

## PVA Salary Schedule

Effective September 16, 2022

Pay Grade	Minimum Qualifications	Rate	Entry	5%	10%	Midpoint
5	Under age 18 / Co-op / Summer help	Hourly	\$8.281	\$8.696	\$9.110	\$12.268
		Monthly	\$1,345.68	\$1,412.98	\$1,480.26	\$1,993.56
		Annually	\$16,148.16	\$16,955.76	\$17,763.12	\$23,922.72
6	High School Graduate OR GED Earned	Hourly	\$9.110	\$9.566	\$10.021	\$13.496
		Monthly	\$1,480.38	\$1,554.40	\$1,628.42	\$2,193.10
		Annually	\$17,764.56	\$18,652.80	\$19,541.04	\$26,317.20
7	High School Graduate OR GED Earned	Hourly	\$10.020	\$10.521	\$11.022	\$14.844
		Monthly	\$1,628.26	\$1,709.68	\$1,791.10	\$2,412.16
		Annually	\$19,539.12	\$20,516.08	\$21,493.20	\$28,945.92
8	Up to 1 Years of Experience	Hourly	\$11.021	\$11.573	\$12.124	\$16.327
		Monthly	\$1,790.92	\$1,880.48	\$1,970.02	\$2,653.14
		Annually	\$21,491.04	\$22,565.76	\$23,640.24	\$31,837.68
9	2 Years of Experience	Hourly	\$12.122	\$12.729	\$13.335	\$17.959
		Monthly	\$1,969.84	\$2,068.34	\$2,166.84	\$2,918.34
		Annually	\$23,638.08	\$24,820.08	\$26,002.08	\$35,020.08
10	3 Years of Experience	Hourly	\$13.333	\$14.000	\$14.667	\$19.752
		Monthly	\$2,166.62	\$2,274.96	\$2,383.30	\$3,209.70
		Annually	\$25,999.44	\$27,299.52	\$28,599.60	\$38,516.40
11	Bachelors Degree OR 4 years of Experience	Hourly	\$14.668	\$15.402	\$16.135	\$21.730
		Monthly	\$2,383.56	\$2,502.74	\$2,621.92	\$3,531.14
		Annually	\$28,602.72	\$30,032.88	\$31,463.04	\$42,373.68
12	Bachelors Degree + 1 year experience OR 5 Years of Experience	Hourly	\$16.134	\$16.941	\$17.748	\$23.901
		Monthly	\$2,621.78	\$2,752.88	\$2,883.96	\$3,883.92
		Annually	\$31,461.36	\$33,034.56	\$34,607.52	\$46,607.04
13	Bachelors Degree + 2 years of Experience OR 6 Years of Experience	Hourly	\$17.747	\$18.635	\$19.522	\$26.292
		Monthly	\$2,883.90	\$3,028.10	\$3,172.30	\$4,272.46
		Annually	\$34,606.80	\$36,337.20	\$38,067.60	\$51,269.52
14	Bachelors Degree + 3 years of Experience OR 7 Years of Experience	Hourly	\$19.521	\$20.497	\$21.474	\$28.920
		Monthly	\$3,172.18	\$3,330.80	\$3,489.40	\$4,699.50
		Annually	\$38,066.16	\$39,969.60	\$41,872.80	\$56,394.00
15	Bachelors Degree + 4 years of Experience OR 8 Years of Experience	Hourly	\$21.473	\$22.547	\$23.621	\$31.812
		Monthly	\$3,489.38	\$3,663.86	\$3,838.32	\$5,169.46
		Annually	\$41,872.56	\$43,966.32	\$46,059.84	\$62,033.52
16	Bachelors Degree + 5 years of Experience OR 9 Years of Experience	Hourly	\$23.620	\$24.801	\$25.982	\$34.992
		Monthly	\$3,838.26	\$4,030.18	\$4,222.10	\$5,686.20
		Annually	\$46,059.12	\$48,362.16	\$50,665.20	\$68,234.40
17	Bachelors Degree + 6 years of Experience OR 10 Years of Experience	Hourly	\$25.980	\$27.279	\$28.578	\$38.488
		Monthly	\$4,221.76	\$4,432.86	\$4,643.94	\$6,254.30
		Annually	\$50,661.12	\$53,194.32	\$55,727.28	\$75,051.60
18		Hourly	\$28.579	\$30.008	\$31.437	\$42.340
		Monthly	\$4,644.10	\$4,876.32	\$5,108.52	\$6,880.26
		Annually	\$55,729.20	\$58,515.84	\$61,302.24	\$82,563.12