

GR 15 RANGE 2 Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,870.13	2,055.23	2,152.48	2,225.47	2,353.91

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	1,926.23	2,116.89	2,217.05	2,292.23	2,424.53
6%	1,982.34	2,178.54	2,281.63	2,359.00	2,495.14
8%	2,019.74	2,219.65	2,324.68	2,403.51	2,542.22
9%	2,038.44	2,240.20	2,346.20	2,425.76	2,565.76
10%	2,057.14	2,260.75	2,367.73	2,448.02	2,589.30
11%	2,075.84	2,281.31	2,389.25	2,470.27	2,612.84
12%	2,094.55	2,301.86	2,410.78	2,492.53	2,636.38

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,051.95	4,453.00	4,663.71	4,821.85	5,100.14

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,173.50	4,586.60	4,803.61	4,966.50	5,253.15
6%	4,295.07	4,720.17	4,943.53	5,111.17	5,406.14
8%	4,376.10	4,809.24	5,036.81	5,207.61	5,508.14
9%	4,416.62	4,853.77	5,083.43	5,255.81	5,559.15
10%	4,457.14	4,898.29	5,130.08	5,304.04	5,610.15
11%	4,497.65	4,942.84	5,176.71	5,352.25	5,661.15
12%	4,538.19	4,987.36	5,223.36	5,400.48	5,712.16

PUBLIC WORKS LABORER

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	48,623.38	53,435.98	55,964.48	57,862.22	61,201.66

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	50,081.98	55,039.14	57,643.30	59,597.98	63,037.78
6%	51,540.84	56,642.04	59,322.38	61,334.00	64,873.64
8%	52,513.24	57,710.90	60,441.68	62,491.26	66,097.72
9%	52,999.44	58,245.20	61,001.20	63,069.76	66,709.76
10%	53,485.64	58,779.50	61,560.98	63,648.52	67,321.80
11%	53,971.84	59,314.06	62,120.50	64,227.02	67,933.84
12%	54,458.30	59,848.36	62,680.28	64,805.78	68,545.88

GR 15 RANGE 3

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	1,938.84	2,152.48	2,225.47	2,322.78	2,435.94

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	1,997.01	2,217.05	2,292.23	2,392.46	2,509.02
6%	2,055.17	2,281.63	2,359.00	2,462.15	2,582.10
8%	2,093.95	2,324.68	2,403.51	2,508.60	2,630.82
9%	2,113.34	2,346.20	2,425.76	2,531.83	2,655.17
10%	2,132.72	2,367.73	2,448.02	2,555.06	2,679.53
11%	2,152.11	2,389.25	2,470.27	2,578.29	2,703.89
12%	2,171.50	2,410.78	2,492.53	2,601.51	2,728.25

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,200.82	4,663.71	4,821.85	5,032.69	5,277.87

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,326.86	4,803.61	4,966.50	5,183.66	5,436.21
6%	4,452.87	4,943.53	5,111.17	5,334.66	5,594.55
8%	4,536.89	5,036.81	5,207.61	5,435.30	5,700.11
9%	4,578.90	5,083.43	5,255.81	5,485.63	5,752.87
10%	4,620.89	5,130.08	5,304.04	5,535.96	5,805.65
11%	4,662.91	5,176.71	5,352.25	5,586.30	5,858.43
12%	4,704.92	5,223.36	5,400.48	5,636.61	5,911.21

AUTO MAINTENANCE WKR 1

STREET/SEWER MAINTENANCE WKR 1

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	50,409.84	55,964.48	57,862.22	60,392.28	63,334.44

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	51,922.26	57,643.30	59,597.98	62,203.96	65,234.52
6%	53,434.42	59,322.38	61,334.00	64,015.90	67,134.60
8%	54,442.70	60,441.68	62,491.26	65,223.60	68,401.32
9%	54,946.84	61,001.20	63,069.76	65,827.58	69,034.42
10%	55,450.72	61,560.98	63,648.52	66,431.56	69,667.78
11%	55,954.86	62,120.50	64,227.02	67,035.54	70,301.14
12%	56,459.00	62,680.28	64,805.78	67,639.26	70,934.50

GR 15 RANGE 3A Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,148.19	2,206.68	2,283.95	2,342.22	2,420.64

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,212.64	2,272.88	2,352.47	2,412.49	2,493.26
6%	2,277.08	2,339.08	2,420.99	2,482.75	2,565.88
8%	2,320.05	2,383.21	2,466.67	2,529.60	2,614.29
9%	2,341.53	2,405.28	2,489.51	2,553.02	2,638.50
10%	2,363.01	2,427.35	2,512.35	2,576.44	2,662.70
11%	2,384.49	2,449.41	2,535.18	2,599.86	2,686.91
12%	2,405.97	2,471.48	2,558.02	2,623.29	2,711.12

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,654.41	4,781.14	4,948.56	5,074.81	5,244.72

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,794.05	4,924.57	5,097.02	5,227.06	5,402.06
6%	4,933.67	5,068.01	5,245.48	5,379.29	5,559.41
8%	5,026.78	5,163.62	5,344.45	5,480.80	5,664.30
9%	5,073.32	5,211.44	5,393.94	5,531.54	5,716.75
10%	5,119.86	5,259.26	5,443.43	5,582.29	5,769.18
11%	5,166.40	5,307.06	5,492.89	5,633.03	5,821.64
12%	5,212.94	5,354.87	5,542.38	5,683.80	5,874.09

CUSTODIAL WORKER 2

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	55,852.94	57,373.68	59,382.70	60,897.72	62,936.64

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	57,528.64	59,094.88	61,164.22	62,724.74	64,824.76
6%	59,204.08	60,816.08	62,945.74	64,551.50	66,712.88
8%	60,321.30	61,963.46	64,133.42	65,769.60	67,971.54
9%	60,879.78	62,537.28	64,727.26	66,378.52	68,601.00
10%	61,438.26	63,111.10	65,321.10	66,987.44	69,230.20
11%	61,996.74	63,684.66	65,914.68	67,596.36	69,859.66
12%	62,555.22	64,258.48	66,508.52	68,205.54	70,489.12

GR 15 RANGE 4 Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,152.48	2,225.47	2,322.78	2,403.90	2,518.32
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,217.05	2,292.23	2,392.46	2,476.02	2,593.87
6%	2,281.63	2,359.00	2,462.15	2,548.13	2,669.42
8%	2,324.68	2,403.51	2,508.60	2,596.21	2,719.79
9%	2,346.20	2,425.76	2,531.83	2,620.25	2,744.97
10%	2,367.73	2,448.02	2,555.06	2,644.29	2,770.15
11%	2,389.25	2,470.27	2,578.29	2,668.33	2,795.34
12%	2,410.78	2,492.53	2,601.51	2,692.37	2,820.52

STREET MACHINE OPERATOR 1
STREET & SEWER MACHINE OPERATOR 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,663.71	4,821.85	5,032.69	5,208.45	5,456.36
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,803.61	4,966.50	5,183.66	5,364.71	5,620.05
6%	4,943.53	5,111.17	5,334.66	5,520.95	5,783.74
8%	5,036.81	5,207.61	5,435.30	5,625.12	5,892.88
9%	5,083.43	5,255.81	5,485.63	5,677.21	5,947.44
10%	5,130.08	5,304.04	5,535.96	5,729.30	6,001.99
11%	5,176.71	5,352.25	5,586.30	5,781.38	6,056.57
12%	5,223.36	5,400.48	5,636.61	5,833.47	6,111.13

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	55,964.48	57,862.22	60,392.28	62,501.40	65,476.32
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	57,643.30	59,597.98	62,203.96	64,376.52	67,440.62
6%	59,322.38	61,334.00	64,015.90	66,251.38	69,404.92
8%	60,441.68	62,491.26	65,223.60	67,501.46	70,714.54
9%	61,001.20	63,069.76	65,827.58	68,126.50	71,369.22
10%	61,560.98	63,648.52	66,431.56	68,751.54	72,023.90
11%	62,120.50	64,227.02	67,035.54	69,376.58	72,678.84
12%	62,680.28	64,805.78	67,639.26	70,001.62	73,333.52

GR 15 RANGE 5

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,225.47	2,322.78	2,403.90	2,485.04	2,600.34

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,292.23	2,392.46	2,476.02	2,559.59	2,678.35
6%	2,359.00	2,462.15	2,548.13	2,634.14	2,756.36
8%	2,403.51	2,508.60	2,596.21	2,683.84	2,808.37
9%	2,425.76	2,531.83	2,620.25	2,708.69	2,834.37
10%	2,448.02	2,555.06	2,644.29	2,733.54	2,860.37
11%	2,470.27	2,578.29	2,668.33	2,758.39	2,886.38
12%	2,492.53	2,601.51	2,692.37	2,783.24	2,912.38

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,821.85	5,032.69	5,208.45	5,384.25	5,634.07

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,966.50	5,183.66	5,364.71	5,545.78	5,803.09
6%	5,111.17	5,334.66	5,520.95	5,707.30	5,972.11
8%	5,207.61	5,435.30	5,625.12	5,814.99	6,084.80
9%	5,255.81	5,485.63	5,677.21	5,868.83	6,141.14
10%	5,304.04	5,535.96	5,729.30	5,922.67	6,197.47
11%	5,352.25	5,586.30	5,781.38	5,976.51	6,253.82
12%	5,400.48	5,636.61	5,833.47	6,030.35	6,310.16

AUTO MAINTENANCE WKR 2
STREET MACHINE OPERATOR 2
STREET/SEWER MACHINE OPERATOR 2

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	57,862.22	60,392.28	62,501.40	64,611.04	67,608.84

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	59,597.98	62,203.96	64,376.52	66,549.34	69,637.10
6%	61,334.00	64,015.90	66,251.38	68,487.64	71,665.36
8%	62,491.26	65,223.60	67,501.46	69,779.84	73,017.62
9%	63,069.76	65,827.58	68,126.50	70,425.94	73,693.62
10%	63,648.52	66,431.56	68,751.54	71,072.04	74,369.62
11%	64,227.02	67,035.54	69,376.58	71,718.14	75,045.88
12%	64,805.78	67,639.26	70,001.62	72,364.24	75,721.88

GR 15 RANGE 5A Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

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Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,283.95	2,342.22	2,420.64	2,490.90	2,561.31

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,352.47	2,412.49	2,493.26	2,565.63	2,638.15
6%	2,420.99	2,482.75	2,565.88	2,640.35	2,714.99
8%	2,466.67	2,529.60	2,614.29	2,690.17	2,766.21
9%	2,489.51	2,553.02	2,638.50	2,715.08	2,791.83
10%	2,512.35	2,576.44	2,662.70	2,739.99	2,817.44
11%	2,535.18	2,599.86	2,686.91	2,764.90	2,843.05
12%	2,558.02	2,623.29	2,711.12	2,789.81	2,868.67

CUSTODIAL WKR 3
FACILITY MAINT WKR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,948.56	5,074.81	5,244.72	5,396.95	5,549.51

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,097.02	5,227.06	5,402.06	5,558.87	5,715.99
6%	5,245.48	5,379.29	5,559.41	5,720.76	5,882.48
8%	5,344.45	5,480.80	5,664.30	5,828.70	5,993.46
9%	5,393.94	5,531.54	5,716.75	5,882.67	6,048.97
10%	5,443.43	5,582.29	5,769.18	5,936.65	6,104.45
11%	5,492.89	5,633.03	5,821.64	5,990.62	6,159.94
12%	5,542.38	5,683.80	5,874.09	6,044.59	6,215.45

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	59,382.70	60,897.72	62,936.64	64,763.40	66,594.06

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	61,164.22	62,724.74	64,824.76	66,706.38	68,591.90
6%	62,945.74	64,551.50	66,712.88	68,649.10	70,589.74
8%	64,133.42	65,769.60	67,971.54	69,944.42	71,921.46
9%	64,727.26	66,378.52	68,601.00	70,592.08	72,587.58
10%	65,321.10	66,987.44	69,230.20	71,239.74	73,253.44
11%	65,914.68	67,596.36	69,859.66	71,887.40	73,919.30
12%	66,508.52	68,205.54	70,489.12	72,535.06	74,585.42

GR 15 RANGE 6

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,322.78	2,403.90	2,485.04	2,566.04	2,690.74

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,392.46	2,476.02	2,559.59	2,643.02	2,771.46
6%	2,462.15	2,548.13	2,634.14	2,720.00	2,852.18
8%	2,508.60	2,596.21	2,683.84	2,771.32	2,906.00
9%	2,531.83	2,620.25	2,708.69	2,796.98	2,932.91
10%	2,555.06	2,644.29	2,733.54	2,822.64	2,959.81
11%	2,578.29	2,668.33	2,758.39	2,848.30	2,986.72
12%	2,601.51	2,692.37	2,783.24	2,873.96	3,013.63

FLEET PARTS TECH
FLEET TIRE TECH
OPERATIONS CLERK
STREET/SEWER MAINTENANCE WKR 2

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,032.69	5,208.45	5,384.25	5,559.75	5,829.94

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,183.66	5,364.71	5,545.78	5,726.54	6,004.83
6%	5,334.66	5,520.95	5,707.30	5,893.33	6,179.72
8%	5,435.30	5,625.12	5,814.99	6,004.53	6,296.33
9%	5,485.63	5,677.21	5,868.83	6,060.12	6,354.64
10%	5,535.96	5,729.30	5,922.67	6,115.72	6,412.92
11%	5,586.30	5,781.38	5,976.51	6,171.32	6,471.23
12%	5,636.61	5,833.47	6,030.35	6,226.91	6,529.53

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	60,392.28	62,501.40	64,611.04	66,717.04	69,959.24

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	62,203.96	64,376.52	66,549.34	68,718.52	72,057.96
6%	64,015.90	66,251.38	68,487.64	70,720.00	74,156.68
8%	65,223.60	67,501.46	69,779.84	72,054.32	75,556.00
9%	65,827.58	68,126.50	70,425.94	72,721.48	76,255.66
10%	66,431.56	68,751.54	71,072.04	73,388.64	76,955.06
11%	67,035.54	69,376.58	71,718.14	74,055.80	77,654.72
12%	67,639.26	70,001.62	72,364.24	74,722.96	78,354.38

GR 15 RANGE 7

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,403.90	2,485.04	2,566.04	2,655.46	2,764.72
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,476.02	2,559.59	2,643.02	2,735.12	2,847.66
6%	2,548.13	2,634.14	2,720.00	2,814.79	2,930.60
8%	2,596.21	2,683.84	2,771.32	2,867.90	2,985.90
9%	2,620.25	2,708.69	2,796.98	2,894.45	3,013.54
10%	2,644.29	2,733.54	2,822.64	2,921.01	3,041.19
11%	2,668.33	2,758.39	2,848.30	2,947.56	3,068.84
12%	2,692.37	2,783.24	2,873.96	2,974.12	3,096.49

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,208.45	5,384.25	5,559.75	5,753.50	5,990.23
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,364.71	5,545.78	5,726.54	5,926.09	6,169.93
6%	5,520.95	5,707.30	5,893.33	6,098.71	6,349.63
8%	5,625.12	5,814.99	6,004.53	6,213.78	6,469.45
9%	5,677.21	5,868.83	6,060.12	6,271.31	6,529.34
10%	5,729.30	5,922.67	6,115.72	6,328.86	6,589.25
11%	5,781.38	5,976.51	6,171.32	6,386.38	6,649.15
12%	5,833.47	6,030.35	6,226.91	6,443.93	6,709.06

AUTO MAINTENANCE WORKER 3
ENGR FIELD AIDE
ENGR OPER LEAD WKR 1
ENGR OPER MAINT WKR
OPERATING MAINT WKR
SEWER/DRAINAGE MAINTENANCE TECH 1
STREET MACHINE OPERATOR 3
STREET/SEWER MACHINE OPERATOR 3

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	62,501.40	64,611.04	66,717.04	69,041.96	71,882.72
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	64,376.52	66,549.34	68,718.52	71,113.12	74,039.16
6%	66,251.38	68,487.64	70,720.00	73,184.54	76,195.60
8%	67,501.46	69,779.84	72,054.32	74,565.40	77,633.40
9%	68,126.50	70,425.94	72,721.48	75,255.70	78,352.04
10%	68,751.54	71,072.04	73,388.64	75,946.26	79,070.94
11%	69,376.58	71,718.14	74,055.80	76,636.56	79,789.84
12%	70,001.62	72,364.24	74,722.96	77,327.12	80,508.74

GR 15 RANGE 8

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,485.04	2,566.04	2,655.06	2,728.09	2,871.40

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,559.59	2,643.02	2,734.71	2,809.93	2,957.54
6%	2,634.14	2,720.00	2,814.36	2,891.78	3,043.68
8%	2,683.84	2,771.32	2,867.46	2,946.34	3,101.11
9%	2,708.69	2,796.98	2,894.02	2,973.62	3,129.83
10%	2,733.54	2,822.64	2,920.57	3,000.90	3,158.54
11%	2,758.39	2,848.30	2,947.12	3,028.18	3,187.25
12%	2,783.24	2,873.96	2,973.67	3,055.46	3,215.97

FLEET SERV PARTS LDWKR
MAINTENANCE MECHANIC 1
SEWER/DRAINAGE MAINT TECH 2

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,384.25	5,559.75	5,752.63	5,910.86	6,221.37

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,545.78	5,726.54	5,925.21	6,088.18	6,408.00
6%	5,707.30	5,893.33	6,097.78	6,265.52	6,594.64
8%	5,814.99	6,004.53	6,212.83	6,383.74	6,719.07
9%	5,868.83	6,060.12	6,270.38	6,442.84	6,781.30
10%	5,922.67	6,115.72	6,327.90	6,501.95	6,843.50
11%	5,976.51	6,171.32	6,385.43	6,561.06	6,905.71
12%	6,030.35	6,226.91	6,442.95	6,620.16	6,967.94

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	64,611.04	66,717.04	69,031.56	70,930.34	74,656.40

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	66,549.34	68,718.52	71,102.46	73,058.18	76,896.04
6%	68,487.64	70,720.00	73,173.36	75,186.28	79,135.68
8%	69,779.84	72,054.32	74,553.96	76,604.84	80,628.86
9%	70,425.94	72,721.48	75,244.52	77,314.12	81,375.58
10%	71,072.04	73,388.64	75,934.82	78,023.40	82,122.04
11%	71,718.14	74,055.80	76,625.12	78,732.68	82,868.50
12%	72,364.24	74,722.96	77,315.42	79,441.96	83,615.22

GR 15 RANGE 9

Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,566.04	2,655.06	2,728.09	2,833.47	2,998.76
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,643.02	2,734.71	2,809.93	2,918.47	3,088.72
6%	2,720.00	2,814.36	2,891.78	3,003.48	3,178.69
8%	2,771.32	2,867.46	2,946.34	3,060.15	3,238.66
9%	2,796.98	2,894.02	2,973.62	3,088.48	3,268.65
10%	2,822.64	2,920.57	3,000.90	3,116.82	3,298.64
11%	2,848.30	2,947.12	3,028.18	3,145.15	3,328.62
12%	2,873.96	2,973.67	3,055.46	3,173.49	3,358.61

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,559.75	5,752.63	5,910.86	6,139.19	6,497.31
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,726.54	5,925.21	6,088.18	6,323.35	6,692.23
6%	5,893.33	6,097.78	6,265.52	6,507.54	6,887.16
8%	6,004.53	6,212.83	6,383.74	6,630.33	7,017.10
9%	6,060.12	6,270.38	6,442.84	6,691.71	7,082.08
10%	6,115.72	6,327.90	6,501.95	6,753.11	7,147.05
11%	6,171.32	6,385.43	6,561.06	6,814.49	7,212.01
12%	6,226.91	6,442.95	6,620.16	6,875.90	7,276.99

CCTV INSPECT TECH
 CONSTRUCT INSP 1
 ENGR OPER LEAD WKR 2
 MAINTENANCE MECHANIC 2
 MASTER AUTO BODY TECH
 OPERATING ASST
 STREET OPERATIONS LEADWORKER
 WELDER

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	66,717.04	69,031.56	70,930.34	73,670.22	77,967.76
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	68,718.52	71,102.46	73,058.18	75,880.22	80,306.72
6%	70,720.00	73,173.36	75,186.28	78,090.48	82,645.94
8%	72,054.32	74,553.96	76,604.84	79,563.90	84,205.16
9%	72,721.48	75,244.52	77,314.12	80,300.48	84,984.90
10%	73,388.64	75,934.82	78,023.40	81,037.32	85,764.64
11%	74,055.80	76,625.12	78,732.68	81,773.90	86,544.12
12%	74,722.96	77,315.42	79,441.96	82,510.74	87,323.86

GR 15 RANGE 9A Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 7									
Base	2,566.04	2,655.06	2,728.09	2,833.47	2,998.76	3,131.77	3,258.05								
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	FLEET TECH							
3%	2,643.02	2,734.71	2,809.93	2,918.47	3,088.72	3,225.72	3,355.79								
6%	2,720.00	2,814.36	2,891.78	3,003.48	3,178.69	3,319.68	3,453.53								
8%	2,771.32	2,867.46	2,946.34	3,060.15	3,238.66	3,382.31	3,518.69								
9%	2,796.98	2,894.02	2,973.62	3,088.48	3,268.65	3,413.63	3,551.27								
10%	2,822.64	2,920.57	3,000.90	3,116.82	3,298.64	3,444.95	3,583.86								
11%	2,848.30	2,947.12	3,028.18	3,145.15	3,328.62	3,476.26	3,616.44								
12%	2,873.96	2,973.67	3,055.46	3,173.49	3,358.61	3,507.58	3,649.02								
Monthly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Annual	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Base	5,559.75	5,752.63	5,910.86	6,139.19	6,497.31	6,785.50	7,059.11	Base	66,717.04	69,031.56	70,930.34	73,670.22	77,967.76	81,426.02	84,709.30
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
3%	5,726.54	5,925.21	6,088.18	6,323.35	6,692.23	6,989.06	7,270.88	3%	68,718.52	71,102.46	73,058.18	75,880.22	80,306.72	83,868.72	87,250.54
6%	5,893.33	6,097.78	6,265.52	6,507.54	6,887.16	7,192.64	7,482.65	6%	70,720.00	73,173.36	75,186.28	78,090.48	82,645.94	86,311.68	89,791.78
8%	6,004.53	6,212.83	6,383.74	6,630.33	7,017.10	7,328.34	7,623.83	8%	72,054.32	74,553.96	76,604.84	79,563.90	84,205.16	87,940.06	91,485.94
9%	6,060.12	6,270.38	6,442.84	6,691.71	7,082.08	7,396.20	7,694.42	9%	72,721.48	75,244.52	77,314.12	80,300.48	84,984.90	88,754.38	92,333.02
10%	6,115.72	6,327.90	6,501.95	6,753.11	7,147.05	7,464.06	7,765.03	10%	73,388.64	75,934.82	78,023.40	81,037.32	85,764.64	89,568.70	93,180.36
11%	6,171.32	6,385.43	6,561.06	6,814.49	7,212.01	7,531.90	7,835.62	11%	74,055.80	76,625.12	78,732.68	81,773.90	86,544.12	90,382.76	94,027.44
12%	6,226.91	6,442.95	6,620.16	6,875.90	7,276.99	7,599.76	7,906.21	12%	74,722.96	77,315.42	79,441.96	82,510.74	87,323.86	91,197.08	94,874.52

GR 15 RANGE 10 Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,655.06	2,728.09	2,833.47	2,959.13	3,119.68

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,734.71	2,809.93	2,918.47	3,047.90	3,213.27
6%	2,814.36	2,891.78	3,003.48	3,136.68	3,306.86
8%	2,867.46	2,946.34	3,060.15	3,195.86	3,369.25
9%	2,894.02	2,973.62	3,088.48	3,225.45	3,400.45
10%	2,920.57	3,000.90	3,116.82	3,255.04	3,431.65
11%	2,947.12	3,028.18	3,145.15	3,284.63	3,462.84
12%	2,973.67	3,055.46	3,173.49	3,314.23	3,494.04

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,752.63	5,910.86	6,139.19	6,411.45	6,759.31

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,925.21	6,088.18	6,323.35	6,603.78	6,962.09
6%	6,097.78	6,265.52	6,507.54	6,796.14	7,164.86
8%	6,212.83	6,383.74	6,630.33	6,924.36	7,300.04
9%	6,270.38	6,442.84	6,691.71	6,988.48	7,367.64
10%	6,327.90	6,501.95	6,753.11	7,052.59	7,435.24
11%	6,385.43	6,561.06	6,814.49	7,116.70	7,502.82
12%	6,442.95	6,620.16	6,875.90	7,180.83	7,570.42

ENGR OPER LEAD WKR 3

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	69,031.56	70,930.34	73,670.22	76,937.38	81,111.68

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	71,102.46	73,058.18	75,880.22	79,245.40	83,545.02
6%	73,173.36	75,186.28	78,090.48	81,553.68	85,978.36
8%	74,553.96	76,604.84	79,563.90	83,092.36	87,600.50
9%	75,244.52	77,314.12	80,300.48	83,861.70	88,411.70
10%	75,934.82	78,023.40	81,037.32	84,631.04	89,222.90
11%	76,625.12	78,732.68	81,773.90	85,400.38	90,033.84
12%	77,315.42	79,441.96	82,510.74	86,169.98	90,845.04

GR 15 RANGE 11 Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,728.09	2,833.65	2,959.13	3,078.41	3,254.91

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,809.93	2,918.66	3,047.90	3,170.76	3,352.56
6%	2,891.78	3,003.67	3,136.68	3,263.11	3,450.20
8%	2,946.34	3,060.34	3,195.86	3,324.68	3,515.30
9%	2,973.62	3,088.68	3,225.45	3,355.47	3,547.85
10%	3,000.90	3,117.02	3,255.04	3,386.25	3,580.40
11%	3,028.18	3,145.35	3,284.63	3,417.04	3,612.95
12%	3,055.46	3,173.69	3,314.23	3,447.82	3,645.50

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,910.86	6,139.58	6,411.45	6,669.89	7,052.31

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,088.18	6,323.76	6,603.78	6,869.98	7,263.88
6%	6,265.52	6,507.95	6,796.14	7,070.07	7,475.43
8%	6,383.74	6,630.74	6,924.36	7,203.47	7,616.48
9%	6,442.84	6,692.14	6,988.48	7,270.19	7,687.01
10%	6,501.95	6,753.54	7,052.59	7,336.88	7,757.53
11%	6,561.06	6,814.93	7,116.70	7,403.59	7,828.06
12%	6,620.16	6,876.33	7,180.83	7,470.28	7,898.58

CONSTRUCT INSP 2
FLEET MAINT PROG ADMIN
LIBRARY MAINTENANCE COORD

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	70,930.34	73,674.90	76,937.38	80,038.66	84,627.66

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	73,058.18	75,885.16	79,245.40	82,439.76	87,166.56
6%	75,186.28	78,095.42	81,553.68	84,840.86	89,705.20
8%	76,604.84	79,568.84	83,092.36	86,441.68	91,397.80
9%	77,314.12	80,305.68	83,861.70	87,242.22	92,244.10
10%	78,023.40	81,042.52	84,631.04	88,042.50	93,090.40
11%	78,732.68	81,779.10	85,400.38	88,843.04	93,936.70
12%	79,441.96	82,515.94	86,169.98	89,643.32	94,783.00

GR 15 RANGE 12 Effective 12/21/25 + 3.00%

*2026 will have a 27th check date.

*Annual amounts reflected are based on 26 pay periods.

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,891.52	3,019.76	3,141.45	3,172.86	3,425.39
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,978.27	3,110.35	3,235.69	3,268.05	3,528.15
6%	3,065.01	3,200.95	3,329.94	3,363.23	3,630.91
8%	3,122.84	3,261.34	3,392.77	3,426.69	3,699.42
9%	3,151.76	3,291.54	3,424.18	3,458.42	3,733.68
10%	3,180.67	3,321.74	3,455.60	3,490.15	3,767.93
11%	3,209.59	3,351.93	3,487.01	3,521.87	3,802.18
12%	3,238.50	3,382.13	3,518.42	3,553.60	3,836.44

LIBRARY FACILITY MAINTENANCE COORDINATOR
SURVEYOR 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,264.96	6,542.81	6,806.48	6,874.53	7,421.68
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,452.92	6,739.09	7,010.66	7,080.78	7,644.33
6%	6,640.86	6,935.39	7,214.87	7,287.00	7,866.97
8%	6,766.15	7,066.24	7,351.00	7,424.50	8,015.41
9%	6,828.81	7,131.67	7,419.06	7,493.24	8,089.64
10%	6,891.45	7,197.10	7,487.13	7,561.99	8,163.85
11%	6,954.11	7,262.52	7,555.19	7,630.72	8,238.06
12%	7,016.75	7,327.95	7,623.24	7,699.47	8,312.29

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	75,179.52	78,513.76	81,677.70	82,494.36	89,060.14
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	77,435.02	80,869.10	84,127.94	84,969.30	91,731.90
6%	79,690.26	83,224.70	86,578.44	87,443.98	94,403.66
8%	81,193.84	84,794.84	88,212.02	89,093.94	96,184.92
9%	81,945.76	85,580.04	89,028.68	89,918.92	97,075.68
10%	82,697.42	86,365.24	89,845.60	90,743.90	97,966.18
11%	83,449.34	87,150.18	90,662.26	91,568.62	98,856.68
12%	84,201.00	87,935.38	91,478.92	92,393.60	99,747.44