

APO Salary Steps July 1, 2026 (reflects negotiated increase of 3%)

Grade	Pay Points	Minimum	Maximum	Increment	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Pay Points
A90	1418	\$138,887	\$231,481	\$5,787	138,887	144,674	150,461	156,248	162,035	167,823	173,610	179,397	185,184	190,971	196,757	202,545	208,332	214,119	219,907	225,694	231,481	1418
A87	1292	\$130,237	\$217,061	\$5,427	130,237	135,664	141,090	146,517	151,943	157,370	162,796	168,222	173,649	179,075	184,502	189,928	195,355	200,781	206,209	211,635	217,061	1292
A85	1232	\$126,118	\$210,196	\$5,254	126,118	131,372	136,627	141,883	147,137	152,392	157,647	162,902	168,157	173,411	178,667	183,921	189,176	194,432	199,687	204,942	210,196	1232
A84	1182	\$122,685	\$204,473	\$5,111	122,685	127,796	132,908	138,019	143,131	148,242	153,355	158,467	163,578	168,691	173,802	178,914	184,025	189,137	194,248	199,361	204,473	1182
A83	1142	\$119,938	\$199,891	\$4,996	119,938	124,934	129,933	134,929	139,926	144,924	149,920	154,918	159,915	164,912	169,908	174,905	179,903	184,900	189,896	194,894	199,891	1142
A79	1040	\$112,935	\$188,220	\$4,705	112,935	117,640	122,345	127,051	131,756	136,461	141,166	145,871	150,576	155,283	159,988	164,693	169,398	174,103	178,810	183,515	188,220	1040
A78	1028	\$112,111	\$186,853	\$4,672	112,111	116,783	121,454	126,125	130,796	135,468	140,139	144,810	149,481	154,154	158,825	163,497	168,168	172,840	177,511	182,182	186,853	1028
A77	994	\$109,777	\$182,964	\$4,574	109,777	114,351	118,924	123,500	128,074	132,647	137,222	141,795	146,371	150,945	155,518	160,093	164,667	169,241	173,815	178,389	182,964	994
A75	954	\$107,030	\$178,381	\$4,459	107,030	111,489	115,949	120,407	124,867	129,327	133,786	138,246	142,705	147,165	151,624	156,084	160,542	165,001	169,461	173,921	178,381	954
A71	904	\$103,598	\$172,658	\$4,316	103,598	107,914	112,230	116,546	120,863	125,178	129,495	133,811	138,128	142,443	146,761	151,077	155,394	159,709	164,026	168,342	172,658	904
A69	864	\$100,851	\$168,076	\$4,202	100,851	105,053	109,255	113,456	117,658	121,859	126,060	130,263	134,464	138,665	142,867	147,068	151,269	155,472	159,673	163,876	168,076	864
A66	830	\$98,516	\$164,203	\$4,105	98,516	102,621	106,727	110,833	114,938	119,044	123,148	127,254	131,359	135,465	139,570	143,675	147,781	151,885	155,992	160,098	164,203	830
A64	800	\$96,457	\$160,761	\$4,019	96,457	100,476	104,494	108,514	112,533	116,551	120,571	124,590	128,608	132,628	136,648	140,666	144,686	148,705	152,723	156,743	160,761	800
A62	775	\$94,741	\$157,891	\$3,947	94,741	98,688	102,635	106,582	110,529	114,476	118,423	122,370	126,316	130,264	134,211	138,156	142,104	146,050	149,998	153,945	157,891	775
A60	755	\$93,368	\$155,610	\$3,890	93,368	97,258	101,148	105,038	108,928	112,818	116,709	120,598	124,488	128,379	132,269	136,159	140,049	143,939	147,829	151,719	155,610	755
A58	732	\$91,788	\$152,980	\$3,824	91,788	95,612	99,437	103,261	107,087	110,911	114,735	118,560	122,384	126,208	130,034	133,858	137,683	141,507	145,331	149,156	152,980	732
A57	725	\$91,307	\$152,186	\$3,806	91,307	95,113	98,918	102,722	106,527	110,332	114,137	117,942	121,746	125,551	129,356	133,161	136,967	140,771	144,576	148,380	152,186	725
A56	702	\$89,729	\$149,540	\$3,739	89,729	93,468	97,205	100,944	104,681	108,419	112,158	115,896	119,634	123,373	127,111	130,850	134,586	138,325	142,064	145,801	149,540	702
A55	700	\$89,591	\$149,315	\$3,733	89,591	93,324	97,056	100,790	104,522	108,256	111,987	115,720	119,453	123,185	126,918	130,651	134,385	138,116	141,850	145,582	149,315	700
A53	677	\$88,012	\$146,687	\$3,667	88,012	91,679	95,347	99,013	102,680	106,348	110,015	113,683	117,349	121,017	124,684	128,351	132,019	135,685	139,352	143,020	146,687	677
A49	654	\$86,433	\$144,058	\$3,601	86,433	90,034	93,636	97,238	100,840	104,441	108,043	111,645	115,245	118,847	122,449	126,051	129,653	133,255	136,856	140,457	144,058	654
A48	636	\$85,197	\$142,001	\$3,550	85,197	88,747	92,297	95,848	99,398	102,949	106,498	110,049	113,599	117,150	120,700	124,250	127,800	131,351	134,901	138,452	142,001	636
A43	611	\$83,480	\$139,131	\$3,478	83,480	86,958	90,437	93,915	97,393	100,871	104,349	107,828	111,305	114,784	118,262	121,740	125,218	128,697	132,174	135,653	139,131	611
A41	594	\$82,313	\$137,194	\$3,430	82,313	85,743	89,174	92,604	96,034	99,463	102,893	106,323	109,754	113,184	116,614	120,044	123,474	126,905	130,335	133,765	137,194	594
A40	588	\$81,901	\$136,502	\$3,413	81,901	85,314	88,726	92,139	95,552	98,964	102,376	105,790	109,202	112,615	116,027	119,440	122,852	126,265	129,677	133,090	136,502	588
A38	571	\$80,734	\$134,548	\$3,364	80,734	84,098	87,462	90,825	94,188	97,552	100,915	104,278	107,642	111,005	114,369	117,733	121,096	124,458	127,822	131,185	134,548	571
A37	568	\$80,528	\$134,220	\$3,356	80,528	83,884	87,239	90,595	93,951	97,307	100,662	104,018	107,374	110,730	114,086	117,441	120,797	124,153	127,508	130,864	134,220	568
A35	554	\$79,567	\$132,612	\$3,316	79,567	82,883	86,198	89,514	92,828	96,144	99,459	102,775	106,089	109,405	112,721	116,036	119,351	122,666	125,982	129,297	132,612	554
A34	551	\$79,361	\$132,267	\$3,306	79,361	82,667	85,975	89,281	92,587	95,893	99,201	102,507	105,813	109,120	112,427	115,733	119,041	122,346	125,653	128,960	132,267	551
A33	539	\$78,537	\$130,900	\$3,272	78,537	81,809	85,082	88,355	91,628	94,901	98,174	101,446	104,719	107,991	111,264	114,536	117,810	121,082	124,355	127,627	130,900	539
A32	534	\$78,194	\$130,331	\$3,259	78,194	81,453	84,711	87,970	91,228	94,487	97,744	101,003	104,262	107,520	110,779	114,037	117,296	120,554	123,814	127,072	130,331	534
A31	531	\$77,989	\$129,984	\$3,250	77,989	81,239	84,488	87,737	90,987	94,237	97,487	100,737	103,986	107,237	110,487	113,736	116,986	120,234	123,485	126,735	129,984	531
A30	516	\$76,958	\$128,255	\$3,205	76,958	80,163	83,370	86,576	89,781	92,988	96,194	99,400	102,606	105,812	109,018	112,224	115,432	118,637	121,843	125,050	128,255	516
A29	511	\$76,615	\$127,684	\$3,191	76,615	79,806	82,998	86,191	89,382	92,574	95,767	98,958	102,150	105,342	108,534	111,726	114,917	118,109	121,302	124,492	127,684	511
A28	496	\$75,585	\$125,973	\$3,149	75,585	78,734	81,882	85,032	88,181	91,331	94,479	97,629	100,778	103,927	107,076	110,226	113,375	116,525	119,674	122,823	125,973	496
A25	479	\$74,418	\$124,036	\$3,101	74,418	77,519	80,620	83,721	86,822	89,923	93,024	96,126	99,227	102,328	105,429	108,530	111,631	114,732	117,834	120,935	124,036	479
A22	464	\$73,388	\$122,307	\$3,057	73,388	76,445	79,503	82,560	85,618	88,675	91,732	94,790	97,847	100,905	103,963	107,021	110,078	113,135	116,192	119,250	122,307	464
A20	451	\$72,495	\$120,819	\$3,021	72,495	75,516	78,536	81,557	84,576	87,597	90,617	93,637	96,658	99,678	102,699	105,719	108,739	111,760	114,780	117,801	120,819	451
A19	449	\$72,358	\$120,595	\$3,015	72,358	75,373	78,388	81,401	84,417	87,432	90,447	93,461	96,476	99,491	102,506	105,520	108,536	111,551	114,565	117,580	120,595	449
A18	445	\$72,083	\$120,146	\$3,004	72,083	75,087	78,091	81,095	84,099	87,103	90,106	93,110	96,114	99,118	102,122	105,126	108,130	111,134	114,138	117,141	120,146	445
A17	438	\$71,602	\$119,333	\$2,984	71,602	74,586	77,569	80,552	83,536	86,518	89,501	92,485	95,467	98,450	101,434	104,417	107,401	110,384	113,366	116,350	119,333	438
A16	432	\$71,191	\$118,659	\$2,965	71,191	74,156	77,124	80,090	83,058	86,024	88,991	91,958	94,925	97,892	100,858	103,824	106,791	109,758	112,725	115,692	118,659	432
A14	421	\$70,435	\$117,396	\$2,935	70,435	73,370	76,305	79,240	82,176	85,110	88,046	90,980	93,916	96,850	99,786	102,721	105,656	108,591	111,526	114,461	117,396	421
A13	417	\$70,161	\$116,930	\$2,923	70,161	73,084	76,007	78,929	81,854	84,777	87,699	90,622	93,546	96,468	99,391	102,315	105,238	108,161	111,084	114,006	116,930	417
A12	406	\$69,406	\$115,667	\$2,891	69,406	72,297	75,189	78,080	80,971	83,863	86,754	89,646	92,537	95,428	98,320	101,210	104,103	106,994	109,885	112,777	115,667	406
A11	404	\$69,268	\$115,443	\$2,886	69,268	72,154	75,040	77,926	80,812	83,697	86,584	89,469	92,355	95,242	98,127	101,014	103,900	106,785	109,671	112,557	115,443	404