

**2023 SCHEDULE B
CWA Bargaining Unit Employees Only
(No 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	14.12	14.51	14.61	14.68	14.74	14.83	14.93	14.99	15.09	15.16	15.23	15.33	15.41	15.48	15.58	15.64	15.74
	2	14.48	14.90	14.98	15.08	15.14	15.21	15.32	15.39	15.46	15.57	15.62	15.72	15.79	15.87	15.94	16.03	16.14
	3	14.98	15.39	15.46	15.57	15.62	15.72	15.79	15.87	15.94	16.03	16.14	16.21	16.28	16.34	16.43	16.52	16.63
	4	15.43	15.82	15.91	15.98	16.09	16.17	16.25	16.30	16.37	16.48	16.59	16.66	16.73	16.79	16.87	16.98	17.05
	5	15.83	16.25	16.31	16.39	16.48	16.61	16.67	16.73	16.80	16.88	16.98	17.06	17.16	17.21	17.30	17.38	17.47
	6	16.26	16.67	16.74	16.81	16.88	16.99	17.07	17.16	17.22	17.31	17.38	17.48	17.55	17.64	17.72	17.81	17.86
	7	16.68	17.07	17.17	17.25	17.31	17.39	17.49	17.55	17.67	17.73	17.81	17.89	17.98	18.04	18.14	18.23	18.28
	8	17.14	17.51	17.60	17.70	17.76	17.84	17.93	18.00	18.08	18.19	18.25	18.34	18.43	18.50	18.56	18.68	18.74
	9	17.55	17.96	18.04	18.14	18.22	18.28	18.37	18.45	18.53	18.60	18.70	18.78	18.87	18.94	19.03	19.09	19.16
	10	18.04	18.45	18.53	18.60	18.70	18.78	18.87	18.94	19.03	19.09	19.16	19.27	19.37	19.44	19.51	19.58	19.66
02	1	14.63	15.03	15.13	15.20	15.28	15.39	15.46	15.57	15.63	15.74	15.80	15.89	15.95	16.07	16.16	16.24	16.30
	2	15.03	15.45	15.54	15.62	15.72	15.79	15.89	15.95	16.07	16.16	16.24	16.29	16.36	16.46	16.59	16.66	16.73
	3	15.54	15.94	16.03	16.15	16.22	16.29	16.36	16.46	16.59	16.66	16.73	16.79	16.87	16.98	17.06	17.16	17.22
	4	16.02	16.43	16.52	16.64	16.70	16.78	16.86	16.94	17.05	17.15	17.21	17.29	17.37	17.47	17.54	17.64	17.72
	5	16.49	16.89	17.01	17.09	17.18	17.26	17.33	17.41	17.51	17.60	17.70	17.76	17.84	17.93	18.01	18.09	18.21
	6	16.88	17.31	17.39	17.49	17.56	17.68	17.74	17.83	17.92	18.00	18.08	18.17	18.25	18.34	18.43	18.51	18.58
	7	17.30	17.72	17.81	17.89	17.98	18.05	18.16	18.24	18.31	18.41	18.50	18.55	18.65	18.74	18.81	18.92	19.00
	8	17.79	18.22	18.28	18.37	18.47	18.54	18.62	18.72	18.80	18.91	18.99	19.05	19.11	19.24	19.31	19.41	19.48
	9	18.27	18.70	18.78	18.87	18.95	19.04	19.10	19.22	19.30	19.39	19.47	19.54	19.60	19.71	19.79	19.90	19.97
	10	18.79	19.22	19.30	19.39	19.47	19.55	19.62	19.72	19.81	19.91	19.98	20.06	20.13	20.23	20.32	20.40	20.49
03	1	14.97	15.41	15.49	15.59	15.67	15.76	15.83	15.92	16.01	16.14	16.21	16.28	16.35	16.44	16.54	16.65	16.72
	2	15.43	15.87	15.94	16.03	16.15	16.22	16.29	16.36	16.46	16.61	16.67	16.74	16.81	16.89	17.01	17.09	17.18
	3	16.02	16.46	16.59	16.66	16.73	16.80	16.88	16.99	17.07	17.18	17.26	17.33	17.41	17.51	17.60	17.70	17.78
	4	16.61	17.02	17.13	17.19	17.28	17.34	17.46	17.53	17.63	17.72	17.81	17.89	17.98	18.05	18.16	18.24	18.31
	5	17.07	17.51	17.60	17.70	17.78	17.85	17.95	18.02	18.11	18.23	18.29	18.39	18.48	18.55	18.65	18.74	18.81
	6	17.55	18.00	18.08	18.19	18.26	18.35	18.44	18.52	18.59	18.71	18.79	18.89	18.96	19.05	19.11	19.24	19.31
	7	18.04	18.50	18.56	18.68	18.75	18.85	18.93	19.02	19.08	19.17	19.29	19.38	19.46	19.54	19.60	19.71	19.79
	8	18.53	18.99	19.06	19.13	19.25	19.32	19.43	19.49	19.57	19.68	19.77	19.86	19.95	20.03	20.11	20.19	20.27
	9	19.08	19.54	19.60	19.71	19.79	19.90	19.97	20.06	20.13	20.24	20.33	20.43	20.50	20.59	20.67	20.75	20.84
	10	19.66	20.11	20.19	20.27	20.37	20.47	20.55	20.63	20.71	20.81	20.90	21.00	21.08	21.15	21.24	21.32	21.39
04	1	15.62	16.10	16.19	16.27	16.34	16.43	16.54	16.65	16.72	16.80	16.88	17.01	17.09	17.18	17.28	17.34	17.46
	2	16.10	16.54	16.65	16.73	16.80	16.88	17.01	17.09	17.18	17.28	17.34	17.47	17.54	17.64	17.73	17.82	17.90
	3	16.66	17.13	17.19	17.29	17.37	17.47	17.55	17.67	17.73	17.83	17.92	18.01	18.09	18.21	18.28	18.37	18.47
	4	17.21	17.69	17.76	17.85	17.95	18.02	18.14	18.23	18.29	18.41	18.50	18.58	18.69	18.77	18.87	18.95	19.04
	5	17.78	18.24	18.31	18.43	18.51	18.58	18.70	18.78	18.87	18.96	19.05	19.13	19.25	19.32	19.44	19.51	19.58
	6	18.27	18.74	18.81	18.93	19.02	19.08	19.17	19.29	19.38	19.47	19.55	19.64	19.73	19.83	19.94	20.00	20.10
	7	18.79	19.26	19.33	19.45	19.52	19.59	19.71	19.79	19.90	19.98	20.07	20.16	20.25	20.34	20.46	20.53	20.61
	8	19.37	19.81	19.91	19.99	20.08	20.16	20.26	20.36	20.46	20.55	20.63	20.72	20.81	20.90	21.01	21.10	21.17
	9	19.92	20.37	20.47	20.56	20.64	20.72	20.82	20.92	21.01	21.11	21.18	21.29	21.35	21.49	21.56	21.65	21.72
	10	20.49	20.94	21.04	21.13	21.20	21.30	21.38	21.51	21.57	21.68	21.76	21.86	21.93	22.05	22.14	22.22	22.32
05	1	16.62	17.06	17.17	17.26	17.33	17.46	17.54	17.64	17.73	17.83	17.92	18.01	18.11	18.22	18.29	18.41	18.50
	2	16.89	17.38	17.49	17.57	17.69	17.78	17.86	17.96	18.05	18.17	18.25	18.35	18.45	18.53	18.62	18.74	18.81
	3	17.37	17.84	17.95	18.04	18.14	18.24	18.34	18.43	18.52	18.60	18.71	18.80	18.92	19.00	19.08	19.17	19.29
	4	17.90	18.37	18.48	18.56	18.68	18.77	18.87	18.95	19.05	19.13	19.25	19.33	19.45	19.52	19.60	19.72	19.81
	5	18.50	18.96	19.06	19.14	19.26	19.37	19.46	19.54	19.62	19.73	19.83	19.94	20.03	20.11	20.21	20.32	20.40
	6	19.08	19.56	19.66	19.77	19.86	19.96	20.06	20.13	20.24	20.34	20.44	20.53	20.63	20.71	20.81	20.92	21.01
	7	19.66	20.13	20.24	20.34	20.44	20.53	20.63	20.71	20.81	20.92	21.01	21.11	21.19	21.29	21.36	21.51	21.57
	8	20.25	20.72	20.82	20.93	21.03	21.12	21.20	21.30	21.38	21.52	21.59	21.69	21.79	21.87	21.96	22.08	22.16
	9	20.78	21.25	21.34	21.49	21.55	21.65	21.75	21.82	21.92	22.05	22.12	22.22	22.33	22.40	22.49	22.60	22.70
	10	21.23	21.70	21.80	21.89	22.02	22.09	22.19	22.28	22.37	22.46	22.57	22.67	22.78	22.86	22.93	23.03	23.13

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		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	20.34	21.01	21.14	21.28	21.38	21.54	21.68	21.80	21.92	22.07	22.20	22.34	22.44	22.60	22.75	22.87	22.96
	2	21.76	22.41	22.57	22.70	22.84	22.93	23.09	23.25	23.36	23.45	23.61	23.77	23.89	24.00	24.15	24.29	24.42
	3	23.05	23.76	23.89	23.99	24.14	24.28	24.42	24.52	24.65	24.82	24.94	25.04	25.20	25.36	25.47	25.61	25.71
	4	24.40	25.02	25.18	25.32	25.45	25.57	25.70	25.86	25.99	26.10	26.21	26.40	26.51	26.64	26.76	26.92	27.04
	5	25.46	26.12	26.22	26.41	26.53	26.64	26.81	26.93	27.05	27.19	27.30	27.45	27.59	27.72	27.82	28.00	28.12
	6	26.56	27.22	27.37	27.49	27.63	27.74	27.89	28.03	28.16	28.26	28.43	28.57	28.68	28.82	28.98	29.09	29.21
	7	27.69	28.31	28.50	28.61	28.74	28.85	29.02	29.14	29.27	29.40	29.55	29.67	29.80	29.95	30.08	30.19	30.32
	8	28.75	29.41	29.56	29.68	29.81	29.95	30.09	30.20	30.36	30.49	30.61	30.75	30.88	31.02	31.15	31.28	31.40
	9	30.07	30.71	30.87	31.00	31.10	31.26	31.39	31.53	31.65	31.79	31.92	32.07	32.17	32.33	32.46	32.59	32.70
	10	31.38	32.06	32.17	32.32	32.43	32.58	32.70	32.83	32.97	33.09	33.23	33.37	33.50	33.63	33.78	33.90	34.02
	11	32.80	33.46	33.60	33.73	33.86	33.99	34.13	34.26	34.39	34.52	34.67	34.79	34.92	35.05	35.20	35.30	35.43
12*	1	21.76	22.46	22.61	22.78	22.90	23.03	23.23	23.34	23.45	23.61	23.78	23.91	24.02	24.24	24.36	24.48	24.63
	2	23.30	23.98	24.14	24.29	24.43	24.56	24.72	24.87	24.99	25.13	25.30	25.44	25.57	25.71	25.88	26.02	26.15
	3	24.74	25.45	25.60	25.71	25.88	26.02	26.15	26.30	26.46	26.58	26.71	26.88	27.03	27.19	27.30	27.46	27.62
	4	26.14	26.87	27.02	27.17	27.27	27.44	27.59	27.72	27.84	28.02	28.16	28.27	28.46	28.60	28.74	28.86	29.03
	5	27.45	28.17	28.28	28.47	28.60	28.74	28.86	29.03	29.16	29.30	29.47	29.62	29.73	29.89	30.06	30.18	30.32
	6	28.75	29.48	29.63	29.74	29.89	30.06	30.18	30.32	30.49	30.61	30.76	30.91	31.05	31.20	31.35	31.48	31.63
	7	30.07	30.77	30.92	31.06	31.20	31.35	31.48	31.63	31.79	31.92	32.08	32.21	32.35	32.50	32.65	32.80	32.95
	8	31.38	32.11	32.23	32.39	32.52	32.66	32.81	32.96	33.09	33.23	33.38	33.52	33.65	33.84	33.98	34.12	34.26
	9	32.80	33.51	33.64	33.80	33.96	34.08	34.24	34.38	34.52	34.67	34.81	34.95	35.08	35.24	35.39	35.53	35.69
	10	34.26	34.97	35.14	35.25	35.40	35.54	35.70	35.82	35.97	36.14	36.27	36.40	36.57	36.73	36.83	36.99	37.14
	11	35.76	36.48	36.62	36.77	36.91	37.08	37.21	37.33	37.49	37.63	37.79	37.90	38.05	38.22	38.36	38.51	38.65
13	1	13.71	14.12	14.18	14.25	14.33	14.42	14.48	14.60	14.65	14.72	14.80	14.90	14.98	15.07	15.14	15.20	15.28
	2	14.13	14.52	14.61	14.68	14.74	14.83	14.92	14.99	15.08	15.15	15.21	15.32	15.40	15.46	15.57	15.62	15.72
	3	14.37	14.75	14.83	14.93	14.99	15.09	15.15	15.23	15.32	15.40	15.46	15.57	15.63	15.72	15.79	15.87	15.94
	4	15.14	15.54	15.61	15.70	15.77	15.84	15.92	16.01	16.10	16.19	16.25	16.31	16.39	16.48	16.61	16.66	16.73
	5	15.51	15.92	15.98	16.10	16.17	16.25	16.30	16.37	16.46	16.59	16.65	16.72	16.79	16.86	16.94	17.03	17.14
	6	15.87	16.27	16.33	16.42	16.49	16.62	16.67	16.74	16.80	16.88	16.98	17.06	17.16	17.21	17.30	17.37	17.47
	7	16.68	17.07	17.16	17.22	17.30	17.38	17.47	17.54	17.63	17.71	17.78	17.85	17.95	18.01	18.09	18.19	18.26
	8	16.88	17.30	17.37	17.47	17.53	17.63	17.70	17.78	17.84	17.93	18.00	18.08	18.19	18.25	18.34	18.41	18.50
	9	17.30	17.71	17.78	17.85	17.93	18.01	18.08	18.19	18.25	18.34	18.41	18.50	18.56	18.65	18.74	18.80	18.91
	10	17.79	18.21	18.26	18.35	18.43	18.51	18.56	18.68	18.74	18.81	18.91	18.99	19.06	19.11	19.24	19.30	19.39
	11	18.27	18.69	18.75	18.85	18.92	19.00	19.06	19.13	19.24	19.31	19.39	19.47	19.55	19.60	19.71	19.78	19.88
	12	18.79	19.17	19.27	19.37	19.44	19.51	19.57	19.66	19.73	19.83	19.91	19.98	20.07	20.13	20.23	20.28	20.38
23	1	14.56	14.98	15.08	15.15	15.23	15.33	15.41	15.49	15.59	15.67	15.76	15.83	15.92	15.98	16.10	16.19	16.26
	2	15.13	15.57	15.63	15.74	15.80	15.90	15.97	16.09	16.17	16.25	16.31	16.39	16.49	16.61	16.67	16.74	16.81
	3	15.67	16.11	16.20	16.27	16.34	16.43	16.52	16.64	16.70	16.78	16.86	16.94	17.05	17.14	17.20	17.29	17.37
	4	16.19	16.63	16.69	16.77	16.85	16.93	17.03	17.14	17.20	17.29	17.37	17.47	17.54	17.63	17.71	17.79	17.86
	5	16.67	17.09	17.18	17.26	17.33	17.41	17.51	17.60	17.70	17.78	17.85	17.95	18.02	18.09	18.21	18.27	18.36
	6	17.14	17.54	17.64	17.72	17.81	17.89	17.98	18.05	18.16	18.24	18.31	18.41	18.50	18.55	18.65	18.74	18.81
	7	17.55	17.99	18.06	18.17	18.25	18.34	18.43	18.51	18.58	18.69	18.77	18.86	18.94	19.02	19.08	19.16	19.27
	8	18.04	18.48	18.55	18.65	18.74	18.81	18.92	19.00	19.07	19.14	19.26	19.33	19.44	19.49	19.57	19.66	19.74
	9	18.53	18.96	19.05	19.11	19.24	19.31	19.41	19.48	19.56	19.64	19.73	19.83	19.92	19.98	20.07	20.15	20.24
	10	19.08	19.52	19.59	19.69	19.78	19.88	19.96	20.04	20.12	20.21	20.28	20.38	20.48	20.55	20.63	20.71	20.79
	11	19.66	20.10	20.17	20.26	20.36	20.46	20.53	20.61	20.69	20.78	20.87	20.97	21.05	21.12	21.19	21.29	21.35

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24	1	15.13	15.58	15.64	15.75	15.83	15.92	16.01	16.11	16.20	16.28	16.35	16.44	16.54	16.65	16.73	16.80	16.88
	2	15.69	16.15	16.22	16.29	16.37	16.48	16.61	16.67	16.74	16.82	16.91	17.02	17.13	17.19	17.29	17.37	17.47
	3	16.31	16.77	16.85	16.93	17.05	17.15	17.21	17.30	17.38	17.49	17.56	17.68	17.74	17.83	17.93	18.01	18.09
	4	16.80	17.26	17.33	17.41	17.53	17.63	17.71	17.79	17.86	17.98	18.05	18.16	18.24	18.31	18.43	18.51	18.58
	5	17.31	17.76	17.84	17.93	18.02	18.11	18.22	18.28	18.37	18.48	18.55	18.65	18.74	18.81	18.93	19.02	19.08
	6	17.79	18.24	18.31	18.41	18.51	18.58	18.69	18.77	18.86	18.95	19.04	19.10	19.22	19.30	19.41	19.48	19.56
	7	18.27	18.72	18.80	18.91	19.00	19.07	19.14	19.26	19.33	19.45	19.52	19.59	19.69	19.78	19.90	19.97	20.06
	8	18.79	19.25	19.32	19.43	19.51	19.58	19.68	19.77	19.86	19.96	20.04	20.12	20.21	20.28	20.40	20.49	20.58
	9	19.27	19.71	19.79	19.90	19.98	20.07	20.15	20.24	20.33	20.44	20.51	20.60	20.68	20.76	20.87	20.97	21.05
	10	19.92	20.36	20.46	20.53	20.63	20.71	20.79	20.88	20.99	21.08	21.15	21.24	21.32	21.39	21.53	21.62	21.69
	11	20.49	20.93	21.03	21.11	21.19	21.29	21.35	21.49	21.55	21.65	21.72	21.81	21.89	22.02	22.09	22.17	22.27
25	1	15.80	16.27	16.35	16.44	16.59	16.66	16.74	16.81	16.91	17.02	17.14	17.20	17.29	17.38	17.48	17.56	17.68
	2	16.27	16.73	16.81	16.89	17.02	17.13	17.20	17.29	17.38	17.48	17.56	17.68	17.74	17.84	17.93	18.02	18.11
	3	16.79	17.26	17.34	17.46	17.54	17.64	17.73	17.82	17.92	18.00	18.09	18.21	18.27	18.37	18.47	18.55	18.65
	4	17.37	17.83	17.93	18.01	18.11	18.22	18.29	18.39	18.50	18.56	18.69	18.77	18.86	18.95	19.04	19.11	19.24
	5	17.95	18.41	18.51	18.58	18.70	18.78	18.89	18.96	19.06	19.13	19.26	19.33	19.44	19.52	19.59	19.71	19.79
	6	18.53	19.00	19.08	19.16	19.29	19.38	19.47	19.55	19.64	19.73	19.85	19.94	20.00	20.11	20.19	20.28	20.38
	7	19.08	19.55	19.64	19.73	19.85	19.94	20.03	20.11	20.21	20.28	20.40	20.49	20.58	20.67	20.75	20.85	20.94
	8	19.66	20.12	20.23	20.32	20.43	20.50	20.60	20.68	20.78	20.87	20.99	21.07	21.14	21.24	21.32	21.44	21.53
	9	20.25	20.71	20.81	20.90	21.01	21.10	21.18	21.28	21.35	21.49	21.56	21.65	21.72	21.82	21.90	22.04	22.11
	10	20.78	21.24	21.33	21.44	21.54	21.63	21.71	21.80	21.89	22.02	22.09	22.17	22.27	22.36	22.43	22.56	22.63
	11	21.23	21.69	21.79	21.87	21.96	22.07	22.16	22.26	22.35	22.42	22.52	22.61	22.72	22.82	22.89	22.96	23.05
26	1	16.59	17.05	17.15	17.22	17.32	17.41	17.51	17.63	17.72	17.82	17.90	18.00	18.09	18.22	18.28	18.39	18.50
	2	17.16	17.64	17.72	17.82	17.92	18.01	18.09	18.22	18.29	18.41	18.50	18.58	18.70	18.79	18.89	18.99	19.07
	3	17.68	18.16	18.24	18.34	18.44	18.53	18.60	18.72	18.81	18.93	19.02	19.09	19.22	19.31	19.41	19.49	19.58
	4	18.23	18.71	18.79	18.91	19.00	19.08	19.16	19.29	19.39	19.48	19.56	19.66	19.77	19.88	19.96	20.06	20.15
	5	18.78	19.27	19.37	19.46	19.55	19.64	19.73	19.85	19.95	20.04	20.12	20.23	20.33	20.44	20.51	20.61	20.71
	6	19.37	19.85	19.94	20.03	20.12	20.23	20.32	20.43	20.51	20.61	20.69	20.79	20.90	21.01	21.10	21.18	21.29
	7	19.92	20.40	20.49	20.59	20.68	20.78	20.87	20.99	21.08	21.17	21.25	21.34	21.49	21.56	21.65	21.75	21.83
	8	20.49	20.99	21.07	21.15	21.25	21.34	21.46	21.55	21.65	21.75	21.82	21.92	22.05	22.14	22.22	22.33	22.41
	9	21.07	21.55	21.64	21.72	21.82	21.92	22.04	22.12	22.22	22.33	22.40	22.49	22.60	22.72	22.81	22.89	22.96
	10	21.57	22.07	22.15	22.26	22.35	22.43	22.52	22.63	22.75	22.85	22.91	22.98	23.12	23.25	23.32	23.40	23.48
	11	22.15	22.63	22.73	22.84	22.91	22.98	23.11	23.24	23.32	23.40	23.47	23.57	23.73	23.81	23.89	23.96	24.08
27	1	17.37	17.86	17.98	18.06	18.21	18.28	18.39	18.50	18.58	18.70	18.79	18.91	19.00	19.08	19.17	19.30	19.41
	2	18.08	18.58	18.70	18.79	18.92	19.02	19.09	19.22	19.31	19.43	19.51	19.59	19.71	19.81	19.92	20.00	20.11
	3	18.68	19.14	19.27	19.38	19.48	19.57	19.68	19.78	19.90	19.98	20.08	20.17	20.27	20.38	20.49	20.59	20.68
	4	19.27	19.77	19.88	19.97	20.08	20.17	20.27	20.38	20.49	20.59	20.68	20.78	20.88	21.00	21.10	21.18	21.29
	5	19.71	20.21	20.32	20.43	20.53	20.63	20.72	20.82	20.93	21.04	21.13	21.23	21.32	21.44	21.54	21.64	21.72
	6	20.25	20.75	20.85	20.97	21.08	21.17	21.28	21.35	21.50	21.57	21.68	21.77	21.87	21.96	22.08	22.17	22.28
	7	20.78	21.29	21.36	21.51	21.62	21.70	21.80	21.89	22.03	22.11	22.20	22.32	22.40	22.49	22.60	22.72	22.82
	8	21.23	21.72	21.82	21.92	22.06	22.15	22.26	22.35	22.43	22.56	22.64	22.77	22.86	22.93	23.03	23.15	23.27
	9	21.81	22.33	22.41	22.51	22.63	22.75	22.85	22.92	23.02	23.13	23.26	23.34	23.42	23.50	23.64	23.76	23.84
	10	22.40	22.90	22.97	23.11	23.25	23.33	23.41	23.49	23.61	23.75	23.83	23.92	24.00	24.11	24.25	24.34	24.43
	11	23.11	23.59	23.74	23.82	23.92	24.00	24.11	24.25	24.34	24.43	24.51	24.62	24.74	24.85	24.93	25.01	25.12
	12	23.83	24.34	24.43	24.51	24.63	24.76	24.86	24.94	25.02	25.13	25.25	25.36	25.45	25.53	25.64	25.73	25.86

**2023 SCHEDULE B
CWA Bargaining Unit Employees Only
(No 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	17.79	18.31	18.43	18.53	18.62	18.75	18.86	18.95	19.06	19.14	19.29	19.39	19.48	19.58	19.69	19.81	19.92		
	2	18.60	19.13	19.26	19.38	19.47	19.57	19.68	19.78	19.91	19.99	20.11	20.21	20.32	20.44	20.53	20.64	20.73		
	3	19.33	19.88	19.97	20.08	20.17	20.28	20.40	20.50	20.61	20.71	20.82	20.93	21.04	21.14	21.24	21.34	21.49		
	4	20.04	20.58	20.67	20.78	20.88	21.01	21.11	21.19	21.31	21.39	21.54	21.64	21.72	21.83	21.93	22.07	22.16		
	5	20.64	21.17	21.28	21.36	21.51	21.62	21.70	21.80	21.90	22.04	22.14	22.23	22.34	22.43	22.56	22.67	22.78		
	6	21.23	21.76	21.86	21.96	22.08	22.19	22.29	22.38	22.49	22.60	22.73	22.84	22.91	23.02	23.13	23.27	23.36		
	7	21.81	22.35	22.43	22.57	22.67	22.80	22.88	22.95	23.09	23.23	23.32	23.40	23.48	23.61	23.75	23.84	23.93		
	8	22.40	22.92	23.02	23.15	23.27	23.37	23.44	23.55	23.72	23.80	23.90	23.98	24.09	24.24	24.33	24.43	24.51		
	9	23.11	23.64	23.76	23.85	23.94	24.05	24.17	24.28	24.40	24.47	24.58	24.68	24.82	24.92	25.00	25.12	25.23		
	10	23.83	24.36	24.45	24.56	24.65	24.81	24.89	24.98	25.10	25.20	25.32	25.42	25.50	25.63	25.71	25.86	25.96		
	11	24.63	25.17	25.29	25.40	25.48	25.61	25.68	25.81	25.93	26.02	26.13	26.20	26.33	26.46	26.55	26.65	26.75		
	12	25.49	26.03	26.13	26.21	26.36	26.48	26.56	26.65	26.76	26.88	26.98	27.08	27.20	27.29	27.41	27.52	27.63		
29*	1	18.25	18.80	18.93	19.04	19.13	19.26	19.38	19.48	19.58	19.71	19.81	19.94	20.04	20.15	20.26	20.37	20.49		
	2	19.31	19.88	19.98	20.10	20.21	20.32	20.44	20.55	20.66	20.76	20.87	21.00	21.11	21.20	21.32	21.44	21.55		
	3	20.17	20.73	20.85	20.99	21.10	21.18	21.30	21.39	21.54	21.65	21.75	21.86	21.96	22.09	22.20	22.32	22.41		
	4	21.00	21.55	21.66	21.77	21.88	22.02	22.11	22.22	22.34	22.43	22.56	22.67	22.80	22.89	22.97	23.11	23.25		
	5	21.72	22.29	22.40	22.51	22.63	22.75	22.86	22.94	23.05	23.23	23.31	23.40	23.49	23.64	23.77	23.85	23.95		
	6	22.40	22.94	23.05	23.23	23.32	23.40	23.49	23.64	23.77	23.86	23.95	24.08	24.20	24.33	24.43	24.51	24.63		
	7	23.11	23.69	23.80	23.90	23.99	24.10	24.25	24.35	24.45	24.56	24.65	24.81	24.90	25.00	25.12	25.23	25.36		
	8	23.83	24.40	24.48	24.60	24.74	24.85	24.94	25.03	25.17	25.30	25.40	25.49	25.62	25.71	25.86	25.96	26.06		
	9	24.63	25.20	25.32	25.44	25.53	25.64	25.76	25.88	26.00	26.10	26.18	26.32	26.44	26.55	26.65	26.75	26.88		
	10	25.49	26.06	26.16	26.29	26.42	26.51	26.61	26.71	26.86	26.96	27.06	27.19	27.27	27.41	27.52	27.63	27.73		
	11	26.56	27.10	27.23	27.36	27.46	27.58	27.69	27.77	27.90	28.03	28.13	28.23	28.32	28.48	28.59	28.68	28.79		
	12	27.69	28.23	28.32	28.48	28.59	28.68	28.79	28.91	29.03	29.14	29.25	29.34	29.48	29.58	29.69	29.80	29.90		
30*	1	18.92	19.51	19.60	19.73	19.86	19.98	20.10	20.21	20.34	20.47	20.58	20.69	20.81	20.93	21.07	21.17	21.29		
	2	19.99	20.60	20.71	20.82	20.94	21.08	21.18	21.30	21.44	21.55	21.66	21.79	21.89	22.04	22.15	22.27	22.37		
	3	21.11	21.70	21.81	21.92	22.06	22.17	22.29	22.40	22.52	22.64	22.78	22.89	22.97	23.12	23.27	23.37	23.45		
	4	22.16	22.78	22.88	22.96	23.11	23.26	23.36	23.44	23.57	23.74	23.83	23.94	24.05	24.19	24.33	24.43	24.52		
	5	22.98	23.61	23.76	23.85	23.95	24.09	24.24	24.34	24.45	24.56	24.67	24.84	24.93	25.02	25.17	25.30	25.41		
	6	23.83	24.43	24.52	24.64	24.80	24.90	25.00	25.12	25.28	25.38	25.48	25.62	25.71	25.86	25.99	26.08	26.18		
	7	24.63	25.25	25.37	25.47	25.60	25.70	25.84	25.96	26.07	26.17	26.30	26.44	26.55	26.65	26.81	26.92	27.03		
	8	25.49	26.10	26.19	26.33	26.46	26.57	26.67	26.82	26.94	27.05	27.18	27.27	27.41	27.52	27.66	27.75	27.85		
	9	26.56	27.18	27.26	27.39	27.50	27.65	27.74	27.84	28.01	28.12	28.22	28.32	28.48	28.59	28.70	28.82	28.97		
	10	27.69	28.26	28.40	28.53	28.62	28.75	28.85	29.00	29.11	29.23	29.33	29.48	29.58	29.69	29.82	29.95	30.07		
	11	28.75	29.34	29.48	29.58	29.69	29.82	29.95	30.07	30.18	30.29	30.42	30.55	30.65	30.77	30.91	31.02	31.14		
	12	30.07	30.65	30.77	30.90	31.01	31.14	31.26	31.37	31.48	31.61	31.72	31.85	31.95	32.09	32.21	32.33	32.43		
31*	1	19.64	20.27	20.43	20.55	20.67	20.79	20.93	21.07	21.18	21.31	21.46	21.56	21.69	21.81	21.93	22.08	22.20		
	2	20.94	21.57	21.70	21.82	21.94	22.09	22.22	22.35	22.46	22.60	22.75	22.86	22.95	23.11	23.26	23.37	23.47		
	3	22.27	22.89	22.98	23.15	23.30	23.40	23.50	23.69	23.81	23.92	24.02	24.17	24.32	24.43	24.53	24.67	24.84		
	4	23.34	23.95	24.09	24.25	24.36	24.47	24.60	24.76	24.88	24.99	25.12	25.25	25.38	25.49	25.63	25.76	25.90		
	5	24.44	25.04	25.20	25.35	25.46	25.60	25.70	25.86	25.99	26.10	26.20	26.36	26.49	26.59	26.71	26.87	26.98		
	6	25.49	26.13	26.22	26.41	26.53	26.64	26.76	26.92	27.04	27.18	27.27	27.41	27.53	27.68	27.77	27.92	28.07		
	7	26.56	27.20	27.30	27.45	27.59	27.71	27.81	27.99	28.10	28.22	28.32	28.48	28.60	28.71	28.84	29.00	29.11		
	8	27.69	28.28	28.46	28.58	28.69	28.82	28.98	29.09	29.21	29.33	29.48	29.58	29.71	29.84	29.99	30.10	30.22		
	9	28.75	29.38	29.52	29.65	29.75	29.89	30.05	30.16	30.27	30.42	30.55	30.65	30.78	30.92	31.05	31.18	31.31		
	10	30.07	30.69	30.83	30.94	31.07	31.20	31.34	31.45	31.60	31.72	31.85	31.95	32.11	32.22	32.35	32.48	32.61		
	11	31.38	32.03	32.14	32.26	32.40	32.52	32.65	32.78	32.93	33.02	33.17	33.29	33.43	33.53	33.65	33.80	33.93		
	12	32.80	33.44	33.54	33.70	33.83	33.96	34.05	34.19	34.34	34.45	34.57	34.71	34.83	34.96	35.08	35.22	35.35		

**2023 SCHEDULE B
CWA Bargaining Unit Employees Only
(No 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	21.11	21.79	21.92	22.08	22.20	22.35	22.48	22.61	22.78	22.90	23.02	23.22	23.32	23.43	23.57	23.75	23.86		
	2	22.58	23.29	23.40	23.54	23.72	23.83	23.95	24.09	24.26	24.40	24.50	24.64	24.81	24.93	25.04	25.20	25.36		
	3	23.96	24.65	24.84	24.96	25.08	25.23	25.38	25.49	25.64	25.78	25.93	26.06	26.17	26.33	26.49	26.59	26.74		
	4	25.29	25.98	26.10	26.21	26.40	26.53	26.65	26.81	26.94	27.07	27.21	27.36	27.48	27.63	27.75	27.89	28.06		
	5	26.58	27.26	27.42	27.58	27.70	27.81	28.00	28.12	28.24	28.40	28.54	28.67	28.79	28.97	29.09	29.21	29.34		
	6	27.69	28.34	28.53	28.64	28.78	28.95	29.07	29.20	29.33	29.49	29.63	29.74	29.88	30.05	30.17	30.29	30.45		
	7	28.75	29.46	29.58	29.72	29.85	30.02	30.15	30.26	30.42	30.56	30.69	30.84	30.96	31.09	31.26	31.38	31.53		
	8	30.07	30.75	30.90	31.03	31.17	31.31	31.44	31.59	31.72	31.86	31.97	32.14	32.26	32.41	32.56	32.67	32.82		
	9	31.38	32.08	32.21	32.35	32.48	32.62	32.77	32.92	33.02	33.18	33.32	33.46	33.58	33.73	33.87	34.00	34.14		
	10	32.80	33.48	33.62	33.78	33.90	34.03	34.18	34.32	34.45	34.60	34.73	34.87	35.00	35.17	35.27	35.41	35.56		
	11	34.26	34.95	35.08	35.23	35.37	35.51	35.66	35.77	35.92	36.06	36.21	36.32	36.47	36.61	36.76	36.86	37.02		
	12	35.76	36.44	36.60	36.75	36.84	37.00	37.15	37.28	37.43	37.58	37.69	37.84	37.97	38.09	38.27	38.38	38.53		
	13	37.32	38.02	38.14	38.32	38.41	38.56	38.73	38.85	39.00	39.13	39.26	39.40	39.56	39.67	39.82	39.96	40.10		
33*	1	22.82	23.54	23.74	23.85	23.99	24.15	24.33	24.45	24.60	24.77	24.92	25.03	25.21	25.37	25.50	25.65	25.82		
	2	24.40	25.12	25.30	25.44	25.60	25.71	25.90	26.03	26.17	26.33	26.50	26.62	26.81	26.94	27.08	27.23	27.39		
	3	25.91	26.64	26.82	26.95	27.09	27.24	27.41	27.57	27.71	27.82	28.02	28.16	28.28	28.47	28.61	28.75	28.91		
	4	27.36	28.10	28.24	28.40	28.57	28.69	28.84	29.01	29.15	29.29	29.47	29.62	29.74	29.89	30.07	30.19	30.37		
	5	28.75	29.51	29.66	29.80	29.97	30.10	30.25	30.40	30.56	30.70	30.87	31.01	31.17	31.31	31.45	31.61	31.75		
	6	30.07	30.79	30.96	31.09	31.27	31.40	31.56	31.71	31.86	32.03	32.16	32.32	32.47	32.61	32.77	32.93	33.06		
	7	31.38	32.13	32.28	32.42	32.59	32.72	32.88	33.01	33.18	33.33	33.48	33.62	33.79	33.93	34.08	34.24	34.39		
	8	32.80	33.53	33.71	33.85	34.00	34.14	34.31	34.44	34.60	34.74	34.91	35.04	35.21	35.35	35.51	35.66	35.79		
	9	34.26	35.00	35.18	35.29	35.46	35.62	35.76	35.91	36.06	36.22	36.35	36.50	36.69	36.80	36.96	37.12	37.27		
	10	35.76	36.50	36.69	36.80	36.96	37.12	37.27	37.41	37.58	37.70	37.87	38.02	38.16	38.33	38.48	38.60	38.78		
	11	37.32	38.06	38.24	38.37	38.53	38.67	38.84	38.97	39.13	39.28	39.44	39.59	39.71	39.88	40.05	40.16	40.33		
	12	39.04	39.75	39.94	40.09	40.22	40.39	40.55	40.68	40.81	40.97	41.15	41.26	41.44	41.60	41.73	41.89	42.03		
	13	40.77	41.52	41.68	41.83	41.98	42.13	42.30	42.42	42.57	42.74	42.88	43.01	43.20	43.34	43.49	43.63	43.79		
34*	1	24.77	25.57	25.73	25.91	26.07	26.20	26.41	26.56	26.70	26.91	27.05	27.22	27.38	27.53	27.71	27.84	28.06		
	2	26.53	27.32	27.50	27.68	27.81	28.01	28.16	28.29	28.50	28.64	28.80	29.00	29.14	29.29	29.48	29.64	29.80		
	3	28.23	29.06	29.23	29.38	29.56	29.71	29.87	30.06	30.19	30.38	30.54	30.70	30.87	31.02	31.19	31.35	31.53		
	4	29.81	30.62	30.79	30.96	31.14	31.29	31.44	31.62	31.79	31.94	32.12	32.28	32.43	32.60	32.77	32.94	33.09		
	5	31.34	32.15	32.33	32.48	32.65	32.81	32.97	33.14	33.30	33.47	33.62	33.80	33.97	34.12	34.30	34.44	34.61		
	6	32.80	33.61	33.79	33.96	34.12	34.27	34.43	34.60	34.76	34.94	35.08	35.25	35.41	35.58	35.75	35.91	36.08		
	7	34.26	35.06	35.24	35.40	35.58	35.74	35.89	36.06	36.23	36.38	36.57	36.74	36.86	37.04	37.22	37.36	37.54		
	8	35.76	36.59	36.76	36.91	37.10	37.25	37.38	37.58	37.72	37.89	38.05	38.24	38.38	38.54	38.73	38.87	39.06		
	9	37.32	38.13	38.33	38.48	38.65	38.81	38.95	39.13	39.29	39.46	39.62	39.76	39.96	40.11	40.27	40.44	40.61		
	10	39.04	39.86	40.04	40.16	40.34	40.51	40.67	40.81	40.99	41.17	41.31	41.50	41.66	41.82	41.98	42.14	42.33		
	11	40.77	41.61	41.76	41.93	42.11	42.27	42.41	42.57	42.75	42.90	43.06	43.26	43.40	43.55	43.74	43.90	44.05		
	12	42.69	43.49	43.65	43.82	43.99	44.14	44.32	44.48	44.63	44.82	44.96	45.12	45.29	45.46	45.61	45.79	45.97		
	13	44.57	45.43	45.58	45.75	45.92	46.06	46.23	46.38	46.54	46.73	46.87	47.06	47.23	47.36	47.55	47.72	47.86		
35*	1	26.93	27.78	28.01	28.17	28.32	28.54	28.70	28.86	29.07	29.25	29.43	29.62	29.78	29.97	30.15	30.30	30.50		
	2	28.83	29.72	29.90	30.09	30.26	30.45	30.62	30.79	31.00	31.17	31.35	31.53	31.71	31.88	32.08	32.23	32.41		
	3	30.71	31.61	31.80	31.95	32.15	32.33	32.50	32.67	32.87	33.02	33.22	33.41	33.58	33.75	33.96	34.12	34.30		
	4	32.47	33.36	33.53	33.72	33.90	34.05	34.26	34.43	34.61	34.79	34.97	35.17	35.33	35.51	35.70	35.85	36.04		
	5	34.17	35.05	35.24	35.41	35.62	35.77	35.96	36.16	36.31	36.49	36.70	36.83	37.04	37.22	37.38	37.58	37.76		
	6	35.76	36.68	36.82	37.00	37.21	37.36	37.55	37.72	37.90	38.07	38.29	38.42	38.61	38.81	39.00	39.16	39.33		
	7	37.32	38.22	38.39	38.56	38.77	38.91	39.12	39.29	39.49	39.64	39.85	40.02	40.17	40.37	40.56	40.72	40.90		
	8	39.04	39.93	40.11	40.27	40.47	40.65	40.80	40.99	41.18	41.34	41.55	41.70	41.90	42.06	42.27	42.42	42.59		
	9	40.77	41.67	41.86	42.02	42.22	42.38	42.54	42.75	42.92	43.11	43.29	43.45	43.64	43.82	44.01	44.16	44.36		
	10	42.69	43.55	43.75	43.92	44.08	44.28	44.46	44.63	44.84	45.00	45.18	45.34	45.54	45.71	45.88	46.06	46.24		
	11	44.57	45.48	45.67	45.83	46.02	46.21	46.37	46.54	46.75	46.89	47.11	47.27	47.43	47.65	47.82	47.99	48.18		
	12	46.62	47.49	47.69	47.84	48.04	48.22	48.39	48.57	48.76	48.91	49.10	49.30	49.46	49.63	49.84	49.98	50.17		
	13	48.84	49.73	49.91	50.08	50.28	50.45	50.63	50.81	51.00	51.15	51.36	51.52	51.69	51.90	52.06	52.22	52.42		

**2023 SCHEDULE B
CWA Bargaining Unit Employees Only
(No 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	29.25	30.20	30.42	30.60	30.79	31.01	31.19	31.39	31.59	31.79	31.96	32.16	32.37	32.56	32.76	32.96	33.14
	2	31.46	32.46	32.65	32.83	33.02	33.23	33.44	33.62	33.83	34.01	34.20	34.40	34.60	34.79	34.99	35.20	35.38
	3	33.48	34.45	34.67	34.85	35.04	35.24	35.42	35.65	35.80	36.03	36.23	36.40	36.61	36.79	36.99	37.21	37.37
	4	35.41	36.38	36.60	36.78	36.98	37.18	37.36	37.58	37.78	37.96	38.14	38.35	38.54	38.74	38.91	39.13	39.31
	5	37.29	38.29	38.48	38.66	38.86	39.07	39.25	39.45	39.63	39.85	40.05	40.20	40.43	40.61	40.79	41.03	41.19
	6	39.04	40.02	40.19	40.41	40.60	40.78	40.97	41.18	41.36	41.59	41.76	41.96	42.15	42.35	42.52	42.75	42.92
	7	40.77	41.75	41.96	42.14	42.35	42.52	42.74	42.92	43.12	43.32	43.52	43.70	43.91	44.07	44.31	44.49	44.68
	8	42.69	43.64	43.86	44.03	44.23	44.44	44.60	44.84	45.01	45.21	45.43	45.59	45.80	45.99	46.20	46.37	46.56
	9	44.57	45.57	45.77	45.97	46.17	46.35	46.53	46.75	46.90	47.14	47.32	47.51	47.73	47.88	48.10	48.30	48.48
	10	46.62	47.58	47.78	47.94	48.18	48.36	48.55	48.76	48.92	49.12	49.35	49.52	49.73	49.91	50.10	50.32	50.49
	11	48.84	49.82	49.99	50.20	50.39	50.61	50.79	51.00	51.16	51.39	51.57	51.77	51.96	52.15	52.37	52.55	52.71
	12	51.09	52.08	52.26	52.47	52.65	52.89	53.05	53.23	53.45	53.62	53.83	54.01	54.21	54.42	54.62	54.79	55.02
	13	53.47	54.45	54.64	54.81	55.04	55.22	55.43	55.60	55.80	56.01	56.22	56.38	56.60	56.78	56.98	57.18	57.38
93	7	17.79	18.22	18.28	18.37	18.47	18.54	18.62	18.72	18.80	18.91	18.99	19.05	19.11	19.24	19.31	19.41	19.48
	8	18.27	18.70	18.78	18.87	18.95	19.04	19.10	19.22	19.30	19.39	19.47	19.54	19.60	19.71	19.79	19.90	19.97
	9	18.79	19.22	19.30	19.39	19.47	19.55	19.62	19.72	19.81	19.91	19.98	20.06	20.13	20.23	20.32	20.40	20.49