

OCSEA Pay Range Schedule

Rates Effective July 2026

Pay Range	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	Hourly	\$18.85	\$19.22	\$19.61	\$20.05					
	Annual	\$39,208	\$39,978	\$40,789	\$41,704					
2	Hourly	\$19.44	\$19.85	\$20.30	\$20.78					
	Annual	\$40,435	\$41,288	\$42,224	\$43,222					
3	Hourly	\$20.05	\$20.51	\$21.02	\$21.48					
	Annual	\$41,704	\$42,661	\$43,722	\$44,678					
4	Hourly	\$20.78	\$21.28	\$21.83	\$22.29					
	Annual	\$43,222	\$44,262	\$45,406	\$46,363					
5	Hourly	\$21.48	\$22.04	\$22.59	\$23.28	\$23.65				
	Annual	\$44,678	\$45,843	\$46,987	\$48,422	\$49,192				
6	Hourly	\$22.29	\$22.86	\$23.45	\$24.02	\$24.63				
	Annual	\$46,363	\$47,549	\$48,776	\$49,962	\$51,230				
7	Hourly	\$23.28	\$23.65	\$24.27	\$24.88	\$25.61	\$26.54			
	Annual	\$48,422	\$49,192	\$50,482	\$51,750	\$53,269	\$55,203			
8	Hourly	\$24.27	\$24.88	\$25.61	\$26.54	\$27.56	\$28.76			
	Annual	\$50,482	\$51,750	\$53,269	\$55,203	\$57,325	\$59,821			
9	Hourly	\$25.61	\$26.54	\$27.56	\$28.76	\$30.10	\$31.47			
	Annual	\$53,269	\$55,203	\$57,325	\$59,821	\$62,608	\$65,458			
10	Hourly	\$27.56	\$28.76	\$30.10	\$31.47	\$32.84	\$34.53			
	Annual	\$57,325	\$59,821	\$62,608	\$65,458	\$68,307	\$71,822			
11	Hourly	\$30.10	\$31.47	\$32.84	\$34.53	\$36.20	\$38.01			
	Annual	\$62,608	\$65,458	\$68,307	\$71,822	\$75,296	\$79,061			
12	Hourly	\$32.84	\$34.54	\$36.20	\$38.01	\$39.86	\$41.81			
	Annual	\$68,307	\$71,843	\$75,296	\$79,061	\$82,909	\$86,965			
23	Hourly	\$19.61	\$20.05	\$20.51	\$21.02	\$21.48				
	Annual	\$40,789	\$41,704	\$42,661	\$43,722	\$44,678				
24	Hourly	\$20.30	\$20.78	\$21.28	\$21.83	\$22.29				
	Annual	\$42,224	\$43,222	\$44,262	\$45,406	\$46,363				
25	Hourly	\$21.02	\$21.48	\$22.04	\$22.59	\$23.28	\$23.65			
	Annual	\$43,722	\$44,678	\$45,843	\$46,987	\$48,422	\$49,192			
26	Hourly	\$21.83	\$22.29	\$22.86	\$23.45	\$24.02	\$24.63			
	Annual	\$45,406	\$46,363	\$47,549	\$48,776	\$49,962	\$51,230			
27	Hourly	\$22.59	\$23.28	\$23.65	\$24.27	\$24.88	\$25.61	\$26.54		
	Annual	\$46,987	\$48,422	\$49,192	\$50,482	\$51,750	\$53,269	\$55,203		
28	Hourly	\$23.65	\$24.27	\$24.88	\$25.61	\$26.54	\$27.56	\$28.76		
	Annual	\$49,192	\$50,482	\$51,750	\$53,269	\$55,203	\$57,325	\$59,821		
29	Hourly	\$24.88	\$25.61	\$26.54	\$27.56	\$28.76	\$30.10	\$31.47		
	Annual	\$51,750	\$53,269	\$55,203	\$57,325	\$59,821	\$62,608	\$65,458		
30	Hourly	\$26.54	\$27.56	\$28.76	\$30.10	\$31.47	\$32.84	\$34.53		
	Annual	\$55,203	\$57,325	\$59,821	\$62,608	\$65,458	\$68,307	\$71,822		
31	Hourly	\$28.76	\$30.10	\$31.47	\$32.84	\$34.53	\$36.20	\$38.01		
	Annual	\$59,821	\$62,608	\$65,458	\$68,307	\$71,822	\$75,296	\$79,061		

Pay Range	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
32	Hourly	\$31.47	\$32.84	\$34.53	\$36.20	\$38.01	\$39.86	\$41.81	\$43.90	\$46.08
	Annual	\$65,458	\$68,307	\$71,822	\$75,296	\$79,061	\$82,909	\$86,965	\$91,312	\$95,846
33	Hourly	\$34.53	\$36.20	\$38.01	\$39.86	\$41.81	\$43.90	\$46.00	\$48.28	\$50.66
	Annual	\$71,822	\$75,296	\$79,061	\$82,909	\$86,965	\$91,312	\$95,680	\$100,422	\$105,373
34	Hourly	\$38.01	\$39.86	\$41.81	\$43.90	\$46.00	\$48.28	\$50.66	\$53.13	\$55.80
	Annual	\$79,061	\$82,909	\$86,965	\$91,312	\$95,680	\$100,422	\$105,373	\$110,510	\$116,064
35	Hourly	\$41.81	\$43.90	\$46.00	\$48.28	\$50.66	\$53.13	\$55.72	\$58.55	\$61.49
	Annual	\$86,965	\$91,312	\$95,680	\$100,422	\$105,373	\$110,510	\$115,898	\$121,784	\$127,899
36	Hourly	\$46.00	\$48.28	\$50.66	\$53.13	\$55.72	\$58.55	\$61.46	\$64.52	\$67.75
	Annual	\$95,680	\$100,422	\$105,373	\$110,510	\$115,898	\$121,784	\$127,837	\$134,202	\$140,920
CO	Hourly	\$24.88	\$25.61	\$26.54	\$27.56	\$28.76	\$30.03	\$31.35	\$32.73	
	Annual	\$51,750	\$53,269	\$55,203	\$57,325	\$59,821	\$62,462	\$65,208	\$68,078	
SGT	Hourly	\$25.88	\$26.64	\$27.60	\$28.68	\$29.91	\$31.31	\$32.72	\$34.36	
	Annual	\$53,830	\$55,411	\$57,408	\$59,654	\$62,213	\$65,125	\$68,058	\$71,469	
E1	Hourly	\$29.10	\$30.51	\$32.03	\$33.65	\$35.31	\$37.08	\$38.92	\$40.88	
	Annual	\$60,528	\$63,461	\$66,622	\$69,992	\$73,445	\$77,126	\$80,954	\$85,030	
E2	Hourly	\$32.03	\$33.65	\$35.31	\$37.08	\$38.92	\$40.88	\$42.90	\$45.04	\$47.34
	Annual	\$66,622	\$69,992	\$73,445	\$77,126	\$80,954	\$85,030	\$89,232	\$93,683	\$98,467
E3	Hourly	\$35.31	\$37.08	\$38.92	\$40.88	\$42.90	\$45.04	\$47.34	\$49.68	\$52.17
	Annual	\$73,445	\$77,126	\$80,954	\$85,030	\$89,232	\$93,683	\$98,467	\$103,334	\$108,514