

GR 16 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	1,942.11	1,986.57	2,030.76	2,081.55	2,125.94
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,000.37	2,046.17	2,091.68	2,144.00	2,189.72
6%	2,058.64	2,105.76	2,152.61	2,206.44	2,253.50
8%	2,097.48	2,145.50	2,193.22	2,248.07	2,296.02
9%	2,116.90	2,165.36	2,213.53	2,268.89	2,317.27
10%	2,136.32	2,185.23	2,233.84	2,289.71	2,338.53
11%	2,155.74	2,205.09	2,254.14	2,310.52	2,359.79
12%	2,175.16	2,224.96	2,274.45	2,331.34	2,381.05

CUSTODIAL WORKER 1
PARKING CASHIER

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,207.91	4,304.24	4,399.98	4,510.03	4,606.20
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,334.14	4,433.37	4,531.97	4,645.33	4,744.39
6%	4,460.39	4,562.48	4,663.99	4,780.62	4,882.58
8%	4,544.54	4,648.58	4,751.98	4,870.82	4,974.71
9%	4,586.62	4,691.61	4,795.98	4,915.93	5,020.75
10%	4,628.69	4,734.67	4,839.99	4,961.04	5,066.82
11%	4,670.77	4,777.70	4,883.97	5,006.13	5,112.88
12%	4,712.85	4,820.75	4,927.98	5,051.24	5,158.94

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	50,494.86	51,650.82	52,799.76	54,120.30	55,274.44
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	52,009.62	53,200.42	54,383.68	55,744.00	56,932.72
6%	53,524.64	54,749.76	55,967.86	57,367.44	58,591.00
8%	54,534.48	55,783.00	57,023.72	58,449.82	59,696.52
9%	55,039.40	56,299.36	57,551.78	58,991.14	60,249.02
10%	55,544.32	56,815.98	58,079.84	59,532.46	60,801.78
11%	56,049.24	57,332.34	58,607.64	60,073.52	61,354.54
12%	56,554.16	57,848.96	59,135.70	60,614.84	61,907.30

GR 16 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	1,986.57	2,030.76	2,081.55	2,125.94	2,189.43
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,046.17	2,091.68	2,144.00	2,189.72	2,255.11
6%	2,105.76	2,152.61	2,206.44	2,253.50	2,320.80
8%	2,145.50	2,193.22	2,248.07	2,296.02	2,364.58
9%	2,165.36	2,213.53	2,268.89	2,317.27	2,386.48
10%	2,185.23	2,233.84	2,289.71	2,338.53	2,408.37
11%	2,205.09	2,254.14	2,310.52	2,359.79	2,430.27
12%	2,224.96	2,274.45	2,331.34	2,381.05	2,452.16

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,304.24	4,399.98	4,510.03	4,606.20	4,743.77
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,433.37	4,531.97	4,645.33	4,744.39	4,886.07
6%	4,562.48	4,663.99	4,780.62	4,882.58	5,028.40
8%	4,648.58	4,751.98	4,870.82	4,974.71	5,123.26
9%	4,691.61	4,795.98	4,915.93	5,020.75	5,170.71
10%	4,734.67	4,839.99	4,961.04	5,066.82	5,218.14
11%	4,777.70	4,883.97	5,006.13	5,112.88	5,265.59
12%	4,820.75	4,927.98	5,051.24	5,158.94	5,313.01

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	51,650.82	52,799.76	54,120.30	55,274.44	56,925.18
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	53,200.42	54,383.68	55,744.00	56,932.72	58,632.86
6%	54,749.76	55,967.86	57,367.44	58,591.00	60,340.80
8%	55,783.00	57,023.72	58,449.82	59,696.52	61,479.08
9%	56,299.36	57,551.78	58,991.14	60,249.02	62,048.48
10%	56,815.98	58,079.84	59,532.46	60,801.78	62,617.62
11%	57,332.34	58,607.64	60,073.52	61,354.54	63,187.02
12%	57,848.96	59,135.70	60,614.84	61,907.30	63,756.16

GR 16 RANGE 4

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	2,024.45	2,074.96	2,119.12	2,182.22	2,238.98
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,085.18	2,137.21	2,182.69	2,247.69	2,306.15
6%	2,145.92	2,199.46	2,246.27	2,313.15	2,373.32
8%	2,186.41	2,240.96	2,288.65	2,356.80	2,418.10
9%	2,206.65	2,261.71	2,309.84	2,378.62	2,440.49
10%	2,226.90	2,282.46	2,331.03	2,400.44	2,462.88
11%	2,247.14	2,303.21	2,352.22	2,422.26	2,485.27
12%	2,267.38	2,323.96	2,373.41	2,444.09	2,507.66

CUSTOMER SERVICE AMBASSADOR
PARKS WORKER

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,386.31	4,495.75	4,591.43	4,728.14	4,851.12
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,517.89	4,630.62	4,729.16	4,870.00	4,996.66
6%	4,649.49	4,765.50	4,866.92	5,011.83	5,142.19
8%	4,737.22	4,855.41	4,958.74	5,106.40	5,239.22
9%	4,781.08	4,900.37	5,004.65	5,153.68	5,287.73
10%	4,824.95	4,945.33	5,050.57	5,200.95	5,336.24
11%	4,868.80	4,990.29	5,096.48	5,248.23	5,384.75
12%	4,912.66	5,035.25	5,142.39	5,295.53	5,433.26

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	52,635.70	53,948.96	55,097.12	56,737.72	58,213.48
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	54,214.68	55,567.46	56,749.94	58,439.94	59,959.90
6%	55,793.92	57,185.96	58,403.02	60,141.90	61,706.32
8%	56,846.66	58,264.96	59,504.90	61,276.80	62,870.60
9%	57,372.90	58,804.46	60,055.84	61,844.12	63,452.74
10%	57,899.40	59,343.96	60,606.78	62,411.44	64,034.88
11%	58,425.64	59,883.46	61,157.72	62,978.76	64,617.02
12%	58,951.88	60,422.96	61,708.66	63,546.34	65,199.16

GR 16 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	2,074.96	2,119.12	2,182.22	2,238.98	2,314.73
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,137.21	2,182.69	2,247.69	2,306.15	2,384.17
6%	2,199.46	2,246.27	2,313.15	2,373.32	2,453.61
8%	2,240.96	2,288.65	2,356.80	2,418.10	2,499.91
9%	2,261.71	2,309.84	2,378.62	2,440.49	2,523.06
10%	2,282.46	2,331.03	2,400.44	2,462.88	2,546.20
11%	2,303.21	2,352.22	2,422.26	2,485.27	2,569.35
12%	2,323.96	2,373.41	2,444.09	2,507.66	2,592.50

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,495.75	4,591.43	4,728.14	4,851.12	5,015.25
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,630.62	4,729.16	4,870.00	4,996.66	5,165.70
6%	4,765.50	4,866.92	5,011.83	5,142.19	5,316.16
8%	4,855.41	4,958.74	5,106.40	5,239.22	5,416.47
9%	4,900.37	5,004.65	5,153.68	5,287.73	5,466.63
10%	4,945.33	5,050.57	5,200.95	5,336.24	5,516.77
11%	4,990.29	5,096.48	5,248.23	5,384.75	5,566.93
12%	5,035.25	5,142.39	5,295.53	5,433.26	5,617.08

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	53,948.96	55,097.12	56,737.72	58,213.48	60,182.98
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	55,567.46	56,749.94	58,439.94	59,959.90	61,988.42
6%	57,185.96	58,403.02	60,141.90	61,706.32	63,793.86
8%	58,264.96	59,504.90	61,276.80	62,870.60	64,997.66
9%	58,804.46	60,055.84	61,844.12	63,452.74	65,599.56
10%	59,343.96	60,606.78	62,411.44	64,034.88	66,201.20
11%	59,883.46	61,157.72	62,978.76	64,617.02	66,803.10
12%	60,422.96	61,708.66	63,546.34	65,199.16	67,405.00

GR 16 RANGE 6

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	2,119.12	2,182.22	2,238.98	2,314.73	2,371.60
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,182.69	2,247.69	2,306.15	2,384.17	2,442.75
6%	2,246.27	2,313.15	2,373.32	2,453.61	2,513.90
8%	2,288.65	2,356.80	2,418.10	2,499.91	2,561.33
9%	2,309.84	2,378.62	2,440.49	2,523.06	2,585.04
10%	2,331.03	2,400.44	2,462.88	2,546.20	2,608.76
11%	2,352.22	2,422.26	2,485.27	2,569.35	2,632.48
12%	2,373.41	2,444.09	2,507.66	2,592.50	2,656.19

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,591.43	4,728.14	4,851.12	5,015.25	5,138.47
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,729.16	4,870.00	4,996.66	5,165.70	5,292.63
6%	4,866.92	5,011.83	5,142.19	5,316.16	5,446.78
8%	4,958.74	5,106.40	5,239.22	5,416.47	5,549.55
9%	5,004.65	5,153.68	5,287.73	5,466.63	5,600.92
10%	5,050.57	5,200.95	5,336.24	5,516.77	5,652.31
11%	5,096.48	5,248.23	5,384.75	5,566.93	5,703.71
12%	5,142.39	5,295.53	5,433.26	5,617.08	5,755.08

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	55,097.12	56,737.72	58,213.48	60,182.98	61,661.60
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	56,749.94	58,439.94	59,959.90	61,988.42	63,511.50
6%	58,403.02	60,141.90	61,706.32	63,793.86	65,361.40
8%	59,504.90	61,276.80	62,870.60	64,997.66	66,594.58
9%	60,055.84	61,844.12	63,452.74	65,599.56	67,211.04
10%	60,606.78	62,411.44	64,034.88	66,201.20	67,827.76
11%	61,157.72	62,978.76	64,617.02	66,803.10	68,444.48
12%	61,708.66	63,546.34	65,199.16	67,405.00	69,060.94

GR 16 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	2,189.43	2,246.85	2,322.57	2,379.68	2,456.58
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,255.11	2,314.26	2,392.25	2,451.07	2,530.28
6%	2,320.80	2,381.66	2,461.92	2,522.46	2,603.97
8%	2,364.58	2,426.60	2,508.38	2,570.05	2,653.11
9%	2,386.48	2,449.07	2,531.60	2,593.85	2,677.67
10%	2,408.37	2,471.54	2,554.83	2,617.65	2,702.24
11%	2,430.27	2,494.00	2,578.05	2,641.44	2,726.80
12%	2,452.16	2,516.47	2,601.28	2,665.24	2,751.37

CUSTODIAL WORKER 2
M.T. COMMAND CTR OPER
MT OPERATIONS WORKER
POLICE PROPERTY CLK 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,743.77	4,868.18	5,032.24	5,155.97	5,322.59
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,886.07	5,014.23	5,183.21	5,310.65	5,482.27
6%	5,028.40	5,160.26	5,334.16	5,465.33	5,641.94
8%	5,123.26	5,257.63	5,434.82	5,568.44	5,748.41
9%	5,170.71	5,306.32	5,485.13	5,620.01	5,801.62
10%	5,218.14	5,355.00	5,535.47	5,671.58	5,854.85
11%	5,265.59	5,403.67	5,585.78	5,723.12	5,908.07
12%	5,313.01	5,452.35	5,636.11	5,774.69	5,961.30

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	56,925.18	58,418.10	60,386.82	61,871.68	63,871.08
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	58,632.86	60,170.76	62,198.50	63,727.82	65,787.28
6%	60,340.80	61,923.16	64,009.92	65,583.96	67,703.22
8%	61,479.08	63,091.60	65,217.88	66,821.30	68,980.86
9%	62,048.48	63,675.82	65,821.60	67,440.10	69,619.42
10%	62,617.62	64,260.04	66,425.58	68,058.90	70,258.24
11%	63,187.02	64,844.00	67,029.30	68,677.44	70,896.80
12%	63,756.16	65,428.22	67,633.28	69,296.24	71,535.62

GR 16 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	2,246.38	2,322.57	2,379.68	2,456.58	2,525.45
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,313.77	2,392.25	2,451.07	2,530.28	2,601.21
6%	2,381.16	2,461.92	2,522.46	2,603.97	2,676.98
8%	2,426.09	2,508.38	2,570.05	2,653.11	2,727.49
9%	2,448.55	2,531.60	2,593.85	2,677.67	2,752.74
10%	2,471.02	2,554.83	2,617.65	2,702.24	2,778.00
11%	2,493.48	2,578.05	2,641.44	2,726.80	2,803.25
12%	2,515.95	2,601.28	2,665.24	2,751.37	2,828.50

ASSESSMENT TECH 1
 AUTO SERVICES WORKER
 PARKING SERVICE WORKER
 POLICE PROPERTY CLK 2
 PW MAINTENANCE WORKER 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	4,867.16	5,032.24	5,155.97	5,322.59	5,471.81
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,013.17	5,183.21	5,310.65	5,482.27	5,635.96
6%	5,159.18	5,334.16	5,465.33	5,641.94	5,800.12
8%	5,256.53	5,434.82	5,568.44	5,748.41	5,909.56
9%	5,305.19	5,485.13	5,620.01	5,801.62	5,964.27
10%	5,353.88	5,535.47	5,671.58	5,854.85	6,019.00
11%	5,402.54	5,585.78	5,723.12	5,908.07	6,073.71
12%	5,451.23	5,636.11	5,774.69	5,961.30	6,128.42

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	58,405.88	60,386.82	61,871.68	63,871.08	65,661.70
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	60,158.02	62,198.50	63,727.82	65,787.28	67,631.46
6%	61,910.16	64,009.92	65,583.96	67,703.22	69,601.48
8%	63,078.34	65,217.88	66,821.30	68,980.86	70,914.74
9%	63,662.30	65,821.60	67,440.10	69,619.42	71,571.24
10%	64,246.52	66,425.58	68,058.90	70,258.24	72,228.00
11%	64,830.48	67,029.30	68,677.44	70,896.80	72,884.50
12%	65,414.70	67,633.28	69,296.24	71,535.62	73,541.00

GR 16 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	2,322.57	2,379.68	2,456.58	2,525.45	2,594.46
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,392.25	2,451.07	2,530.28	2,601.21	2,672.29
6%	2,461.92	2,522.46	2,603.97	2,676.98	2,750.13
8%	2,508.38	2,570.05	2,653.11	2,727.49	2,802.02
9%	2,531.60	2,593.85	2,677.67	2,752.74	2,827.96
10%	2,554.83	2,617.65	2,702.24	2,778.00	2,853.91
11%	2,578.05	2,641.44	2,726.80	2,803.25	2,879.85
12%	2,601.28	2,665.24	2,751.37	2,828.50	2,905.80

CDA SECURITY MONITOR	M.T. OPER LDWKR
CONSERVATORY CURATOR ASST	PARKING MAINT WKR 1
CUSTODIAL WKR 3	PARKS MAINT WKR
EQUIPMENT OPR 1	PW MAINTENANCE WORKER 2
FACILITY MAINT WKR	STREET VENDING MONITOR
FIELD SERV REP 1	WATER QUALITY SAMPLER 1
GARDENER	WATERWKS MAINT WKR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,032.24	5,155.97	5,322.59	5,471.81	5,621.33
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,183.21	5,310.65	5,482.27	5,635.96	5,789.96
6%	5,334.16	5,465.33	5,641.94	5,800.12	5,958.62
8%	5,434.82	5,568.44	5,748.41	5,909.56	6,071.04
9%	5,485.13	5,620.01	5,801.62	5,964.27	6,127.25
10%	5,535.47	5,671.58	5,854.85	6,019.00	6,183.47
11%	5,585.78	5,723.12	5,908.07	6,073.71	6,239.68
12%	5,636.11	5,774.69	5,961.30	6,128.42	6,295.90

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	60,386.82	61,871.68	63,871.08	65,661.70	67,455.96
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	62,198.50	63,727.82	65,787.28	67,631.46	69,479.54
6%	64,009.92	65,583.96	67,703.22	69,601.48	71,503.38
8%	65,217.88	66,821.30	68,980.86	70,914.74	72,852.52
9%	65,821.60	67,440.10	69,619.42	71,571.24	73,526.96
10%	66,425.58	68,058.90	70,258.24	72,228.00	74,201.66
11%	67,029.30	68,677.44	70,896.80	72,884.50	74,876.10
12%	67,633.28	69,296.24	71,535.62	73,541.00	75,550.80

GR 16 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	2,379.68	2,456.58	2,525.45	2,594.46	2,663.57
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,451.07	2,530.28	2,601.21	2,672.29	2,743.48
6%	2,522.46	2,603.97	2,676.98	2,750.13	2,823.38
8%	2,570.05	2,653.11	2,727.49	2,802.02	2,876.66
9%	2,593.85	2,677.67	2,752.74	2,827.96	2,903.29
10%	2,617.65	2,702.24	2,778.00	2,853.91	2,929.93
11%	2,641.44	2,726.80	2,803.25	2,879.85	2,956.56
12%	2,665.24	2,751.37	2,828.50	2,905.80	2,983.20

ASSESSMENT TECH 2 PARK RANGER
DISPATCHER PARKING EQUIP MECH
EQUIPMENT OPR 2 PROPERTY CODE INSP 1
HSG MAINT WKR TRAFF CONT MAINT WKR
OPERATIONS CLERK

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,155.97	5,322.59	5,471.81	5,621.33	5,771.07
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,310.65	5,482.27	5,635.96	5,789.96	5,944.21
6%	5,465.33	5,641.94	5,800.12	5,958.62	6,117.32
8%	5,568.44	5,748.41	5,909.56	6,071.04	6,232.76
9%	5,620.01	5,801.62	5,964.27	6,127.25	6,290.46
10%	5,671.58	5,854.85	6,019.00	6,183.47	6,348.18
11%	5,723.12	5,908.07	6,073.71	6,239.68	6,405.88
12%	5,774.69	5,961.30	6,128.42	6,295.90	6,463.60

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	61,871.68	63,871.08	65,661.70	67,455.96	69,252.82
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	63,727.82	65,787.28	67,631.46	69,479.54	71,330.48
6%	65,583.96	67,703.22	69,601.48	71,503.38	73,407.88
8%	66,821.30	68,980.86	70,914.74	72,852.52	74,793.16
9%	67,440.10	69,619.42	71,571.24	73,526.96	75,485.54
10%	68,058.90	70,258.24	72,228.00	74,201.66	76,178.18
11%	68,677.44	70,896.80	72,884.50	74,876.10	76,870.56
12%	69,296.24	71,535.62	73,541.00	75,550.80	77,563.20

GR 16 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	2,456.58	2,525.45	2,594.46	2,663.57	2,739.47
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,530.28	2,601.21	2,672.29	2,743.48	2,821.65
6%	2,603.97	2,676.98	2,750.13	2,823.38	2,903.84
8%	2,653.11	2,727.49	2,802.02	2,876.66	2,958.63
9%	2,677.67	2,752.74	2,827.96	2,903.29	2,986.02
10%	2,702.24	2,778.00	2,853.91	2,929.93	3,013.42
11%	2,726.80	2,803.25	2,879.85	2,956.56	3,040.81
12%	2,751.37	2,828.50	2,905.80	2,983.20	3,068.21

ARBORIST 1
COMMUNICATION WKR
ENGR AIDE 1
FIELD SERV REP 2
FORENSIC LAB TECH
MAINT WORKER
PARKING ENFC OFF
PARKING MAINT WKR 2
PARKING REVENUE LDWKR
PARKING TECH AIDE
PROPERTY CODE INSP 2
PW MAINTENANCE WORKER 3
TRAFF SIG MAINT WKR
WATER ONE CALL COORD
WATER QUALITY SAMPLER 2

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,322.59	5,471.81	5,621.33	5,771.07	5,935.52
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,482.27	5,635.96	5,789.96	5,944.21	6,113.58
6%	5,641.94	5,800.12	5,958.62	6,117.32	6,291.65
8%	5,748.41	5,909.56	6,071.04	6,232.76	6,410.37
9%	5,801.62	5,964.27	6,127.25	6,290.46	6,469.71
10%	5,854.85	6,019.00	6,183.47	6,348.18	6,529.08
11%	5,908.07	6,073.71	6,239.68	6,405.88	6,588.42
12%	5,961.30	6,128.42	6,295.90	6,463.60	6,647.79

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	63,871.08	65,661.70	67,455.96	69,252.82	71,226.22
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	65,787.28	67,631.46	69,479.54	71,330.48	73,362.90
6%	67,703.22	69,601.48	71,503.38	73,407.88	75,499.84
8%	68,980.86	70,914.74	72,852.52	74,793.16	76,924.38
9%	69,619.42	71,571.24	73,526.96	75,485.54	77,636.52
10%	70,258.24	72,228.00	74,201.66	76,178.18	78,348.92
11%	70,896.80	72,884.50	74,876.10	76,870.56	79,061.06
12%	71,535.62	73,541.00	75,550.80	77,563.20	79,773.46

GR 16 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	2,525.45	2,594.46	2,663.57	2,739.47	2,801.64
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,601.21	2,672.29	2,743.48	2,821.65	2,885.69
6%	2,676.98	2,750.13	2,823.38	2,903.84	2,969.74
8%	2,727.49	2,802.02	2,876.66	2,958.63	3,025.77
9%	2,752.74	2,827.96	2,903.29	2,986.02	3,053.79
10%	2,778.00	2,853.91	2,929.93	3,013.42	3,081.80
11%	2,803.25	2,879.85	2,956.56	3,040.81	3,109.82
12%	2,828.50	2,905.80	2,983.20	3,068.21	3,137.84

ARCHITECT AIDE 1	PARK RANGER LEADWKR
CIVIL TECH 1	PARKING EQUIP TECH 1
CONSERVATION TECH	PARKS CONSTRUCTION SPECIALIST 1
EQUIPMENT OPR 3	PUB WKS LEADWKR
GARDENER LEAD	STOREKEEPER
GOLF COURSE SUPERINTENDENT 1	WATER CIVIL TECH 1
	WATERWKS OPR 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,471.81	5,621.33	5,771.07	5,935.52	6,070.22
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,635.96	5,789.96	5,944.21	6,113.58	6,252.33
6%	5,800.12	5,958.62	6,117.32	6,291.65	6,434.44
8%	5,909.56	6,071.04	6,232.76	6,410.37	6,555.84
9%	5,964.27	6,127.25	6,290.46	6,469.71	6,616.55
10%	6,019.00	6,183.47	6,348.18	6,529.08	6,677.23
11%	6,073.71	6,239.68	6,405.88	6,588.42	6,737.94
12%	6,128.42	6,295.90	6,463.60	6,647.79	6,798.65

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	65,661.70	67,455.96	69,252.82	71,226.22	72,842.64
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	67,631.46	69,479.54	71,330.48	73,362.90	75,027.94
6%	69,601.48	71,503.38	73,407.88	75,499.84	77,213.24
8%	70,914.74	72,852.52	74,793.16	76,924.38	78,670.02
9%	71,571.24	73,526.96	75,485.54	77,636.52	79,398.54
10%	72,228.00	74,201.66	76,178.18	78,348.92	80,126.80
11%	72,884.50	74,876.10	76,870.56	79,061.06	80,855.32
12%	73,541.00	75,550.80	77,563.20	79,773.46	81,583.84

GR 16 RANGE 13 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	2,594.46	2,663.57	2,739.47	2,801.64	2,891.33
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,672.29	2,743.48	2,821.65	2,885.69	2,978.07
6%	2,750.13	2,823.38	2,903.84	2,969.74	3,064.81
8%	2,802.02	2,876.66	2,958.63	3,025.77	3,122.64
9%	2,827.96	2,903.29	2,986.02	3,053.79	3,151.55
10%	2,853.91	2,929.93	3,013.42	3,081.80	3,180.46
11%	2,879.85	2,956.56	3,040.81	3,109.82	3,209.38
12%	2,905.80	2,983.20	3,068.21	3,137.84	3,238.29

ARBORIST 2	PARKING ENFC LDWKR
AUTO MECHANIC	PARKS EQUIP MECH 1
CODE ENFC OFF 1	PLAN REIVEW SPEC 1
ENGR AIDE 2	PROPERTY CODE INSP 3
FIELD SERV REP 3	SECTION 8 INSPECTOR
FIRE CODE ENFORCE 1	SIGN PAINTER
FIRE ED/ENCF OFF 1	WATER QUALITY SAMPLER 3
GOLF COURSE SUPERINTENDENT 2	WATER HYDRANT INSPEC
MAINT MECH 1	WGTS MEASURES INSP 1
MAINT PAINTER	ZONING CODE OFF 1

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,621.33	5,771.07	5,935.52	6,070.22	6,264.55
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,789.96	5,944.21	6,113.58	6,252.33	6,452.49
6%	5,958.62	6,117.32	6,291.65	6,434.44	6,640.42
8%	6,071.04	6,232.76	6,410.37	6,555.84	6,765.72
9%	6,127.25	6,290.46	6,469.71	6,616.55	6,828.36
10%	6,183.47	6,348.18	6,529.08	6,677.23	6,891.00
11%	6,239.68	6,405.88	6,588.42	6,737.94	6,953.66
12%	6,295.90	6,463.60	6,647.79	6,798.65	7,016.30

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	67,455.96	69,252.82	71,226.22	72,842.64	75,174.58
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	69,479.54	71,330.48	73,362.90	75,027.94	77,429.82
6%	71,503.38	73,407.88	75,499.84	77,213.24	79,685.06
8%	72,852.52	74,793.16	76,924.38	78,670.02	81,188.64
9%	73,526.96	75,485.54	77,636.52	79,398.54	81,940.30
10%	74,201.66	76,178.18	78,348.92	80,126.80	82,691.96
11%	74,876.10	76,870.56	79,061.06	80,855.32	83,443.88
12%	75,550.80	77,563.20	79,773.46	81,583.84	84,195.54

GR 16 RANGE 14 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	2,663.57	2,739.47	2,801.64	2,891.33	2,998.15
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,743.48	2,821.65	2,885.69	2,978.07	3,088.09
6%	2,823.38	2,903.84	2,969.74	3,064.81	3,178.04
8%	2,876.66	2,958.63	3,025.77	3,122.64	3,238.00
9%	2,903.29	2,986.02	3,053.79	3,151.55	3,267.98
10%	2,929.93	3,013.42	3,081.80	3,180.46	3,297.97
11%	2,956.56	3,040.81	3,109.82	3,209.38	3,327.95
12%	2,983.20	3,068.21	3,137.84	3,238.29	3,357.93

ARCHITECT AIDE 2	M.T. TECH SERVS SPEC 1
CEMETERY OPRS LDWKR	PARKS CONSTRUCTION SPECIALIST 2
CIVIL TECH 2	PARKS MAINT MECHANIC
COMMUNIC TECH 1	PARKS OPS LDWKR
DIGITAL MEDIA SPECIALIST	PLAYGROUND TECH
ENGR AIDE 3	TRAFF SIG ELECTR 1
FIELD LEADWORKER 1	WATER CIVIL TECH 2
FIELD SERVICE ANALYST	WELDER
FIELD SERV LDWKR 1	
GOLF COURSE SUPERINTENDENT 3	

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,771.07	5,935.52	6,070.22	6,264.55	6,495.99
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,944.21	6,113.58	6,252.33	6,452.49	6,690.86
6%	6,117.32	6,291.65	6,434.44	6,640.42	6,885.75
8%	6,232.76	6,410.37	6,555.84	6,765.72	7,015.67
9%	6,290.46	6,469.71	6,616.55	6,828.36	7,080.62
10%	6,348.18	6,529.08	6,677.23	6,891.00	7,145.60
11%	6,405.88	6,588.42	6,737.94	6,953.66	7,210.56
12%	6,463.60	6,647.79	6,798.65	7,016.30	7,275.52

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	69,252.82	71,226.22	72,842.64	75,174.58	77,951.90
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	71,330.48	73,362.90	75,027.94	77,429.82	80,290.34
6%	73,407.88	75,499.84	77,213.24	79,685.06	82,629.04
8%	74,793.16	76,924.38	78,670.02	81,188.64	84,188.00
9%	75,485.54	77,636.52	79,398.54	81,940.30	84,967.48
10%	76,178.18	78,348.92	80,126.80	82,691.96	85,747.22
11%	76,870.56	79,061.06	80,855.32	83,443.88	86,526.70
12%	77,563.20	79,773.46	81,583.84	84,195.54	87,306.18

GR 16 RANGE 14A 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	2,665.70	2,747.02	2,813.56	2,909.46	3,033.76
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,745.67	2,829.43	2,897.97	2,996.74	3,124.77
6%	2,825.64	2,911.84	2,982.37	3,084.03	3,215.79
8%	2,878.96	2,966.78	3,038.64	3,142.22	3,276.46
9%	2,905.61	2,994.25	3,066.78	3,171.31	3,306.80
10%	2,932.27	3,021.72	3,094.92	3,200.41	3,337.14
11%	2,958.93	3,049.19	3,123.05	3,229.50	3,367.47
12%	2,985.58	3,076.66	3,151.19	3,258.60	3,397.81

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,775.68	5,951.88	6,096.05	6,303.83	6,573.15
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,948.95	6,130.43	6,278.94	6,492.94	6,770.34
6%	6,122.22	6,308.99	6,461.80	6,682.07	6,967.55
8%	6,237.75	6,428.02	6,583.72	6,808.14	7,099.00
9%	6,295.49	6,487.54	6,644.69	6,871.17	7,164.73
10%	6,353.25	6,547.06	6,705.66	6,934.22	7,230.47
11%	6,411.02	6,606.58	6,766.61	6,997.25	7,296.19
12%	6,468.76	6,666.10	6,827.58	7,060.30	7,361.92

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	69,308.20	71,422.52	73,152.56	75,645.96	78,877.76
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	71,387.42	73,565.18	75,347.22	77,915.24	81,244.02
6%	73,466.64	75,707.84	77,541.62	80,184.78	83,610.54
8%	74,852.96	77,136.28	79,004.64	81,697.72	85,187.96
9%	75,545.86	77,850.50	79,736.28	82,454.06	85,976.80
10%	76,239.02	78,564.72	80,467.92	83,210.66	86,765.64
11%	76,932.18	79,278.94	81,199.30	83,967.00	87,554.22
12%	77,625.08	79,993.16	81,930.94	84,723.60	88,343.06

GR 16 RANGE 15 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	2,728.90	2,790.82	2,879.98	2,986.86	3,087.61
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,810.77	2,874.54	2,966.38	3,076.47	3,180.24
6%	2,892.63	2,958.27	3,052.78	3,166.07	3,272.87
8%	2,947.21	3,014.09	3,110.38	3,225.81	3,334.62
9%	2,974.50	3,041.99	3,139.18	3,255.68	3,365.49
10%	3,001.79	3,069.90	3,167.98	3,285.55	3,396.37
11%	3,029.08	3,097.81	3,196.78	3,315.41	3,427.25
12%	3,056.37	3,125.72	3,225.58	3,345.28	3,458.12

COMM PARAMEDIC 1 PARKS EQUIP MECH 2
 FIELD LEADWORKER 2 PROPERTY APPRAISER 1
 FIELD SERV LDWKR 2 TRAFF OPER LDWKR
 FORESTRY SPEC
 HORTICULTURIST
 M.T. TECH SERVS SPEC 2
 MAINT MECH 2
 MASTER MECHANIC

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,912.62	6,046.78	6,239.96	6,471.53	6,689.82
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,090.00	6,228.17	6,427.16	6,665.69	6,890.52
6%	6,267.37	6,409.59	6,614.36	6,859.82	7,091.22
8%	6,385.62	6,530.53	6,739.16	6,989.26	7,225.01
9%	6,444.75	6,590.98	6,801.56	7,053.97	7,291.90
10%	6,503.88	6,651.45	6,863.96	7,118.69	7,358.80
11%	6,563.01	6,711.92	6,926.36	7,183.39	7,425.71
12%	6,622.14	6,772.39	6,988.76	7,248.11	7,492.59

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	70,951.40	72,561.32	74,879.48	77,658.36	80,277.86
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	73,080.02	74,738.04	77,125.88	79,988.22	82,686.24
6%	75,208.38	76,915.02	79,372.28	82,317.82	85,094.62
8%	76,627.46	78,366.34	80,869.88	83,871.06	86,700.12
9%	77,337.00	79,091.74	81,618.68	84,647.68	87,502.74
10%	78,046.54	79,817.40	82,367.48	85,424.30	88,305.62
11%	78,756.08	80,543.06	83,116.28	86,200.66	89,108.50
12%	79,465.62	81,268.72	83,865.08	86,977.28	89,911.12

GR 16 RANGE 16 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	2,790.82	2,879.98	2,986.86	3,087.61	3,200.95
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,874.54	2,966.38	3,076.47	3,180.24	3,296.98
6%	2,958.27	3,052.78	3,166.07	3,272.87	3,393.01
8%	3,014.09	3,110.38	3,225.81	3,334.62	3,457.03
9%	3,041.99	3,139.18	3,255.68	3,365.49	3,489.04
10%	3,069.90	3,167.98	3,285.55	3,396.37	3,521.05
11%	3,097.81	3,196.78	3,315.41	3,427.25	3,553.05
12%	3,125.72	3,225.58	3,345.28	3,458.12	3,585.06

BUYER 1	WATER CIVIL TECH 3
BUILDING MAINT COORD	WATER UTILITY OPERATIONS LDWKR
CODE ENFC OFF 2	WGTS MEASURE INSP 2
CROSS CONNECT CTRL INSP	ZONING CODE OFF 2
FIRE CODE ENFORCE 2	
FIRE ED/ENFC OFF 2	
MAINT ELECTR 1	
PLAN REVIEW SPEC 2	

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,046.78	6,239.96	6,471.53	6,689.82	6,935.39
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,228.17	6,427.16	6,665.69	6,890.52	7,143.46
6%	6,409.59	6,614.36	6,859.82	7,091.22	7,351.52
8%	6,530.53	6,739.16	6,989.26	7,225.01	7,490.23
9%	6,590.98	6,801.56	7,053.97	7,291.90	7,559.59
10%	6,651.45	6,863.96	7,118.69	7,358.80	7,628.94
11%	6,711.92	6,926.36	7,183.39	7,425.71	7,698.28
12%	6,772.39	6,988.76	7,248.11	7,492.59	7,767.63

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	72,561.32	74,879.48	77,658.36	80,277.86	83,224.70
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	74,738.04	77,125.88	79,988.22	82,686.24	85,721.48
6%	76,915.02	79,372.28	82,317.82	85,094.62	88,218.26
8%	78,366.34	80,869.88	83,871.06	86,700.12	89,882.78
9%	79,091.74	81,618.68	84,647.68	87,502.74	90,715.04
10%	79,817.40	82,367.48	85,424.30	88,305.62	91,547.30
11%	80,543.06	83,116.28	86,200.66	89,108.50	92,379.30
12%	81,268.72	83,865.08	86,977.28	89,911.12	93,211.56

GR 16 RANGE 17 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	2,879.98	2,986.86	3,087.61	3,200.95	3,323.22
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,966.38	3,076.47	3,180.24	3,296.98	3,422.92
6%	3,052.78	3,166.07	3,272.87	3,393.01	3,522.61
8%	3,110.38	3,225.81	3,334.62	3,457.03	3,589.08
9%	3,139.18	3,255.68	3,365.49	3,489.04	3,622.31
10%	3,167.98	3,285.55	3,396.37	3,521.05	3,655.54
11%	3,196.78	3,315.41	3,427.25	3,553.05	3,688.77
12%	3,225.58	3,345.28	3,458.12	3,585.06	3,722.01

COMM PARAMEDIC 2
COMMUNIC TECH 2
ECONOMIC DEV PROG COORD
ENGR PROG SPEC 1
TRAFF SIG ELECTR 2
WATERWKS OPR 2

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,239.96	6,471.53	6,689.82	6,935.39	7,200.31
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,427.16	6,665.69	6,890.52	7,143.46	7,416.33
6%	6,614.36	6,859.82	7,091.22	7,351.52	7,632.32
8%	6,739.16	6,989.26	7,225.01	7,490.23	7,776.34
9%	6,801.56	7,053.97	7,291.90	7,559.59	7,848.34
10%	6,863.96	7,118.69	7,358.80	7,628.94	7,920.34
11%	6,926.36	7,183.39	7,425.71	7,698.28	7,992.34
12%	6,988.76	7,248.11	7,492.59	7,767.63	8,064.36

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	74,879.48	77,658.36	80,277.86	83,224.70	86,403.72
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	77,125.88	79,988.22	82,686.24	85,721.48	88,995.92
6%	79,372.28	82,317.82	85,094.62	88,218.26	91,587.86
8%	80,869.88	83,871.06	86,700.12	89,882.78	93,316.08
9%	81,618.68	84,647.68	87,502.74	90,715.04	94,180.06
10%	82,367.48	85,424.30	88,305.62	91,547.30	95,044.04
11%	83,116.28	86,200.66	89,108.50	92,379.30	95,908.02
12%	83,865.08	86,977.28	89,911.12	93,211.56	96,772.26

GR 16 RANGE 18

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		2,986.86	3,087.61	3,200.95	3,323.22	3,454.48
w/ Longevity		Step 1	Step 2	Step 3	Step 4	Step 5
3%		3,076.47	3,180.24	3,296.98	3,422.92	3,558.11
6%		3,166.07	3,272.87	3,393.01	3,522.61	3,661.75
8%		3,225.81	3,334.62	3,457.03	3,589.08	3,730.84
9%		3,255.68	3,365.49	3,489.04	3,622.31	3,765.38
10%		3,285.55	3,396.37	3,521.05	3,655.54	3,799.93
11%		3,315.41	3,427.25	3,553.05	3,688.77	3,834.47
12%		3,345.28	3,458.12	3,585.06	3,722.01	3,869.02

BUYER 2
 COMMUNIC TECH 3
 PROPERTY APPRAISER 2
 TRAFF SIGNAL ELEC 3
 WGTS MEASURE INSP 3

Monthly		Step 1	Step 2	Step 3	Step 4	Step 5
Base		6,471.53	6,689.82	6,935.39	7,200.31	7,484.71
w/ Longevity		Step 1	Step 2	Step 3	Step 4	Step 5
3%		6,665.69	6,890.52	7,143.46	7,416.33	7,709.24
6%		6,859.82	7,091.22	7,351.52	7,632.32	7,933.79
8%		6,989.26	7,225.01	7,490.23	7,776.34	8,083.49
9%		7,053.97	7,291.90	7,559.59	7,848.34	8,158.32
10%		7,118.69	7,358.80	7,628.94	7,920.34	8,233.18
11%		7,183.39	7,425.71	7,698.28	7,992.34	8,308.02
12%		7,248.11	7,492.59	7,767.63	8,064.36	8,382.88

Annual		Step 1	Step 2	Step 3	Step 4	Step 5
Base		77,658.36	80,277.86	83,224.70	86,403.72	89,816.48
w/ Longevity		Step 1	Step 2	Step 3	Step 4	Step 5
3%		79,988.22	82,686.24	85,721.48	88,995.92	92,510.86
6%		82,317.82	85,094.62	88,218.26	91,587.86	95,205.50
8%		83,871.06	86,700.12	89,882.78	93,316.08	97,001.84
9%		84,647.68	87,502.74	90,715.04	94,180.06	97,899.88
10%		85,424.30	88,305.62	91,547.30	95,044.04	98,798.18
11%		86,200.66	89,108.50	92,379.30	95,908.02	99,696.22
12%		86,977.28	89,911.12	93,211.56	96,772.26	100,594.52

GR 16 RANGE 19

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	3,087.61	3,200.95	3,323.22	3,454.48	3,602.44
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,180.24	3,296.98	3,422.92	3,558.11	3,710.51
6%	3,272.87	3,393.01	3,522.61	3,661.75	3,818.59
8%	3,334.62	3,457.03	3,589.08	3,730.84	3,890.64
9%	3,365.49	3,489.04	3,622.31	3,765.38	3,926.66
10%	3,396.37	3,521.05	3,655.54	3,799.93	3,962.68
11%	3,427.25	3,553.05	3,688.77	3,834.47	3,998.71
12%	3,458.12	3,585.06	3,722.01	3,869.02	4,034.73

CODE ENFORC OFF 3
 ELEC/HEAT INSPECTOR
 ELEVATOR CODE ENFC OFF 1
 ENGR PROG SPEC 2
 FIRE CODE ENFORCE 3
 MAINT ELECT 2
 PLAN REVIEW SPEC 3
 PLUMB/HEAT INSPECTOR
 ZONING ADMIN ASST

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,689.82	6,935.39	7,200.31	7,484.71	7,805.29
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,890.52	7,143.46	7,416.33	7,709.24	8,039.44
6%	7,091.22	7,351.52	7,632.32	7,933.79	8,273.61
8%	7,225.01	7,490.23	7,776.34	8,083.49	8,429.72
9%	7,291.90	7,559.59	7,848.34	8,158.32	8,507.76
10%	7,358.80	7,628.94	7,920.34	8,233.18	8,585.81
11%	7,425.71	7,698.28	7,992.34	8,308.02	8,663.87
12%	7,492.59	7,767.63	8,064.36	8,382.88	8,741.92

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	80,277.86	83,224.70	86,403.72	89,816.48	93,663.44
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	82,686.24	85,721.48	88,995.92	92,510.86	96,473.26
6%	85,094.62	88,218.26	91,587.86	95,205.50	99,283.34
8%	86,700.12	89,882.78	93,316.08	97,001.84	101,156.64
9%	87,502.74	90,715.04	94,180.06	97,899.88	102,093.16
10%	88,305.62	91,547.30	95,044.04	98,798.18	103,029.68
11%	89,108.50	92,379.30	95,908.02	99,696.22	103,966.46
12%	89,911.12	93,211.56	96,772.26	100,594.52	104,902.98

GR 16 RANGE 20

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	3,200.95	3,323.22	3,454.48	3,602.44	3,750.13
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,296.98	3,422.92	3,558.11	3,710.51	3,862.63
6%	3,393.01	3,522.61	3,661.75	3,818.59	3,975.14
8%	3,457.03	3,589.08	3,730.84	3,890.64	4,050.14
9%	3,489.04	3,622.31	3,765.38	3,926.66	4,087.64
10%	3,521.05	3,655.54	3,799.93	3,962.68	4,125.14
11%	3,553.05	3,688.77	3,834.47	3,998.71	4,162.64
12%	3,585.06	3,722.01	3,869.02	4,034.73	4,200.15

BUYER 3
 CODE ENFORC OFF 4
 COMM OPER LDWKR
 CONTROL SYSTEMS TECH
 ELEVATOR CODE ENFC OFF 2
 FIRE CODE ENFORCE 4
 PLAN REIVEW SPEC 4
 PROPERTY APPRAISER 3

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,935.39	7,200.31	7,484.71	7,805.29	8,125.28
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,143.46	7,416.33	7,709.24	8,039.44	8,369.03
6%	7,351.52	7,632.32	7,933.79	8,273.61	8,612.80
8%	7,490.23	7,776.34	8,083.49	8,429.72	8,775.30
9%	7,559.59	7,848.34	8,158.32	8,507.76	8,856.55
10%	7,628.94	7,920.34	8,233.18	8,585.81	8,937.80
11%	7,698.28	7,992.34	8,308.02	8,663.87	9,019.05
12%	7,767.63	8,064.36	8,382.88	8,741.92	9,100.33

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	83,224.70	86,403.72	89,816.48	93,663.44	97,503.38
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	85,721.48	88,995.92	92,510.86	96,473.26	100,428.38
6%	88,218.26	91,587.86	95,205.50	99,283.34	103,353.64
8%	89,882.78	93,316.08	97,001.84	101,156.64	105,303.64
9%	90,715.04	94,180.06	97,899.88	102,093.16	106,278.64
10%	91,547.30	95,044.04	98,798.18	103,029.68	107,253.64
11%	92,379.30	95,908.02	99,696.22	103,966.46	108,228.64
12%	93,211.56	96,772.26	100,594.52	104,902.98	109,203.90

GR 16 RANGE 21 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	3,323.22	3,454.48	3,602.44	3,750.13	3,906.46
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,422.92	3,558.11	3,710.51	3,862.63	4,023.65
6%	3,522.61	3,661.75	3,818.59	3,975.14	4,140.85
8%	3,589.08	3,730.84	3,890.64	4,050.14	4,218.98
9%	3,622.31	3,765.38	3,926.66	4,087.64	4,258.04
10%	3,655.54	3,799.93	3,962.68	4,125.14	4,297.11
11%	3,688.77	3,834.47	3,998.71	4,162.64	4,336.17
12%	3,722.01	3,869.02	4,034.73	4,200.15	4,375.24

PROPERTY APPRAISER 4

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,200.31	7,484.71	7,805.29	8,125.28	8,464.00
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,416.33	7,709.24	8,039.44	8,369.03	8,717.91
6%	7,632.32	7,933.79	8,273.61	8,612.80	8,971.84
8%	7,776.34	8,083.49	8,429.72	8,775.30	9,141.12
9%	7,848.34	8,158.32	8,507.76	8,856.55	9,225.75
10%	7,920.34	8,233.18	8,585.81	8,937.80	9,310.41
11%	7,992.34	8,308.02	8,663.87	9,019.05	9,395.04
12%	8,064.36	8,382.88	8,741.92	9,100.33	9,479.69

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	86,403.72	89,816.48	93,663.44	97,503.38	101,567.96
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	88,995.92	92,510.86	96,473.26	100,428.38	104,614.90
6%	91,587.86	95,205.50	99,283.34	103,353.64	107,662.10
8%	93,316.08	97,001.84	101,156.64	105,303.64	109,693.48
9%	94,180.06	97,899.88	102,093.16	106,278.64	110,709.04
10%	95,044.04	98,798.18	103,029.68	107,253.64	111,724.86
11%	95,908.02	99,696.22	103,966.46	108,228.64	112,740.42
12%	96,772.26	100,594.52	104,902.98	109,203.90	113,756.24

GR 16 RANGE 22 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	3,454.48	3,602.44	3,750.13	3,906.46	4,071.05
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,558.11	3,710.51	3,862.63	4,023.65	4,193.18
6%	3,661.75	3,818.59	3,975.14	4,140.85	4,315.31
8%	3,730.84	3,890.64	4,050.14	4,218.98	4,396.73
9%	3,765.38	3,926.66	4,087.64	4,258.04	4,437.44
10%	3,799.93	3,962.68	4,125.14	4,297.11	4,478.16
11%	3,834.47	3,998.71	4,162.64	4,336.17	4,518.87
12%	3,869.02	4,034.73	4,200.15	4,375.24	4,559.58

TRAFF SYS & NET SPEC

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,484.71	7,805.29	8,125.28	8,464.00	8,820.61
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,709.24	8,039.44	8,369.03	8,717.91	9,085.22
6%	7,933.79	8,273.61	8,612.80	8,971.84	9,349.84
8%	8,083.49	8,429.72	8,775.30	9,141.12	9,526.25
9%	8,158.32	8,507.76	8,856.55	9,225.75	9,614.45
10%	8,233.18	8,585.81	8,937.80	9,310.41	9,702.68
11%	8,308.02	8,663.87	9,019.05	9,395.04	9,790.89
12%	8,382.88	8,741.92	9,100.33	9,479.69	9,879.09

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	89,816.48	93,663.44	97,503.38	101,567.96	105,847.30
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	92,510.86	96,473.26	100,428.38	104,614.90	109,022.68
6%	95,205.50	99,283.34	103,353.64	107,662.10	112,198.06
8%	97,001.84	101,156.64	105,303.64	109,693.48	114,314.98
9%	97,899.88	102,093.16	106,278.64	110,709.04	115,373.44
10%	98,798.18	103,029.68	107,253.64	111,724.86	116,432.16
11%	99,696.22	103,966.46	108,228.64	112,740.42	117,490.62
12%	100,594.52	104,902.98	109,203.90	113,756.24	118,549.08

GR 16 RANGE 23

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	3,602.44	3,750.13	3,906.46	4,071.05	4,243.49
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,710.51	3,862.63	4,023.65	4,193.18	4,370.79
6%	3,818.59	3,975.14	4,140.85	4,315.31	4,498.10
8%	3,890.64	4,050.14	4,218.98	4,396.73	4,582.97
9%	3,926.66	4,087.64	4,258.04	4,437.44	4,625.40
10%	3,962.68	4,125.14	4,297.11	4,478.16	4,667.84
11%	3,998.71	4,162.64	4,336.17	4,518.87	4,710.27
12%	4,034.73	4,200.15	4,375.24	4,559.58	4,752.71

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,805.29	8,125.28	8,464.00	8,820.61	9,194.23
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	8,039.44	8,369.03	8,717.91	9,085.22	9,470.05
6%	8,273.61	8,612.80	8,971.84	9,349.84	9,745.88
8%	8,429.72	8,775.30	9,141.12	9,526.25	9,929.77
9%	8,507.76	8,856.55	9,225.75	9,614.45	10,021.70
10%	8,585.81	8,937.80	9,310.41	9,702.68	10,113.65
11%	8,663.87	9,019.05	9,395.04	9,790.89	10,205.59
12%	8,741.92	9,100.33	9,479.69	9,879.09	10,297.54

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	93,663.44	97,503.38	101,567.96	105,847.30	110,330.74
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	96,473.26	100,428.38	104,614.90	109,022.68	113,640.54
6%	99,283.34	103,353.64	107,662.10	112,198.06	116,950.60
8%	101,156.64	105,303.64	109,693.48	114,314.98	119,157.22
9%	102,093.16	106,278.64	110,709.04	115,373.44	120,260.40
10%	103,029.68	107,253.64	111,724.86	116,432.16	121,363.84
11%	103,966.46	108,228.64	112,740.42	117,490.62	122,467.02
12%	104,902.98	109,203.90	113,756.24	118,549.08	123,570.46