

The City of Seattle
Ordinance 127476
Council Bill 121225

An ordinance relating to City employment; establishing the new Information Technology (IT) Talent Modernization classification title structure and corresponding rates of pay for IT positions across City departments.

Recitals:

The Information Technology (IT) Talent Modernization project is a multi-year effort to modernize The City of Seattle's classification and compensation structures for IT positions across City departments.

The IT Talent Modernization project began in 2021, when the City contracted with the consulting firm Gallagher to conduct a comprehensive review of the City's Information Technology Professional (ITP) classifications and compensation program, which was later expanded to include IT positions Citywide.

The study found that the existing ITP A, B, and C structures functioned primarily as compensation programs rather than classification programs and lacked clear definitions of work, career paths, and market benchmarks needed to support equitable and competitive compensation practices.

The study recommended developing a new IT classification structure organized by disciplinary domain and level of responsibility, along with a pay rate structure.

This legislation establishes a new classification structure, which provides a foundation for future legislation to assign compensation rates and implement the IT Talent Modernization project.

Additional legislation will be required to assign compensation grades to the classification structure and to authorize the use of the new classifications to replace the existing ITP Pay Program. Therefore,

Be it ordained by The City of Seattle as follows:

Section 1. As recommended by the Seattle Department of Human Resources, a new Information Technology (IT) Classification structure, organized by disciplinary domain and level of responsibility, are established, as set forth in Attachment 1 to this ordinance.

Section 2. As recommended by the Seattle Department of Human Resources, a new ten-step compensation grade structure are established, as set forth in Attachment 2 to this ordinance.

Attachments:

Attachment 1 – Information Technology Talent Modernization Classification Program

Attachment 2 – Information Technology Talent Modernization Compensation Grade Structure

This ordinance shall take effect as provided by Seattle Municipal Code Sections
1.04.020 and 1.04.070.

Passed by the City Council and signed in open session in authentication of its
passage on July 28, 2026.



President _____ of the City Council

Approved _____ on July 31, 2026.



Katie B. Wilson, Mayor

Attested on July 31, 2026.



Scheereen Dedman, City Clerk

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Attachment 1 – Information Technology Talent Modernization Classification Program

Table 1: Discipline/Domain and Classification Levels

Discipline/Domain	Classification Levels
IT Client Support Services	Level I (Entry)
Networking and Telecommunications	Level II (Journey)
Systems Administration & Engineering	Senior Level (Advanced Journey)
Software Engineering	Architect Level (Enterprise Architect)
Information Systems Security	Supervisory
Database Management	Manager
Operational Technology	Senior Manager
Technology Systems Analysis	
IT Project Management	

Table 2: Classification Structure: Entry, Journey, Senior & Enterprise

Discipline/Domain	Level I (Entry)	Level II (Journey)	Senior Level (Advanced Journey)	Enterprise Level (Citywide Scope)
IT Client Support Services	IT Client Support Services I	IT Client Support Services II	Senior IT Client Support Services	blank
Networking and Telecommunications	Networking and Telecommunications I	Networking and Telecommunication II	Senior Networking and Telecommunication	Networking and Telecommunication Architect
Systems Administration and Engineering	Systems Administration and Engineering I	Systems Administration and Engineering II	Senior Systems Administration and Engineering	Systems Administration and Engineering Architect
Software Engineering	Software Engineering I	Software Engineering II	Senior Software Engineering	Software Engineering Architect
Information Systems Security	Information Systems Security I	Information Systems Security II	Senior Information Systems Security	Information Systems Security Architect
Database Management	Database Management I	Database Management II	Senior Database Management	Database Management Architect
Operational Technology	Operational Technology I	Operational Technology II	Senior Operational Technology	Operational Technology Architect
Technology Systems Analysis	Technology Systems Analysis I	Technology Systems Analysis II	Senior Technology Systems Analysis	blank
IT Project Management	IT Project Management I	IT Project Management II	Senior IT Project Management	blank

Table 3: Classification Structure: Supervisor, Manager, Senior Manager

Discipline/Domain	Supervisory	Manager	Senior Manager
IT Client Support Services	IT Client Support Services Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Networking and Telecommunications	Networking and Telecommunication Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Systems Administration and Engineering	System Administration and Engineering Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Software Engineering	Software Engineering Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Information Systems Security	Information Systems Security Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Database Management	Database Management Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Operational Technology	Operational Technology Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Technology Systems Analysis	blank	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
IT Project Management	blank	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)

Attachment 2 – Information Technology Talent Modernization Compensation Grade Structure

Table 1: Pay Rate Structure Table Key

Compensation Plan Design and Factors
Market Reference Point is at Step 6
Uses 10-Step Structure
The T in the left column stands for ten-step; it is there to distinguish the new compensation grade structure
2% Difference between each step
2% Difference between each range
2025 Grades: 2025 Rates provided by Gallagher
2026 Grades: 2.6% Aging Factor (Consumer Price Index) applied to 2025 grades to produce 2026 grades
26 Pay Periods per Year
2,080 Hours per Year

Table 2: Annual 10-Step Grade Structure for 2026

	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	\$36,488	\$37,218	\$37,962	\$38,721	\$39,496	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606
T2	\$37,218	\$37,962	\$38,721	\$39,496	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479
T3	\$37,962	\$38,721	\$39,496	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368
T4	\$38,721	\$39,496	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275
T5	\$39,496	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201
T6	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145
T7	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108
T8	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090
T9	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092
T10	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114
T11	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156
T12	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219
T13	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303
T14	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409
T15	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538
T16	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688
T17	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862
T18	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059
T19	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281
T20	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526
T21	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797
T22	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093
T23	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415
T24	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763
T25	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138
T26	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541
T27	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972
T28	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431
T29	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920
T30	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438
T31	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T32	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567
T33	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178
T34	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822
T35	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498
T36	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208
T37	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952
T38	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731
T39	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546
T40	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397
T41	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285
T42	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210
T43	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175
T44	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178
T45	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222
T46	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306
T47	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432
T48	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601
T49	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813
T50	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069
T51	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370
T52	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718
T53	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112
T54	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554
T55	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045
T56	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586
T57	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178
T58	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822
T59	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518
T60	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268
T61	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074
T62	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935
T63	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854
T64	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831
T65	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T66	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965
T67	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124
T68	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347
T69	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634
T70	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987
T71	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406
T72	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894
T73	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452
T74	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081
T75	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783
T76	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559
T77	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410
T78	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338
T79	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345
T80	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432
T81	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600
T82	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852
T83	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189
T84	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613
T85	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125
T86	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728
T87	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422
T88	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211
T89	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095
T90	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077
T91	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158
T92	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342
T93	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628
T94	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021
T95	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521
T96	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132
T97	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855
T98	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692
T99	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T100	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718
T101	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913
T102	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231
T103	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676
T104	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249
T105	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954
T106	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793
T107	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769
T108	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769	\$362,884
T109	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769	\$362,884	\$370,142
T110	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769	\$362,884	\$370,142	\$377,545
T111	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769	\$362,884	\$370,142	\$377,545	\$385,096
T112	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769	\$362,884	\$370,142	\$377,545	\$385,096	\$392,798

Table 2: Monthly 10-Step Grade Structure for 2026

	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	\$3,041.00	\$3,101.00	\$3,164.00	\$3,227.00	\$3,291.00	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00
T2	\$3,101.00	\$3,164.00	\$3,227.00	\$3,291.00	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00
T3	\$3,164.00	\$3,227.00	\$3,291.00	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00
T4	\$3,227.00	\$3,291.00	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00
T5	\$3,291.00	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00
T6	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00
T7	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00
T8	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00
T9	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00
T10	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00
T11	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00
T12	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00
T13	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00
T14	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00
T15	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T16	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00
T17	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00
T18	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00
T19	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00
T20	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00
T21	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00
T22	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00
T23	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00
T24	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00
T25	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00
T26	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00
T27	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00
T28	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00
T29	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00
T30	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00
T31	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00
T32	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00
T33	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00
T34	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00
T35	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00
T36	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00
T37	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00
T38	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00
T39	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00
T40	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00
T41	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00
T42	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00
T43	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00
T44	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00
T45	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00
T46	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00
T47	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00
T48	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00
T49	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T50	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00
T51	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00
T52	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00
T53	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00
T54	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00
T55	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00
T56	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00
T57	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00
T58	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00
T59	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00
T60	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00
T61	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00
T62	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00
T63	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00
T64	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00
T65	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00	\$12,906.00
T66	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00	\$12,906.00	\$13,164.00
T67	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00	\$12,906.00	\$13,164.00	\$13,427.00

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T68	\$11,460.0 0	\$11,689.0 0	\$11,923.0 0	\$12,161.0 0	\$12,405.0 0	\$12,653.0 0	\$12,906.0 0	\$13,164.0 0	\$13,427.0 0	\$13,696.0 0
T69	\$11,689.0 0	\$11,923.0 0	\$12,161.0 0	\$12,405.0 0	\$12,653.0 0	\$12,906.0 0	\$13,164.0 0	\$13,427.0 0	\$13,696.0 0	\$13,969.0 0
T70	\$11,923.0 0	\$12,161.0 0	\$12,405.0 0	\$12,653.0 0	\$12,906.0 0	\$13,164.0 0	\$13,427.0 0	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0
T71	\$12,161.0 0	\$12,405.0 0	\$12,653.0 0	\$12,906.0 0	\$13,164.0 0	\$13,427.0 0	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0
T72	\$12,405.0 0	\$12,653.0 0	\$12,906.0 0	\$13,164.0 0	\$13,427.0 0	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0
T73	\$12,653.0 0	\$12,906.0 0	\$13,164.0 0	\$13,427.0 0	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0
T74	\$12,906.0 0	\$13,164.0 0	\$13,427.0 0	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0
T75	\$13,164.0 0	\$13,427.0 0	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0
T76	\$13,427.0 0	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0
T77	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0
T78	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0
T79	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0
T80	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0
T81	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0
T82	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0
T83	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0
T84	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T85	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0
T86	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0
T87	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0
T88	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0
T89	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0
T90	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0
T91	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0
T92	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0
T93	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0
T94	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0
T95	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0
T96	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0
T97	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0
T98	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0
T99	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0
T10 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0
T10 1	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T10 2	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0
T10 3	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0
T10 4	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0
T10 5	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0
T10 6	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0
T10 7	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0
T10 8	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0	\$30,240.0 0
T10 9	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0	\$30,240.0 0	\$30,845.0 0
T11 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0	\$30,240.0 0	\$30,845.0 0	\$31,462.0 0
T11 1	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0	\$30,240.0 0	\$30,845.0 0	\$31,462.0 0	\$32,091.0 0
T11 2	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0	\$30,240.0 0	\$30,845.0 0	\$31,462.0 0	\$32,091.0 0	\$32,733.0 0

Table 3: Per Pay Period 10-Step Grade Structure for 2026

	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	\$1,403.38	\$1,431.45	\$1,460.08	\$1,489.28	\$1,519.06	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17
T2	\$1,431.45	\$1,460.08	\$1,489.28	\$1,519.06	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T3	\$1,460.08	\$1,489.28	\$1,519.06	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93
T4	\$1,489.28	\$1,519.06	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82
T5	\$1,519.06	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42
T6	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73
T7	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76
T8	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54
T9	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07
T10	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37
T11	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46
T12	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35
T13	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05
T14	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60
T15	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99
T16	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25
T17	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39
T18	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44
T19	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41
T20	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32
T21	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18
T22	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03
T23	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87
T24	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73
T25	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62
T26	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57
T27	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60
T28	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74
T29	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99
T30	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39
T31	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96
T32	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72
T33	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69
T34	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91
T35	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T36	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15
T37	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23
T38	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66
T39	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45
T40	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64
T41	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25
T42	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32
T43	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87
T44	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92
T45	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52
T46	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69
T47	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47
T48	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87
T49	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95
T50	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73
T51	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25
T52	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53
T53	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62
T54	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55
T55	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37
T56	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09
T57	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77
T58	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45
T59	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16
T60	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94
T61	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84
T62	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90
T63	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16
T64	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66
T65	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45
T66	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58
T67	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09
T68	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T69	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46
T70	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40
T71	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93
T72	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09
T73	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93
T74	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51
T75	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88
T76	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10
T77	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22
T78	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31
T79	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41
T80	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60
T81	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93
T82	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47
T83	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28
T84	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43
T85	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97
T86	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99
T87	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55
T88	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72
T89	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58
T90	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19
T91	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63
T92	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99
T93	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33
T94	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73
T95	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29
T96	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T97	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18
T98	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68
T99	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67
T100	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25
T101	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49
T102	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50
T103	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37
T104	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20
T105	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08
T106	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12
T107	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43
T108	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43	\$13,957.09
T109	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43	\$13,957.09	\$14,236.24
T110	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43	\$13,957.09	\$14,236.24	\$14,520.96
T111	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43	\$13,957.09	\$14,236.24	\$14,520.96	\$14,811.38
T112	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43	\$13,957.09	\$14,236.24	\$14,520.96	\$14,811.38	\$15,107.61

Table 4: Hourly 10-Step Grade Structure for 2026

	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	\$17.54	\$17.89	\$18.25	\$18.62	\$18.99	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96
T2	\$17.89	\$18.25	\$18.62	\$18.99	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38
T3	\$18.25	\$18.62	\$18.99	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81
T4	\$18.62	\$18.99	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25
T5	\$18.99	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69
T6	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15
T7	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61
T8	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08
T9	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56
T10	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05
T11	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56
T12	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07
T13	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59
T14	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12
T15	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66
T16	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22
T17	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78
T18	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36
T19	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94
T20	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54
T21	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15
T22	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78
T23	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41
T24	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06
T25	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72
T26	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39
T27	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08
T28	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78
T29	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50
T30	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23
T31	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97
T32	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73
T33	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T34	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30
T35	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10
T36	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93
T37	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77
T38	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62
T39	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49
T40	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38
T41	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29
T42	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22
T43	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16
T44	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12
T45	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11
T46	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11
T47	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13
T48	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17
T49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24
T50	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32
T51	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43
T52	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56
T53	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71
T54	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88
T55	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08
T56	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30
T57	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55
T58	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82
T59	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11
T60	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44
T61	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79
T62	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16
T63	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56
T64	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00
T65	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46
T66	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94
T67	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T68	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01
T69	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59
T70	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21
T71	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85
T72	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53
T73	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24
T74	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98
T75	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76
T76	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58
T77	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43
T78	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32
T79	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24
T80	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21
T81	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21
T82	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26
T83	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34
T84	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47
T85	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64
T86	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85
T87	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11
T88	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41
T89	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76
T90	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15
T91	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60
T92	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09
T93	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63
T94	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22
T95	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87
T96	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56
T97	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31
T98	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12
T99	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98
T100	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90
T101	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T102	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92
T103	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02
T104	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18
T105	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40
T106	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69
T107	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04
T108	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04	\$174.46
T109	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04	\$174.46	\$177.95
T110	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04	\$174.46	\$177.95	\$181.51
T111	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04	\$174.46	\$177.95	\$181.51	\$185.14
T112	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04	\$174.46	\$177.95	\$181.51	\$185.14	\$188.85