

STEP	21-22 (pre-Dec. Adj.)	21-22 Dec. Adj.	22-23 Min 2%	Market Adjusted* BASE	POTENTIAL INDIVIDUAL IMPACT FACTOR ADJUSTMENTS								*Future Hold 9-10%
					1%	2%	3%	4%	5%	6%	7%	8%	
1	\$43,333	\$44,217	\$45,101	\$45,000	\$45,450	\$45,900	\$46,350	\$46,800	\$47,250	\$47,700	\$48,150	\$48,600	
2	\$47,666	\$48,639	\$49,611	\$49,611	\$50,107	\$50,603	\$51,099	\$51,595	\$52,092	\$52,588	\$53,084	\$53,580	
3	\$50,980	\$52,020	\$53,060	\$53,060	\$53,591	\$54,121	\$54,652	\$55,182	\$55,713	\$56,244	\$56,774	\$57,305	
4	\$54,324	\$55,433	\$56,542	\$56,542	\$57,107	\$57,673	\$58,238	\$58,804	\$59,369	\$59,935	\$60,500	\$61,065	
5	\$56,769	\$57,928	\$59,086	\$59,086	\$59,677	\$60,268	\$60,859	\$61,449	\$62,040	\$62,631	\$63,222	\$63,813	
6	\$59,323	\$60,534	\$61,745	\$62,040	\$62,660	\$63,281	\$63,901	\$64,522	\$65,142	\$65,762	\$66,383	\$67,003	
7	\$61,992	\$63,257	\$64,522	\$65,142	\$65,793	\$66,445	\$67,096	\$67,748	\$68,399	\$69,051	\$69,702	\$70,353	
8	\$64,782	\$66,104	\$67,426	\$68,399	\$69,083	\$69,767	\$70,451	\$71,135	\$71,819	\$72,503	\$73,187	\$73,871	
9	\$67,698	\$69,080	\$70,461	\$71,819	\$72,537	\$73,255	\$73,974	\$74,692	\$75,410	\$76,128	\$76,846	\$77,565	
10	\$70,743	\$72,187	\$73,631	\$75,410	\$76,164	\$76,918	\$77,672	\$78,426	\$79,181	\$79,935	\$80,689	\$81,443	
11	\$72,158	\$73,631	\$75,104	\$76,919	\$77,688	\$78,457	\$79,227	\$79,996	\$80,765	\$81,534	\$82,303	\$83,073	
12	\$73,601	\$75,103	\$76,606	\$78,457	\$79,242	\$80,026	\$80,811	\$81,595	\$82,380	\$83,164	\$83,949	\$84,734	
13	\$75,073	\$76,605	\$78,138	\$80,026	\$80,826	\$81,627	\$82,427	\$83,227	\$84,027	\$84,828	\$85,628	\$86,428	
14	\$76,574	\$78,138	\$79,701	\$81,627	\$82,443	\$83,260	\$84,076	\$84,892	\$85,708	\$86,525	\$87,341	\$88,157	
15	\$78,106	\$79,700	\$81,295	\$83,259	\$84,092	\$84,924	\$85,757	\$86,589	\$87,422	\$88,255	\$89,087	\$89,920	
16	\$79,668	\$81,294	\$82,920	\$84,924	\$85,773	\$86,622	\$87,472	\$88,321	\$89,170	\$90,019	\$90,869	\$91,718	
17	\$81,261	\$82,920	\$84,579	\$86,623	\$87,489	\$88,355	\$89,222	\$90,088	\$90,954	\$91,820	\$92,687	\$93,553	
<i>Indicates approximation. Previously BVP published to STEP 10 and then did 1-3% COLAs each year after.</i>													
<i>Represents a baseline before any "Impact Factors" are considered: extra credentials, longevity/similar work experience, shared experiences, hard-to-fill.</i>													
<i>*Future Hold: if funding allows, over the next few years BVP hopes to add an additional Impact Factor based on an equitable assessment of performance.</i>													