

ADMINISTRATIVE PROFESSIONAL AND SUPPORT STAFF COMPENSATION SYSTEM
2026 - 2027 Pay Grades and Quintiles*

	PayGrade		Quintile 1			Quintile 2			Quintile 3			Quintile 4			Quintile 5		
	MIN	MAX	MIN	MDPT	MAX	MIN	MDPT	MAX	MIN	MDPT	MAX	MIN	MDPT	MAX	MIN	MDPT	MAX
1	30,275	42,231				30,275	31,769	33,265	33,266	34,761	36,254	36,255	37,753	39,241	39,242	40,741	42,231
2	31,977	49,359	31,977	33,715	35,450	35,453	37,193	38,931	38,934	40,669	42,405	42,406	44,142	45,880	45,881	47,617	49,359
3	37,366	57,875	37,366	39,413	41,462	41,466	43,517	45,569	45,572	47,617	49,667	49,668	51,723	53,772	53,774	55,820	57,875
4	43,794	67,778	43,794	46,197	48,592	48,597	50,991	53,389	53,390	55,791	58,185	58,186	60,582	62,985	62,986	65,380	67,778
5	51,267	79,420	51,267	54,087	56,900	56,903	59,714	62,527	62,530	65,349	68,161	68,162	70,978	73,793	73,794	76,606	79,420
6	59,957	92,977	59,957	63,261	66,560	66,562	69,867	73,167	73,168	76,469	79,769	79,771	83,075	86,379	86,380	89,675	92,977
7	68,821	110,183	68,821	72,955	77,093	77,094	81,230	85,367	85,368	89,501	93,638	93,639	97,775	101,912	101,915	106,052	110,183
8	80,637	128,952	80,637	85,469	90,302	90,304	95,131	99,965	99,968	104,797	109,627	109,630	114,460	119,292	119,294	124,122	128,952
9	92,629	152,759	92,629	98,644	104,658	104,660	110,667	116,687	116,688	122,699	128,707	128,708	134,723	140,738	140,739	146,748	152,759
10	108,271	178,831	108,271	115,329	122,385	122,387	129,438	136,492	136,493	143,551	150,606	150,608	157,662	164,718	164,719	171,775	178,831
11	124,433	211,330	124,433	133,122	141,813	141,814	150,503	159,189	159,191	167,884	176,568	176,571	185,262	193,954	193,955	202,642	211,330
12	145,460	247,303	145,460	155,646	165,830	165,834	176,014	186,200	186,202	196,385	206,567	206,568	216,753	226,935	226,936	237,120	247,303
13	153,110	306,392	153,110	168,438	183,769	183,770	199,095	214,423	214,424	229,752	245,082	245,083	260,408	275,734	275,735	291,063	306,392

*Please note quintiles 1 and 2 are used to determine initial salary placement, quintiles 3 through 5 are used in determining annual salary increase amounts within Delta's Performance Management & Compensation System.