

**2023-2027 Employee Relations Group - &  
Salary Schedule**

**12 Month Employees Effective : \*Current Schedule**  
**Covering Employee Relations Group : &**

Range :	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
Increment :	3,257.85	3,420.38	3,591.37	3,770.92	3,959.04	4,155.78	4,365.17	4,583.27	4,809.90	5,053.56	5,301.51	5,566.66	5,848.80	6,139.49	6,768.06	6,768.06	7,109.98
Step 1 :	69,579.06	72,836.91	76,257.29	79,848.65	83,619.58	87,578.61	91,734.39	96,099.56	100,682.83	105,492.72	110,546.29	115,847.80	121,414.45	127,263.26	133,402.75	139,850.10	146,618.16
Step 2 :	72,836.91	76,257.29	79,848.65	83,619.58	87,578.61	91,734.39	96,099.56	100,682.83	105,492.72	110,546.29	115,847.80	121,414.46	127,263.26	133,402.75	140,170.81	146,618.16	153,728.14
Step 3 :	76,094.76	79,352.61	83,098.05	87,031.39	91,161.42	95,496.68	100,045.94	104,829.91	109,849.36	115,112.52	120,653.42	126,450.82	132,547.78	138,960.86	145,681.72	153,706.92	160,154.27
Step 4 :	79,352.61	83,098.05	87,031.39	91,161.42	95,496.68	100,045.94	104,829.91	109,849.36	115,112.52	120,653.42	126,450.82	132,547.78	138,960.86	145,681.72	153,706.92	160,154.27	167,948.10
Step 5 :	82,610.47	86,518.43	90,622.75	94,932.34	99,455.72	104,201.71	109,195.08	114,432.63	119,922.41	125,706.98	131,752.33	138,114.44	144,809.67	151,821.21	160,474.98	166,922.33	175,058.09
Step 6 :	85,868.32	89,938.81	94,214.12	98,703.26	103,414.75	108,357.49	113,560.26	119,015.90	124,732.31	130,760.54	137,053.84	143,681.10	150,658.47	157,960.70	167,243.04	173,690.38	182,168.07
Step 7 :	89,126.17	93,359.19	97,805.48	102,474.18	107,373.79	112,513.27	117,925.43	123,599.16	129,542.20	135,814.11	142,355.35	149,247.76	156,507.27	164,100.19	174,011.09	180,458.44	189,278.05
Step 8 :	92,384.02	96,779.57	101,396.85	106,245.10	111,332.82	116,669.04	122,290.61	128,182.43	134,352.10	140,867.67	147,656.86	154,814.42	162,356.08	170,239.68	180,779.15	187,226.50	196,388.03
Step 9 :	95,641.88	100,199.95	104,988.21	110,016.02	115,291.86	120,824.82	126,655.78	132,765.70	139,162.00	145,921.23	152,958.38	160,381.08	168,204.88	176,379.16	187,547.21	193,994.55	203,498.01
Step 10 :	98,899.73	103,620.33	108,579.58	113,786.94	119,250.89	124,980.59	131,020.96	137,348.96	143,971.89	150,974.80	158,259.89						

**12 Month Employees Effective : JULY 1, 2023**  
**Covering Employee Relations Group : &**  
**COL Adjustment: 3.50%**

Range :	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
Increment :	3,371.87	3,540.09	3,717.07	3,902.90	4,097.61	4,301.23	4,517.95	4,743.68	4,978.25	5,230.43	5,487.06	5,761.49	6,053.51	6,354.37	7,004.94	7,004.94	7,358.83
Step 1 :	72,014.33	75,386.20	78,926.30	82,643.36	86,546.27	90,643.87	94,945.10	99,463.05	104,206.74	109,184.99	114,415.42	119,902.48	125,663.98	131,717.48	138,071.86	145,076.80	152,081.74
Step 2 :	75,386.20	78,926.30	82,643.36	86,546.27	90,643.87	94,945.10	99,463.05	104,206.74	109,184.99	114,415.42	119,902.48	125,663.98	131,717.48	138,071.86	145,076.80	152,081.74	159,440.57
Step 3 :	78,758.08	82,466.39	86,360.43	90,449.17	94,741.48	99,246.34	103,981.01	108,950.42	114,163.23	119,645.86	125,389.55	131,425.47	137,770.99	144,426.23	152,081.73	159,086.68	166,799.40
Step 4 :	82,129.95	86,006.48	90,077.50	94,352.07	98,839.08	103,547.57	108,498.96	113,694.11	119,141.48	124,876.29	130,876.61	137,186.96	143,824.50	150,780.60	159,086.67	166,091.62	174,158.23
Step 5 :	85,501.83	89,546.58	93,794.57	98,254.97	102,936.69	107,848.80	113,016.91	118,437.79	124,119.73	130,106.72	136,363.67	142,948.46	149,878.01	157,134.97	166,091.61	173,096.56	181,517.06
Step 6 :	88,873.70	93,086.67	97,511.63	102,157.87	107,034.30	112,150.03	117,534.86	123,181.48	129,097.97	135,337.16	141,850.73	148,709.95	155,931.52	163,489.35	173,096.55	180,101.51	188,875.88
Step 7 :	92,245.58	96,626.76	101,228.70	106,060.78	111,131.90	116,451.27	122,052.81	127,925.16	134,076.22	140,567.59	147,337.80	154,471.44	161,985.02	169,843.72	180,101.49	187,106.45	196,234.71
Step 8 :	95,617.45	100,166.85	104,945.77	109,963.68	115,229.51	120,752.50	126,570.76	132,668.85	139,054.46	145,798.03	152,824.86	160,232.94	168,038.53	176,198.09	187,106.43	194,111.39	203,593.54
Step 9 :	98,989.33	103,706.95	108,662.84	113,866.58	119,327.12	125,053.73	131,088.71	137,412.53	144,032.71	151,028.46	158,311.92	165,994.43	174,092.04	182,552.46	194,111.37	201,116.33	210,952.37
Step 10 :	102,361.20	107,247.04	112,379.91	117,769.48	123,424.72	129,354.96	135,606.66	142,156.22	149,010.96	156,258.90	163,798.99						

**2023-2027 Employee Relations Group - &  
Salary Schedule**

**12 Month Employees Effective : JULY 1, 2024**  
**Covering Employee Relations Group : &**  
**COL Adjustment: 3.50%**

Range :	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
Increment :	3,489.89	3,664.00	3,847.17	4,039.50	4,241.02	4,451.78	4,676.08	4,909.71	5,152.49	5,413.50	5,679.11	5,963.15	6,265.38	6,576.78	7,250.11	7,250.12	7,616.39
Step 1 :	74,534.83	78,024.72	81,688.72	85,535.88	89,575.38	93,816.41	98,268.18	102,944.26	107,853.98	113,006.46	118,419.96	124,099.07	130,062.22	136,327.60	142,904.37	150,154.48	157,404.60
Step 2 :	78,024.72	81,688.72	85,535.88	89,575.38	93,816.41	98,268.18	102,944.26	107,853.98	113,006.46	118,419.96	124,099.07	130,062.22	136,327.60	142,904.37	150,154.48	157,404.60	165,020.99
Step 3 :	81,514.61	85,352.71	89,383.05	93,614.89	98,057.43	102,719.96	107,620.34	112,763.69	118,158.95	123,833.46	129,778.18	136,025.36	142,592.98	149,481.15	157,404.60	164,654.71	172,637.38
Step 4 :	85,004.50	89,016.71	93,230.21	97,654.39	102,298.45	107,171.73	112,296.42	117,673.40	123,311.43	129,246.96	135,457.29	141,988.51	148,858.36	156,057.92	164,654.71	171,904.83	180,253.76
Step 5 :	88,494.39	92,680.71	97,077.38	101,693.90	106,539.48	111,623.51	116,972.50	122,583.12	128,463.92	134,660.46	141,136.40	147,951.65	155,123.74	162,634.70	171,904.82	179,154.94	187,870.15
Step 6 :	91,984.28	96,344.70	100,924.54	105,733.40	110,780.50	116,075.28	121,648.58	127,492.83	133,616.40	140,073.96	146,815.51	153,914.80	161,389.12	169,211.47	179,154.93	186,405.06	195,486.54
Step 7 :	95,474.17	100,008.70	104,771.71	109,772.90	115,021.52	120,527.06	126,324.66	132,402.54	138,768.89	145,487.46	152,494.62	159,877.94	167,654.50	175,788.25	186,405.04	193,655.17	203,102.93
Step 8 :	98,964.06	103,672.69	108,618.87	113,812.41	119,262.54	124,978.84	131,000.74	137,312.26	143,921.37	150,900.96	158,173.73	165,841.09	173,919.88	182,365.02	193,655.15	200,905.29	210,719.32
Step 9 :	102,453.95	107,336.69	112,466.04	117,851.91	123,503.57	129,430.61	135,676.82	142,221.97	149,073.86	156,314.46	163,852.84	171,804.23	180,185.26	188,941.80	200,905.27	208,155.40	218,335.71
Step 10 :	105,943.84	111,000.69	116,313.20	121,891.41	127,744.59	133,882.39	140,352.90	147,131.68	154,226.34	161,727.96	169,531.95						

**12 Month Employees Effective : July 1, 2025 - ADDITION OF STEP 11**  
**Covering Employee Relations Group : &**  
**COL Adjustment: 3.50%**

Range :	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
Increment :	3,612.04	3,792.24	3,981.82	4,180.89	4,389.46	4,607.59	4,839.74	5,081.55	5,332.82	5,602.97	5,877.88	6,171.86	6,484.67	6,806.96	7,503.87	7,503.87	7,882.96
Step 1 :	77,143.55	80,755.58	84,547.82	88,529.64	92,710.52	97,099.98	101,707.57	106,547.31	111,628.86	116,961.69	122,564.66	128,442.54	134,614.39	141,099.06	147,906.02	155,409.89	162,913.76
Step 2 :	80,755.58	84,547.82	88,529.64	92,710.52	97,099.98	101,707.57	106,547.31	111,628.86	116,961.69	122,564.66	128,442.54	134,614.39	141,099.06	147,906.02	155,409.89	162,913.76	170,796.72
Step 3 :	84,367.62	88,340.06	92,511.45	96,891.41	101,489.44	106,315.16	111,387.05	116,710.42	122,294.51	128,167.63	134,320.42	140,786.25	147,583.73	154,712.99	162,913.76	170,417.63	178,679.68
Step 4 :	87,979.66	92,132.29	96,493.27	101,072.30	105,878.90	110,922.74	116,226.80	121,791.97	127,627.33	133,770.60	140,198.30	146,958.10	154,068.40	161,519.95	170,417.62	177,921.50	186,562.65
Step 5 :	91,591.69	95,924.53	100,475.08	105,253.18	110,268.36	115,530.33	121,066.54	126,873.52	132,960.15	139,373.58	146,076.17	153,129.96	160,553.07	168,326.91	177,921.49	185,425.37	194,445.61
Step 6 :	95,203.73	99,716.77	104,456.90	109,434.07	114,657.82	120,137.92	125,906.28	131,955.08	138,292.97	144,976.55	151,954.05	159,301.82	167,037.74	175,133.87	185,425.35	192,929.24	202,328.57
Step 7 :	98,815.77	103,509.00	108,438.72	113,614.96	119,047.27	124,745.51	130,746.02	137,036.63	143,625.80	150,579.52	157,831.93	165,473.67	173,522.41	181,940.84	192,929.22	200,433.11	210,211.53
Step 8 :	102,427.80	107,301.24	112,420.53	117,795.84	123,436.73	129,353.09	135,585.76	142,118.18	148,958.62	156,182.49	163,709.81	171,645.53	180,007.08	188,747.80	200,433.09	207,936.97	218,094.49
Step 9 :	106,039.84	111,093.48	116,402.35	121,976.73	127,826.19	133,960.68	140,425.51	147,199.74	154,291.44	161,785.46	169,587.69	177,817.38	186,491.75	195,554.76	207,936.95	215,440.84	225,977.46
Step 10 :	109,651.88	114,885.71	120,384.17	126,157.61	132,215.65	138,568.27	145,265.25	152,281.29	159,624.26	167,388.44	175,465.57	183,989.24	192,976.42	202,361.72	215,440.82	222,944.71	233,860.42
Step 11 :	113,263.91	118,677.95	124,365.98	130,338.50	136,605.11	143,175.86	150,104.99	157,362.84	164,957.09	172,991.41	181,343.45						

**2023-2027 Employee Relations Group - &  
Salary Schedule**

**12 Month Employees Effective : July 1, 2026**  
**Covering Employee Relations Group : &**  
**COL Adjustment: 3.50%**

Range :	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
Increment :	3,738.46	3,924.96	4,121.18	4,327.22	4,543.09	4,768.85	5,009.13	5,259.41	5,519.47	5,799.08	6,083.60	6,387.87	6,711.63	7,045.21	7,766.50	7,766.50	8,158.87
Step 1 :	79,843.57	83,582.03	87,506.99	91,628.17	95,955.39	100,498.48	105,267.33	110,276.47	115,535.87	121,055.35	126,854.42	132,938.03	139,325.90	146,037.53	153,082.74	160,849.24	168,615.74
Step 2 :	83,582.03	87,506.99	91,628.17	95,955.39	100,498.48	105,267.33	110,276.47	115,535.87	121,055.35	126,854.42	132,938.03	139,325.90	146,037.53	153,082.74	160,849.24	168,615.74	176,774.61
Step 3 :	87,320.49	91,431.96	95,749.35	100,282.61	105,041.57	110,036.19	115,285.60	120,795.28	126,574.82	132,653.50	139,021.63	145,713.77	152,749.16	160,127.94	168,615.74	176,382.25	184,933.47
Step 4 :	91,058.95	95,356.92	99,870.53	104,609.83	109,584.66	114,805.04	120,294.73	126,054.69	132,094.29	138,452.57	145,105.24	152,101.64	159,460.79	167,173.15	176,382.24	184,148.75	193,092.34
Step 5 :	94,797.40	99,281.89	103,991.71	108,937.04	114,127.75	119,573.89	125,303.87	131,314.10	137,613.76	144,251.65	151,188.84	158,489.51	166,172.43	174,218.35	184,148.74	191,915.25	201,251.20
Step 6 :	98,535.86	103,206.85	108,112.89	113,264.26	118,670.84	124,342.75	130,313.00	136,573.51	143,133.23	150,050.73	157,272.45	164,877.38	172,884.06	181,263.56	191,915.24	199,681.76	209,410.07
Step 7 :	102,274.32	107,131.82	112,234.07	117,591.48	123,213.93	129,111.60	135,322.13	141,832.91	148,652.70	155,849.80	163,356.05	171,265.25	179,595.69	188,308.77	199,681.74	207,448.26	217,568.93
Step 8 :	106,012.78	111,056.78	116,355.25	121,918.70	127,757.02	133,880.45	140,331.26	147,092.32	154,172.17	161,648.88	169,439.65	177,653.12	186,307.32	195,353.97	207,448.24	215,214.77	225,727.80
Step 9 :	109,751.23	114,981.75	120,476.43	126,245.91	132,300.11	138,649.31	145,340.40	152,351.73	159,691.64	167,447.96	175,523.26	184,040.99	193,018.96	202,399.18	215,214.74	222,981.27	233,886.67
Step 10 :	113,489.69	118,906.71	124,597.61	130,573.13	136,843.20	143,418.16	150,349.53	157,611.14	165,211.11	173,247.03	181,606.86	190,428.86	199,730.59	209,444.38	222,981.25	230,747.78	242,045.53
Step 11 :	117,228.15	122,831.68	128,718.79	134,900.35	141,386.29	148,187.01	155,358.66	162,870.54	170,730.58	179,046.11	187,690.47						