

	2026
Anchorage Municipal Employees Association (AMEA)	3.% STEP 1 thru 6 Added Steps 7 thru 12
Anchorage Police Department Employees Association (APDEA)	4.30%
International Association of Firefighters (IAFF)	8.00%
International Brotherhood of Eletrical Workers Local (IBEW)	2.30%
International Brotherhood of Electrical Workers Tech (IBEW-Tech)	4.30%
International Uniion of Operating Engineers Local (ENG)	5.00%
Plumbers & Steamfitters (PLU)	3.3% ALL 5% Step 3 2.5% Step 4 thru 6
Public Employees Local 71 (L71)	3.00%
Teamsters (TEAM)	3.30%
Non-Represented (Non-Rep)	5%
Exeuctive (EXEC)	2.50%
Executive Attonrye (EXEA)	2.50%
Public Safety NonRep (PSN)	5%

2025	2024	2023
1.50%	1.40%	1.20%
3.3% ALL 3.5% GRD 17	7.80%	1.20%
1.50%	1.40%	1.20%
1.50%	1.50%	1.20%
1.50%	2.50%	1.20%
1.50%	1.60%	1.20%
	3.30%	1.20%
1.50%	1.50%	1.20%
1.50%	3.30%	1.20%
1.50%	3.30%	1.20%
1.50%	3.3% ALL, 24% GRD 21-24 33% GRD25	1.20%
1.50%	3.30%	20%
1.50%	2.5% STEP 4 thru 9 3.3% STEP 1 thru 3	1.70%

Salary Schedule Anchorage Municipal Employees Association (AMEA)

Effective Date: 01/09/2023

Increase: 1.2%

	Step					
Grade	1	2	3	4	5	6
6	\$13.61	\$14.30	\$15.05	\$15.77	\$16.54	\$17.43
7	\$15.05	\$15.77	\$16.54	\$17.43	\$18.29	\$19.18
8	\$16.54	\$17.43	\$18.29	\$19.18	\$20.18	\$21.15
9	\$18.29	\$19.18	\$20.18	\$21.15	\$22.24	\$23.36
10	\$20.18	\$21.15	\$22.24	\$23.36	\$24.41	\$25.67
11	\$22.24	\$23.36	\$24.41	\$25.67	\$26.99	\$28.29
12	\$24.41	\$25.67	\$26.99	\$28.29	\$29.69	\$31.14
13	\$26.99	\$28.29	\$29.69	\$31.14	\$32.78	\$34.40
14	\$29.69	\$31.14	\$32.78	\$34.40	\$36.15	\$37.97
14E	\$32.78	\$34.40	\$36.15	\$37.97	\$39.90	\$41.89
15	\$32.78	\$34.40	\$36.15	\$37.97	\$39.90	\$41.89
15E	\$36.15	\$37.97	\$39.90	\$41.89	\$43.93	\$46.13
16	\$36.15	\$37.97	\$39.90	\$41.89	\$43.93	\$46.13
16E	\$39.90	\$41.89	\$43.93	\$46.13	\$48.41	\$50.82
17	\$39.90	\$41.89	\$43.93	\$46.13	\$48.41	\$50.82
17E	\$43.93	\$46.09	\$48.31	\$50.73	\$53.25	\$55.92

Note: "E" is designated for the following class titles:

Assistant Traffic Engineer I, II and III

Civil Engineer I, II and III

Landscape Architect I, II and III

Plan Reviewer Engineer

Salary Schedule Anchorage Municipal Employees Association (AMEA)

Effective Date: 1/8/2024

Increase: 1.4%

	Step					
Grade	1	2	3	4	5	6
6	\$13.80	\$14.50	\$15.26	\$15.99	\$16.77	\$17.67
7	\$15.26	\$15.99	\$16.77	\$17.67	\$18.55	\$19.45
8	\$16.77	\$17.67	\$18.55	\$19.45	\$20.46	\$21.45
9	\$18.55	\$19.45	\$20.46	\$21.45	\$22.55	\$23.69
10	\$20.46	\$21.45	\$22.55	\$23.69	\$24.75	\$26.03
11	\$22.55	\$23.69	\$24.75	\$26.03	\$27.37	\$28.69
12	\$24.75	\$26.03	\$27.37	\$28.69	\$30.11	\$31.58
13	\$27.37	\$28.69	\$30.11	\$31.58	\$33.24	\$34.88
14	\$30.11	\$31.58	\$33.24	\$34.88	\$36.66	\$38.50

14E	\$33.24	\$34.88	\$36.66	\$38.50	\$40.46	\$42.48
15	\$33.24	\$34.88	\$36.66	\$38.50	\$40.46	\$42.48
15E	\$36.66	\$38.50	\$40.46	\$42.48	\$44.55	\$46.78
16	\$36.66	\$38.50	\$40.46	\$42.48	\$44.55	\$46.78
16E	\$40.46	\$42.48	\$44.55	\$46.78	\$49.09	\$51.53
17	\$40.46	\$42.48	\$44.55	\$46.78	\$49.09	\$51.53
17E	\$44.55	\$46.74	\$48.99	\$51.44	\$54.00	\$56.70

Note: "E" is designated for the following class titles:

Assistant Traffic Engineer I, II and III

Civil Engineer I, II and III

Landscape Architect I, II and III

Plan Reviewer Engineer

Salary Schedule Anchorage Municipal Employees Association (AMEA)

Effective Date: 1/6/2025

Increase: 1.5%

	Step					
Grade	1	2	3	4	5	6
6	\$14.01	\$14.72	\$15.49	\$16.23	\$17.02	\$17.94
7	\$15.49	\$16.23	\$17.02	\$17.94	\$18.83	\$19.74
8	\$17.02	\$17.94	\$18.83	\$19.74	\$20.77	\$21.77
9	\$18.83	\$19.74	\$20.77	\$21.77	\$22.89	\$24.05
10	\$20.77	\$21.77	\$22.89	\$24.05	\$25.12	\$26.42
11	\$22.89	\$24.05	\$25.12	\$26.42	\$27.78	\$29.12
12	\$25.12	\$26.42	\$27.78	\$29.12	\$30.56	\$32.05
13	\$27.78	\$29.12	\$30.56	\$32.05	\$33.74	\$35.40
14	\$30.56	\$32.05	\$33.74	\$35.40	\$37.21	\$39.08
14E	\$33.74	\$35.40	\$37.21	\$39.08	\$41.07	\$43.12
15	\$33.74	\$35.40	\$37.21	\$39.08	\$41.07	\$43.12
15E	\$37.21	\$39.08	\$41.07	\$43.12	\$45.22	\$47.48
16	\$37.21	\$39.08	\$41.07	\$43.12	\$45.22	\$47.48
16E	\$41.07	\$43.12	\$45.22	\$47.48	\$49.83	\$52.30
17	\$41.07	\$43.12	\$45.22	\$47.48	\$49.83	\$52.30
17E	\$45.22	\$47.44	\$49.72	\$52.21	\$54.81	\$57.55

Note: "E" is designated for the following class titles:

Assistant Traffic Engineer I, II and III

Civil Engineer I, II and III

Landscape Architect I, II and III

Plan Reviewer Engineer

Salary Schedule Anchorage Municipal Employees Association (AMEA)

Effective Date: 1/5/2026

Steps 1 through 6 increase: 3.0%

Steps 7 through 12 are effective 1/5/2026.

Grade	Step								
	1	2	3	4	5	6	7	8	9
6	\$14.43	\$15.16	\$15.95	\$16.72	\$17.53	\$18.48	\$18.94	\$19.42	\$19.90
7	\$15.95	\$16.72	\$17.53	\$18.48	\$19.39	\$20.33	\$20.84	\$21.36	\$21.90
8	\$17.53	\$18.48	\$19.39	\$20.33	\$21.39	\$22.42	\$22.98	\$23.56	\$24.14
9	\$19.39	\$20.33	\$21.39	\$22.42	\$23.58	\$24.77	\$25.39	\$26.03	\$26.68
10	\$21.39	\$22.42	\$23.58	\$24.77	\$25.87	\$27.21	\$27.89	\$28.59	\$29.30
11	\$23.58	\$24.77	\$25.87	\$27.21	\$28.61	\$29.99	\$30.75	\$31.52	\$32.31
12	\$25.87	\$27.21	\$28.61	\$29.99	\$31.48	\$33.01	\$33.84	\$34.68	\$35.55
13	\$28.61	\$29.99	\$31.48	\$33.01	\$34.75	\$36.46	\$37.38	\$38.32	\$39.27
14	\$31.48	\$33.01	\$34.75	\$36.46	\$38.33	\$40.25	\$41.26	\$42.29	\$43.35
14E	\$34.75	\$36.46	\$38.33	\$40.25	\$42.30	\$44.41	\$45.53	\$46.67	\$47.83
15	\$34.75	\$36.46	\$38.33	\$40.25	\$42.30	\$44.41	\$45.53	\$46.67	\$47.83
15E	\$38.33	\$40.25	\$42.30	\$44.41	\$46.58	\$48.90	\$50.13	\$51.39	\$52.67
16	\$38.33	\$40.25	\$42.30	\$44.41	\$46.58	\$48.90	\$50.13	\$51.39	\$52.67
16E	\$42.30	\$44.41	\$46.58	\$48.90	\$51.32	\$53.87	\$55.22	\$56.60	\$58.01
17	\$42.30	\$44.41	\$46.58	\$48.90	\$51.32	\$53.87	\$55.22	\$56.60	\$58.01
17E	\$46.58	\$48.86	\$51.21	\$53.78	\$56.45	\$59.28	\$60.76	\$62.27	\$63.83

Note: "E" is designated for the following job classifications:

14E Landscape Architect
 15E Assistant Traffic Engineer I
 15E Civil Engineer I
 15E Landscape Architect II
 15E Public Health Nurse*
 16E Assistant Traffic Engineer II
 16E Civil Engineer II
 16E Landscape Architect III
 16E Plan Reviewer Engineer
 17E Assistant Traffic Engineer III
 17E Civil Engineer III
 17E Senior Public Health Nurse*

* New grade effective 1/5/2026

10	11	12
\$20.39	\$20.91	\$21.43
\$22.44	\$23.00	\$23.58
\$24.75	\$25.37	\$26.01
\$27.35	\$28.03	\$28.73
\$30.03	\$30.79	\$31.56
\$33.11	\$33.94	\$34.78
\$36.43	\$37.34	\$38.27
\$40.25	\$41.26	\$42.29
\$44.43	\$45.55	\$46.69
\$49.03	\$50.25	\$51.51
\$49.03	\$50.25	\$51.51
\$53.99	\$55.34	\$56.72
\$53.99	\$55.34	\$56.72
\$59.46	\$60.95	\$62.47
\$59.46	\$60.95	\$62.47
\$65.43	\$67.06	\$68.74

Salary Schedule Anchorage Police Department Employees Association (APDEA)

Effective Date: 01/09/2023

Grade	Step							
	1	2	3	4	5	6	7	8
12	\$21.59	\$22.13	\$23.23	\$24.39	\$25.61	\$26.90	\$28.24	\$28.95
14	\$22.69	\$23.26	\$24.42	\$25.64	\$26.93	\$28.28	\$29.67	\$30.41
15	\$23.35	\$23.94	\$25.13	\$26.39	\$27.69	\$29.08	\$30.55	\$31.31
16	\$24.17	\$24.79	\$26.05	\$27.33	\$28.70	\$30.13	\$31.64	\$32.43
17	\$24.96	\$25.57	\$26.84	\$28.19	\$29.60	\$31.07	\$32.63	\$33.44
18	\$26.07	\$26.72	\$28.03	\$29.43	\$30.92	\$32.46	\$34.08	\$34.93
19	\$27.13	\$27.81	\$29.20	\$30.64	\$32.18	\$33.79	\$35.49	\$36.37
20	\$29.35	\$30.09	\$31.58	\$33.16	\$34.81	\$36.55	\$38.38	\$39.34
21	\$29.35	\$30.09	\$31.58	\$33.16	\$34.81	\$36.55	\$38.38	\$39.34
22	\$32.46	\$33.27	\$34.93	\$36.70	\$38.53	\$40.46	\$42.49	\$43.54
23	\$35.35	\$36.23	\$38.05	\$39.94	\$41.95	\$44.05	\$46.25	\$47.42
31	\$27.55	\$28.24	\$28.95	\$30.38	\$31.90	\$33.51	\$35.19	\$36.07
32	\$32.87	\$33.69	\$34.54	\$36.26	\$38.09	\$39.97	\$41.98	\$43.02
33	\$36.76	\$37.67	\$39.55	\$41.50	\$43.58	\$45.76	\$48.07	\$49.25
35	\$35.35	\$36.23	\$37.13	\$39.00	\$40.94	\$42.99	\$45.14	\$46.28
36	\$36.34	\$37.26	\$39.11	\$41.08	\$43.12	\$45.28	\$47.54	\$49.90
37	\$42.99	\$44.07	\$46.27	\$48.57	\$51.01	\$53.54	\$56.23	\$59.03

Salary Schedule Anchorage Police Department Employees Association (APDEA)

Effective Date: 01/08/2024

Grade	Step							
	1	2	3	4	5	6	7	8
12	\$23.27	\$23.86	\$25.04	\$26.29	\$27.61	\$29.00	\$30.44	\$31.21
14	\$24.46	\$25.07	\$26.32	\$27.64	\$29.03	\$30.49	\$31.98	\$32.78
15	\$25.17	\$25.81	\$27.09	\$28.45	\$29.85	\$31.35	\$32.93	\$33.75
16	\$26.06	\$26.72	\$28.08	\$29.46	\$30.94	\$32.48	\$34.11	\$34.96
17	\$26.91	\$27.56	\$28.93	\$30.39	\$31.91	\$33.49	\$35.18	\$36.05
18	\$28.10	\$28.80	\$30.22	\$31.73	\$33.33	\$34.99	\$36.74	\$37.65
19	\$29.25	\$29.98	\$31.48	\$33.03	\$34.69	\$36.43	\$38.26	\$39.21
20	\$31.64	\$32.44	\$34.04	\$35.75	\$37.53	\$39.40	\$41.37	\$42.41
21	\$31.64	\$32.44	\$34.04	\$35.75	\$37.53	\$39.40	\$41.37	\$42.41
22	\$34.99	\$35.87	\$37.65	\$39.56	\$41.54	\$43.62	\$45.80	\$46.94
23	\$38.11	\$39.06	\$41.02	\$43.06	\$45.22	\$47.49	\$49.86	\$51.12
31	\$29.70	\$30.44	\$31.21	\$32.75	\$34.39	\$36.12	\$37.93	\$38.88
32	\$35.43	\$36.32	\$37.23	\$39.09	\$41.06	\$43.09	\$45.25	\$46.38
33	\$39.63	\$40.61	\$42.63	\$44.74	\$46.98	\$49.33	\$51.82	\$53.09
35	\$38.11	\$39.06	\$40.03	\$42.04	\$44.13	\$46.34	\$48.66	\$49.89
36	\$39.17	\$40.17	\$42.16	\$44.28	\$46.48	\$48.81	\$51.25	\$53.79

37	\$46.34	\$47.51	\$49.88	\$52.36	\$54.99	\$57.72	\$60.62	\$63.63
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Salary Schedule Anchorage Police Department Employees Association (APDEA)

Effective Date: 1/6/2025

All Grades

Increase: 3.30%

Effective Date: 6/23/2025

Grade 17 **ONLY**

Increase: 3.50%

	Step							
Grade	1	2	3	4	5	6	7	8
12	\$24.04	\$24.65	\$25.87	\$27.16	\$28.52	\$29.96	\$31.44	\$32.24
14	\$25.27	\$25.90	\$27.19	\$28.55	\$29.99	\$31.50	\$33.04	\$33.86
15	\$26.00	\$26.66	\$27.98	\$29.39	\$30.84	\$32.38	\$34.02	\$34.86
16	\$26.92	\$27.60	\$29.01	\$30.43	\$31.96	\$33.55	\$35.24	\$36.11
17	\$28.77	\$29.47	\$30.93	\$32.49	\$34.11	\$35.81	\$37.61	\$38.54
18	\$29.03	\$29.75	\$31.22	\$32.78	\$34.43	\$36.14	\$37.95	\$38.89
19	\$30.22	\$30.97	\$32.52	\$34.12	\$35.83	\$37.63	\$39.52	\$40.50
20	\$32.68	\$33.51	\$35.16	\$36.93	\$38.77	\$40.70	\$42.74	\$43.81
21	\$32.68	\$33.51	\$35.16	\$36.93	\$38.77	\$40.70	\$42.74	\$43.81
22	\$36.14	\$37.05	\$38.89	\$40.87	\$42.91	\$45.06	\$47.31	\$48.49
23	\$39.37	\$40.35	\$42.37	\$44.48	\$46.71	\$49.06	\$51.51	\$52.81
31	\$30.68	\$31.44	\$32.24	\$33.83	\$35.52	\$37.31	\$39.18	\$40.16
32	\$36.60	\$37.52	\$38.46	\$40.38	\$42.41	\$44.51	\$46.74	\$47.91
33	\$40.94	\$41.95	\$44.04	\$46.22	\$48.53	\$50.96	\$53.53	\$54.84
35	\$39.37	\$40.35	\$41.35	\$43.43	\$45.59	\$47.87	\$50.27	\$51.54
36	\$40.46	\$41.50	\$43.55	\$45.74	\$48.01	\$50.42	\$52.94	\$55.57
37	\$47.87	\$49.08	\$51.53	\$54.09	\$56.80	\$59.62	\$62.62	\$65.73

Salary Schedule Anchorage Police Department Employees Association (APDEA)

Effective Date: 1/5/2026

All Grades

Increase: 4.30%

	Step							
Grade	1	2	3	4	5	6	7	8
12	\$25.07	\$25.71	\$26.98	\$28.33	\$29.75	\$31.25	\$32.79	\$33.63
14	\$26.36	\$27.01	\$28.36	\$29.78	\$31.28	\$32.85	\$34.46	\$35.32
15	\$27.12	\$27.81	\$29.18	\$30.65	\$32.17	\$33.77	\$35.48	\$36.36
16	\$28.08	\$28.79	\$30.26	\$31.74	\$33.33	\$34.99	\$36.76	\$37.66
17	\$30.01	\$30.74	\$32.26	\$33.89	\$35.58	\$37.35	\$39.23	\$40.20
18	\$30.28	\$31.03	\$32.56	\$34.19	\$35.91	\$37.69	\$39.58	\$40.56
19	\$31.52	\$32.30	\$33.92	\$35.59	\$37.37	\$39.25	\$41.22	\$42.24
20	\$34.09	\$34.95	\$36.67	\$38.52	\$40.44	\$42.45	\$44.58	\$45.69
21	\$34.09	\$34.95	\$36.67	\$38.52	\$40.44	\$42.45	\$44.58	\$45.69
22	\$37.69	\$38.64	\$40.56	\$42.63	\$44.76	\$47.00	\$49.34	\$50.58
23	\$41.06	\$42.09	\$44.19	\$46.39	\$48.72	\$51.17	\$53.72	\$55.08
31	\$32.00	\$32.79	\$33.63	\$35.28	\$37.05	\$38.91	\$40.86	\$41.89
32	\$38.17	\$39.13	\$40.11	\$42.12	\$44.23	\$46.42	\$48.75	\$49.97

33	\$42.70	\$43.75	\$45.93	\$48.21	\$50.62	\$53.15	\$55.83	\$57.20
35	\$41.06	\$42.09	\$43.13	\$45.30	\$47.55	\$49.93	\$52.43	\$53.76
36	\$42.20	\$43.28	\$45.42	\$47.71	\$50.07	\$52.59	\$55.22	\$57.96
37	\$49.93	\$51.19	\$53.75	\$56.42	\$59.24	\$62.18	\$65.31	\$68.56

Increase: 1.2%

9	10	11
\$29.67	\$30.41	
\$31.17	\$31.95	
\$32.09	\$32.89	
\$33.23	\$34.06	
\$34.27	\$35.13	
\$35.80	\$36.70	
\$37.27	\$38.20	
\$40.32	\$41.33	
\$40.32	\$41.33	
\$44.64	\$45.75	
\$48.59	\$49.80	
\$36.97	\$37.89	
\$44.11	\$45.22	
\$50.48	\$51.74	
\$47.44	\$48.63	
\$51.16	\$52.44	\$53.76
\$60.51	\$62.03	\$63.57

Increase: 7.8%

9	10	11
\$31.98	\$32.78	
\$33.60	\$34.44	
\$34.59	\$35.46	
\$35.82	\$36.72	
\$36.94	\$37.87	
\$38.59	\$39.56	
\$40.18	\$41.18	
\$43.46	\$44.55	
\$43.46	\$44.55	
\$48.12	\$49.32	
\$52.38	\$53.68	
\$39.85	\$40.85	
\$47.55	\$48.75	
\$54.42	\$55.78	
\$51.14	\$52.42	
\$55.15	\$56.53	\$57.95

\$65.23	\$66.87	\$68.53
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9	10	11
\$33.04	\$33.86	
\$34.71	\$35.58	
\$35.73	\$36.63	
\$37.00	\$37.93	
\$39.50	\$40.49	
\$39.86	\$40.87	
\$41.51	\$42.54	
\$44.89	\$46.02	
\$44.89	\$46.02	
\$49.71	\$50.95	
\$54.11	\$55.45	
\$41.17	\$42.20	
\$49.12	\$50.36	
\$56.22	\$57.62	
\$52.83	\$54.15	
\$56.97	\$58.40	\$59.86
\$67.38	\$69.08	\$70.79

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9	10	11
\$34.46	\$35.32	
\$36.20	\$37.11	
\$37.27	\$38.21	
\$38.59	\$39.56	
\$41.20	\$42.23	
\$41.57	\$42.63	
\$43.29	\$44.37	
\$46.82	\$48.00	
\$46.82	\$48.00	
\$51.85	\$53.14	
\$56.44	\$57.83	
\$42.94	\$44.01	
\$51.23	\$52.53	

\$58.64	\$60.10	
\$55.10	\$56.48	
\$59.42	\$60.91	\$62.43
\$70.28	\$72.05	\$73.83

Salary Schedule International Association of Firefighters, Local 1264 (IAFF)

Effective Date: 01/09/2023

40-hour	Step		
Grade	1	2	3
11	\$31.29	\$32.87	\$33.85
23	\$37.68	\$39.57	\$40.75
24	\$43.61	\$44.93	
27	\$46.16	\$48.46	\$49.91
28	\$49.91	\$52.43	\$54.01
29	\$46.71	\$49.06	\$50.53
30	\$47.66	\$50.04	\$51.55

56-hour	Step		
Grade	1	2	3
25	\$28.36	\$31.25	\$28.97
27	\$34.09	\$35.11	\$36.16
29	\$37.49	\$38.63	\$39.79
31	\$41.25	\$42.49	\$43.77

Salary Schedule International Association of Firefighters, Local 1264 (IAFF)

Effective Date: 01/08/2024

40-hour	Step		
Grade	1	2	3
11	\$31.73	\$33.33	\$34.32
23	\$38.21	\$40.12	\$41.32
24	\$44.22	\$45.56	
27	\$46.81	\$49.14	\$50.61
28	\$50.61	\$53.16	\$54.77
29	\$47.36	\$49.75	\$51.24
30	\$48.33	\$50.74	\$52.27

56-hour	Step		
Grade	1	2	3
25	\$28.76	\$31.68	\$29.38
27	\$34.57	\$35.60	\$36.67
29	\$38.01	\$39.17	\$40.35
31	\$41.83	\$43.08	\$44.38

Salary Schedule International Association of Firefighters, Local 1264 (IAFF)

Effective Date: 01/06/2025

40-hour	Step		
Grade	1	2	3
11	\$32.21	\$33.83	\$34.83
23	\$38.78	\$40.72	\$41.94
24	\$44.88	\$46.24	
27	\$47.51	\$49.88	\$51.37
28	\$51.37	\$53.96	\$55.59
29	\$48.07	\$50.50	\$52.01
30	\$49.05	\$51.50	\$53.05

56-hour	Step		
Grade	1	2	3
25	\$29.19	\$32.16	\$29.82
27	\$35.09	\$36.13	\$37.22
29	\$38.58	\$39.76	\$40.96
31	\$42.46	\$43.73	\$45.05

Salary Schedule International Association of Firefighters, Local 1264 (IAFF)

Effective Date: 01/5/2026

40-hour	Step		
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Grade	1	2	3
11	\$34.79	\$36.54	\$37.62
23	\$41.88	\$43.98	\$45.30
24	\$48.47	\$49.94	
27	\$51.31	\$53.87	\$55.48
28	\$55.48	\$58.28	\$60.04
29	\$51.92	\$54.54	\$56.17
30	\$52.97	\$55.62	\$57.29

Increase: 1.2%

ep		
4	5	6
\$31.00	\$31.93	\$32.88

Increase: 1.4%

ep		
4	5	6
\$31.43	\$32.38	\$33.34

Increase: 1.5%

ep		
4	5	6
\$31.90	\$32.87	\$33.84

Increase: 8.0%

56-hour	Step
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Grade	1	2	3	4	5	6
25	\$22.52	\$24.81	\$32.21	\$34.45	\$35.50	\$36.55
27	\$37.90	\$39.02	\$40.20			
29	\$41.67	\$42.94	\$44.24			
31	\$45.86	\$47.23	\$48.65			

Salary Schedule International Brotherhood of Electrical Workers, Local 1547 (IBEW)

Effective Date: 01/09/2023

Increase: 4.00%

	Step
Grade	1
04-65%	\$30.53
06-70%	\$32.88
08-75%	\$35.23
10-80%	\$37.58
12-85%	\$39.92
16-100%	\$46.97
18-103%	\$48.38
20-105%	\$49.32
22-107.5%	\$50.49
24-112.5%	\$52.84
26-115%	\$54.02
82U-128%	\$60.12

Salary Schedule International Brotherhood of Electrical Workers, Local 1547 (IBEW)

Effective Date: 01/08/2024

Increase: 4.00%

	Step
Grade	1
04-65%	\$30.99
06-70%	\$33.37
08-75%	\$35.76
10-80%	\$38.14
12-85%	\$40.52
16-100%	\$47.67
18-103%	\$49.10
20-105%	\$50.05
22-107.5%	\$51.25
24-112.5%	\$53.63
26-115%	\$54.82
82U-128%	\$61.02

Salary Schedule International Brotherhood of Electrical Workers, Local 1547 (IBEW)

Effective Date: 01/06/2025

Increase: 4.00%

	Step
Grade	1
04-65%	\$32.23
06-70%	\$34.71

08-75%	\$37.19
10-80%	\$39.66
12-85%	\$42.14
16-100%	\$49.58
18-103%	\$51.07
20-105%	\$52.06
22-107.5%	\$53.30
24-112.5%	\$55.78
26-115%	\$57.02
82U-128%	\$63.46

Salary Schedule International Brotherhood of Electrical Workers, Local 1547 (IBEW)

Effective Date: 01/5/2026

Increase: 2.00%

	Step
Grade	1
04-65%	\$32.96
06-70%	\$35.50
08-75%	\$38.03
10-80%	\$40.56
12-85%	\$43.10
16-100%	\$50.70
18-103%	\$52.22
20-105%	\$53.24
22-107.5%	\$54.50
24-112.5%	\$57.04
26-115%	\$58.31
82U-128%	\$64.90

1.5%

1.5%

4.0%



Salary Schedule International Brotherhood of Electrical Workers-Tech, Local 1547 (IBEW)

Effective Date: 01/09/2023

Increase: 1.7%

	Step				
Grade	1	2	3	4	5
7	\$19.08	\$20.09	\$21.07	\$21.59	
8	\$20.09	\$21.07	\$22.13	\$22.69	
13	\$25.57	\$26.87	\$28.17	\$28.87	
15	\$28.17	\$29.56	\$31.00	\$31.76	
16	\$29.56	\$31.00	\$32.62	\$33.44	
17	\$33.66	\$35.41	\$37.19	\$38.11	\$39.05
18	\$35.41	\$37.19	\$39.04	\$40.03	\$41.02
19	\$37.19	\$39.04	\$41.00	\$42.03	\$43.08

Salary Schedule International Brotherhood of Electrical Workers-Tech, Local 1547 (IBEW)

Effective Date: 01/08/2024

Increase: 2.5%

	Step				
Grade	1	2	3	4	5
7	\$19.56	\$20.59	\$21.60	\$22.13	
8	\$20.59	\$21.60	\$22.68	\$23.26	
13	\$26.21	\$27.54	\$28.87	\$29.59	
15	\$28.87	\$30.30	\$31.78	\$32.55	
16	\$30.30	\$31.78	\$33.44	\$34.28	
17	\$34.50	\$36.30	\$38.12	\$39.06	\$40.03
18	\$36.30	\$38.12	\$40.02	\$41.03	\$42.05
19	\$38.12	\$40.02	\$42.03	\$43.08	\$44.16

Salary Schedule International Brotherhood of Electrical Workers-Tech, Local 1547 (IBEW)

Effective Date: 01/06/2025

Increase: 5.0%

	Step				
Grade	1	2	3	4	5
7	\$20.54	\$21.62	\$22.68	\$23.24	
8	\$21.62	\$22.68	\$23.81	\$24.42	
13	\$27.52	\$28.92	\$30.31	\$31.07	
15	\$30.31	\$31.82	\$33.37	\$34.18	
16	\$31.82	\$33.37	\$35.11	\$35.99	
17	\$36.23	\$38.12	\$40.03	\$41.01	\$42.03
18	\$38.12	\$40.03	\$42.02	\$43.08	\$44.15
19	\$40.03	\$42.02	\$44.13	\$45.23	\$46.37

Salary Schedule International Brotherhood of Electrical Workers-Tech, Local 1547 (IBEW)

Effective Date: 01/5/2026

Increase: 4.3%

	Step				
Grade	1	2	3	4	5
7	\$21.16	\$22.27	\$23.36	\$23.94	
8	\$22.27	\$23.36	\$24.52	\$25.15	
13	\$28.35	\$29.79	\$31.22	\$32.00	
15	\$31.22	\$32.77	\$34.37	\$35.21	
16	\$32.77	\$34.37	\$36.16	\$37.07	
17	\$37.32	\$39.26	\$41.23	\$42.24	\$43.29
18	\$39.26	\$41.23	\$43.28	\$44.37	\$45.47
19	\$41.23	\$43.28	\$45.45	\$46.59	\$47.76

Salary Schedule International Union of Operating Engineers, Local 302 (IUOE)

Effective Date: 01/09/2023

Increase: 1.7%

	Step			
Grade	1	2	3	4
4	\$15.33	\$16.10	\$16.89	\$17.75
7	\$16.78	\$17.64	\$18.50	\$19.43
9	\$19.56	\$20.53	\$21.59	\$22.63
10	\$20.53	\$21.59	\$22.63	\$23.77
11	\$21.59	\$22.63	\$23.77	\$24.95
15	\$26.24	\$27.54	\$28.89	\$30.35
16	\$27.54	\$28.89	\$30.35	\$31.85
17	\$28.89	\$30.35	\$31.85	\$33.44
18	\$30.35	\$31.85	\$33.44	\$35.11
19	\$31.85	\$33.44	\$35.11	\$36.90
20	\$33.44	\$35.11	\$36.90	\$38.72

Salary Schedule International Union of Operating Engineers, Local 302 (IUOE)

Effective Date: 01/08/2024

Increase: 1.6%

	Step			
Grade	1	2	3	4
4	\$15.57	\$16.36	\$17.16	\$18.03
7	\$17.05	\$17.93	\$18.80	\$19.75
9	\$19.87	\$20.86	\$21.94	\$22.99
10	\$20.86	\$21.94	\$22.99	\$24.15
11	\$21.94	\$22.99	\$24.15	\$25.35
15	\$26.66	\$27.98	\$29.36	\$30.83
16	\$27.98	\$29.36	\$30.83	\$32.36
17	\$29.36	\$30.83	\$32.36	\$33.97
18	\$30.83	\$32.36	\$33.97	\$35.67
19	\$32.36	\$33.97	\$35.67	\$37.49
20	\$33.97	\$35.67	\$37.49	\$39.34

Salary Schedule International Union of Operating Engineers, Local 302 (IUOE)

Effective Date: 5/26/2025

Increase: 4.00%

	Step			
Grade	1	2	3	4
4	16.47	17.3	18.15	19.07
7	18.03	18.96	19.87	20.88
9	21.02	22.07	23.2	24.32

10	22.07	23.2	24.32	25.54
11	23.2	24.32	25.54	26.81
15	28.19	29.6	31.04	32.61
16	29.6	31.04	32.61	34.23
17	31.04	32.61	34.23	35.93
18	32.61	34.23	35.93	37.72
19	34.23	35.93	37.72	39.64
20	35.93	37.72	39.64	41.61

Salary Schedule Internation Union of Operating Engineers, Local 302 (IUOE)

Effective Date: 7/1/2026

Increase: 5.00%

Step								
Grade	1	2	3	4	5	6	7	8
4	\$17.59	\$18.47	\$19.38	\$20.37	\$21.39	\$22.46	\$23.02	\$23.59
7	\$19.26	\$20.24	\$21.22	\$22.30	\$23.42	\$24.59	\$25.21	\$25.84
9	\$22.45	\$23.56	\$24.78	\$25.97	\$27.27	\$28.63	\$29.35	\$30.08
10	\$23.56	\$24.78	\$25.97	\$27.28	\$28.64	\$30.07	\$30.83	\$31.59
11	\$24.77	\$25.97	\$27.27	\$28.63	\$30.06	\$31.56	\$32.35	\$33.16
15	\$30.10	\$31.61	\$33.15	\$34.83	\$36.57	\$38.40	\$39.35	\$40.34
16	\$31.61	\$33.15	\$34.82	\$36.55	\$38.38	\$40.30	\$41.31	\$42.34
17	\$33.15	\$34.83	\$36.55	\$38.37	\$40.29	\$42.30	\$43.37	\$44.45
18	\$34.83	\$36.55	\$38.37	\$40.28	\$42.29	\$44.40	\$45.52	\$46.65
19	\$36.55	\$38.37	\$40.28	\$42.34	\$44.46	\$46.68	\$47.85	\$49.05
20	\$38.37	\$40.28	\$42.34	\$44.44	\$46.66	\$48.99	\$50.22	\$51.48

Salary Schedule Plumbers and Steamfitters, Local 367

Effective Date: 05/29/2023	Increase: 1.2%
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Grade	Step	
	1	2
16	\$29.81	\$31.34
17	\$31.34	\$32.88
18	\$32.88	\$34.53
19	\$34.53	\$36.26
20	\$36.26	\$38.11
21	\$38.11	\$39.97
22	\$39.97	\$41.96
23	\$41.96	\$44.07
24	\$44.07	\$46.29

Salary Schedule Plumbers and Steamfitters, Local 367

Effective Date: 01/08/2024	Increase: 3.3%
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Grade	Step	
	1	2
16	\$30.79	\$32.37
17	\$32.37	\$33.97
18	\$33.97	\$35.67
19	\$35.67	\$37.46
20	\$37.46	\$39.37
21	\$39.37	\$41.29
22	\$41.29	\$43.34
23	\$43.34	\$45.52
24	\$45.52	\$47.82

Salary Schedule Plumbers and Steamfitters, Local 367

Effective Date: 01/06/2025	Increase: 3.3%
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Grade	Step	
	1	2
16	\$31.81	\$33.44
17	\$33.44	\$35.09
18	\$35.09	\$36.85
19	\$36.85	\$38.70
20	\$38.70	\$40.67
21	\$40.67	\$42.65
22	\$42.65	\$44.77
23	\$44.77	\$47.02

24	\$47.02	\$49.40
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Salary Schedule Plumbers and Steamfitters, Local 367

Effective Date: 7/6/2026	Increase:	0.00%
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Step						
Grade	1	2	3	4	5	6
16	\$32.86	\$34.54	\$39.27	\$37.18	\$38.11	\$39.06
17	\$34.54	\$36.25	\$38.06	\$39.01	\$39.99	\$40.99
18	\$36.25	\$38.07	\$39.97	\$40.97	\$41.99	\$43.04
19	\$38.07	\$39.98	\$41.98	\$43.03	\$44.11	\$45.21
20	\$39.98	\$42.01	\$44.11	\$45.21	\$46.34	\$47.50
21	\$42.01	\$44.06	\$46.26	\$47.42	\$48.61	\$49.83
22	\$44.06	\$46.25	\$48.56	\$49.77	\$51.01	\$52.29
23	\$46.25	\$48.57	\$51.00	\$52.28	\$53.59	\$54.93
24	\$48.57	\$51.03	\$53.58	\$54.92	\$56.29	\$57.70

Note: Steps 3 through 6 added.

Salary Schedule Public Employees, Local 71

Effective Date: 01/09/2023 Increase: 1.1%

	Step				
Grade	1	2	3	4	5
6	\$18.29	\$19.20	\$20.17	\$21.17	
7	\$18.29	\$19.20	\$20.17	\$21.17	\$21.70
10	\$21.17	\$22.22	\$23.33	\$24.52	
11	\$21.17	\$22.22	\$23.33	\$24.52	\$25.11
12	\$22.22	\$23.33	\$24.52	\$25.72	
13	\$22.22	\$23.33	\$24.52	\$25.72	\$26.38
17	\$29.77	\$31.28	\$32.85	\$34.45	
18	\$29.77	\$31.28	\$32.85	\$34.45	\$35.32
19	\$31.28	\$32.85	\$34.45	\$36.19	
20	\$31.28	\$32.85	\$34.45	\$36.19	\$37.11

Salary Schedule Public Employees, Local 71

Effective Date: 01/08/2024 Increase: 1.5%

	Step				
Grade	1	2	3	4	5
6	\$18.56	\$19.49	\$20.47	\$21.49	
7	\$18.56	\$19.49	\$20.47	\$21.49	\$22.03
10	\$21.49	\$22.55	\$23.68	\$24.89	
11	\$21.49	\$22.55	\$23.68	\$24.89	\$25.49
12	\$22.55	\$23.68	\$24.89	\$26.11	
13	\$22.55	\$23.68	\$24.89	\$26.11	\$26.78
17	\$30.22	\$31.75	\$33.34	\$34.97	
18	\$30.22	\$31.75	\$33.34	\$34.97	\$35.85
19	\$31.75	\$33.34	\$34.97	\$36.73	
20	\$31.75	\$33.34	\$34.97	\$36.73	\$37.67

Salary Schedule Public Employees, Local 71

Effective Date: 01/06/2025 Increase: 5.0%

	Step				
Grade	1	2	3	4	5
6	\$19.49	\$20.46	\$21.49	\$22.56	
7	\$19.49	\$20.46	\$21.49	\$22.56	\$23.13
10	\$22.56	\$23.68	\$24.86	\$26.13	
11	\$22.56	\$23.68	\$24.86	\$26.13	\$26.76
12	\$23.68	\$24.86	\$26.13	\$27.42	
13	\$23.68	\$24.86	\$26.13	\$27.42	\$28.12
17	\$31.73	\$33.34	\$35.01	\$36.72	

18	\$31.73	\$33.34	\$35.01	\$36.72	\$37.64
19	\$33.34	\$35.01	\$36.72	\$38.57	
20	\$33.34	\$35.01	\$36.72	\$38.57	\$39.55

Salary Schedule Public Employees, Local 71

Effective Date: 01/5/2026	Increase: 3.0%
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	Step				
Grade	1	2	3	4	5
6	\$20.07	\$21.07	\$22.13	\$23.24	
7	\$20.07	\$21.07	\$22.13	\$23.24	\$23.82
10	\$23.24	\$24.39	\$25.61	\$26.91	
11	\$23.24	\$24.39	\$25.61	\$26.91	\$27.56
12	\$24.39	\$25.61	\$26.91	\$28.24	
13	\$24.39	\$25.61	\$26.91	\$28.24	\$28.96
17	\$32.68	\$34.34	\$36.06	\$37.82	
18	\$32.68	\$34.34	\$36.06	\$37.82	\$38.77
19	\$34.34	\$36.06	\$37.82	\$39.73	
20	\$34.34	\$36.06	\$37.82	\$39.73	\$40.74

Salary Schedule Teamsters, Local 959

Effective Date: 01/10/2022 Increase: 1.1%

	Step			
Grade	1	2	3	4
10	\$20.88	\$21.91	\$23.02	\$24.18
13	\$25.39	\$26.62	\$27.96	\$29.37
17	\$29.37	\$30.86	\$32.40	\$33.98
18	\$30.86	\$32.40	\$33.98	\$35.70
19	\$32.40	\$33.98	\$35.70	\$37.53
20	\$33.98	\$35.70	\$37.53	\$39.40

Salary Schedule Teamsters, Local 959

Effective Date: 01/08/2024 Increase: 3.3%

	Step			
Grade	1	2	3	4
10	\$22.28	\$23.38	\$24.56	\$25.80
13	\$27.10	\$28.41	\$29.83	\$31.34
17	\$31.34	\$32.93	\$34.57	\$36.26
18	\$32.93	\$34.57	\$36.26	\$38.10
19	\$34.57	\$36.26	\$38.10	\$40.05
20	\$36.26	\$38.10	\$40.05	\$42.04

Salary Schedule Teamsters, Local 959

Effective Date: 01/06/2025 Increase: 3.3%

	Step			
Grade	1	2	3	4
10	\$23.02	\$24.15	\$25.37	\$26.65
13	\$27.99	\$29.35	\$30.81	\$32.37
17	\$32.37	\$34.02	\$35.71	\$37.46
18	\$34.02	\$35.71	\$37.46	\$39.36
19	\$35.71	\$37.46	\$39.36	\$41.37
20	\$37.46	\$39.36	\$41.37	\$43.43

Salary Schedule Teamsters, Local 959

Effective Date: 01/5/2026 Increase: 3.3%

	Step			
Grade	1	2	3	4
10	\$23.78	\$24.95	\$26.21	\$27.53
13	\$28.91	\$30.32	\$31.83	\$33.44

17	\$33.44	\$35.14	\$36.89	\$38.70
18	\$35.14	\$36.89	\$38.70	\$40.66
19	\$36.89	\$38.70	\$40.66	\$42.74
20	\$38.70	\$40.66	\$42.74	\$44.86

Salary Plan Non Rep

Effective Date: 01/09/2023

Increase: 1.7%

	Step					
Grade	1	2	3	4	5	6
3	\$11.79					
4	\$13.13					
5	\$14.45					
6	\$13.68	\$14.38	\$15.09	\$15.82	\$16.61	\$17.49
7	\$15.09	\$15.82	\$16.61	\$17.49	\$18.36	\$19.26
8	\$16.61	\$17.49	\$18.36	\$19.26	\$20.27	\$21.27
9	\$18.36	\$19.26	\$20.27	\$21.27	\$22.32	\$23.43
10	\$20.27	\$21.27	\$22.32	\$23.43	\$24.52	\$25.80
11	\$22.32	\$23.43	\$24.52	\$25.80	\$27.12	\$28.41
12	\$24.52	\$25.80	\$27.12	\$28.41	\$29.82	\$31.27
13	\$27.12	\$28.41	\$29.82	\$31.27	\$32.91	\$34.57
14	\$29.82	\$31.27	\$32.91	\$34.57	\$36.30	\$38.11
15	\$32.91	\$34.57	\$36.30	\$38.11	\$40.06	\$42.08
16	\$36.30	\$38.11	\$40.06	\$42.08	\$44.10	\$46.30
17	\$40.06	\$42.08	\$44.10	\$46.30	\$48.64	\$51.06
18	\$44.10	\$46.30	\$48.64	\$51.06	\$53.61	\$56.29
19	\$48.64	\$51.06	\$53.61	\$56.29	\$59.10	\$62.05

Salary Plan Non Rep

Effective Date: 01/08/2024

Increase: 3.3%

	Step					
Grade	1	2	3	4	5	6
3	\$12.18					
4	\$13.56					
5	\$14.93					
6	\$14.13	\$14.85	\$15.59	\$16.34	\$17.16	\$18.07
7	\$15.59	\$16.34	\$17.16	\$18.07	\$18.97	\$19.90
8	\$17.16	\$18.07	\$18.97	\$19.90	\$20.94	\$21.97
9	\$18.97	\$19.90	\$20.94	\$21.97	\$23.06	\$24.20
10	\$20.94	\$21.97	\$23.06	\$24.20	\$25.33	\$26.65
11	\$23.06	\$24.20	\$25.33	\$26.65	\$28.01	\$29.35
12	\$25.33	\$26.65	\$28.01	\$29.35	\$30.80	\$32.30
13	\$28.01	\$29.35	\$30.80	\$32.30	\$34.00	\$35.71
14	\$30.80	\$32.30	\$34.00	\$35.71	\$37.50	\$39.37
15	\$34.00	\$35.71	\$37.50	\$39.37	\$41.38	\$43.47
16	\$37.50	\$39.37	\$41.38	\$43.47	\$45.56	\$47.83
17	\$41.38	\$43.47	\$45.56	\$47.83	\$50.25	\$52.74
18	\$45.56	\$47.83	\$50.25	\$52.74	\$55.38	\$58.15

19	\$50.25	\$52.74	\$55.38	\$58.15	\$61.05	\$64.10
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Salary Plan Non Rep

Effective Date: 01/06/2025	Increase: 1.5%
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	Step						New	
Grade	1	2	3	4	5	6	7	8
3	\$12.36							
4	\$13.76							
5	\$15.15							
6	\$14.34	\$15.07	\$15.82	\$16.59	\$17.42	\$18.34	\$18.80	\$19.26
7	\$15.82	\$16.59	\$17.42	\$18.34	\$19.25	\$20.20	\$20.71	\$21.22
8	\$17.42	\$18.34	\$19.25	\$20.20	\$21.25	\$22.30	\$22.86	\$23.43
9	\$19.25	\$20.20	\$21.25	\$22.30	\$23.41	\$24.56	\$25.18	\$25.81
10	\$21.25	\$22.30	\$23.41	\$24.56	\$25.71	\$27.05	\$27.73	\$28.42
11	\$23.41	\$24.56	\$25.71	\$27.05	\$28.43	\$29.79	\$30.53	\$31.30
12	\$25.71	\$27.05	\$28.43	\$29.79	\$31.26	\$32.78	\$33.61	\$34.45
13	\$28.43	\$29.79	\$31.26	\$32.78	\$34.51	\$36.25	\$37.15	\$38.08
14	\$31.26	\$32.78	\$34.51	\$36.25	\$38.06	\$39.96	\$40.96	\$41.98
15	\$34.51	\$36.25	\$38.06	\$39.96	\$42.00	\$44.12	\$45.23	\$46.36
16	\$38.06	\$39.96	\$42.00	\$44.12	\$46.24	\$48.55	\$49.77	\$51.00
17	\$42.00	\$44.12	\$46.24	\$48.55	\$51.00	\$53.53	\$54.87	\$56.24
18	\$46.24	\$48.55	\$51.00	\$53.53	\$56.21	\$59.02	\$60.49	\$62.01
19	\$51.00	\$53.53	\$56.21	\$59.02	\$61.97	\$65.06	\$66.69	\$68.36

Salary Plan Non Rep

Effective Date: 05/11/2026	Increase: 5%
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	Step							
Grade	1	2	3	4	5	6	7	8
3	\$12.98							
4	\$14.45							
5	\$15.91							
6	\$15.06	\$15.83	\$16.62	\$17.41	\$18.29	\$19.26	\$19.74	\$20.23
7	\$16.62	\$17.41	\$18.29	\$19.26	\$20.22	\$21.21	\$21.74	\$22.28
8	\$18.29	\$19.26	\$20.22	\$21.21	\$22.32	\$23.41	\$24.00	\$24.60
9	\$20.22	\$21.21	\$22.32	\$23.41	\$24.58	\$25.79	\$26.44	\$27.10
10	\$22.32	\$23.41	\$24.58	\$25.79	\$27.00	\$28.40	\$29.12	\$29.84
11	\$24.58	\$25.79	\$27.00	\$28.40	\$29.85	\$31.28	\$32.06	\$32.87
12	\$27.00	\$28.40	\$29.85	\$31.28	\$32.83	\$34.42	\$35.29	\$36.17
13	\$29.85	\$31.28	\$32.83	\$34.42	\$36.24	\$38.06	\$39.01	\$39.99
14	\$32.83	\$34.42	\$36.24	\$38.06	\$39.97	\$41.96	\$43.00	\$44.08
15	\$36.24	\$38.06	\$39.97	\$41.96	\$44.10	\$46.33	\$47.49	\$48.67
16	\$39.97	\$41.96	\$44.10	\$46.33	\$48.56	\$50.97	\$52.25	\$53.55

17	\$44.10	\$46.33	\$48.56	\$50.97	\$53.55	\$56.21	\$57.61	\$59.05
18	\$48.56	\$50.97	\$53.55	\$56.21	\$59.02	\$61.97	\$63.52	\$65.11
19	\$53.55	\$56.21	\$59.02	\$61.97	\$65.06	\$68.31	\$70.02	\$71.78

steps effective 1/1/2025			
9	10	11	12
\$19.75	\$20.25	\$20.75	\$21.27
\$21.75	\$22.30	\$22.86	\$23.43
\$24.01	\$24.61	\$25.23	\$25.86
\$26.45	\$27.11	\$27.79	\$28.48
\$29.13	\$29.86	\$30.60	\$31.37
\$32.08	\$32.89	\$33.71	\$34.55
\$35.30	\$36.18	\$37.09	\$38.02
\$39.04	\$40.01	\$41.01	\$42.03
\$43.04	\$44.11	\$45.21	\$46.34
\$47.51	\$48.70	\$49.92	\$51.17
\$52.28	\$53.59	\$54.93	\$56.30
\$57.65	\$59.09	\$60.57	\$62.08
\$63.56	\$65.15	\$66.78	\$68.45
\$70.07	\$71.81	\$73.61	\$75.46

9	10	11	12
\$20.74	\$21.26	\$21.78	\$22.34
\$22.84	\$23.41	\$24.00	\$24.60
\$25.22	\$25.84	\$26.49	\$27.16
\$27.77	\$28.47	\$29.18	\$29.90
\$30.59	\$31.35	\$32.13	\$32.94
\$33.69	\$34.53	\$35.39	\$36.28
\$37.07	\$37.99	\$38.94	\$39.92
\$40.99	\$42.01	\$43.06	\$44.13
\$45.19	\$46.32	\$47.47	\$48.66
\$49.89	\$51.13	\$52.41	\$53.72
\$54.90	\$56.27	\$57.68	\$59.12

\$60.53	\$62.05	\$63.59	\$65.18
\$66.74	\$68.41	\$70.12	\$71.87
\$73.57	\$75.40	\$77.29	\$79.23

Salary Schedule Executive

Effective Date: 1/09/2023 Increase: 1.7%

Grade	Min/Annual	Max/Annual
21	\$42,631.17	\$96,316.17
22	\$60,000.95	\$113,684.75
23	\$74,209.70	\$131,052.15
24	\$93,156.37	\$148,419.49
25	\$110,526.15	\$154,736.59

Salary Schedule Executive

Effective Date: 4/1/2024 Increase: 24% (Grades 21-24), 33% (Grade 25)

Previous increase effective 1/8/2024 was 3.3%

Grade	Min/Annual	Max/Annual
21	\$44,037.99	\$123,373.30
22	\$61,980.98	\$145,621.06
23	\$76,658.62	\$167,867.32
24	\$96,230.53	\$190,113.49
25	\$114,173.51	\$212,591.04

Salary Schedule Executive

Effective Date: 1/6/2025 Increase: 1.5%*

Grade	Min/Annual	Max/Annual
21	\$44,698.56	\$125,223.90
22	\$62,910.69	\$147,805.38
23	\$77,808.50	\$170,385.33
24	\$97,673.99	\$192,965.19
25	\$115,886.11	\$215,779.91

* AMC 3.30.174.C. Minimum and maximum rates.

Salary Schedule Executive

Effective Date: 5/11/2026 Increase: 2.5%*

Grade	Min/Annual	Max/Annual
21	\$45,816.02	\$128,354.50
22	\$64,483.46	\$151,500.51
23	\$79,753.71	\$174,644.96
24	\$100,115.84	\$197,789.32
25	\$118,783.27	\$221,174.40

* AMC 3.30.174.C. Minimum and maximum rates.

Salary Schedule Executive Attorney

Effective Date: 02/20/2023 Increase: 20%

Grade	Min/Annual	Max/Annual
22	\$72,001.14	\$136,421.69
23	\$89,051.64	\$157,262.59
24	\$111,787.64	\$178,103.39

Salary Schedule Executive Attorney

Effective Date: 1/8/2024 Increase: 3.3%

Grade	Min/Annual	Max/Annual
22	\$74,377.17	\$140,923.60
23	\$91,990.34	\$162,452.25
24	\$115,476.63	\$183,980.80

Salary Schedule Executive Attorney

Effective Date: 1/6/2025 Increase: 1.5%*

Grade	Min/Annual	Max/Annual
22	\$75,492.83	\$143,037.45
23	\$93,370.20	\$164,889.03
24	\$117,208.78	\$186,740.51

* AMC 3.30.174.C. Minimum and maximum rates.

Salary Schedule Executive Attorney

Effective Date: 5/11/26 Increase: 2.5%*

Grade	Min/Annual	Max/Annual
22	\$77,380.15	\$146,613.39
23	\$95,704.45	\$169,011.26
24	\$120,139.00	\$191,409.02

* AMC 3.30.174.C. Minimum and maximum rates.

Salary Schedule Public Safety Non Rep

Effective Date: 01/09/2023 Increase: 1.7%

	Step		
Grade	1	2	3
27	\$48.89	\$50.12	\$51.35
28	\$68.43	\$70.15	\$71.89
29	\$74.07	\$75.92	

Salary Schedule Public Safety Non Rep

Effective Date: 04/01/2024 Increase: 2.5% steps 4 through 9

Previous increase effective 01/08/2024 Increase: 3.3% steps 1 through 3

	Step							
Grade	1	2	3	4	5	6	7	8
27	\$50.50	\$51.77	\$53.04	\$54.37	\$55.73	\$57.12	\$58.55	\$60.01
28	\$70.69	\$72.46	\$74.26	\$76.12	\$78.02	\$79.97	\$81.97	\$84.02
29	\$76.51	\$78.43	\$80.39	\$82.40	\$84.46	\$86.57	\$88.74	\$90.95

Salary Schedule Public Safety Non Rep

Increase effective 01/06/2025 Increase: 1.5%

	Step							
Grade	1	2	3	4	5	6	7	8
27	\$51.26	\$52.55	\$53.84	\$55.19	\$56.57	\$57.98	\$59.43	\$60.91
28	\$71.75	\$73.55	\$75.37	\$77.26	\$79.19	\$81.17	\$83.20	\$85.28
29	\$77.66	\$79.61	\$81.60	\$83.64	\$85.73	\$87.87	\$90.07	\$92.31

Salary Schedule Public Safety Non Rep

Increase effective 05/11/2026 Increase: 5%

	Step							
Grade	1	2	3	4	5	6	7	8
27	\$53.82	\$55.18	\$56.53	\$57.95	\$59.40	\$60.88	\$62.40	\$63.96
28	\$75.34	\$77.23	\$79.14	\$81.12	\$83.15	\$85.23	\$87.36	\$89.54
29	\$81.54	\$83.59	\$85.68	\$87.82	\$90.02	\$92.26	\$94.57	\$96.93

9
\$61.51
\$86.12

9
\$62.43
\$87.41

9
\$65.55
\$91.78