

Non-Bargaining and Unclassified Pay Plan 2026
Effective January 1, 2026

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
A11	8 hr YR	35,131	35,834	36,551	37,282	38,027	38,788	39,564	40,355	41,162	41,985	42,825	43,681	44,555
	8 hr MO	2,928	2,986	3,046	3,107	3,169	3,232	3,297	3,363	3,430	3,499	3,569	3,640	3,713
	HR	16.89	17.23	17.57	17.92	18.28	18.65	19.02	19.40	19.79	20.19	20.59	21.00	21.42
	7.5 hr MO	2,745	2,800	2,856	2,913	2,971	3,030	3,091	3,153	3,216	3,280	3,346	3,413	3,481
	7.5 hr YR	32,936	33,594	34,266	34,952	35,651	36,364	37,091	37,833	38,589	39,361	40,148	40,951	41,770
A12	8 hr YR	37,896	38,654	39,427	40,215	41,020	41,840	42,677	43,530	44,401	45,289	46,195	47,119	48,061
	8 hr MO	3,158	3,221	3,286	3,351	3,418	3,487	3,556	3,628	3,700	3,774	3,850	3,927	4,005
	HR	18.22	18.58	18.96	19.33	19.72	20.12	20.52	20.93	21.35	21.77	22.21	22.65	23.11
	7.5 hr MO	2,961	3,020	3,080	3,142	3,205	3,269	3,334	3,401	3,469	3,538	3,609	3,681	3,755
	7.5 hr YR	35,527	36,238	36,963	37,702	38,456	39,225	40,010	40,810	41,626	42,458	43,308	44,174	45,057
A13	8 hr YR	40,674	41,488	42,317	43,164	44,027	44,907	45,806	46,722	47,656	48,609	49,581	50,573	51,585
	8 hr MO	3,390	3,457	3,526	3,597	3,669	3,742	3,817	3,893	3,971	4,051	4,132	4,214	4,299
	HR	19.55	19.95	20.34	20.75	21.17	21.59	22.02	22.46	22.91	23.37	23.84	24.31	24.80
	7.5 hr MO	3,178	3,241	3,306	3,372	3,440	3,508	3,579	3,650	3,723	3,798	3,874	3,951	4,030
	7.5 hr YR	38,132	38,895	39,672	40,466	41,275	42,101	42,943	43,802	44,678	45,571	46,483	47,412	48,360
B21	8 hr YR	44,287	45,173	46,076	46,998	47,938	48,896	49,874	50,872	51,889	52,927	53,986	55,065	56,167
	8 hr MO	3,691	3,764	3,840	3,916	3,995	4,075	4,156	4,239	4,324	4,411	4,499	4,589	4,681
	HR	21.29	21.72	22.15	22.60	23.05	23.51	23.98	24.46	24.95	25.45	25.95	26.47	27.00
	7.5 hr MO	3,460	3,529	3,600	3,672	3,745	3,820	3,896	3,974	4,054	4,135	4,218	4,302	4,388
	7.5 hr YR	41,519	42,350	43,196	44,060	44,942	45,840	46,757	47,692	48,646	49,619	50,612	51,624	52,656
B22	8 hr YR	47,900	48,858	49,835	50,832	51,849	52,886	53,943	55,022	56,123	57,245	58,390	59,558	60,749
	8 hr MO	3,992	4,072	4,153	4,236	4,321	4,407	4,495	4,585	4,677	4,770	4,866	4,963	5,062
	HR	23.03	23.49	23.96	24.44	24.93	25.43	25.93	26.45	26.98	27.52	28.07	28.63	29.21
	7.5 hr MO	3,742	3,817	3,893	3,971	4,051	4,132	4,214	4,299	4,385	4,472	4,562	4,653	4,746
	7.5 hr YR	44,906	45,804	46,721	47,655	48,608	49,580	50,572	51,583	52,615	53,667	54,741	55,835	56,952

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
B23	8 hr	YR	51,499	52,529	53,580	54,652	55,745	56,860	57,997	59,157	60,340	61,547	62,778	64,033	65,314
	8 hr	MO	4,292	4,377	4,465	4,554	4,645	4,738	4,833	4,930	5,028	5,129	5,231	5,336	5,443
		HR	24.76	25.25	25.76	26.27	26.80	27.34	27.88	28.44	29.01	29.59	30.18	30.79	31.40
	7.5 hr	MO	4,023	4,104	4,186	4,270	4,355	4,442	4,531	4,622	4,714	4,808	4,904	5,003	5,103
	7.5 hr	YR	48,281	49,246	50,231	51,236	52,261	53,306	54,372	55,459	56,569	57,700	58,854	60,031	61,232
B24/B31	8 hr	YR	57,070	58,211	59,375	60,563	61,774	63,009	64,270	65,555	66,866	68,203	69,567	70,959	72,378
	8 hr	MO	4,756	4,851	4,948	5,047	5,148	5,251	5,356	5,463	5,572	5,684	5,797	5,913	6,031
		HR	27.44	27.99	28.55	29.12	29.70	30.29	30.90	31.52	32.15	32.79	33.45	34.11	34.80
	7.5 hr	MO	4,459	4,548	4,639	4,731	4,826	4,923	5,021	5,121	5,224	5,328	5,435	5,544	5,655
	7.5 hr	YR	53,503	54,573	55,664	56,777	57,913	59,071	60,253	61,458	62,687	63,941	65,219	66,524	67,854
B25/B32	8 hr	YR	62,653	63,906	65,185	66,488	67,818	69,174	70,558	71,969	73,408	74,877	76,374	77,902	79,460
	8 hr	MO	5,221	5,326	5,432	5,541	5,651	5,765	5,880	5,997	6,117	6,240	6,365	6,492	6,622
		HR	30.12	30.72	31.34	31.97	32.60	33.26	33.92	34.60	35.29	36.00	36.72	37.45	38.20
	7.5 hr	MO	4,895	4,993	5,093	5,194	5,298	5,404	5,512	5,623	5,735	5,850	5,967	6,086	6,208
	7.5 hr	YR	58,737	59,912	61,110	62,333	63,579	64,851	66,148	67,471	68,820	70,197	71,601	73,033	74,493
B26	8 hr	YR	64,870	66,168	67,491	68,841	70,218	71,622	73,055	74,516	76,006	77,526	79,077	80,658	82,271
	8 hr	MO	5,406	5,514	5,624	5,737	5,851	5,969	6,088	6,210	6,334	6,461	6,590	6,722	6,856
		HR	31.19	31.81	32.45	33.10	33.76	34.43	35.12	35.82	36.54	37.27	38.02	38.78	39.55
	7.5 hr	MO	5,068	5,169	5,273	5,378	5,486	5,595	5,707	5,822	5,938	6,057	6,178	6,301	6,427
	7.5 hr	YR	60,816	62,032	63,273	64,538	65,829	67,146	68,489	69,858	71,256	72,681	74,134	75,617	77,129
C41	8 hr	YR	67,088	68,429	69,798	71,194	72,618	74,070	75,551	77,062	78,604	80,176	81,779	83,415	85,083
	8 hr	MO	5,591	5,702	5,816	5,933	6,051	6,173	6,296	6,422	6,550	6,681	6,815	6,951	7,090
		HR	32.25	32.90	33.56	34.23	34.91	35.61	36.32	37.05	37.79	38.55	39.32	40.10	40.91
	7.5 hr	MO	5,241	5,346	5,453	5,562	5,673	5,787	5,902	6,021	6,141	6,264	6,389	6,517	6,647
	7.5 hr	YR	62,895	64,152	65,435	66,744	68,079	69,441	70,829	72,246	73,691	75,165	76,668	78,201	79,765
C42	8 hr	YR	70,810	72,226	73,671	75,144	76,647	78,180	79,744	81,338	82,965	84,625	86,317	88,043	89,804
	8 hr	MO	5,901	6,019	6,139	6,262	6,387	6,515	6,645	6,778	6,914	7,052	7,193	7,337	7,484
		HR	34.04	34.72	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.68	41.50	42.33	43.18
	7.5 hr	MO	5,532	5,643	5,756	5,871	5,988	6,108	6,230	6,355	6,482	6,611	6,744	6,878	7,016
	7.5 hr	YR	66,384	67,712	69,066	70,448	71,857	73,294	74,760	76,255	77,780	79,336	80,922	82,541	84,191

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C43	8 hr	YR	74,519	76,009	77,529	79,080	80,662	82,275	83,920	85,599	87,311	89,057	90,838	92,655	94,508
	8 hr	MO	6,210	6,334	6,461	6,590	6,722	6,856	6,993	7,133	7,276	7,421	7,570	7,721	7,876
		HR	35.83	36.54	37.27	38.02	38.78	39.56	40.35	41.15	41.98	42.82	43.67	44.55	45.44
	7.5 hr	MO	5,822	5,938	6,057	6,178	6,302	6,428	6,556	6,687	6,821	6,958	7,097	7,239	7,383
	7.5 hr	YR	69,861	71,259	72,684	74,138	75,620	77,133	78,675	80,249	81,854	83,491	85,161	86,864	88,601
C44/C51	8 hr	YR	79,295	80,881	82,499	84,149	85,832	87,548	89,299	91,085	92,907	94,765	96,660	98,593	100,565
		MO	6,608	6,740	6,875	7,012	7,153	7,296	7,442	7,590	7,742	7,897	8,055	8,216	8,380
	8 hr	HR	38.12	38.89	39.66	40.46	41.27	42.09	42.93	43.79	44.67	45.56	46.47	47.40	48.35
C45/C52	8 hr	YR	88,807	90,583	92,395	94,242	96,127	98,050	100,011	102,011	104,051	106,132	108,255	110,420	112,628
		MO	7,401	7,549	7,700	7,854	8,011	8,171	8,334	8,501	8,671	8,844	9,021	9,202	9,386
	8 hr	HR	42.70	43.55	44.42	45.31	46.22	47.14	48.08	49.04	50.02	51.03	52.05	53.09	54.15
D61	8 hr	YR	91,476	93,305	95,171	97,075	99,016	100,996	103,016	105,077	107,178	109,322	111,508	113,738	116,013
		MO	7,623	7,775	7,931	8,090	8,251	8,416	8,585	8,756	8,932	9,110	9,292	9,478	9,668
	8 hr	HR	43.98	44.86	45.76	46.67	47.60	48.56	49.53	50.52	51.53	52.56	53.61	54.68	55.78
D62	8 hr	YR	97,593	99,545	101,536	103,567	105,638	107,751	109,906	112,104	114,346	116,633	118,965	121,345	123,772
		MO	8,133	8,295	8,461	8,631	8,803	8,979	9,159	9,342	9,529	9,719	9,914	10,112	10,314
	8 hr	HR	46.92	47.86	48.82	49.79	50.79	51.80	52.84	53.90	54.97	56.07	57.19	58.34	59.51
D63	8 hr	YR	103,587	105,659	107,772	109,928	112,126	114,369	116,656	118,989	121,369	123,797	126,272	128,798	131,374
		MO	8,632	8,805	8,981	9,161	9,344	9,531	9,721	9,916	10,114	10,316	10,523	10,733	10,948
	8 hr	HR	49.80	50.80	51.81	52.85	53.91	54.99	56.08	57.21	58.35	59.52	60.71	61.92	63.16
D64/D71	8 hr	YR	109,951	112,150	114,393	116,681	119,015	121,395	123,823	126,299	128,825	131,402	134,030	136,711	139,445
		MO	9,163	9,346	9,533	9,723	9,918	10,116	10,319	10,525	10,735	10,950	11,169	11,393	11,620
	8 hr	HR	52.86	53.92	55.00	56.10	57.22	58.36	59.53	60.72	61.94	63.17	64.44	65.73	67.04
D72	8 hr	YR	113,250	115,515	117,825	120,181	122,585	125,037	127,537	130,088	132,690	135,344	138,051	140,812	143,628
		MO	9,437	9,626	9,819	10,015	10,215	10,420	10,628	10,841	11,057	11,279	11,504	11,734	11,969
	8 hr	HR	54.45	55.54	56.65	57.78	58.94	60.11	61.32	62.54	63.79	65.07	66.37	67.70	69.05
E81	8 hr	YR	117,150	119,493	121,883	124,320	126,807	129,343	131,930	134,568	137,260	140,005	142,805	145,661	148,574
		MO	9,762	9,958	10,157	10,360	10,567	10,779	10,994	11,214	11,438	11,667	11,900	12,138	12,381
	8 hr	HR	56.32	57.45	58.60	59.77	60.96	62.18	63.43	64.70	65.99	67.31	68.66	70.03	71.43

Note: Across the board 2% cost of living increase