.65	40.85	41.00	41.24	41.42	41.61	41.85	42.01
	6	39.82	40.82	40.99	41.22	41.41	41.60	41.79	42.00	42.19	42.42	42.60	42.80	42.99	43.20	43.37	43.61	43.78
	7	41.59	42.59	42.80	42.98	43.20	43.37	43.59	43.78	43.98	44.19	44.39	44.57	44.79	44.95	45.20	45.38	45.57
	8	43.54	44.51	44.74	44.91	45.11	45.33	45.49	45.74	45.91	46.11	46.34	46.50	46.72	46.91	47.12	47.30	47.49
	9	45.46	46.48	46.69	46.89	47.09	47.28	47.46	47.69	47.84	48.08	48.27	48.46	48.68	48.84	49.06	49.27	49.45
	10	47.55	48.53	48.74	48.90	49.14	49.33	49.52	49.74	49.90	50.10	50.34	50.51	50.72	50.91	51.10	51.33	51.50
	11	49.82	50.82	50.99	51.20	51.40	51.62	51.81	52.02	52.18	52.42	52.60	52.81	53.00	53.19	53.42	53.60	53.76
	12	52.11	53.12	53.31	53.52	53.70	53.95	54.11	54.29	54.52	54.69	54.91	55.09	55.29	55.51	55.71	55.89	56.12
	13	54.54	55.54	55.73	55.91	56.14	56.32	56.54	56.71	56.92	57.13	57.34	57.51	57.73	57.92	58.12	58.32	58.53
93	7	18.15	18.58	18.65	18.74	18.84	18.91	18.99	19.09	19.18	19.29	19.37	19.43	19.49	19.62	19.70	19.80	19.87
	8	18.64	19.07	19.16	19.25	19.33	19.42	19.48	19.60	19.69	19.78	19.86	19.93	19.99	20.10	20.19	20.30	20.37
	9	19.17	19.60	19.69	19.78	19.86	19.94	20.01	20.11	20.21	20.31	20.38	20.46	20.53	20.63	20.73	20.81	20.90