

OCSEA Pay Range Schedule

Rates Effective July 2025

Pay Range	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	Hourly	\$18.30	\$18.66	\$19.04	\$19.47					
	Annual	\$38,064	\$38,813	\$39,603	\$40,498					
2	Hourly	\$18.87	\$19.27	\$19.71	\$20.17					
	Annual	\$39,250	\$40,082	\$40,997	\$41,954					
3	Hourly	\$19.47	\$19.91	\$20.41	\$20.85					
	Annual	\$40,498	\$41,413	\$42,453	\$43,368					
4	Hourly	\$20.17	\$20.66	\$21.19	\$21.64					
	Annual	\$41,954	\$42,973	\$44,075	\$45,011					
5	Hourly	\$20.85	\$21.40	\$21.93	\$22.60	\$22.96				
	Annual	\$43,368	\$44,512	\$45,614	\$47,008	\$47,757				
6	Hourly	\$21.64	\$22.19	\$22.77	\$23.32	\$23.91				
	Annual	\$45,011	\$46,155	\$47,362	\$48,506	\$49,733				
7	Hourly	\$22.60	\$22.96	\$23.56	\$24.16	\$24.86	\$25.77			
	Annual	\$47,008	\$47,757	\$49,005	\$50,253	\$51,709	\$53,602			
8	Hourly	\$23.56	\$24.16	\$24.86	\$25.77	\$26.76	\$27.92			
	Annual	\$49,005	\$50,253	\$51,709	\$53,602	\$55,661	\$58,074			
9	Hourly	\$24.86	\$25.77	\$26.76	\$27.92	\$29.22	\$30.55			
	Annual	\$51,709	\$53,602	\$55,661	\$58,074	\$60,778	\$63,544			
10	Hourly	\$26.76	\$27.92	\$29.22	\$30.55	\$31.88	\$33.52			
	Annual	\$55,661	\$58,074	\$60,778	\$63,544	\$66,310	\$69,722			
11	Hourly	\$29.22	\$30.55	\$31.88	\$33.52	\$35.15	\$36.90			
	Annual	\$60,778	\$63,544	\$66,310	\$69,722	\$73,112	\$76,752			
12	Hourly	\$31.88	\$33.53	\$35.15	\$36.90	\$38.70	\$40.59			
	Annual	\$66,310	\$69,742	\$73,112	\$76,752	\$80,496	\$84,427			
23	Hourly	\$19.04	\$19.47	\$19.91	\$20.41	\$20.85				
	Annual	\$39,603	\$40,498	\$41,413	\$42,453	\$43,368				
24	Hourly	\$19.71	\$20.17	\$20.66	\$21.19	\$21.64				
	Annual	\$40,997	\$41,954	\$42,973	\$44,075	\$45,011				
25	Hourly	\$20.41	\$20.85	\$21.40	\$21.93	\$22.60	\$22.96			
	Annual	\$42,453	\$43,368	\$44,512	\$45,614	\$47,008	\$47,757			
26	Hourly	\$21.19	\$21.64	\$22.19	\$22.77	\$23.32	\$23.91			
	Annual	\$44,075	\$45,011	\$46,155	\$47,362	\$48,506	\$49,733			
27	Hourly	\$21.93	\$22.60	\$22.96	\$23.56	\$24.16	\$24.86	\$25.77		
	Annual	\$45,614	\$47,008	\$47,757	\$49,005	\$50,253	\$51,709	\$53,602		
28	Hourly	\$22.96	\$23.56	\$24.16	\$24.86	\$25.77	\$26.76	\$27.92		
	Annual	\$47,757	\$49,005	\$50,253	\$51,709	\$53,602	\$55,661	\$58,074		
29	Hourly	\$24.16	\$24.86	\$25.77	\$26.76	\$27.92	\$29.22	\$30.55		
	Annual	\$50,253	\$51,709	\$53,602	\$55,661	\$58,074	\$60,778	\$63,544		
30	Hourly	\$25.77	\$26.76	\$27.92	\$29.22	\$30.55	\$31.88	\$33.52		
	Annual	\$53,602	\$55,661	\$58,074	\$60,778	\$63,544	\$66,310	\$69,722		
31	Hourly	\$27.92	\$29.22	\$30.55	\$31.88	\$33.52	\$35.15	\$36.90		
	Annual	\$58,074	\$60,778	\$63,544	\$66,310	\$69,722	\$73,112	\$76,752		

Pay Range	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
32	Hourly	\$30.55	\$31.88	\$33.52	\$35.15	\$36.90	\$38.70	\$40.59	\$42.62	\$44.74
	Annual	\$63,544	\$66,310	\$69,722	\$73,112	\$76,752	\$80,496	\$84,427	\$88,650	\$93,059
33	Hourly	\$33.52	\$35.15	\$36.90	\$38.70	\$40.59	\$42.62	\$44.66	\$46.87	\$49.18
	Annual	\$69,722	\$73,112	\$76,752	\$80,496	\$84,427	\$88,650	\$92,893	\$97,490	\$102,294
34	Hourly	\$36.90	\$38.70	\$40.59	\$42.62	\$44.66	\$46.87	\$49.18	\$51.58	\$54.17
	Annual	\$76,752	\$80,496	\$84,427	\$88,650	\$92,893	\$97,490	\$102,294	\$107,286	\$112,674
35	Hourly	\$40.59	\$42.62	\$44.66	\$46.87	\$49.18	\$51.58	\$54.10	\$56.84	\$59.70
	Annual	\$84,427	\$88,650	\$92,893	\$97,490	\$102,294	\$107,286	\$112,528	\$118,227	\$124,176
36	Hourly	\$44.66	\$46.87	\$49.18	\$51.58	\$54.10	\$56.84	\$59.67	\$62.64	\$65.78
	Annual	\$92,893	\$97,490	\$102,294	\$107,286	\$112,528	\$118,227	\$124,114	\$130,291	\$136,822
CO	Hourly	\$24.16	\$24.86	\$25.77	\$26.76	\$27.92	\$29.16	\$30.44	\$31.78	
	Annual	\$50,253	\$51,709	\$53,602	\$55,661	\$58,074	\$60,653	\$63,315	\$66,102	
SGT	Hourly	\$25.13	\$25.86	\$26.80	\$27.84	\$29.04	\$30.40	\$31.77	\$33.36	
	Annual	\$52,270	\$53,789	\$55,744	\$57,907	\$60,403	\$63,232	\$66,082	\$69,389	
E1	Hourly	\$28.25	\$29.62	\$31.10	\$32.67	\$34.28	\$36.00	\$37.79	\$39.69	
	Annual	\$58,760	\$61,610	\$64,688	\$67,954	\$71,302	\$74,880	\$78,603	\$82,555	
E2	Hourly	\$31.10	\$32.67	\$34.28	\$36.00	\$37.79	\$39.69	\$41.65	\$43.73	\$45.96
	Annual	\$64,688	\$67,954	\$71,302	\$74,880	\$78,603	\$82,555	\$86,632	\$90,958	\$95,597
E3	Hourly	\$34.28	\$36.00	\$37.79	\$39.69	\$41.65	\$43.73	\$45.96	\$48.23	\$50.65
	Annual	\$71,302	\$74,880	\$78,603	\$82,555	\$86,632	\$90,958	\$95,597	\$100,318	\$105,352