

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Grade 1																					
Clerical Receptionist	July 1, 2021	2,490	2,564	2,642	2,720	2,802	2,887	2,973	3,062	3,154	3,249	3,346	3,447	3,550	3,657	3,766	3,879	3,995	4,116	4,239	4,366
Grade 2																					
HR Assistant	July 1, 2021	2,720	2,802	2,887	2,973	3,062	3,154	3,249	3,346	3,447	3,550	3,657	3,766	3,879	3,995	4,116	4,239	4,366	4,497	4,632	4,771
Grade 3																					
Program Assistants-Adult/CED Administrative Assistant-HR Accounting Clerk-Billing	July 1, 2021	2,973	3,062	3,154	3,249	3,346	3,447	3,550	3,657	3,766	3,879	3,995	4,116	4,239	4,366	4,497	4,632	4,771	4,914	5,061	5,213
Grade 4																					
Payroll Specialist Administrative Assistant -CED Accounting Technician -AP/AR Lead Vehicle Washer/Facility Maintenance	July 1, 2021	3,249	3,347	3,447	3,550	3,657	3,766	3,879	3,995	4,116	4,239	4,366	4,497	4,632	4,771	4,914	5,061	5,213	5,369	5,530	5,697
Grade 5																					
Employment Counselors Youth Employment Counselor Transit Planning Specialist Transit Outreach Specialist Program Assistant II	July 1, 2021	3,550	3,657	3,766	3,879	3,995	4,116	4,239	4,366	4,497	4,632	4,771	4,914	5,061	5,213	5,369	5,530	5,697	5,867	6,044	6,225
Grade 6																					
HR Coordinator Program Coordinators-CED Executive Assistant CET Dispatch Lead Quality Assurance - CET CSR Lead Maintenance Supervisor	July 1, 2021	3,879	3,995	4,116	4,239	4,366	4,497	4,632	4,771	4,914	5,061	5,213	5,369	5,530	5,697	5,867	6,044	6,225	6,412	6,603	6,802
Grade 7																					
12-Month Classroom Instructors CERC Policy & Services Administrator Field Supervisor -Rural Field Supervisor- Bend	July 1, 2021	4,239	4,366	4,497	4,632	4,771	4,914	5,061	5,213	5,369	5,530	5,697	5,867	6,044	6,225	6,412	6,603	6,802	7,006	7,217	7,433
Grade 7-11 month																					
11 month Classroom Instructors (OYCP)	July 1, 2021	3,885	4,002	4,122	4,246	4,373	4,504	4,640	4,779	4,923	5,069	5,221	5,378	5,540	5,706	5,877	6,054	6,235	6,422	6,615	6,814
Grade 7-10 month																					
10-Month Classroom Instructors	July 1, 2021	3,532	3,638	3,747	3,860	3,976	4,095	4,218	4,344	4,475	4,608	4,747	4,890	5,036	5,188	5,343	5,503	5,668	5,838	6,014	6,193
Grade 8																					
Fiscal Administrators (Transit/Adult & Youth, CED/Loans) 12-Month Lead Classroom Instructor CET Dispatch and Call Center Supervisor Loan Officer Program Administrators- Transit/CERC/CED Network Administrator	July 1, 2021	4,632	4,771	4,914	5,061	5,213	5,369	5,530	5,697	5,867	6,044	6,225	6,412	6,603	6,802	7,006	7,217	7,433	7,656	7,886	8,122
Grade 8-11 Month																					
11 month Lead Classroom Instructors (OYCP)	July 1, 2021	4,246	4,373	4,504	4,640	4,779	4,923	5,069	5,221	5,378	5,540	5,706	5,877	6,054	6,235	6,422	6,615	6,814	7,018	7,228	7,445
Grade 8-10																					
10-Month Lead Classroom Instructor	July 1, 2021	3,860	3,975	4,094	4,218	4,344	4,474	4,608	4,747	4,889	5,036	5,187	5,343	5,503	5,668	5,837	6,013	6,193	6,379	6,571	6,768
Grade 9																					
IT Manager Senior Transit Planner Outreach & Engagement Administrator	July 1, 2021	5,061	5,213	5,369	5,530	5,697	5,867	6,044	6,225	6,412	6,603	6,802	7,006	7,217	7,433	7,656	7,886	8,122	8,366	8,617	8,875
Grade 10																					
CET Operations Manager Medical Ride Brokerage Program Manager WIOA Youth E&T Manager Youth Education Manager	July 1, 2021	5,530	5,697	5,867	6,044	6,225	6,411	6,603	6,801	7,006	7,217	7,433	7,655	7,885	8,122	8,366	8,616	8,875	9,141	9,416	9,698
Grade 11																					
Adult Programs Manager CED Programs Manager Fiscal Services Manager HR / Safety Manager Loan Manager Training Program Manager Transportation Manager	July 1, 2021	6,044	6,225	6,412	6,603	6,802	7,006	7,217	7,433	7,656	7,886	8,122	8,366	8,617	8,875	9,141	9,416	9,698	9,989	10,289	10,597
Grade 12																					
Deputy director	July 1, 2021	6,594	6,792	6,996	7,205	7,422	7,644	7,873	8,110	8,352	8,604	8,862	9,127	9,401	9,683	9,974	10,273	10,581	10,899	11,226	11,562

Hourly		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Grade 1																					
Clerical Receptionist	July 1, 2021	14.37	14.79	15.24	15.70	16.17	16.66	17.16	17.67	18.20	18.74	19.31	19.88	20.48	21.10	21.73	22.38	23.05	23.75	24.46	25.18
Grade 2																					
HR Assistant	July 1, 2021	15.70	16.17	16.66	17.16	17.67	18.20	18.75	19.31	19.88	20.48	21.09	21.73	22.38	23.05	23.75	24.46	25.18	25.95	26.72	27.52
Grade 3																					
Program Assistants-Adult/CED Administrative Assistant-HR Accounting Clerk-Billing	July 1, 2021	17.16	17.67	18.20	18.75	19.31	19.88	20.48	21.09	21.73	22.38	23.05	23.75	24.46	25.18	25.95	26.72	27.52	28.35	29.20	30.08
Grade 4																					
Payroll Specialist Administrative Assistant -CED Accounting Technician -AP/AR Lead Vehicle Washer/Facility Maintenance	July 1, 2021	18.75	19.31	19.88	20.48	21.09	21.73	22.38	23.05	23.75	24.46	25.18	25.95	26.72	27.52	28.35	29.20	30.08	30.98	31.91	32.86
Grade 5																					
Employment Counselors Youth Employment Counselor Transit Planning Specialist Transit Outreach Specialist Program Assistant II	July 1, 2021	20.48	21.09	21.73	22.38	23.05	23.75	24.46	25.18	25.95	26.72	27.52	28.35	29.20	30.08	30.98	31.91	32.86	33.85	34.86	35.91
Grade 6																					
HR Coordinator Program Coordinators-CED Executive Assistant CET Dispatch Lead Quality Assurance - CET CSR Lead Maintenance Supervisor	July 1, 2021	22.38	23.05	23.75	24.46	25.18	25.95	26.72	27.52	28.35	29.20	30.08	30.98	31.91	32.86	33.85	34.86	35.91	36.99	38.10	39.24
Grade 7																					
Classroom Instructors CERC Policy & Services Administrator Field Supervisor- Rural Field Supervisor -Bend	July 1, 2021	24.46	25.18	25.95	26.72	27.52	28.35	29.20	30.08	30.98	31.91	32.86	33.85	34.86	35.91	36.99	38.10	39.24	40.42	41.64	42.88
Grade 8																					
Fiscal Administrators (Transit/Adult & Youth, CED/Loans) Lead Classroom Instructor CET Dispatch and Call Center Supervisor Loan Officer Program Administrators- Transit/CERC/CED Network Administrator	July 1, 2021	26.72	27.52	28.35	29.20	30.08	30.98	31.91	32.86	33.85	34.86	35.91	36.99	38.10	39.24	40.42	41.64	42.88	44.17	45.49	46.86
Grade 9																					
IT Manager Senior Transit Planner Outreach & Engagement Administrator	July 1, 2021	29.20	30.08	30.98	31.91	32.86	33.85	34.86	35.91	36.99	38.10	39.24	40.42	41.64	42.88	44.17	45.49	46.86	48.27	49.71	51.20
Grade 10																					
CET Operations Manager Medical Ride Brokerage Program Manager WIOA Youth E&T Manager Youth Education Manager	July 1, 2021	31.91	32.86	33.85	34.86	35.91	36.99	38.10	39.24	40.42	41.64	42.88	44.17	45.49	46.86	48.27	49.70	51.20	52.74	54.33	55.95
Grade 11																					
Adult Programs Manager CED Programs Manager Fiscal Services Manager HR / Safety Manager Loan Manager Training Program Manager Transportation Manager	July 1, 2021	34.86	35.91	36.99	38.10	39.24	40.42	41.64	42.88	44.17	45.49	46.86	48.27	49.71	51.19	52.73	54.32	55.96	57.63	59.35	61.14
Grade 12																					
Deputy Director	Hourly Rate	38.04	39.18	40.36	41.57	42.82	44.10	45.42	46.79	48.19	49.64	51.13	52.66	54.24	55.86	57.54	59.27	61.04	62.88	64.77	66.71

Annual		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Grade 1 Clerical Receptionist	July 1, 2021	29,878	30,774	31,698	32,648	33,627	34,636	35,676	36,746	37,848	38,983	40,153	41,358	42,598	43,876	45,193	46,549	47,945	49,383	50,865	52,391
Grade 2 HR Assistant	July 1, 2021	32,648	33,627	34,636	35,676	36,746	37,848	38,983	40,153	41,358	42,598	43,876	45,193	46,549	47,945	49,383	50,865	52,391	53,963	55,582	57,249
Grade 3 Program Assistants-Adult/CED Administrative Assistant-HR Accounting Clerk-Billing	July 1, 2021	35,676	36,746	37,848	38,983	40,153	41,358	42,598	43,876	45,193	46,549	47,945	49,383	50,865	52,391	53,963	55,582	57,249	58,966	60,736	62,558
Grade 3 - 11 month Medical Education Assistant	July 1, 2021	32,702	33,683	34,694	35,735	36,807	37,911	39,049	40,221	41,426	42,670	43,950	45,269	46,626	48,025	49,466	50,950	52,478	54,053	55,674	57,344
Grade 4 Payroll Specialist Administrative Assistant -CED Accounting Technician -AP/AR Lead Vehicle Washer/Facility Maintenance	July 1, 2021	38,983	40,153	41,358	42,598	43,876	45,193	46,549	47,945	49,383	50,865	52,391	53,963	55,582	57,250	58,966	60,736	62,558	64,434	66,367	68,358
Grade 5 Employment Counselors Youth Employment Counselor Transit Planning Specialist Transit Outreach Specialist Program Assistant II	July 1, 2021	42,598	43,876	45,193	46,549	47,945	49,383	50,865	52,391	53,963	55,582	57,249	58,966	60,736	62,558	64,434	66,367	68,358	70,409	72,521	74,697
Grade 6 HR Coordinator Program Coordinators-CED Executive Assistant CET Dispatch Lead Quality Assurance - CET CSR Lead Maintenance Supervisor	July 1, 2021	46,549	47,945	49,383	50,865	52,391	53,963	55,582	57,249	58,966	60,736	62,558	64,434	66,367	68,358	70,409	72,521	74,697	76,938	79,246	81,623
Grade 7 12-Month Classroom Instructors CERC Policy & Services Administrator Field Supervisor -Rural Field Supervisor- Bend	July 1, 2021	50,865	52,391	53,963	55,582	57,249	58,966	60,736	62,558	64,434	66,367	68,358	70,409	72,521	74,697	76,938	79,246	81,623	84,072	86,594	89,192
Grade 7-11 month 11 month Classroom Instructors	July 1, 2021	46,626	48,025	49,466	50,950	52,478	54,053	55,674	57,344	59,065	60,837	62,662	64,542	66,477	68,473	70,526	72,642	74,821	77,066	79,378	81,759
Grade 7-10 month 10-Month Classroom Instructors	July 1, 2021	42,387	43,659	44,969	46,318	47,707	49,139	50,612	52,131	53,695	55,306	56,965	58,674	60,434	62,248	64,115	66,038	68,020	70,060	72,162	74,326
Grade 8 Fiscal Administrators (Transportation/Adult & Youth, CED/Loans) 12-Month Lead Classroom Instructor CET Dispatch and Call Center Supervisor Loan Officer Program Administrators- Transit/CERC/CED Network Administrator	July 1, 2021	55,582	57,249	58,966	60,735	62,558	64,434	66,367	68,358	70,409	72,521	74,697	76,938	79,246	81,623	84,071	86,594	89,192	91,867	94,623	97,462
Grade 8-11 Month 11- Month Lead Classroom Instructors	July 1, 2021	50,950	52,478	54,053	55,674	57,344	59,065	60,837	62,662	64,542	66,477	68,473	70,526	72,642	74,821	77,066	79,378	81,759	84,212	86,739	89,341
Grade 8-10 10-Month Lead Classroom Instructor	July 1, 2021	46,313	47,702	49,133	50,607	52,126	53,690	55,300	56,959	58,668	60,428	62,240	64,108	66,031	68,013	70,053	72,154	74,318	76,548	78,845	81,210
Grade 9 IT Manager Senior Transit Planner Outreach & Engagement Administrator	July 1, 2021	60,736	62,558	64,434	66,367	68,358	70,409	72,521	74,697	76,938	79,246	81,623	84,072	86,594	89,192	91,867	94,623	97,462	100,386	103,398	106,500
Grade 10 CET Operations Manager Medical Ride Brokerage Program Manager WIOA Youth E&T Manager Youth Education Manager	July 1, 2021	66,361	68,357	70,408	72,522	74,702	76,934	79,244	81,619	84,074	86,593	89,190	91,866	94,620	97,466	100,389	103,391	106,498	109,696	112,985	116,375
Grade 11 Adult Programs Manager CED Programs Manager Fiscal Services Manager HR / Safety Manager Loan Manager Training Program Manager Transportation Manager	July 1, 2021	72,521	74,697	76,938	79,246	81,623	84,072	86,594	89,192	91,868	94,624	97,463	100,386	103,398	106,500	109,695	112,986	116,376	119,866	123,463	127,166
Grade 12 Deputy Director	July 1, 2021	79,131	81,501	83,950	86,465	89,058	91,730	94,481	97,322	100,230	103,242	106,346	109,529	112,816	116,194	119,692	123,280	126,974	130,784	134,713	138,748