



EXECUTIVE ORDER

August 26, 2024

The Honorable Michelle Wu
Mayor of Boston
Boston City Hall

Dear Mayor Wu,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A for members of the Professional Staff Association, (PSA) of the Boston Public Library. **The effective dates of the new salary schedules and the rates of increase will be as follows:**

- **2% increase** effective 10/7/2023, 10/5/2024, 10/4/2025, and 10/3/2026
- **Flat dollar increases added to the hourly base wage**
 - \$500.00/\$.274725 effective 1/6/2024
 - \$250.00/\$.137362 effective 1/4/2025
 - \$900.00/\$.494505 effective 1/3/2026
 - \$800.00/\$.439560 effective 1/2/2027

These amendments are necessary to implement the collective bargaining agreement between the City of Boston and the Professional Staff Association.

Respectfully,

Alex Lawrence
Chief People Officer

Approved:

Ashley Groffenberger
Chief Financial Officer, Collector-Treasurer

Approved:

Michelle Wu, Mayor

Salary Schedule A
Effective 10/7/2023
2% Increase

Salary Plan		Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P	hourly	\$ 24,324.140	\$ 25,630.872	\$ 26,933.582	\$ 28,234.787	\$ 29,547.031	\$ 30,848.741	\$ 31,605.946
		biweekly	\$ 1,702.69	\$ 1,794.16	\$ 1,885.35	\$ 1,976.44	\$ 2,068.29	\$ 2,159.41	\$ 2,212.42
		annually	\$ 44,269.94	\$ 46,648.19	\$ 49,019.12	\$ 51,387.31	\$ 53,775.60	\$ 56,144.71	\$ 57,522.82
P	1	hourly	\$ 32,327.881	\$ 34,086.241	\$ 35,849.116	\$ 37,606.471	\$ 39,366.835	\$ 41,125.195	\$ 42,146.318
		biweekly	\$ 2,262.95	\$ 2,386.04	\$ 2,509.44	\$ 2,632.45	\$ 2,755.68	\$ 2,878.76	\$ 2,950.24
		annually	\$ 58,836.74	\$ 62,036.96	\$ 65,245.39	\$ 68,443.78	\$ 71,647.64	\$ 74,847.86	\$ 76,706.30
P	2	hourly	\$ 35,592.688	\$ 37,529.691	\$ 39,473.221	\$ 41,416.249	\$ 43,362.247	\$ 45,294.270	\$ 46,419.137
		biweekly	\$ 2,491.49	\$ 2,627.08	\$ 2,763.13	\$ 2,899.14	\$ 3,034.66	\$ 3,170.60	\$ 3,249.34
		annually	\$ 64,778.69	\$ 68,304.04	\$ 71,841.26	\$ 75,377.57	\$ 78,901.09	\$ 82,435.57	\$ 84,482.83
P	3	hourly	\$ 39,197.724	\$ 41,338.468	\$ 43,472.682	\$ 45,330.198	\$ 47,650.417	\$ 49,885.873	\$ 51,126.014
		biweekly	\$ 2,743.84	\$ 2,893.69	\$ 3,043.09	\$ 3,173.11	\$ 3,335.53	\$ 3,492.01	\$ 3,578.82
		annually	\$ 71,339.86	\$ 75,236.01	\$ 79,120.28	\$ 82,500.96	\$ 86,723.76	\$ 90,792.29	\$ 93,049.35
P	4	hourly	\$ 43,162.059	\$ 45,519.084	\$ 47,879.118	\$ 50,236.646	\$ 52,596.679	\$ 54,955.708	\$ 56,322.594
		biweekly	\$ 3,021.34	\$ 3,186.34	\$ 3,351.54	\$ 3,516.57	\$ 3,681.77	\$ 3,846.90	\$ 3,942.58
		annually	\$ 78,554.95	\$ 82,844.73	\$ 87,140.00	\$ 91,430.70	\$ 95,725.96	\$ 100,019.39	\$ 102,507.12
P	5	hourly	\$ 47,641.100	\$ 50,251.024	\$ 52,862.143	\$ 55,470.360	\$ 58,083.190	\$ 60,690.814	\$ 62,201.079
		biweekly	\$ 3,334.88	\$ 3,517.57	\$ 3,700.35	\$ 3,882.93	\$ 4,065.82	\$ 4,248.36	\$ 4,354.08
		annually	\$ 86,706.80	\$ 91,456.86	\$ 96,209.10	\$ 100,956.06	\$ 105,711.41	\$ 110,457.28	\$ 113,205.96
P	6	hourly	\$ 52,487.991	\$ 55,365.350	\$ 58,242.609	\$ 61,124.557	\$ 64,001.874	\$ 66,881.167	\$ 68,546.190
		biweekly	\$ 3,674.16	\$ 3,875.57	\$ 4,076.98	\$ 4,278.72	\$ 4,480.13	\$ 4,681.68	\$ 4,798.23
		annually	\$ 95,528.14	\$ 100,764.94	\$ 106,001.55	\$ 111,246.69	\$ 116,483.41	\$ 121,723.72	\$ 124,754.07

Salary Schedule A
Effective 1/6/2024

\$500.00 Flat Annual/\$.274725 Flat Hourly Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P							
	hourly	\$ 24.59887	\$ 25.90560	\$ 27.20831	\$ 28.50951	\$ 29.82176	\$ 31.12347	\$ 31.88067
	biweekly	\$ 1,721.92	\$ 1,813.39	\$ 1,904.58	\$ 1,995.67	\$ 2,087.52	\$ 2,178.64	\$ 2,231.65
	annually	\$ 44,769.93	\$ 47,148.19	\$ 49,519.12	\$ 51,887.31	\$ 54,275.60	\$ 56,644.71	\$ 58,022.82
P	1							
	hourly	\$ 32.602606	\$ 34.360966	\$ 36.123841	\$ 37.881196	\$ 39.641560	\$ 41.399920	\$ 42.421043
	biweekly	\$ 2,282.18	\$ 2,405.27	\$ 2,528.67	\$ 2,651.68	\$ 2,774.91	\$ 2,897.99	\$ 2,969.47
	annually	\$ 59,336.74	\$ 62,536.96	\$ 65,745.39	\$ 68,943.78	\$ 72,147.64	\$ 75,347.85	\$ 77,206.30
P	2							
	hourly	\$ 35.867413	\$ 37.804416	\$ 39.747946	\$ 41.690974	\$ 43.626972	\$ 45.568995	\$ 46.693862
	biweekly	\$ 2,510.72	\$ 2,646.31	\$ 2,782.36	\$ 2,918.37	\$ 3,053.89	\$ 3,189.83	\$ 3,268.57
	annually	\$ 65,278.69	\$ 68,804.04	\$ 72,341.26	\$ 75,877.57	\$ 79,401.09	\$ 82,935.57	\$ 84,982.83
P	3							
	hourly	\$ 39.472449	\$ 41.613193	\$ 43.747407	\$ 45.604923	\$ 47.925142	\$ 50.160598	\$ 51.400739
	biweekly	\$ 2,763.07	\$ 2,912.92	\$ 3,062.32	\$ 3,192.34	\$ 3,354.76	\$ 3,511.24	\$ 3,598.05
	annually	\$ 71,839.86	\$ 75,736.01	\$ 79,620.28	\$ 83,000.96	\$ 87,223.76	\$ 91,292.29	\$ 93,549.35
P	4							
	hourly	\$ 43.436784	\$ 45.793809	\$ 48.153843	\$ 50.511371	\$ 52.871404	\$ 55.230433	\$ 56.597319
	biweekly	\$ 3,040.57	\$ 3,205.57	\$ 3,370.77	\$ 3,535.80	\$ 3,701.00	\$ 3,866.13	\$ 3,961.81
	annually	\$ 79,054.95	\$ 83,344.73	\$ 87,639.99	\$ 91,930.70	\$ 96,225.96	\$ 100,519.39	\$ 103,007.12
P	5							
	hourly	\$ 47.915825	\$ 50.525749	\$ 53.136868	\$ 55.745085	\$ 58.357915	\$ 60.965539	\$ 62.475804
	biweekly	\$ 3,354.11	\$ 3,536.80	\$ 3,719.58	\$ 3,902.16	\$ 4,085.05	\$ 4,267.59	\$ 4,373.31
	annually	\$ 87,206.80	\$ 91,956.86	\$ 96,709.10	\$ 101,456.06	\$ 106,211.41	\$ 110,957.28	\$ 113,705.96
P	6							
	hourly	\$ 52.762716	\$ 55.640075	\$ 58.517334	\$ 61.399282	\$ 64.276599	\$ 67.155892	\$ 68.820915
	biweekly	\$ 3,693.39	\$ 3,894.81	\$ 4,096.21	\$ 4,297.95	\$ 4,499.36	\$ 4,700.91	\$ 4,817.46
	annually	\$ 96,028.14	\$ 101,264.94	\$ 106,501.55	\$ 111,746.69	\$ 116,983.41	\$ 122,223.72	\$ 125,254.07

Salary Schedule A
Effective 10/5/2024
2% Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P							
	hourly	\$ 25.090842	\$ 26.423708	\$ 27.752473	\$ 29.079702	\$ 30.418191	\$ 31.745935	\$ 32.518284
	biweekly	\$ 1,756.36	\$ 1,849.66	\$ 1,942.67	\$ 2,035.58	\$ 2,129.27	\$ 2,222.22	\$ 2,276.28
	annually	\$ 45,665.33	\$ 48,091.15	\$ 50,509.50	\$ 52,925.06	\$ 55,361.11	\$ 57,777.60	\$ 59,183.28
P	1							
	hourly	\$ 33.254658	\$ 35.048185	\$ 36.846317	\$ 38.638819	\$ 40.434391	\$ 42.227918	\$ 43.269463
	biweekly	\$ 2,327.83	\$ 2,453.37	\$ 2,579.24	\$ 2,704.72	\$ 2,830.41	\$ 2,955.95	\$ 3,028.86
	annually	\$ 60,523.48	\$ 63,787.70	\$ 67,060.30	\$ 70,322.65	\$ 73,590.59	\$ 76,854.81	\$ 78,750.42
P	2							
	hourly	\$ 36.584761	\$ 38.560504	\$ 40.542904	\$ 42.524793	\$ 44.499511	\$ 46.480374	\$ 47.627739
	biweekly	\$ 2,560.93	\$ 2,699.24	\$ 2,838.00	\$ 2,976.74	\$ 3,114.97	\$ 3,253.63	\$ 3,333.94
	annually	\$ 66,584.27	\$ 70,180.12	\$ 73,788.09	\$ 77,395.12	\$ 80,989.11	\$ 84,594.28	\$ 86,682.49
P	3							
	hourly	\$ 40.261897	\$ 42.445456	\$ 44.622355	\$ 46.517021	\$ 48.883644	\$ 51.163809	\$ 52.428753
	biweekly	\$ 2,818.33	\$ 2,971.18	\$ 3,123.56	\$ 3,256.19	\$ 3,421.86	\$ 3,581.47	\$ 3,670.01
	annually	\$ 73,276.65	\$ 77,250.73	\$ 81,212.69	\$ 84,660.98	\$ 88,968.23	\$ 93,118.13	\$ 95,420.33
P	4							
	hourly	\$ 44.305519	\$ 46.709685	\$ 49.116919	\$ 51.521598	\$ 53.928832	\$ 56.335041	\$ 57.729265
	biweekly	\$ 3,101.39	\$ 3,269.68	\$ 3,438.18	\$ 3,606.51	\$ 3,775.02	\$ 3,943.45	\$ 4,041.05
	annually	\$ 80,636.05	\$ 85,011.63	\$ 89,392.79	\$ 93,769.31	\$ 98,150.47	\$ 102,529.78	\$ 105,067.26
P	5							
	hourly	\$ 48.874141	\$ 51.536263	\$ 54.199605	\$ 56.859986	\$ 59.525073	\$ 62.184849	\$ 63.725320
	biweekly	\$ 3,421.19	\$ 3,607.54	\$ 3,793.97	\$ 3,980.20	\$ 4,166.76	\$ 4,352.94	\$ 4,460.77
	annually	\$ 88,950.94	\$ 93,796.00	\$ 98,643.28	\$ 103,485.18	\$ 108,335.63	\$ 113,176.43	\$ 115,980.08
P	6							
	hourly	\$ 53.817970	\$ 56.752876	\$ 59.687680	\$ 62.627267	\$ 65.562130	\$ 68.499009	\$ 70.197333
	biweekly	\$ 3,767.26	\$ 3,972.70	\$ 4,178.14	\$ 4,383.91	\$ 4,589.35	\$ 4,794.93	\$ 4,913.81
	annually	\$ 97,948.71	\$ 103,290.23	\$ 108,631.58	\$ 113,981.63	\$ 119,323.08	\$ 124,668.20	\$ 127,759.15

Salary Schedule A
Effective 1/4/2025
\$250.00 Flat Annual/\$.088652 Flat Hourly Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P							
	hourly	\$ 25,228.204	\$ 26,561.070	\$ 27,889.835	\$ 29,217.064	\$ 30,555.553	\$ 31,883.297	\$ 32,655.646
	biweekly	\$ 1,765.97	\$ 1,859.27	\$ 1,952.29	\$ 2,045.19	\$ 2,138.89	\$ 2,231.83	\$ 2,285.90
	annually	\$ 45,915.33	\$ 48,341.15	\$ 50,759.50	\$ 53,175.06	\$ 55,611.11	\$ 58,027.60	\$ 59,433.28
P	1							
	hourly	\$ 33,392.020	\$ 35,185.547	\$ 36,983.679	\$ 38,776.181	\$ 40,571.753	\$ 42,365.280	\$ 43,406.825
	biweekly	\$ 2,337.44	\$ 2,462.99	\$ 2,588.86	\$ 2,714.33	\$ 2,840.02	\$ 2,965.57	\$ 3,038.48
	annually	\$ 60,773.48	\$ 64,037.70	\$ 67,310.30	\$ 70,572.65	\$ 73,840.59	\$ 77,104.81	\$ 79,000.42
P	2							
	hourly	\$ 36,722.123	\$ 38,697.866	\$ 40,680.266	\$ 42,662.155	\$ 44,636.873	\$ 46,617.736	\$ 47,765.101
	biweekly	\$ 2,570.55	\$ 2,708.85	\$ 2,847.62	\$ 2,986.35	\$ 3,124.58	\$ 3,263.24	\$ 3,343.56
	annually	\$ 66,834.26	\$ 70,430.12	\$ 74,038.08	\$ 77,645.12	\$ 81,239.11	\$ 84,844.28	\$ 86,932.48
P	3							
	hourly	\$ 40,399.259	\$ 42,582.818	\$ 44,759.717	\$ 46,654.383	\$ 49,021.006	\$ 51,301.171	\$ 52,566.115
	biweekly	\$ 2,827.95	\$ 2,980.80	\$ 3,133.18	\$ 3,265.81	\$ 3,431.47	\$ 3,591.08	\$ 3,679.63
	annually	\$ 73,526.65	\$ 77,500.73	\$ 81,462.69	\$ 84,910.98	\$ 89,218.23	\$ 93,368.13	\$ 95,670.33
P	4							
	hourly	\$ 44,442.881	\$ 46,847.047	\$ 49,254.281	\$ 51,658.960	\$ 54,066.194	\$ 56,472.403	\$ 57,866.627
	biweekly	\$ 3,111.00	\$ 3,279.29	\$ 3,447.80	\$ 3,616.13	\$ 3,784.63	\$ 3,953.07	\$ 4,050.66
	annually	\$ 80,886.04	\$ 85,261.63	\$ 89,642.79	\$ 94,019.31	\$ 98,400.47	\$ 102,779.77	\$ 105,317.26
P	5							
	hourly	\$ 49,011.503	\$ 51,673.625	\$ 54,336.967	\$ 56,997.348	\$ 59,662.435	\$ 62,322.211	\$ 63,862.682
	biweekly	\$ 3,430.81	\$ 3,617.15	\$ 3,803.59	\$ 3,989.81	\$ 4,176.37	\$ 4,362.55	\$ 4,470.39
	annually	\$ 89,200.94	\$ 94,046.00	\$ 98,893.28	\$ 103,735.17	\$ 108,585.63	\$ 113,426.42	\$ 116,230.08
P	6							
	hourly	\$ 53,955.332	\$ 56,890.238	\$ 59,825.042	\$ 62,764.629	\$ 65,699.492	\$ 68,636.371	\$ 70,334.695
	biweekly	\$ 3,776.87	\$ 3,982.32	\$ 4,187.75	\$ 4,393.52	\$ 4,598.96	\$ 4,804.55	\$ 4,923.43
	annually	\$ 98,198.70	\$ 103,540.23	\$ 108,881.58	\$ 114,231.63	\$ 119,573.08	\$ 124,918.20	\$ 128,009.15

Salary Schedule A
Effective 10/4/2025
2% Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P							
	hourly	\$ 25,732.768	\$ 27,092.291	\$ 28,447.631	\$ 29,801.405	\$ 31,166.664	\$ 32,520.962	\$ 33,308.758
	biweekly	\$ 1,801.29	\$ 1,996.46	\$ 1,991.33	\$ 2,086.10	\$ 2,181.67	\$ 2,276.47	\$ 2,331.61
	annually	\$ 46,833.64	\$ 49,307.97	\$ 51,774.69	\$ 54,238.56	\$ 56,723.33	\$ 59,188.15	\$ 60,621.94
P	1							
	hourly	\$ 34,059.860	\$ 35,889.257	\$ 37,723.352	\$ 39,551.704	\$ 41,383.188	\$ 43,212.585	\$ 44,274.961
	biweekly	\$ 2,384.19	\$ 2,512.25	\$ 2,640.63	\$ 2,768.62	\$ 2,896.82	\$ 3,024.88	\$ 3,099.25
	annually	\$ 61,988.95	\$ 65,318.45	\$ 68,656.50	\$ 71,984.10	\$ 75,317.40	\$ 78,646.91	\$ 80,580.43
P	2							
	hourly	\$ 37,456.565	\$ 39,471.823	\$ 41,493.871	\$ 43,515.398	\$ 45,529.610	\$ 47,550.090	\$ 48,720.403
	biweekly	\$ 2,621.96	\$ 2,763.03	\$ 2,904.57	\$ 3,046.08	\$ 3,187.07	\$ 3,328.51	\$ 3,410.43
	annually	\$ 68,170.95	\$ 71,838.72	\$ 75,518.85	\$ 79,198.02	\$ 82,863.89	\$ 86,541.16	\$ 88,671.13
P	3							
	hourly	\$ 41,207.244	\$ 43,434.474	\$ 45,654.911	\$ 47,587.470	\$ 50,001.426	\$ 52,327.194	\$ 53,617.437
	biweekly	\$ 2,884.51	\$ 3,040.41	\$ 3,195.84	\$ 3,331.12	\$ 3,500.10	\$ 3,662.90	\$ 3,753.22
	annually	\$ 74,997.18	\$ 79,050.74	\$ 83,091.94	\$ 86,609.20	\$ 91,002.60	\$ 95,235.49	\$ 97,583.74
P	4							
	hourly	\$ 45,331.738	\$ 47,783.987	\$ 50,239.366	\$ 52,692.139	\$ 55,147.517	\$ 57,601.851	\$ 59,023.959
	biweekly	\$ 3,173.22	\$ 3,344.88	\$ 3,516.76	\$ 3,688.45	\$ 3,860.33	\$ 4,032.13	\$ 4,131.68
	annually	\$ 82,503.76	\$ 86,966.86	\$ 91,435.65	\$ 95,899.69	\$ 100,368.48	\$ 104,835.37	\$ 107,423.61
P	5							
	hourly	\$ 49,991.733	\$ 52,707.097	\$ 55,423.706	\$ 58,137.294	\$ 60,855.683	\$ 63,568.655	\$ 65,139.935
	biweekly	\$ 3,499.42	\$ 3,689.50	\$ 3,879.66	\$ 4,069.61	\$ 4,259.90	\$ 4,449.81	\$ 4,559.80
	annually	\$ 90,984.95	\$ 95,926.92	\$ 100,871.15	\$ 105,809.88	\$ 110,757.34	\$ 115,694.95	\$ 118,554.68
P	6							
	hourly	\$ 55,034.438	\$ 58,028.042	\$ 61,021.542	\$ 64,019.921	\$ 67,013.481	\$ 70,009.098	\$ 71,741.388
	biweekly	\$ 3,852.41	\$ 4,061.96	\$ 4,271.51	\$ 4,481.39	\$ 4,690.94	\$ 4,900.64	\$ 5,021.90
	annually	\$ 100,162.68	\$ 105,611.04	\$ 111,059.21	\$ 116,516.26	\$ 121,964.54	\$ 127,416.56	\$ 130,569.33

Salary Schedule A
Effective 1/3/2026
\$900.00 Flat Annual/\$.494505 Flat Hourly Increase

Salary Pia Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P							
hourly	\$ 26,227.23	\$ 27,586.96	\$ 28,942.136	\$ 30,295.910	\$ 31,661.169	\$ 33,015.467	\$ 33,803.263
biweekly	\$ 1,835.91	\$ 1,931.08	\$ 2,025.95	\$ 2,120.71	\$ 2,216.28	\$ 2,311.08	\$ 2,366.23
annually	\$ 47,733.64	\$ 50,207.97	\$ 52,674.69	\$ 55,138.56	\$ 57,623.33	\$ 60,088.15	\$ 61,521.94
P							
1							
hourly	\$ 34,554.365	\$ 36,383.762	\$ 38,217.857	\$ 40,046.209	\$ 41,877.693	\$ 43,707.090	\$ 44,769.466
biweekly	\$ 2,418.81	\$ 2,546.86	\$ 2,675.25	\$ 2,803.23	\$ 2,931.44	\$ 3,059.50	\$ 3,133.86
annually	\$ 62,888.94	\$ 66,218.45	\$ 69,556.50	\$ 72,884.10	\$ 76,217.40	\$ 79,546.90	\$ 81,480.43
P							
2							
hourly	\$ 37,951.070	\$ 39,966.328	\$ 41,988.376	\$ 44,009.903	\$ 46,024.115	\$ 48,044.595	\$ 49,214.908
biweekly	\$ 2,656.57	\$ 2,797.64	\$ 2,939.19	\$ 3,080.69	\$ 3,221.69	\$ 3,363.12	\$ 3,445.04
annually	\$ 69,070.95	\$ 72,738.72	\$ 76,418.84	\$ 80,098.02	\$ 83,763.89	\$ 87,441.16	\$ 89,571.13
P							
3							
hourly	\$ 41,701.749	\$ 43,928.979	\$ 46,149.416	\$ 48,081.975	\$ 50,495.931	\$ 52,821.699	\$ 54,111.942
biweekly	\$ 2,919.12	\$ 3,075.03	\$ 3,230.46	\$ 3,365.74	\$ 3,534.72	\$ 3,697.52	\$ 3,787.84
annually	\$ 75,897.18	\$ 79,950.74	\$ 83,991.94	\$ 87,509.20	\$ 91,902.59	\$ 96,135.49	\$ 98,483.73
P							
4							
hourly	\$ 45,826.243	\$ 48,278.492	\$ 50,733.871	\$ 53,186.644	\$ 55,642.022	\$ 58,096.356	\$ 59,518.464
biweekly	\$ 3,207.84	\$ 3,379.49	\$ 3,551.37	\$ 3,723.07	\$ 3,894.94	\$ 4,066.74	\$ 4,166.29
annually	\$ 83,403.76	\$ 87,866.86	\$ 92,335.65	\$ 96,799.69	\$ 101,268.48	\$ 105,735.37	\$ 108,323.60
P							
5							
hourly	\$ 50,486.238	\$ 53,201.602	\$ 55,918.211	\$ 58,631.799	\$ 61,350.188	\$ 64,063.160	\$ 65,634.440
biweekly	\$ 3,534.04	\$ 3,724.11	\$ 3,914.27	\$ 4,104.23	\$ 4,294.51	\$ 4,484.42	\$ 4,594.41
annually	\$ 91,884.95	\$ 96,826.92	\$ 101,771.14	\$ 106,709.87	\$ 111,657.34	\$ 116,594.95	\$ 119,454.68
P							
6							
hourly	\$ 55,528.943	\$ 58,522.547	\$ 61,516.047	\$ 64,514.426	\$ 67,507.986	\$ 70,503.603	\$ 72,235.893
biweekly	\$ 3,887.03	\$ 4,096.58	\$ 4,306.12	\$ 4,516.01	\$ 4,725.56	\$ 4,935.25	\$ 5,056.51
annually	\$ 101,062.68	\$ 106,511.04	\$ 111,959.21	\$ 117,416.26	\$ 122,864.54	\$ 128,316.56	\$ 131,469.33

Salary Schedule A
Effective 10/3/2026
2% Increase

Salary Pl. Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P P							
hourly \$ 26,751818	\$ 28,138531	\$ 29,520978	\$ 30,901828	\$ 32,294392	\$ 33,675776	\$ 34,479328	
biweekly \$ 1,872.63	\$ 1,969.70	\$ 2,066.47	\$ 2,163.13	\$ 2,260.61	\$ 2,357.30	\$ 2,413.55	
annually \$ 48,688.31	\$ 51,212.13	\$ 53,728.18	\$ 56,241.33	\$ 58,775.79	\$ 61,289.91	\$ 62,752.38	
P P							
hourly \$ 35,245452	\$ 37,111437	\$ 38,982214	\$ 40,847133	\$ 42,715246	\$ 44,581231	\$ 45,664855	
biweekly \$ 2,467.18	\$ 2,597.80	\$ 2,728.75	\$ 2,859.30	\$ 2,990.07	\$ 3,120.69	\$ 3,196.54	
annually \$ 64,146.72	\$ 67,542.82	\$ 70,947.63	\$ 74,341.78	\$ 77,741.75	\$ 81,137.84	\$ 83,110.04	
P P							
hourly \$ 38,710091	\$ 40,765654	\$ 42,828143	\$ 44,890101	\$ 46,944597	\$ 49,005486	\$ 50,199206	
biweekly \$ 2,709.71	\$ 2,853.60	\$ 2,997.97	\$ 3,142.31	\$ 3,286.12	\$ 3,430.38	\$ 3,513.94	
annually \$ 70,452.37	\$ 74,193.49	\$ 77,947.22	\$ 81,699.98	\$ 85,439.17	\$ 89,189.99	\$ 91,362.56	
P P							
hourly \$ 42,535783	\$ 44,807558	\$ 47,072404	\$ 49,043614	\$ 51,505849	\$ 53,878132	\$ 55,194180	
biweekly \$ 2,977.50	\$ 3,136.53	\$ 3,295.07	\$ 3,433.05	\$ 3,605.41	\$ 3,771.47	\$ 3,863.59	
annually \$ 77,415.13	\$ 81,549.76	\$ 85,671.78	\$ 89,259.38	\$ 93,740.65	\$ 98,058.20	\$ 100,453.41	
P P							
hourly \$ 46,742767	\$ 49,244061	\$ 51,748548	\$ 54,250376	\$ 56,754862	\$ 59,258283	\$ 60,708833	
biweekly \$ 3,271.99	\$ 3,447.08	\$ 3,622.40	\$ 3,797.53	\$ 3,972.84	\$ 4,148.08	\$ 4,249.62	
annually \$ 85,071.84	\$ 89,624.19	\$ 94,182.36	\$ 98,735.68	\$ 103,293.85	\$ 107,850.08	\$ 110,490.08	
P P							
hourly \$ 51,495962	\$ 54,265634	\$ 57,036575	\$ 59,804434	\$ 62,577191	\$ 65,344423	\$ 66,947128	
biweekly \$ 3,604.72	\$ 3,798.59	\$ 3,992.56	\$ 4,186.31	\$ 4,380.40	\$ 4,574.11	\$ 4,686.30	
annually \$ 93,722.65	\$ 98,763.45	\$ 103,806.57	\$ 108,844.07	\$ 113,890.49	\$ 118,926.85	\$ 121,843.77	
P P							
hourly \$ 56,639521	\$ 59,692997	\$ 62,746367	\$ 65,804714	\$ 68,858145	\$ 71,913675	\$ 73,680610	
biweekly \$ 3,964.77	\$ 4,178.51	\$ 4,392.25	\$ 4,606.33	\$ 4,820.07	\$ 5,033.96	\$ 5,157.64	
annually \$ 103,083.93	\$ 108,641.26	\$ 114,198.39	\$ 119,764.58	\$ 125,321.82	\$ 130,882.89	\$ 134,098.71	

Salary Schedule A
Effective 1/2/2027
\$800.00 Flat/\$.439560 Flat Hourly Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P							
	hourly	\$ 27,191378	\$ 28,578091	\$ 29,960538	\$ 31,341388	\$ 32,733952	\$ 34,115336	\$ 34,918888
	biweekly	\$ 1,903.40	\$ 2,000.47	\$ 2,097.24	\$ 2,193.90	\$ 2,291.38	\$ 2,388.07	\$ 2,444.32
	annually	\$ 49,488.31	\$ 52,012.13	\$ 54,528.18	\$ 57,041.33	\$ 59,575.79	\$ 62,089.91	\$ 63,552.38
P	1							
	hourly	\$ 35,685012	\$ 37,550997	\$ 39,421774	\$ 41,286693	\$ 43,154806	\$ 45,020791	\$ 46,104415
	biweekly	\$ 2,497.95	\$ 2,628.57	\$ 2,759.52	\$ 2,890.07	\$ 3,020.84	\$ 3,151.46	\$ 3,227.31
	annually	\$ 64,946.72	\$ 68,342.82	\$ 71,747.63	\$ 75,141.78	\$ 78,541.75	\$ 81,937.84	\$ 83,910.04
P	2							
	hourly	\$ 39,149651	\$ 41,205214	\$ 43,267703	\$ 45,329661	\$ 47,384157	\$ 49,445046	\$ 50,638766
	biweekly	\$ 2,740.48	\$ 2,884.36	\$ 3,028.74	\$ 3,173.08	\$ 3,316.89	\$ 3,461.15	\$ 3,544.71
	annually	\$ 71,252.37	\$ 74,993.49	\$ 78,747.22	\$ 82,499.98	\$ 86,239.17	\$ 89,989.98	\$ 92,162.55
P	3							
	hourly	\$ 42,975343	\$ 45,247118	\$ 47,511964	\$ 49,483174	\$ 51,945409	\$ 54,317692	\$ 55,633740
	biweekly	\$ 3,008.27	\$ 3,167.30	\$ 3,325.84	\$ 3,463.82	\$ 3,636.18	\$ 3,802.24	\$ 3,894.36
	annually	\$ 78,215.12	\$ 82,349.76	\$ 86,471.77	\$ 90,059.38	\$ 94,540.64	\$ 98,858.20	\$ 101,253.41
P	4							
	hourly	\$ 47,182327	\$ 49,683621	\$ 52,188108	\$ 54,689936	\$ 57,194422	\$ 59,697843	\$ 61,148393
	biweekly	\$ 3,302.76	\$ 3,477.85	\$ 3,653.17	\$ 3,828.30	\$ 4,003.61	\$ 4,178.85	\$ 4,280.39
	annually	\$ 85,871.84	\$ 90,424.19	\$ 94,982.36	\$ 99,535.68	\$ 104,093.85	\$ 108,650.07	\$ 111,290.08
P	5							
	hourly	\$ 51,935522	\$ 54,705194	\$ 57,476135	\$ 60,243994	\$ 63,016751	\$ 65,783983	\$ 67,386688
	biweekly	\$ 3,635.49	\$ 3,829.36	\$ 4,023.33	\$ 4,217.08	\$ 4,411.17	\$ 4,604.88	\$ 4,717.07
	annually	\$ 94,522.65	\$ 99,563.45	\$ 104,606.57	\$ 109,644.07	\$ 114,690.49	\$ 119,726.85	\$ 122,643.77
P	6							
	hourly	\$ 57,079081	\$ 60,132557	\$ 63,185927	\$ 66,244274	\$ 69,297705	\$ 72,353235	\$ 74,120170
	biweekly	\$ 3,995.54	\$ 4,209.28	\$ 4,423.01	\$ 4,637.10	\$ 4,850.84	\$ 5,064.73	\$ 5,188.41
	annually	\$ 103,883.93	\$ 109,441.25	\$ 114,998.39	\$ 120,564.58	\$ 126,121.82	\$ 131,682.89	\$ 134,898.71