

CG18 RANGE 1

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	2,441.39	2,515.33	2,589.00	2,664.11	2,747.92
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,514.63	2,590.79	2,666.67	2,744.03	2,830.36
6%	2,587.87	2,666.25	2,744.34	2,823.96	2,912.80
8%	2,636.70	2,716.56	2,796.12	2,877.24	2,967.75
9%	2,661.12	2,741.71	2,822.01	2,903.88	2,995.23
10%	2,685.53	2,766.86	2,847.90	2,930.52	3,022.71
11%	2,709.94	2,792.02	2,873.79	2,957.16	3,050.19
12%	2,734.36	2,817.17	2,899.68	2,983.80	3,077.67

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,289.68	5,449.88	5,609.50	5,772.24	5,953.83
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,448.37	5,613.38	5,777.79	5,945.40	6,132.45
6%	5,607.05	5,776.88	5,946.07	6,118.58	6,311.07
8%	5,712.85	5,885.88	6,058.26	6,234.02	6,430.13
9%	5,765.76	5,940.37	6,114.36	6,291.74	6,489.67
10%	5,818.65	5,994.86	6,170.45	6,349.46	6,549.21
11%	5,871.54	6,049.38	6,226.55	6,407.18	6,608.75
12%	5,924.45	6,103.87	6,282.64	6,464.90	6,668.29

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	63,476.14	65,398.58	67,314.00	69,266.86	71,445.92
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	65,380.38	67,360.54	69,333.42	71,344.78	73,589.36
6%	67,284.62	69,322.50	71,352.84	73,422.96	75,732.80
8%	68,554.20	70,630.56	72,699.12	74,808.24	77,161.50
9%	69,189.12	71,284.46	73,372.26	75,500.88	77,875.98
10%	69,823.78	71,938.36	74,045.40	76,193.52	78,590.46
11%	70,458.44	72,592.52	74,718.54	76,886.16	79,304.94
12%	71,093.36	73,246.42	75,391.68	77,578.80	80,019.42

CG18 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	2,474.78	2,558.32	2,641.89	2,733.59	2,808.71
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,549.02	2,635.07	2,721.15	2,815.60	2,892.97
6%	2,623.27	2,711.82	2,800.40	2,897.61	2,977.23
8%	2,672.76	2,762.99	2,853.24	2,952.28	3,033.41
9%	2,697.51	2,788.57	2,879.66	2,979.61	3,061.49
10%	2,722.26	2,814.15	2,906.08	3,006.95	3,089.58
11%	2,747.01	2,839.74	2,932.50	3,034.28	3,117.67
12%	2,771.75	2,865.32	2,958.92	3,061.62	3,145.76

COMMUNITY EVENTS COORDINATOR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,362.02	5,543.03	5,724.10	5,922.78	6,085.54
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,522.88	5,709.32	5,895.83	6,100.47	6,268.10
6%	5,683.75	5,875.61	6,067.53	6,278.16	6,450.67
8%	5,790.98	5,986.48	6,182.02	6,396.61	6,572.39
9%	5,844.61	6,041.90	6,239.26	6,455.82	6,633.23
10%	5,898.23	6,097.33	6,296.51	6,515.06	6,694.09
11%	5,951.86	6,152.77	6,353.75	6,574.27	6,754.95
12%	6,005.46	6,208.19	6,410.99	6,633.51	6,815.81

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	64,344.28	66,516.32	68,689.14	71,073.34	73,026.46
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	66,274.52	68,511.82	70,749.90	73,205.60	75,217.22
6%	68,205.02	70,507.32	72,810.40	75,337.86	77,407.98
8%	69,491.76	71,837.74	74,184.24	76,759.28	78,868.66
9%	70,135.26	72,502.82	74,871.16	77,469.86	79,598.74
10%	70,778.76	73,167.90	75,558.08	78,180.70	80,329.08
11%	71,422.26	73,833.24	76,245.00	78,891.28	81,059.42
12%	72,065.50	74,498.32	76,931.92	79,602.12	81,789.76

CG18 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	2,558.32	2,641.89	2,733.59	2,808.71	2,917.22
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,635.07	2,721.15	2,815.60	2,892.97	3,004.74
6%	2,711.82	2,800.40	2,897.61	2,977.23	3,092.25
8%	2,762.99	2,853.24	2,952.28	3,033.41	3,150.60
9%	2,788.57	2,879.66	2,979.61	3,061.49	3,179.77
10%	2,814.15	2,906.08	3,006.95	3,089.58	3,208.94
11%	2,839.74	2,932.50	3,034.28	3,117.67	3,238.11
12%	2,865.32	2,958.92	3,061.62	3,145.76	3,267.29

ADMINISTRATIVE SUPERVISOR
CROSSING GUARD SUPV
M.T. VOL/TOUR COORD
OLBR FAC/VOL COORD

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,543.03	5,724.10	5,922.78	6,085.54	6,320.64
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,709.32	5,895.83	6,100.47	6,268.10	6,510.27
6%	5,875.61	6,067.53	6,278.16	6,450.67	6,699.88
8%	5,986.48	6,182.02	6,396.61	6,572.39	6,826.30
9%	6,041.90	6,239.26	6,455.82	6,633.23	6,889.50
10%	6,097.33	6,296.51	6,515.06	6,694.09	6,952.70
11%	6,152.77	6,353.75	6,574.27	6,754.95	7,015.91
12%	6,208.19	6,410.99	6,633.51	6,815.81	7,079.13

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	66,516.32	68,689.14	71,073.34	73,026.46	75,847.72
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	68,511.82	70,749.90	73,205.60	75,217.22	78,123.24
6%	70,507.32	72,810.40	75,337.86	77,407.98	80,398.50
8%	71,837.74	74,184.24	76,759.28	78,868.66	81,915.60
9%	72,502.82	74,871.16	77,469.86	79,598.74	82,674.02
10%	73,167.90	75,558.08	78,180.70	80,329.08	83,432.44
11%	73,833.24	76,245.00	78,891.28	81,059.42	84,190.86
12%	74,498.32	76,931.92	79,602.12	81,789.76	84,949.54

CG18 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	2,641.89	2,733.59	2,808.71	2,917.22	3,046.55
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,721.15	2,815.60	2,892.97	3,004.74	3,137.95
6%	2,800.40	2,897.61	2,977.23	3,092.25	3,229.34
8%	2,853.24	2,952.28	3,033.41	3,150.60	3,290.27
9%	2,879.66	2,979.61	3,061.49	3,179.77	3,320.74
10%	2,906.08	3,006.95	3,089.58	3,208.94	3,351.21
11%	2,932.50	3,034.28	3,117.67	3,238.11	3,381.67
12%	2,958.92	3,061.62	3,145.76	3,267.29	3,412.14

COMMUNITY RELATIONS SPEC
 CONTRACT COMPLIANCE SPEC 1
 EO INVESTIGATOR 1
 LIBRARY PROGRAM COORDINATOR
 MARKETING & COMMUNICATIONS SPEC
 M.T. GIFT SHOP MGR
 M.T. ASST OPERATIONS SUPERVISOR
 PARKING COMMUNITY OUTREACH SPEC
 PARKS PROGRAM COORDINATOR
 PEDESTRIAN & BICYCLE OUTREACH SPECIALIST
 RECORDS MGT COORD 1
 SENIOR CENTER PROGRAM COORDINATOR
 TENANT SOCIAL SERVICES COORD
 WATER COMMUNITY OUTREACH SPEC

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,724.10	5,922.78	6,085.54	6,320.64	6,600.86
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,895.83	6,100.47	6,268.10	6,510.27	6,798.89
6%	6,067.53	6,278.16	6,450.67	6,699.88	6,996.90
8%	6,182.02	6,396.61	6,572.39	6,826.30	7,128.92
9%	6,239.26	6,455.82	6,633.23	6,889.50	7,194.94
10%	6,296.51	6,515.06	6,694.09	6,952.70	7,260.96
11%	6,353.75	6,574.27	6,754.95	7,015.91	7,326.95
12%	6,410.99	6,633.51	6,815.81	7,079.13	7,392.97

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	68,689.14	71,073.34	73,026.46	75,847.72	79,210.30
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	70,749.90	73,205.60	75,217.22	78,123.24	81,586.70
6%	72,810.40	75,337.86	77,407.98	80,398.50	83,962.84
8%	74,184.24	76,759.28	78,868.66	81,915.60	85,547.02
9%	74,871.16	77,469.86	79,598.74	82,674.02	86,339.24
10%	75,558.08	78,180.70	80,329.08	83,432.44	87,131.46
11%	76,245.00	78,891.28	81,059.42	84,190.86	87,923.42
12%	76,931.92	79,602.12	81,789.76	84,949.54	88,715.64

CG18 RANGE 5

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	2,733.59	2,808.71	2,917.22	3,046.55	3,169.35
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,815.60	2,892.97	3,004.74	3,137.95	3,264.43
6%	2,897.61	2,977.23	3,092.25	3,229.34	3,359.51
8%	2,952.28	3,033.41	3,150.60	3,290.27	3,422.90
9%	2,979.61	3,061.49	3,179.77	3,320.74	3,454.59
10%	3,006.95	3,089.58	3,208.94	3,351.21	3,486.29
11%	3,034.28	3,117.67	3,238.11	3,381.67	3,517.98
12%	3,061.62	3,145.76	3,267.29	3,412.14	3,549.67

CDA ADMISSIONS AND ELIGIBILITY SUPV
 GOLF CLUBHOUSE OPERATIONS SUP 1
 HEARINGS & ACCOM SPEC 1
 M.T. ASST OPERATIONS MANAGER
 PARALEGAL
 PARALEGAL MEDIATOR 1
 PARKING ENFORCEMENT FIELD SUP
 POLICE RECORDS SERVS SUPV
 PUB WKS FOREPERSON 1
 TRAINING CENTER COORD
 TREE TRIMMER FOREPERSON

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	5,922.78	6,085.54	6,320.64	6,600.86	6,866.93
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,100.47	6,268.10	6,510.27	6,798.89	7,072.93
6%	6,278.16	6,450.67	6,699.88	6,996.90	7,278.94
8%	6,396.61	6,572.39	6,826.30	7,128.92	7,416.28
9%	6,455.82	6,633.23	6,889.50	7,194.94	7,484.95
10%	6,515.06	6,694.09	6,952.70	7,260.96	7,553.63
11%	6,574.27	6,754.95	7,015.91	7,326.95	7,622.29
12%	6,633.51	6,815.81	7,079.13	7,392.97	7,690.95

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	71,073.34	73,026.46	75,847.72	79,210.30	82,403.10
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	73,205.60	75,217.22	78,123.24	81,586.70	84,875.18
6%	75,337.86	77,407.98	80,398.50	83,962.84	87,347.26
8%	76,759.28	78,868.66	81,915.60	85,547.02	88,995.40
9%	77,469.86	79,598.74	82,674.02	86,339.24	89,819.34
10%	78,180.70	80,329.08	83,432.44	87,131.46	90,643.54
11%	78,891.28	81,059.42	84,190.86	87,923.42	91,467.48
12%	79,602.12	81,789.76	84,949.54	88,715.64	92,291.42

CG18 RANGE 6

Effective 12/21/25 + 3.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	2,808.71	2,917.22	3,046.55	3,169.35	3,307.05
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	2,892.97	3,004.74	3,137.95	3,264.43	3,406.26
6%	2,977.23	3,092.25	3,229.34	3,359.51	3,505.47
8%	3,033.41	3,150.60	3,290.27	3,422.90	3,571.61
9%	3,061.49	3,179.77	3,320.74	3,454.59	3,604.68
10%	3,089.58	3,208.94	3,351.21	3,486.29	3,637.76
11%	3,117.67	3,238.11	3,381.67	3,517.98	3,670.83
12%	3,145.76	3,267.29	3,412.14	3,549.67	3,703.90

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,085.54	6,320.64	6,600.86	6,866.93	7,165.28
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,268.10	6,510.27	6,798.89	7,072.93	7,380.23
6%	6,450.67	6,699.88	6,996.90	7,278.94	7,595.19
8%	6,572.39	6,826.30	7,128.92	7,416.28	7,738.49
9%	6,633.23	6,889.50	7,194.94	7,484.95	7,810.14
10%	6,694.09	6,952.70	7,260.96	7,553.63	7,881.81
11%	6,754.95	7,015.91	7,326.95	7,622.29	7,953.47
12%	6,815.81	7,079.13	7,392.97	7,690.95	8,025.12

ACCOUNTANT 1
 ADMIN ANALYST 1
 ADMIN SERVICES SUP
 ARCHITECT 1
 ASST CONST MGR 1
 BLDG MAINT SUPV
 BUSINESS DEV SPEC 1
 CHILD CARE PROG SPEC 1
 COMMUNITY DEV SPEC 1
 CONTRACT COMPL SPEC 2
 CRIME ANALYST 1
 DATA ANALYST 1
 EMP ASST SPEC 1
 ENGINEER 1
 EO INVESTIGATOR 2

GIS SPEC 1
 GOLF CLUB OPR SUPV 2
 GRANTS ADMIN 1
 HR ANALYST 1
 HYDROGEOLOGIST 1
 IT SPECIALIST 1
 LANDSCAPE ARCHITECT 1
 M.T. EVENT SERVS MGR
 OCC/ACC SPEC 1
 PLANNER 1
 PW FOREPERSON 2
 REAL ESTATE SPECIALIST 1
 REAL ESTATE DEV SPEC 1
 RECORDS MGT COORD 2
 WATER RESOURCES SPEC 1

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	73,026.46	75,847.72	79,210.30	82,403.10	85,983.30
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	75,217.22	78,123.24	81,586.70	84,875.18	88,562.76
6%	77,407.98	80,398.50	83,962.84	87,347.26	91,142.22
8%	78,868.66	81,915.60	85,547.02	88,995.40	92,861.86
9%	79,598.74	82,674.02	86,339.24	89,819.34	93,721.68
10%	80,329.08	83,432.44	87,131.46	90,643.54	94,581.76
11%	81,059.42	84,190.86	87,923.42	91,467.48	95,441.58
12%	81,789.76	84,949.54	88,715.64	92,291.42	96,301.40

CG18 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	2,917.22	3,046.55	3,169.35	3,307.05	3,455.73
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,004.74	3,137.95	3,264.43	3,406.26	3,559.40
6%	3,092.25	3,229.34	3,359.51	3,505.47	3,663.07
8%	3,150.60	3,290.27	3,422.90	3,571.61	3,732.19
9%	3,179.77	3,320.74	3,454.59	3,604.68	3,766.75
10%	3,208.94	3,351.21	3,486.29	3,637.76	3,801.30
11%	3,238.11	3,381.67	3,517.98	3,670.83	3,835.86
12%	3,267.29	3,412.14	3,549.67	3,703.90	3,870.42

HEARINGS & ACCOM SPEC 2
 MAINTENANCE & REPAIR COORD
 PARALEGAL MEDIATOR 2
 POLICE CASE PROCESS SUPERVISOR
 POLICE COURT SERVICES SUPERVISOR
 PUB WKS GENERAL FOREPERSON
 SOCIAL SERVICES PROGRAM SUPERVISOR
 SUPPORTIVE SERVICES PROGRAM SUPERVISOR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,320.64	6,600.86	6,866.93	7,165.28	7,487.42
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,510.27	6,798.89	7,072.93	7,380.23	7,712.03
6%	6,699.88	6,996.90	7,278.94	7,595.19	7,936.65
8%	6,826.30	7,128.92	7,416.28	7,738.49	8,086.41
9%	6,889.50	7,194.94	7,484.95	7,810.14	8,161.29
10%	6,952.70	7,260.96	7,553.63	7,881.81	8,236.15
11%	7,015.91	7,326.95	7,622.29	7,953.47	8,311.03
12%	7,079.13	7,392.97	7,690.95	8,025.12	8,385.91

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	75,847.72	79,210.30	82,403.10	85,983.30	89,848.98
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	78,123.24	81,586.70	84,875.18	88,562.76	92,544.40
6%	80,398.50	83,962.84	87,347.26	91,142.22	95,239.82
8%	81,915.60	85,547.02	88,995.40	92,861.86	97,036.94
9%	82,674.02	86,339.24	89,819.34	93,721.68	97,935.50
10%	83,432.44	87,131.46	90,643.54	94,581.76	98,833.80
11%	84,190.86	87,923.42	91,467.48	95,441.58	99,732.36
12%	84,949.54	88,715.64	92,291.42	96,301.40	100,630.92

CG18 RANGE 8

Effective 12/21/25 + 3.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,046.55	3,169.35	3,307.05	3,455.73	3,615.25
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,137.95	3,264.43	3,406.26	3,559.40	3,723.71
6%	3,229.34	3,359.51	3,505.47	3,663.07	3,832.17
8%	3,290.27	3,422.90	3,571.61	3,732.19	3,904.47
9%	3,320.74	3,454.59	3,604.68	3,766.75	3,940.62
10%	3,351.21	3,486.29	3,637.76	3,801.30	3,976.78
11%	3,381.67	3,517.98	3,670.83	3,835.86	4,012.93
12%	3,412.14	3,549.67	3,703.90	3,870.42	4,049.08

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,600.86	6,866.93	7,165.28	7,487.42	7,833.04
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,798.89	7,072.93	7,380.23	7,712.03	8,068.04
6%	6,996.90	7,278.94	7,595.19	7,936.65	8,303.04
8%	7,128.92	7,416.28	7,738.49	8,086.41	8,459.69
9%	7,194.94	7,484.95	7,810.14	8,161.29	8,538.01
10%	7,260.96	7,553.63	7,881.81	8,236.15	8,616.36
11%	7,326.95	7,622.29	7,953.47	8,311.03	8,694.68
12%	7,392.97	7,690.95	8,025.12	8,385.91	8,773.01

ACCOUNTANT 2

ADMIN ANALYST 2

ARCHITECT 2

ASST CONST MGR 2

BUSINESS DEV SPEC 2

CHLD CARE PROG SPEC 2

CC LEGISLATIVE ANALYST

COMMUNITY DEV SPEC 2

CONS RESOURCE SUPV

CONT COMPL SPEC 3

CRIME ANALYST 2

DATA ANALYST 2

ENGINEER 2

EMP ASST SPEC 2

EO INVESTIGATOR 3

FORESTRY OPR SUPV

FORENSIC VIDEO ANALYST

GIS SPECIALIST 2

GRANT WRITER

GRANTS ADMIN 2

HORTICULTURE SUPV

HR ANALYST 2

HSG ASST PROG SUPV

HSG MAINT SUPV

HSG MODERN GRANTS MGR

HSG REHABILITATION SPEC

HSG SITE MGR

HYDROGEOLOGIST 2

IT SPECIALIST 2

LANDSCAPE ARCHITECT 2

LANDSCAPE CONSTR SUP

LIBRARY SUPV 1

MAD PKS FD COORD

MAYOR'S OFF ADM COORD

M.T. BUILD MAINT SUPV

M.T. COM. REL. SUPV

M.T. OPER MGR

OCC/ACC SPEC 2

PARKING ANALYST

PARKING ENFC SUP

PARKS GENERAL SUP

PLANNER 2

POLICE PROPERTY SUPV

PROCESS PLANT SUPV

PUBLIC INFO OFFICER 1

REAL ESTATE SPECIALIST 2

REAL ESTATE DEV SPEC 2

RECR SERVS COORD

SAFETY COORDINATOR 1

STREETS GENERAL SUPERVISOR

SURVEYOR 2

WARNER PK FAC MGR

WATER RESOURCES SPEC 2

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	79,210.30	82,403.10	85,983.30	89,848.98	93,996.50
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	81,586.70	84,875.18	88,562.76	92,544.40	96,816.46
6%	83,962.84	87,347.26	91,142.22	95,239.82	99,636.42
8%	85,547.02	88,995.40	92,861.86	97,036.94	101,516.22
9%	86,339.24	89,819.34	93,721.68	97,935.50	102,456.12
10%	87,131.46	90,643.54	94,581.76	98,833.80	103,396.28
11%	87,923.42	91,467.48	95,441.58	99,732.36	104,336.18
12%	88,715.64	92,291.42	96,301.40	100,630.92	105,276.08

CG18 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	3,169.35	3,307.05	3,455.73	3,615.25	3,794.94
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,264.43	3,406.26	3,559.40	3,723.71	3,908.79
6%	3,359.51	3,505.47	3,663.07	3,832.17	4,022.64
8%	3,422.90	3,571.61	3,732.19	3,904.47	4,098.54
9%	3,454.59	3,604.68	3,766.75	3,940.62	4,136.48
10%	3,486.29	3,637.76	3,801.30	3,976.78	4,174.43
11%	3,517.98	3,670.83	3,835.86	4,012.93	4,212.38
12%	3,549.67	3,703.90	3,870.42	4,049.08	4,250.33

CONSTRUCTION SUPV
 LIBRARY SUPV 2
 PLANNING GIS SPECIALIST
 PARALEGAL MEDIATOR 3
 SIDEWALK PROGRAM SUPV
 WATER QUALITY PROGRAM SUPV

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	6,866.93	7,165.28	7,487.42	7,833.04	8,222.37
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,072.93	7,380.23	7,712.03	8,068.04	8,469.05
6%	7,278.94	7,595.19	7,936.65	8,303.04	8,715.72
8%	7,416.28	7,738.49	8,086.41	8,459.69	8,880.17
9%	7,484.95	7,810.14	8,161.29	8,538.01	8,962.37
10%	7,553.63	7,881.81	8,236.15	8,616.36	9,044.60
11%	7,622.29	7,953.47	8,311.03	8,694.68	9,126.82
12%	7,690.95	8,025.12	8,385.91	8,773.01	9,209.05

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	82,403.10	85,983.30	89,848.98	93,996.50	98,668.44
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	84,875.18	88,562.76	92,544.40	96,816.46	101,628.54
6%	87,347.26	91,142.22	95,239.82	99,636.42	104,588.64
8%	88,995.40	92,861.86	97,036.94	101,516.22	106,562.04
9%	89,819.34	93,721.68	97,935.50	102,456.12	107,548.48
10%	90,643.54	94,581.76	98,833.80	103,396.28	108,535.18
11%	91,467.48	95,441.58	99,732.36	104,336.18	109,521.88
12%	92,291.42	96,301.40	100,630.92	105,276.08	110,508.58

CG18 RANGE 10

Effective 12/21/25 + 3.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,307.05	3,455.73	3,615.25	3,794.94	3,974.48
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,406.26	3,559.40	3,723.71	3,908.79	4,093.71
6%	3,505.47	3,663.07	3,832.17	4,022.64	4,212.95
8%	3,571.61	3,732.19	3,904.47	4,098.54	4,292.44
9%	3,604.68	3,766.75	3,940.62	4,136.48	4,332.18
10%	3,637.76	3,801.30	3,976.78	4,174.43	4,371.93
11%	3,670.83	3,835.86	4,012.93	4,212.38	4,411.67
12%	3,703.90	3,870.42	4,049.08	4,250.33	4,451.42

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,165.28	7,487.42	7,833.04	8,222.37	8,611.37
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,380.23	7,712.03	8,068.04	8,469.05	8,869.71
6%	7,595.19	7,936.65	8,303.04	8,715.72	9,128.06
8%	7,738.49	8,086.41	8,459.69	8,880.17	9,300.29
9%	7,810.14	8,161.29	8,538.01	8,962.37	9,386.39
10%	7,881.81	8,236.15	8,616.36	9,044.60	9,472.52
11%	7,953.47	8,311.03	8,694.68	9,126.82	9,558.62
12%	8,025.12	8,385.91	8,773.01	9,209.05	9,644.74

ACCOUNTANT 3

ADMIN ANALYST 3

AFF ACTION SPEC

ARCHITECT 3

ASSET MANAGER 1

ASST CITY FORESTER

BUSINESS DEV SPEC 3

CHILD CARE PROGRAM SPEC 3

COMMUNITY DEV SPEC 3

CONSTRUCTION MGR 1

CRIME ANALYST 3

DATA ANALYST 3

DEPUTY CITY CLERK

DIGITAL MEDIA SUPV

DISB RIGHTS & SERV COORD

EMP ASST SPEC 3

ENGINEER 3

EQUITY COORD

FIELD OPERATIONS SUPV

FOOD POLICY ADMIN

GIS SPECIALIST 3

GRANTS ADMIN 3

HR ANALYST 3

HYDROGEOLOGIST 3

IT SPECIALIST 3

IT PROJ&REC COORD

LANDSCAPE ARCHITECT 3

LIBRARY MEDIA COORD

LIBRARY PROGRAM SUP

LIBRARIAN SUPV

LIBRARY SUPV 3

MENTAL HEALTH SPEC

OCC/ACC SPEC 3

PARKS FAC/MAINT SUP

POLICE RECORDS CUST

PLANNER 3

PROGRAM SPECIALIST 1

PUBLIC INFO OFFICER 2

PUBLIC WORKS DEV MGR 1

PUBLIC WORKS GEN SUPV

QUALITY INIT & OPS MGR

REAL ESTATE SPECIALIST 3

REAL ESTATE DEV SPEC 3

SAFETY COORDINATOR 2

STS OPERATIONS ANALYST

SUSTAINABILITY PROG COORD

TRAFFIC ENGINEER 1

TRANSP OPERATIONS ANALYST

WATER RESOURCES SPEC 3

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	85,983.30	89,848.98	93,996.50	98,668.44	103,336.48
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	88,562.76	92,544.40	96,816.46	101,628.54	106,436.46
6%	91,142.22	95,239.82	99,636.42	104,588.64	109,536.70
8%	92,861.86	97,036.94	101,516.22	106,562.04	111,603.44
9%	93,721.68	97,935.50	102,456.12	107,548.48	112,636.68
10%	94,581.76	98,833.80	103,396.28	108,535.18	113,670.18
11%	95,441.58	99,732.36	104,336.18	109,521.88	114,703.42
12%	96,301.40	100,630.92	105,276.08	110,508.58	115,736.92

CG18 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	3,455.73	3,615.25	3,794.94	3,974.48	4,164.31
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,559.40	3,723.71	3,908.79	4,093.71	4,289.24
6%	3,663.07	3,832.17	4,022.64	4,212.95	4,414.17
8%	3,732.19	3,904.47	4,098.54	4,292.44	4,497.45
9%	3,766.75	3,940.62	4,136.48	4,332.18	4,539.10
10%	3,801.30	3,976.78	4,174.43	4,371.93	4,580.74
11%	3,835.86	4,012.93	4,212.38	4,411.67	4,622.38
12%	3,870.42	4,049.08	4,250.33	4,451.42	4,664.03

CUSTOMER SERVICE SUP
EMERGENCY MGT COORD

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,487.42	7,833.04	8,222.37	8,611.37	9,022.67
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,712.03	8,068.04	8,469.05	8,869.71	9,293.35
6%	7,936.65	8,303.04	8,715.72	9,128.06	9,564.04
8%	8,086.41	8,459.69	8,880.17	9,300.29	9,744.48
9%	8,161.29	8,538.01	8,962.37	9,386.39	9,834.72
10%	8,236.15	8,616.36	9,044.60	9,472.52	9,924.94
11%	8,311.03	8,694.68	9,126.82	9,558.62	10,015.16
12%	8,385.91	8,773.01	9,209.05	9,644.74	10,105.40

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	89,848.98	93,996.50	98,668.44	103,336.48	108,272.06
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	92,544.40	96,816.46	101,628.54	106,436.46	111,520.24
6%	95,239.82	99,636.42	104,588.64	109,536.70	114,768.42
8%	97,036.94	101,516.22	106,562.04	111,603.44	116,933.70
9%	97,935.50	102,456.12	107,548.48	112,636.68	118,016.60
10%	98,833.80	103,396.28	108,535.18	113,670.18	119,099.24
11%	99,732.36	104,336.18	109,521.88	114,703.42	120,181.88
12%	100,630.92	105,276.08	110,508.58	115,736.92	121,264.78

CG18 RANGE 12

Effective 12/21/25 + 3.00%

Biweekly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	3,615.25	3,794.94	3,974.48	4,164.31	4,364.55
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,723.71	3,908.79	4,093.71	4,289.24	4,495.49
6%	3,832.17	4,022.64	4,212.95	4,414.17	4,626.42
8%	3,904.47	4,098.54	4,292.44	4,497.45	4,713.71
9%	3,940.62	4,136.48	4,332.18	4,539.10	4,757.36
10%	3,976.78	4,174.43	4,371.93	4,580.74	4,801.01
11%	4,012.93	4,212.38	4,411.67	4,622.38	4,844.65
12%	4,049.08	4,250.33	4,451.42	4,664.03	4,888.30

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	7,833.04	8,222.37	8,611.37	9,022.67	9,456.53
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	8,068.04	8,469.05	8,869.71	9,293.35	9,740.23
6%	8,303.04	8,715.72	9,128.06	9,564.04	10,023.91
8%	8,459.69	8,880.17	9,300.29	9,744.48	10,213.04
9%	8,538.01	8,962.37	9,386.39	9,834.72	10,307.61
10%	8,616.36	9,044.60	9,472.52	9,924.94	10,402.19
11%	8,694.68	9,126.82	9,558.62	10,015.16	10,496.74
12%	8,773.01	9,209.05	9,644.74	10,105.40	10,591.32

ACCOUNTANT 4
ADMIN ANALYST 4
ARCHITECT 4
ARTS AND CULTURE ADMIN
ASSET MANAGER 2
BUSINESS DEV SPEC 4
CLIENT SERVICES MGR
CONSTRUCTION MGR 2
CONTROL SYS PROG
COMMUNITY DEV SPEC 4
COMMUNIC OPER SUPV
DATA ANALYST 4
ECONOMIC DEVELOP SPEC
ENGINEER 4
ENGINEERING OP SUP

ENTERPRISE ACCOUNTANT 1
ENTERPRISE ANALYST 1
FINANCE & ADMIN MANAGER
FIRE PROTECTION ENGR
FLEET PROGRAM MGR
GIS SPECIALIST 4
GRANTS ADMIN 4
HR ANALYST 4
HSG INSPECTION SUPV
HSG OPER ANALYST
HYDROGEOLOGIST 4
IT SPECIALIST 4
LABOR RELATIONS SPEC
LANDSCAPE ARCHITECT 4
LIBRARY FACILITIES MGR

ORG DEVELOP/TRAINING OFFR
PED BICYCLE ADMIN
PLANNER 4
POLICE INFO SYS COORD
PROGRAM SPECIALIST 2
PUBLIC INFO OFFICER 3
PUBLIC WORKS DEV MGR 2
REAL ESTATE SPECIALIST 4
REAL ESTATE DEV SPEC 4
SENIOR CTR DIR
STS/PW SIC
TRAFFIC ENGINEER 2
TRAFFIC OPER SUPV
WATER UTIL MAINT SUPV

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	93,996.50	98,668.44	103,336.48	108,272.06	113,478.30
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	96,816.46	101,628.54	106,436.46	111,520.24	116,882.74
6%	99,636.42	104,588.64	109,536.70	114,768.42	120,286.92
8%	101,516.22	106,562.04	111,603.44	116,933.70	122,556.46
9%	102,456.12	107,548.48	112,636.68	118,016.60	123,691.36
10%	103,396.28	108,535.18	113,670.18	119,099.24	124,826.26
11%	104,336.18	109,521.88	114,703.42	120,181.88	125,960.90
12%	105,276.08	110,508.58	115,736.92	121,264.78	127,095.80

CG18 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	3,794.94	3,974.48	4,164.31	4,364.55	4,565.21

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	3,908.79	4,093.71	4,289.24	4,495.49	4,702.17
6%	4,022.64	4,212.95	4,414.17	4,626.42	4,839.12
8%	4,098.54	4,292.44	4,497.45	4,713.71	4,930.43
9%	4,136.48	4,332.18	4,539.10	4,757.36	4,976.08
10%	4,174.43	4,371.93	4,580.74	4,801.01	5,021.73
11%	4,212.38	4,411.67	4,622.38	4,844.65	5,067.38
12%	4,250.33	4,451.42	4,664.03	4,888.30	5,113.04

BOTANICAL CENTER DIR
 CITY FORESTER
 COMPUTER MAPPING/GIS COORDINATOR
 ENTERPRISE ACCOUNTANT 2
 ENTERPRISE ANALYST 2
 ELECTRICAL OPERATIONS SUPV
 FLEET OPERATIONS MANAGER
 GOLF OPERATIONS DIRECTOR
 STREETS OPERATIONS MANAGER

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	8,222.37	8,611.37	9,022.67	9,456.53	9,891.29

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	8,469.05	8,869.71	9,293.35	9,740.23	10,188.04
6%	8,715.72	9,128.06	9,564.04	10,023.91	10,484.76
8%	8,880.17	9,300.29	9,744.48	10,213.04	10,682.60
9%	8,962.37	9,386.39	9,834.72	10,307.61	10,781.51
10%	9,044.60	9,472.52	9,924.94	10,402.19	10,880.42
11%	9,126.82	9,558.62	10,015.16	10,496.74	10,979.32
12%	9,209.05	9,644.74	10,105.40	10,591.32	11,078.25

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	98,668.44	103,336.48	108,272.06	113,478.30	118,695.46

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	101,628.54	106,436.46	111,520.24	116,882.74	122,256.42
6%	104,588.64	109,536.70	114,768.42	120,286.92	125,817.12
8%	106,562.04	111,603.44	116,933.70	122,556.46	128,191.18
9%	107,548.48	112,636.68	118,016.60	123,691.36	129,378.08
10%	108,535.18	113,670.18	119,099.24	124,826.26	130,564.98
11%	109,521.88	114,703.42	120,181.88	125,960.90	131,751.88
12%	110,508.58	115,736.92	121,264.78	127,095.80	132,939.04

CG18 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	3,974.48	4,164.31	4,364.55	4,565.21	4,784.70

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,093.71	4,289.24	4,495.49	4,702.17	4,928.24
6%	4,212.95	4,414.17	4,626.42	4,839.12	5,071.78
8%	4,292.44	4,497.45	4,713.71	4,930.43	5,167.48
9%	4,332.18	4,539.10	4,757.36	4,976.08	5,215.32
10%	4,371.93	4,580.74	4,801.01	5,021.73	5,263.17
11%	4,411.67	4,622.38	4,844.65	5,067.38	5,311.02
12%	4,451.42	4,664.03	4,888.30	5,113.04	5,358.86

ASSESSMENT BUS SYSTEMS MGR	PARKS COMMUNITY SERVICES MGR
ASSESSMENT OPERATIONS MGR	PARKS OPERATIONS MANAGER
COMMUNITY DEV PROGRAM MGR	PARKS PLANNING/DEVELOP MGR
ENTERPRISE PROG SUP	PRINCIPAL IT SPECIALIST
FIRE ADMIN SERVICES MGR	PROPERTY OPERATIONS MGR
LIBRARY BUSINESS OPS MGR	TRAFFIC ENGINEER 3

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	8,611.37	9,022.67	9,456.53	9,891.29	10,366.85

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	8,869.71	9,293.35	9,740.23	10,188.04	10,677.85
6%	9,128.06	9,564.04	10,023.91	10,484.76	10,988.86
8%	9,300.29	9,744.48	10,213.04	10,682.60	11,196.21
9%	9,386.39	9,834.72	10,307.61	10,781.51	11,299.86
10%	9,472.52	9,924.94	10,402.19	10,880.42	11,403.54
11%	9,558.62	10,015.16	10,496.74	10,979.32	11,507.21
12%	9,644.74	10,105.40	10,591.32	11,078.25	11,610.86

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	103,336.48	108,272.06	113,478.30	118,695.46	124,402.20

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	106,436.46	111,520.24	116,882.74	122,256.42	128,134.24
6%	109,536.70	114,768.42	120,286.92	125,817.12	131,866.28
8%	111,603.44	116,933.70	122,556.46	128,191.18	134,354.48
9%	112,636.68	118,016.60	123,691.36	129,378.08	135,598.32
10%	113,670.18	119,099.24	124,826.26	130,564.98	136,842.42
11%	114,703.42	120,181.88	125,960.90	131,751.88	138,086.52
12%	115,736.92	121,264.78	127,095.80	132,939.04	139,330.36

CG18 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	4,164.31	4,364.55	4,565.21	4,784.70	5,013.93

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,289.24	4,495.49	4,702.17	4,928.24	5,164.35
6%	4,414.17	4,626.42	4,839.12	5,071.78	5,314.77
8%	4,497.45	4,713.71	4,930.43	5,167.48	5,415.04
9%	4,539.10	4,757.36	4,976.08	5,215.32	5,465.18
10%	4,580.74	4,801.01	5,021.73	5,263.17	5,515.32
11%	4,622.38	4,844.65	5,067.38	5,311.02	5,565.46
12%	4,664.03	4,888.30	5,113.04	5,358.86	5,615.60

AFFIRMATIVE ACTION MGR

BENEFITS MANAGER

COMMUNITY DEVELOPMENT MGR

DPCED ADMIN SERVICES MGR

ENGINEERING OPERATIONS MGR

EQUITY & SOCIAL JUSTICE MANAGER

EQUAL OPPORTUNITIES MGR

M.T. ASSOC DIRECTOR

ORG HLTH/DEV MGR

PLAN REVIEW & INSPECT SUP

POLICE ADMIN SERVICES MGR

POLICE RECORDS SEC MGR

PRINCIPAL ACCOUNTANT

PRINCIPAL ARCHITECT 1

PRINCIPAL ENGINEER 1

PRINCIPAL PLANNER

REAL ESTATE SUPV

TRAFFIC ENGINEER 4

TRAFFIC OPERATIONS MGR

WATER QUALITY MGR

WATER UTILITY FINANCIAL MGR

WATER UTILITY OPERATIONS MGR

ZONING ADMINISTRATOR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	9,022.67	9,456.53	9,891.29	10,366.85	10,863.52

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	9,293.35	9,740.23	10,188.04	10,677.85	11,189.43
6%	9,564.04	10,023.91	10,484.76	10,988.86	11,515.34
8%	9,744.48	10,213.04	10,682.60	11,196.21	11,732.59
9%	9,834.72	10,307.61	10,781.51	11,299.86	11,841.22
10%	9,924.94	10,402.19	10,880.42	11,403.54	11,949.86
11%	10,015.16	10,496.74	10,979.32	11,507.21	12,058.50
12%	10,105.40	10,591.32	11,078.25	11,610.86	12,167.13

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	108,272.06	113,478.30	118,695.46	124,402.20	130,362.18

w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	111,520.24	116,882.74	122,256.42	128,134.24	134,273.10
6%	114,768.42	120,286.92	125,817.12	131,866.28	138,184.02
8%	116,933.70	122,556.46	128,191.18	134,354.48	140,791.04
9%	118,016.60	123,691.36	129,378.08	135,598.32	142,094.68
10%	119,099.24	124,826.26	130,564.98	136,842.42	143,398.32
11%	120,181.88	125,960.90	131,751.88	138,086.52	144,701.96
12%	121,264.78	127,095.80	132,939.04	139,330.36	146,005.60

CG18 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	4,364.55	4,565.21	4,784.70	5,013.93	5,259.75
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,495.49	4,702.17	4,928.24	5,164.35	5,417.54
6%	4,626.42	4,839.12	5,071.78	5,314.77	5,575.34
8%	4,713.71	4,930.43	5,167.48	5,415.04	5,680.53
9%	4,757.36	4,976.08	5,215.32	5,465.18	5,733.13
10%	4,801.01	5,021.73	5,263.17	5,515.32	5,785.73
11%	4,844.65	5,067.38	5,311.02	5,565.46	5,838.32
12%	4,888.30	5,113.04	5,358.86	5,615.60	5,890.92

ASST PARKS SUPERINTENDENT
ENGINEERING FINANCIAL MGR
FACILITIES/SUSTAINABILITY MGR
FIRE MARSHAL
INTERNAL AUDIT MGR
IT ADMIN SERVICES MGR
IT TECHNICIAN SERVICES MGR
LIBRARY ASSC DIRECTOR
POLICE DIRECTOR
PRINCIPAL ARCHITECT 2
PRINCIPAL ENGINEER 2
TRANSPORTATION PLANNING MGR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	9,456.53	9,891.29	10,366.85	10,863.52	11,396.13
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	9,740.23	10,188.04	10,677.85	11,189.43	11,738.00
6%	10,023.91	10,484.76	10,988.86	11,515.34	12,079.90
8%	10,213.04	10,682.60	11,196.21	11,732.59	12,307.82
9%	10,307.61	10,781.51	11,299.86	11,841.22	12,421.78
10%	10,402.19	10,880.42	11,403.54	11,949.86	12,535.75
11%	10,496.74	10,979.32	11,507.21	12,058.50	12,649.69
12%	10,591.32	11,078.25	11,610.86	12,167.13	12,763.66

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	113,478.30	118,695.46	124,402.20	130,362.18	136,753.50
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	116,882.74	122,256.42	128,134.24	134,273.10	140,856.04
6%	120,286.92	125,817.12	131,866.28	138,184.02	144,958.84
8%	122,556.46	128,191.18	134,354.48	140,791.04	147,693.78
9%	123,691.36	129,378.08	135,598.32	142,094.68	149,061.38
10%	124,826.26	130,564.98	136,842.42	143,398.32	150,428.98
11%	125,960.90	131,751.88	138,086.52	144,701.96	151,796.32
12%	127,095.80	132,939.04	139,330.36	146,005.60	153,163.92

CG18 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	4,565.21	4,784.70	5,013.93	5,259.75	5,505.67
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,702.17	4,928.24	5,164.35	5,417.54	5,670.84
6%	4,839.12	5,071.78	5,314.77	5,575.34	5,836.01
8%	4,930.43	5,167.48	5,415.04	5,680.53	5,946.12
9%	4,976.08	5,215.32	5,465.18	5,733.13	6,001.18
10%	5,021.73	5,263.17	5,515.32	5,785.73	6,056.24
11%	5,067.38	5,311.02	5,565.46	5,838.32	6,111.29
12%	5,113.04	5,358.86	5,615.60	5,890.92	6,166.35

ASST CITY ENGINEER
ASST CITY TRAFFIC ENGR
ASST IT DIRECTOR
EMPLOYEE & LABOR REL MGR
HR SERVICES MGR
PARKING DIVISION DIR
RISK MANAGER
WATER UTL ASST GEN MGR
TREASURY & REVENUE MGR

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	9,891.29	10,366.85	10,863.52	11,396.13	11,928.95
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	10,188.04	10,677.85	11,189.43	11,738.00	12,286.82
6%	10,484.76	10,988.86	11,515.34	12,079.90	12,644.69
8%	10,682.60	11,196.21	11,732.59	12,307.82	12,883.26
9%	10,781.51	11,299.86	11,841.22	12,421.78	13,002.56
10%	10,880.42	11,403.54	11,949.86	12,535.75	13,121.85
11%	10,979.32	11,507.21	12,058.50	12,649.69	13,241.13
12%	11,078.25	11,610.86	12,167.13	12,763.66	13,360.43

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	118,695.46	124,402.20	130,362.18	136,753.50	143,147.42
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	122,256.42	128,134.24	134,273.10	140,856.04	147,441.84
6%	125,817.12	131,866.28	138,184.02	144,958.84	151,736.26
8%	128,191.18	134,354.48	140,791.04	147,693.78	154,599.12
9%	129,378.08	135,598.32	142,094.68	149,061.38	156,030.68
10%	130,564.98	136,842.42	143,398.32	150,428.98	157,462.24
11%	131,751.88	138,086.52	144,701.96	151,796.32	158,893.54
12%	132,939.04	139,330.36	146,005.60	153,163.92	160,325.10

CG18 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	4,784.70	5,013.93	5,259.75	5,505.67	5,749.72
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	4,928.24	5,164.35	5,417.54	5,670.84	5,922.21
6%	5,071.78	5,314.77	5,575.34	5,836.01	6,094.70
8%	5,167.48	5,415.04	5,680.53	5,946.12	6,209.70
9%	5,215.32	5,465.18	5,733.13	6,001.18	6,267.19
10%	5,263.17	5,515.32	5,785.73	6,056.24	6,324.69
11%	5,311.02	5,565.46	5,838.32	6,111.29	6,382.19
12%	5,358.86	5,615.60	5,890.92	6,166.35	6,439.69

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	10,366.85	10,863.52	11,396.13	11,928.95	12,457.73
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	10,677.85	11,189.43	11,738.00	12,286.82	12,831.46
6%	10,988.86	11,515.34	12,079.90	12,644.69	13,205.18
8%	11,196.21	11,732.59	12,307.82	12,883.26	13,454.35
9%	11,299.86	11,841.22	12,421.78	13,002.56	13,578.91
10%	11,403.54	11,949.86	12,535.75	13,121.85	13,703.50
11%	11,507.21	12,058.50	12,649.69	13,241.13	13,828.08
12%	11,610.86	12,167.13	12,763.66	13,360.43	13,952.66

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	124,402.20	130,362.18	136,753.50	143,147.42	149,492.72
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	128,134.24	134,273.10	140,856.04	147,441.84	153,977.46
6%	131,866.28	138,184.02	144,958.84	151,736.26	158,462.20
8%	134,354.48	140,791.04	147,693.78	154,599.12	161,452.20
9%	135,598.32	142,094.68	149,061.38	156,030.68	162,946.94
10%	136,842.42	143,398.32	150,428.98	157,462.24	164,441.94
11%	138,086.52	144,701.96	151,796.32	158,893.54	165,936.94
12%	139,330.36	146,005.60	153,163.92	160,325.10	167,431.94

CG18 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	5,013.93	5,259.75	5,505.67	5,749.72	6,013.66
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,164.35	5,417.54	5,670.84	5,922.21	6,194.07
6%	5,314.77	5,575.34	5,836.01	6,094.70	6,374.48
8%	5,415.04	5,680.53	5,946.12	6,209.70	6,494.75
9%	5,465.18	5,733.13	6,001.18	6,267.19	6,554.89
10%	5,515.32	5,785.73	6,056.24	6,324.69	6,615.03
11%	5,565.46	5,838.32	6,111.29	6,382.19	6,675.16
12%	5,615.60	5,890.92	6,166.35	6,439.69	6,735.30

ASSISTANT FINANCE DIRECTOR
STREETS DIVISION MANAGER

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	10,863.52	11,396.13	11,928.95	12,457.73	13,029.60
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	11,189.43	11,738.00	12,286.82	12,831.46	13,420.49
6%	11,515.34	12,079.90	12,644.69	13,205.18	13,811.37
8%	11,732.59	12,307.82	12,883.26	13,454.35	14,071.96
9%	11,841.22	12,421.78	13,002.56	13,578.91	14,202.26
10%	11,949.86	12,535.75	13,121.85	13,703.50	14,332.57
11%	12,058.50	12,649.69	13,241.13	13,828.08	14,462.85
12%	12,167.13	12,763.66	13,360.43	13,952.66	14,593.15

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	130,362.18	136,753.50	143,147.42	149,492.72	156,355.16
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	134,273.10	140,856.04	147,441.84	153,977.46	161,045.82
6%	138,184.02	144,958.84	151,736.26	158,462.20	165,736.48
8%	140,791.04	147,693.78	154,599.12	161,452.20	168,863.50
9%	142,094.68	149,061.38	156,030.68	162,946.94	170,427.14
10%	143,398.32	150,428.98	157,462.24	164,441.94	171,990.78
11%	144,701.96	151,796.32	158,893.54	165,936.94	173,554.16
12%	146,005.60	153,163.92	160,325.10	167,431.94	175,117.80

CG18 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	5,259.75	5,505.67	5,749.72	6,013.66	6,296.73
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,417.54	5,670.84	5,922.21	6,194.07	6,485.63
6%	5,575.34	5,836.01	6,094.70	6,374.48	6,674.53
8%	5,680.53	5,946.12	6,209.70	6,494.75	6,800.47
9%	5,733.13	6,001.18	6,267.19	6,554.89	6,863.44
10%	5,785.73	6,056.24	6,324.69	6,615.03	6,926.40
11%	5,838.32	6,111.29	6,382.19	6,675.16	6,989.37
12%	5,890.92	6,166.35	6,439.69	6,735.30	7,052.34

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	11,396.13	11,928.95	12,457.73	13,029.60	13,642.92
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	11,738.00	12,286.82	12,831.46	13,420.49	14,052.20
6%	12,079.90	12,644.69	13,205.18	13,811.37	14,461.48
8%	12,307.82	12,883.26	13,454.35	14,071.96	14,734.35
9%	12,421.78	13,002.56	13,578.91	14,202.26	14,870.79
10%	12,535.75	13,121.85	13,703.50	14,332.57	15,007.20
11%	12,649.69	13,241.13	13,828.08	14,462.85	15,143.64
12%	12,763.66	13,360.43	13,952.66	14,593.15	15,280.07

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	136,753.50	143,147.42	149,492.72	156,355.16	163,714.98
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	140,856.04	147,441.84	153,977.46	161,045.82	168,626.38
6%	144,958.84	151,736.26	158,462.20	165,736.48	173,537.78
8%	147,693.78	154,599.12	161,452.20	168,863.50	176,812.22
9%	149,061.38	156,030.68	162,946.94	170,427.14	178,449.44
10%	150,428.98	157,462.24	164,441.94	171,990.78	180,086.40
11%	151,796.32	158,893.54	165,936.94	173,554.16	181,723.62
12%	153,163.92	160,325.10	167,431.94	175,117.80	183,360.84

CG18 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	5,505.67	5,749.72	6,013.66	6,296.73	6,589.02
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,670.84	5,922.21	6,194.07	6,485.63	6,786.69
6%	5,836.01	6,094.70	6,374.48	6,674.53	6,984.36
8%	5,946.12	6,209.70	6,494.75	6,800.47	7,116.14
9%	6,001.18	6,267.19	6,554.89	6,863.44	7,182.03
10%	6,056.24	6,324.69	6,615.03	6,926.40	7,247.92
11%	6,111.29	6,382.19	6,675.16	6,989.37	7,313.81
12%	6,166.35	6,439.69	6,735.30	7,052.34	7,379.70

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	11,928.95	12,457.73	13,029.60	13,642.92	14,276.21
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	12,286.82	12,831.46	13,420.49	14,052.20	14,704.50
6%	12,644.69	13,205.18	13,811.37	14,461.48	15,132.78
8%	12,883.26	13,454.35	14,071.96	14,734.35	15,418.30
9%	13,002.56	13,578.91	14,202.26	14,870.79	15,561.07
10%	13,121.85	13,703.50	14,332.57	15,007.20	15,703.83
11%	13,241.13	13,828.08	14,462.85	15,143.64	15,846.59
12%	13,360.43	13,952.66	14,593.15	15,280.07	15,989.35

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	143,147.42	149,492.72	156,355.16	163,714.98	171,314.52
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	147,441.84	153,977.46	161,045.82	168,626.38	176,453.94
6%	151,736.26	158,462.20	165,736.48	173,537.78	181,593.36
8%	154,599.12	161,452.20	168,863.50	176,812.22	185,019.64
9%	156,030.68	162,946.94	170,427.14	178,449.44	186,732.78
10%	157,462.24	164,441.94	171,990.78	180,086.40	188,445.92
11%	158,893.54	165,936.94	173,554.16	181,723.62	190,159.06
12%	160,325.10	167,431.94	175,117.80	183,360.84	191,872.20

CG18 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	5,749.72	6,013.66	6,296.73	6,589.02	6,900.29
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	5,922.21	6,194.07	6,485.63	6,786.69	7,107.30
6%	6,094.70	6,374.48	6,674.53	6,984.36	7,314.31
8%	6,209.70	6,494.75	6,800.47	7,116.14	7,452.31
9%	6,267.19	6,554.89	6,863.44	7,182.03	7,521.32
10%	6,324.69	6,615.03	6,926.40	7,247.92	7,590.32
11%	6,382.19	6,675.16	6,989.37	7,313.81	7,659.32
12%	6,439.69	6,735.30	7,052.34	7,379.70	7,728.32

DEPUTY CITY ATTY

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	12,457.73	13,029.60	13,642.92	14,276.21	14,950.63
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	12,831.46	13,420.49	14,052.20	14,704.50	15,399.15
6%	13,205.18	13,811.37	14,461.48	15,132.78	15,847.67
8%	13,454.35	14,071.96	14,734.35	15,418.30	16,146.67
9%	13,578.91	14,202.26	14,870.79	15,561.07	16,296.19
10%	13,703.50	14,332.57	15,007.20	15,703.83	16,445.69
11%	13,828.08	14,462.85	15,143.64	15,846.59	16,595.19
12%	13,952.66	14,593.15	15,280.07	15,989.35	16,744.69

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	149,492.72	156,355.16	163,714.98	171,314.52	179,407.54
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	153,977.46	161,045.82	168,626.38	176,453.94	184,789.80
6%	158,462.20	165,736.48	173,537.78	181,593.36	190,172.06
8%	161,452.20	168,863.50	176,812.22	185,019.64	193,760.06
9%	162,946.94	170,427.14	178,449.44	186,732.78	195,554.32
10%	164,441.94	171,990.78	180,086.40	188,445.92	197,348.32
11%	165,936.94	173,554.16	181,723.62	190,159.06	199,142.32
12%	167,431.94	175,117.80	183,360.84	191,872.20	200,936.32

CG18 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	6,013.66	6,296.73	6,589.02	6,900.29	7,211.27
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,194.07	6,485.63	6,786.69	7,107.30	7,427.61
6%	6,374.48	6,674.53	6,984.36	7,314.31	7,643.95
8%	6,494.75	6,800.47	7,116.14	7,452.31	7,788.17
9%	6,554.89	6,863.44	7,182.03	7,521.32	7,860.28
10%	6,615.03	6,926.40	7,247.92	7,590.32	7,932.40
11%	6,675.16	6,989.37	7,313.81	7,659.32	8,004.51
12%	6,735.30	7,052.34	7,379.70	7,728.32	8,076.62

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	13,029.60	13,642.92	14,276.21	14,950.63	15,624.42
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	13,420.49	14,052.20	14,704.50	15,399.15	16,093.16
6%	13,811.37	14,461.48	15,132.78	15,847.67	16,561.89
8%	14,071.96	14,734.35	15,418.30	16,146.67	16,874.37
9%	14,202.26	14,870.79	15,561.07	16,296.19	17,030.61
10%	14,332.57	15,007.20	15,703.83	16,445.69	17,186.87
11%	14,462.85	15,143.64	15,846.59	16,595.19	17,343.11
12%	14,593.15	15,280.07	15,989.35	16,744.69	17,499.34

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	156,355.16	163,714.98	171,314.52	179,407.54	187,493.02
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	161,045.82	168,626.38	176,453.94	184,789.80	193,117.86
6%	165,736.48	173,537.78	181,593.36	190,172.06	198,742.70
8%	168,863.50	176,812.22	185,019.64	193,760.06	202,492.42
9%	170,427.14	178,449.44	186,732.78	195,554.32	204,367.28
10%	171,990.78	180,086.40	188,445.92	197,348.32	206,242.40
11%	173,554.16	181,723.62	190,159.06	199,142.32	208,117.26
12%	175,117.80	183,360.84	191,872.20	200,936.32	209,992.12

CG18 RANGE 24 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	6,296.73	6,589.02	6,900.29	7,211.27	7,541.52
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,485.63	6,786.69	7,107.30	7,427.61	7,767.77
6%	6,674.53	6,984.36	7,314.31	7,643.95	7,994.01
8%	6,800.47	7,116.14	7,452.31	7,788.17	8,144.84
9%	6,863.44	7,182.03	7,521.32	7,860.28	8,220.26
10%	6,926.40	7,247.92	7,590.32	7,932.40	8,295.67
11%	6,989.37	7,313.81	7,659.32	8,004.51	8,371.09
12%	7,052.34	7,379.70	7,728.32	8,076.62	8,446.50

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	13,642.92	14,276.21	14,950.63	15,624.42	16,339.96
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	14,052.20	14,704.50	15,399.15	16,093.16	16,830.17
6%	14,461.48	15,132.78	15,847.67	16,561.89	17,320.36
8%	14,734.35	15,418.30	16,146.67	16,874.37	17,647.15
9%	14,870.79	15,561.07	16,296.19	17,030.61	17,810.56
10%	15,007.20	15,703.83	16,445.69	17,186.87	17,973.95
11%	15,143.64	15,846.59	16,595.19	17,343.11	18,137.36
12%	15,280.07	15,989.35	16,744.69	17,499.34	18,300.75

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	163,714.98	171,314.52	179,407.54	187,493.02	196,079.52
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	168,626.38	176,453.94	184,789.80	193,117.86	201,962.02
6%	173,537.78	181,593.36	190,172.06	198,742.70	207,844.26
8%	176,812.22	185,019.64	193,760.06	202,492.42	211,765.84
9%	178,449.44	186,732.78	195,554.32	204,367.28	213,726.76
10%	180,086.40	188,445.92	197,348.32	206,242.40	215,687.42
11%	181,723.62	190,159.06	199,142.32	208,117.26	217,648.34
12%	183,360.84	191,872.20	200,936.32	209,992.12	219,609.00

CG18 RANGE 25 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	6,589.02	6,900.29	7,211.27	7,541.52	7,881.01
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	6,786.69	7,107.30	7,427.61	7,767.77	8,117.44
6%	6,984.36	7,314.31	7,643.95	7,994.01	8,353.87
8%	7,116.14	7,452.31	7,788.17	8,144.84	8,511.49
9%	7,182.03	7,521.32	7,860.28	8,220.26	8,590.30
10%	7,247.92	7,590.32	7,932.40	8,295.67	8,669.11
11%	7,313.81	7,659.32	8,004.51	8,371.09	8,747.92
12%	7,379.70	7,728.32	8,076.62	8,446.50	8,826.73

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	14,276.21	14,950.63	15,624.42	16,339.96	17,075.52
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	14,704.50	15,399.15	16,093.16	16,830.17	17,587.79
6%	15,132.78	15,847.67	16,561.89	17,320.36	18,100.05
8%	15,418.30	16,146.67	16,874.37	17,647.15	18,441.56
9%	15,561.07	16,296.19	17,030.61	17,810.56	18,612.32
10%	15,703.83	16,445.69	17,186.87	17,973.95	18,783.07
11%	15,846.59	16,595.19	17,343.11	18,137.36	18,953.83
12%	15,989.35	16,744.69	17,499.34	18,300.75	19,124.58

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	171,314.52	179,407.54	187,493.02	196,079.52	204,906.26
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	176,453.94	184,789.80	193,117.86	201,962.02	211,053.44
6%	181,593.36	190,172.06	198,742.70	207,844.26	217,200.62
8%	185,019.64	193,760.06	202,492.42	211,765.84	221,298.74
9%	186,732.78	195,554.32	204,367.28	213,726.76	223,347.80
10%	188,445.92	197,348.32	206,242.40	215,687.42	225,396.86
11%	190,159.06	199,142.32	208,117.26	217,648.34	227,445.92
12%	191,872.20	200,936.32	209,992.12	219,609.00	229,494.98

CG18 RANGE 26

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	6,900.29	7,211.29	7,541.52	7,881.01	8,239.54
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	7,107.30	7,427.63	7,767.77	8,117.44	8,486.73
6%	7,314.31	7,643.97	7,994.01	8,353.87	8,733.91
8%	7,452.31	7,788.19	8,144.84	8,511.49	8,898.70
9%	7,521.32	7,860.31	8,220.26	8,590.30	8,981.10
10%	7,590.32	7,932.42	8,295.67	8,669.11	9,063.49
11%	7,659.32	8,004.53	8,371.09	8,747.92	9,145.89
12%	7,728.32	8,076.64	8,446.50	8,826.73	9,228.28

Monthly	Step 1	Step 2	Step 3	Step 4	Step 5
Base	14,950.63	15,624.46	16,339.96	17,075.52	17,852.34
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	15,399.15	16,093.20	16,830.17	17,587.79	18,387.92
6%	15,847.67	16,561.94	17,320.36	18,100.05	18,923.47
8%	16,146.67	16,874.41	17,647.15	18,441.56	19,280.52
9%	16,296.19	17,030.67	17,810.56	18,612.32	19,459.05
10%	16,445.69	17,186.91	17,973.95	18,783.07	19,637.56
11%	16,595.19	17,343.15	18,137.36	18,953.83	19,816.10
12%	16,744.69	17,499.39	18,300.75	19,124.58	19,994.61

Annual	Step 1	Step 2	Step 3	Step 4	Step 5
Base	179,407.54	187,493.54	196,079.52	204,906.26	214,228.04
w/ Longevity	Step 1	Step 2	Step 3	Step 4	Step 5
3%	184,789.80	193,118.38	201,962.02	211,053.44	220,654.98
6%	190,172.06	198,743.22	207,844.26	217,200.62	227,081.66
8%	193,760.06	202,492.94	211,765.84	221,298.74	231,366.20
9%	195,554.32	204,368.06	213,726.76	223,347.80	233,508.60
10%	197,348.32	206,242.92	215,687.42	225,396.86	235,650.74
11%	199,142.32	208,117.78	217,648.34	227,445.92	237,793.14
12%	200,936.32	209,992.64	219,609.00	229,494.98	239,935.28