

APO Salary Steps July 1, 2027 (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	\$143,054	\$238,426	\$5,961	143,054	149,015	154,975	160,936	166,897	172,858	178,819	184,779	190,740	196,701	202,660	208,622	214,582	220,543	226,505	232,465	238,426	1418
A87	1292	\$134,145	\$223,573	\$5,589	134,145	139,734	145,323	150,913	156,502	162,092	167,680	173,269	178,859	184,448	190,038	195,626	201,216	206,805	212,396	217,985	223,573	1292
A85	1232	\$129,902	\$216,502	\$5,412	129,902	135,314	140,726	146,140	151,552	156,964	162,377	167,790	173,202	178,614	184,028	189,439	194,852	200,265	205,678	211,091	216,502	1232
A84	1182	\$126,366	\$210,608	\$5,264	126,366	131,630	136,896	142,160	147,425	152,690	157,956	163,222	168,486	173,752	179,017	184,282	189,546	194,812	200,076	205,342	210,608	1182
A83	1142	\$123,537	\$205,888	\$5,146	123,537	128,683	133,831	138,977	144,124	149,272	154,418	159,566	164,713	169,860	175,006	180,153	185,301	190,447	195,593	200,741	205,888	1142
A79	1040	\$116,324	\$193,867	\$4,846	116,324	121,170	126,016	130,863	135,709	140,555	145,401	150,248	155,094	159,942	164,788	169,634	174,480	179,327	184,175	189,021	193,867	1040
A78	1028	\$115,475	\$192,459	\$4,812	115,475	120,287	125,098	129,909	134,720	139,533	144,344	149,155	153,966	158,779	163,590	168,402	173,214	178,026	182,837	187,648	192,459	1028
A77	994	\$113,071	\$188,453	\$4,711	113,071	117,782	122,492	127,205	131,917	136,627	141,339	146,049	150,763	155,474	160,184	164,896	169,608	174,319	179,030	183,741	188,453	994
A75	954	\$110,241	\$183,733	\$4,593	110,241	114,834	119,428	124,020	128,614	133,207	137,800	142,394	146,987	151,580	156,173	160,767	165,359	169,952	174,545	179,139	183,733	954
A71	904	\$106,706	\$177,838	\$4,446	106,706	111,152	115,597	120,043	124,489	128,934	133,380	137,826	142,272	146,717	151,164	155,610	160,056	164,501	168,947	173,393	177,838	904
A69	864	\$103,877	\$173,119	\$4,328	103,877	108,205	112,533	116,860	121,188	125,515	129,842	134,171	138,498	142,825	147,154	151,481	155,808	160,137	164,464	168,793	173,119	864
A66	830	\$101,472	\$169,130	\$4,228	101,472	105,700	109,929	114,158	118,387	122,616	126,843	131,072	135,300	139,529	143,758	147,986	152,215	156,442	160,672	164,901	169,130	830
A64	800	\$99,351	\$165,584	\$4,140	99,351	103,491	107,629	111,770	115,909	120,048	124,189	128,328	132,467	136,607	140,748	144,886	149,027	153,167	157,305	161,446	165,584	800
A62	775	\$97,584	\$162,628	\$4,065	97,584	101,649	105,715	109,780	113,845	117,911	121,976	126,042	130,106	134,172	138,238	142,301	146,368	150,432	154,498	158,564	162,628	775
A60	755	\$96,170	\$160,279	\$4,006	96,170	100,176	104,183	108,190	112,196	116,203	120,211	124,216	128,223	132,231	136,238	140,244	144,251	148,258	152,264	156,271	160,279	755
A58	732	\$94,542	\$157,570	\$3,939	94,542	98,481	102,421	106,359	110,300	114,239	118,178	122,117	126,056	129,995	133,936	137,874	141,814	145,753	149,691	153,631	157,570	732
A57	725	\$94,047	\$156,752	\$3,920	94,047	97,967	101,886	105,804	109,723	113,642	117,562	121,481	125,399	129,318	133,237	137,156	141,077	144,995	148,914	152,832	156,752	725
A56	702	\$92,421	\$154,027	\$3,852	92,421	96,273	100,122	103,973	107,822	111,672	115,523	119,373	123,224	127,075	130,925	134,776	138,624	142,475	146,326	150,176	154,027	702
A55	700	\$92,279	\$153,795	\$3,845	92,279	96,124	99,968	103,814	107,658	111,504	115,347	119,192	123,037	126,881	130,726	134,571	138,417	142,260	146,106	149,950	153,795	700
A53	677	\$90,653	\$151,088	\$3,777	90,653	94,430	98,208	101,984	105,761	109,539	113,316	117,094	120,870	124,648	128,425	132,202	135,980	139,756	143,533	147,311	151,088	677
A49	654	\$89,026	\$148,380	\$3,710	89,026	92,736	96,446	100,156	103,866	107,575	111,285	114,995	118,703	122,413	126,123	129,833	133,543	137,253	140,962	144,671	148,380	654
A48	636	\$87,753	\$146,262	\$3,657	87,753	91,410	95,066	98,724	102,380	106,038	109,693	113,351	117,007	120,665	124,321	127,978	131,634	135,292	138,949	142,606	146,262	636
A43	611	\$85,985	\$143,305	\$3,582	85,985	89,567	93,151	96,733	100,315	103,898	107,480	111,063	114,645	118,228	121,810	125,393	128,975	132,558	136,140	139,723	143,305	611
A41	594	\$84,783	\$141,310	\$3,533	84,783	88,316	91,850	95,383	98,916	102,447	105,980	109,513	113,047	116,580	120,113	123,646	127,179	130,713	134,246	137,778	141,310	594
A40	588	\$84,359	\$140,598	\$3,515	84,359	87,874	91,388	94,904	98,419	101,933	105,448	108,964	112,479	115,994	119,508	123,024	126,538	130,053	133,568	137,083	140,598	588
A38	571	\$83,157	\$138,585	\$3,464	83,157	86,621	90,086	93,550	97,014	100,479	103,943	107,407	110,872	114,336	117,801	121,265	124,729	128,192	131,657	135,121	138,585	571
A37	568	\$82,944	\$138,247	\$3,457	82,944	86,401	89,857	93,313	96,770	100,227	103,682	107,139	110,596	114,052	117,509	120,965	124,421	127,878	131,334	134,790	138,247	568
A35	554	\$81,955	\$136,591	\$3,415	81,955	85,370	88,784	92,200	95,613	99,029	102,443	105,859	109,272	112,688	116,103	119,518	122,932	126,346	129,762	133,176	136,591	554
A34	551	\$81,742	\$136,236	\$3,406	81,742	85,148	88,555	91,960	95,365	98,770	102,178	105,583	108,988	112,394	115,800	119,205	122,613	126,017	129,423	132,829	136,236	551
A33	539	\$80,894	\$134,827	\$3,370	80,894	84,264	87,635	91,006	94,377	97,749	101,120	104,490	107,861	111,231	114,602	117,973	121,345	124,715	128,086	131,456	134,827	539
A32	534	\$80,540	\$134,241	\$3,357	80,540	83,897	87,253	90,610	93,965	97,322	100,677	104,034	107,390	110,746	114,103	117,459	120,815	124,171	127,529	130,885	134,241	534
A31	531	\$80,329	\$133,884	\$3,348	80,329	83,677	87,023	90,370	93,717	97,065	100,412	103,760	107,106	110,455	113,802	117,149	120,496	123,842	127,190	130,538	133,884	531
A30	516	\$79,267	\$132,103	\$3,301	79,267	82,568	85,872	89,174	92,475	95,778	99,080	102,382	105,685	108,987	112,289	115,591	118,895	122,197	125,499	128,802	132,103	516
A29	511	\$78,914	\$131,515	\$3,287	78,914	82,201	85,488	88,777	92,064	95,352	98,641	101,927	105,215	108,503	111,791	115,078	118,365	121,653	124,942	128,227	131,515	511
A28	496	\$77,853	\$129,753	\$3,244	77,853	81,097	84,339	87,583	90,827	94,071	97,314	100,558	103,802	107,045	110,289	113,533	116,777	120,021	123,265	126,508	129,753	496
A25	479	\$76,651	\$127,758	\$3,194	76,651	79,845	83,039	86,233	89,427	92,621	95,815	99,010	102,204	105,398	108,592	111,786	114,980	118,174	121,370	124,564	127,758	479
A22	464	\$75,590	\$125,977	\$3,149	75,590	78,739	81,889	85,037	88,187	91,336	94,484	97,634	100,783	103,933	107,082	110,232	113,381	116,530	119,678	122,828	125,977	464
A20	451	\$74,670	\$124,444	\$3,112	74,670	77,782	80,893	84,004	87,114	90,225	93,336	96,447	99,558	102,669	105,780	108,891	112,002	115,113	118,224	121,336	124,444	451
A19	449	\$74,529	\$124,213	\$3,106	74,529	77,635	80,740	83,844	86,950	90,055	93,161	96,265	99,371	102,476	105,582	108,686	111,793	114,898	118,002	121,108	124,213	449
A18	445	\$74,246	\$123,751	\$3,094	74,246	77,340	80,434	83,528	86,622	89,717	92,810	95,904	98,998	102,092	105,186	108,280	111,374	114,469	117,563	120,656	123,751	445
A17	438	\$73,751	\$122,913	\$3,073	73,751	76,824	79,897	82,969	86,043	89,114	92,187	95,260	98,332	101,404	104,478	107,550	110,624	113,696	116,767	119,841	122,913	438
A16	432	\$73,327	\$122,219	\$3,054	73,327	76,381	79,438	82,493	85,550	88,605	91,661	94,717	97,773	100,829	103,884	106,939	109,995	113,051	116,107	119,163	122,219	432
A14	421	\$72,549	\$120,918	\$3,023	72,549	75,572	78,595	81,618	84,642	87,664	90,688	93,710	96,734	99,756	102,780	105,803	108,826	111,849	114,872	117,895	120,918	421
A13	417	\$72,266	\$120,438	\$3,011	72,266	75,277	78,288	81,297	84,310	87,321	90,330	93,341	96,353	99,363	102,373	105,385	108,396	111,406	114,417	117,427	120,438	417
A12	406	\$71,489	\$119,138	\$2,977	71,489	74,466	77,445	80,423	83,401	86,379	89,357	92,336	95,314	98,291	101,270	104,247	107,227	110,204	113,182	116,161	119,138	406
A11	404	\$71,347	\$118,907	\$2,972	71,347	74,319	77,292	80,264	83,237	86,208	89,182	92,154	95,126	98,100	101,071	104,045	107,017	109,989	112,962	115,934	118,907	404