



Montgomery County
Public Schools

Engage! Encourage! Empower!

Approved Pay Plan
Fiscal Year 2026-2027
Effective 07.01.2026

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Board Policy

Book Section 5: Personnel Section

Article 7: Employee Pay and Fringe Benefits

Title Employee Compensation Number 5-7.1

Status: Active

Legal: Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78, 22.1-296, 22.1-289.1, 22.1-302; Virginia Board of Education Regulations Governing the Employment of Professional Personnel, 8 VAC 20-440-10

Adopted April 1, 2004

The Montgomery County School Board shall annually establish and approve salaries for all school employees.

The School Board may authorize extra pay for the supervision of activities that require at least some special training or experience by one or more certificated employees and that are of such nature that, although the school program includes these activities, they cannot feasibly be included in the regular school day. The School Board annually shall establish categories and shall determine compensation.

The School Board shall execute a separate contract in the form prescribed by the Virginia Board of Education with an employee who is receiving a monetary supplement for any athletic coaching assignment or extracurricular activity sponsorship assignment, as further discussed in School Board Policy 5-4.2.

Adopted: April 2004

Additional Information

Each year, the Montgomery County School Board, in conjunction with the Montgomery County Board of Supervisors, approves the operating budget for Montgomery County Public Schools. If a pay increase is approved through the budget process, the increase may take the form of a salary scale adjustment, pay step advancement, wage increase, or a combination thereof.

If it is determined that employees will receive a pay step increase for the upcoming contract year, employees hired before **January 1** of the current year may be eligible to advance a step on their respective pay scale. Annual pay increases are not guaranteed and must be approved in the School Board's operating budget.

The approved budget for fiscal year 2026-2027 includes a 2% raise and pay step increase for eligible employees on the Teacher pay scales. This includes Elementary and Secondary Teachers, Athletic Directors, School Counselors, Social Workers, Library Media Specialists, Tiered Intervention Specialists, Instructional Coaches, and Interpreters. For all other eligible support staff, pay scale adjustments are included in addition to a pay step increase. The division-wide minimum hourly rate is also raised to \$17.00 per hour.

Pay scales may be increased up to \$0.25 to allow the semi-monthly salary to be equally divisible by twenty-four pay periods. Employees on the maximum step indicated on their respective pay scale may be paid an amount other than that reflected on their scale or receive a one-time payment. New employees will be placed on their respective pay scale as determined by years of verified relevant experience.

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2027

Teacher 10-Month (200 Days) Pay Scales

Years of creditable experience are based on completed, full-time, full-year, contracted teaching experience at an accredited K-12 public school institution.

Years of Experience	Pay Scale Step	T0 Bachelor's	T1 Bachelors's +20	T2 Master's	T3 Master's +20	T4 Doctorate
0 - 2	1	\$ 53,889.00	\$ 55,417.83	\$ 57,003.86	\$ 57,769.03	\$ 59,699.28
3 - 5	2	\$ 55,203.36	\$ 56,769.48	\$ 58,394.20	\$ 59,178.03	\$ 61,155.36
6 - 7	3	\$ 55,799.92	\$ 57,382.99	\$ 58,967.24	\$ 59,758.78	\$ 61,755.50
8 - 9	4	\$ 56,475.90	\$ 58,078.13	\$ 59,692.60	\$ 60,461.33	\$ 62,456.31
10 - 11	5	\$ 57,323.05	\$ 58,949.29	\$ 60,603.25	\$ 61,351.69	\$ 63,351.16
12 - 13	6	\$ 57,940.93	\$ 59,584.70	\$ 61,273.76	\$ 61,999.15	\$ 63,995.28
14 - 15	7	\$ 58,854.32	\$ 60,524.01	\$ 62,261.25	\$ 62,967.36	\$ 64,970.61
16 - 17	8	\$ 60,074.57	\$ 61,778.87	\$ 63,577.19	\$ 64,267.61	\$ 66,288.39
18 - 19	9	\$ 61,777.33	\$ 63,529.95	\$ 65,409.92	\$ 66,089.65	\$ 68,143.86
20 - 21	10	\$ 63,534.75	\$ 65,337.23	\$ 67,306.14	\$ 67,975.01	\$ 70,064.04
22 - 23	11	\$ 65,258.20	\$ 67,043.58	\$ 69,100.26	\$ 69,756.62	\$ 71,876.72
24 - 25	12	\$ 67,278.03	\$ 68,982.78	\$ 71,140.93	\$ 71,786.38	\$ 73,944.51
26 - 27	13	\$ 69,527.46	\$ 71,149.13	\$ 73,420.23	\$ 74,056.03	\$ 76,258.76
28 - 29	14	\$ 71,854.09	\$ 73,385.47	\$ 75,780.72	\$ 76,406.57	\$ 78,655.50
30	15	\$ 73,016.12	\$ 74,498.98	\$ 76,956.81	\$ 77,577.31	\$ 79,851.43
31	16	\$ 74,012.35	\$ 75,441.19	\$ 77,958.25	\$ 78,571.79	\$ 80,860.85
32	17	\$ 75,246.32	\$ 76,623.53	\$ 79,209.72	\$ 79,818.13	\$ 82,131.75
33	18	\$ 76,656.34	\$ 78,059.33	\$ 80,644.28	\$ 81,248.64	\$ 83,592.00
34	19	\$ 77,932.59	\$ 79,358.94	\$ 81,940.88	\$ 82,539.93	\$ 84,908.72
35+	20	\$ 81,009.48	\$ 82,411.06	\$ 85,126.74	\$ 85,733.67	\$ 88,182.05

Initial pay scale placement is based on years of verified relevant experience (first column). Employees hired before **January 1** may move a pay step (second column) each year as approved in the School Board's operating budget.

Placement or advancement on the **T1** and **T3** pay scales requires active enrollment in a relevant Master's, second Master's, Educational Specialist, or Doctoral program. Proof of enrollment and transcript showing twenty (20) earned credits must be submitted to Human Resources no later than **September 15** of the school year.

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2027

Teacher 10½-Month (210 Days) Pay Scales

Years of creditable experience are based on completed, full-time, full year, contracted teaching experience at an accredited K-12 public school institution.

Years of Experience	Pay Scale Step	T5 Bachelor's	T6 Bachelors's +20	T7 Master's	T8 Master's +20	T9 Doctorate
0 - 2	1	\$ 56,583.45	\$ 58,112.27	\$ 59,698.32	\$ 60,463.48	\$ 62,393.74
3 - 5	2	\$ 57,963.52	\$ 59,529.65	\$ 61,154.38	\$ 61,938.19	\$ 63,915.55
6 - 7	3	\$ 58,589.91	\$ 60,172.97	\$ 61,757.23	\$ 62,548.76	\$ 64,545.50
8 - 9	4	\$ 59,299.70	\$ 60,901.94	\$ 62,516.39	\$ 63,285.14	\$ 65,280.12
10 - 11	5	\$ 60,189.21	\$ 61,815.45	\$ 63,469.41	\$ 64,217.85	\$ 66,217.32
12 - 13	6	\$ 60,837.98	\$ 62,481.75	\$ 64,170.81	\$ 64,896.20	\$ 66,892.33
14 - 15	7	\$ 61,797.04	\$ 63,466.72	\$ 65,203.95	\$ 65,910.07	\$ 67,913.33
16 - 17	8	\$ 63,078.30	\$ 64,782.60	\$ 66,580.94	\$ 67,271.33	\$ 69,292.10
18 - 19	9	\$ 64,866.20	\$ 66,618.81	\$ 68,498.79	\$ 69,178.51	\$ 71,232.72
20 - 21	10	\$ 66,711.49	\$ 68,513.98	\$ 70,482.88	\$ 71,151.74	\$ 73,240.79
22 - 23	11	\$ 68,521.10	\$ 70,306.48	\$ 72,363.18	\$ 73,019.49	\$ 75,139.64
24 - 25	12	\$ 70,641.93	\$ 72,346.69	\$ 74,504.83	\$ 75,150.26	\$ 77,308.43
26 - 27	13	\$ 73,003.84	\$ 74,625.51	\$ 76,896.62	\$ 77,532.39	\$ 79,735.13
28 - 29	14	\$ 75,446.80	\$ 76,978.18	\$ 79,373.43	\$ 79,999.26	\$ 82,248.22
30	15	\$ 76,666.92	\$ 78,149.79	\$ 80,607.62	\$ 81,228.12	\$ 83,499.80
31	16	\$ 77,712.98	\$ 79,141.79	\$ 81,658.84	\$ 82,272.40	\$ 84,561.47
32	17	\$ 79,008.64	\$ 80,385.84	\$ 82,972.04	\$ 83,580.44	\$ 85,894.07
33	18	\$ 80,489.16	\$ 81,892.16	\$ 84,477.08	\$ 85,082.14	\$ 87,424.79
34	19	\$ 81,829.22	\$ 83,255.59	\$ 85,837.53	\$ 86,436.55	\$ 88,805.34
35+	20	\$ 85,059.96	\$ 86,461.54	\$ 89,177.22	\$ 89,784.13	\$ 92,232.52

Initial pay scale placement is based on years of verified relevant experience (first column). Employees hired before **January 1** may move a pay step (second column) each year as approved in the School Board's operating budget.

Placement or advancement on the **T6** and **T8** pay scales requires active enrollment in a relevant Master's, second Master's, Educational Specialist, or Doctoral program. Proof of enrollment and transcript showing twenty (20) earned credits must be submitted to Human Resources no later than **September 15** of the school year.

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2027

Teacher 11-Month (220 Days) Pay Scales

Years of creditable experience are based on completed, full-time, full year, contracted teaching experience at an accredited K-12 public school institution.

Years of Experience	Pay Scale Step	T11 Bachelor's	T12 Bachelors's +20	T13 Master's	T14 Master's +20	T15 Doctorate
0 - 2	1	\$ 59,277.89	\$ 60,806.72	\$ 62,392.78	\$ 63,157.93	\$ 65,088.19
3 - 5	2	\$ 60,723.70	\$ 62,289.80	\$ 63,914.54	\$ 64,698.38	\$ 66,675.70
6 - 7	3	\$ 61,379.93	\$ 62,962.97	\$ 64,547.23	\$ 65,338.76	\$ 67,335.48
8 - 9	4	\$ 62,123.49	\$ 63,725.74	\$ 65,340.19	\$ 66,108.91	\$ 68,103.90
10 - 11	5	\$ 63,055.34	\$ 64,681.61	\$ 66,335.55	\$ 67,084.01	\$ 69,083.48
12 - 13	6	\$ 63,735.02	\$ 65,378.80	\$ 67,067.87	\$ 67,793.24	\$ 69,789.38
14 - 15	7	\$ 64,739.76	\$ 66,409.45	\$ 68,146.68	\$ 68,852.79	\$ 70,856.04
16 - 17	8	\$ 66,082.03	\$ 67,786.32	\$ 69,584.68	\$ 70,275.05	\$ 72,295.85
18 - 19	9	\$ 67,955.03	\$ 69,707.67	\$ 71,587.66	\$ 72,267.36	\$ 74,321.60
20 - 21	10	\$ 69,888.23	\$ 71,690.71	\$ 73,659.61	\$ 74,328.48	\$ 76,417.52
22 - 23	11	\$ 71,784.00	\$ 73,569.40	\$ 75,626.07	\$ 76,282.40	\$ 78,402.53
24 - 25	12	\$ 74,005.81	\$ 75,710.58	\$ 77,868.75	\$ 78,514.16	\$ 80,672.33
26 - 27	13	\$ 76,480.22	\$ 78,101.88	\$ 80,373.00	\$ 81,008.77	\$ 83,211.50
28 - 29	14	\$ 79,039.49	\$ 80,570.87	\$ 82,966.13	\$ 83,591.98	\$ 85,840.93
30	15	\$ 80,317.75	\$ 81,800.60	\$ 84,258.42	\$ 84,878.92	\$ 87,150.59
31	16	\$ 81,413.60	\$ 82,842.42	\$ 85,359.48	\$ 85,973.04	\$ 88,262.09
32	17	\$ 82,770.96	\$ 84,148.17	\$ 86,734.34	\$ 87,342.76	\$ 89,656.40
33	18	\$ 84,321.96	\$ 85,724.98	\$ 88,309.93	\$ 88,914.29	\$ 91,257.63
34	19	\$ 85,725.86	\$ 87,152.22	\$ 89,734.14	\$ 90,333.18	\$ 92,701.96
35+	20	\$ 89,110.43	\$ 90,512.01	\$ 93,227.70	\$ 93,834.61	\$ 96,283.00

Initial pay scale placement is based on years of verified relevant experience (first column). Employees hired before **January 1** may move a pay step (second column) each year as approved in the School Board's operating budget.

Placement or advancement on the **T12** and **T14** pay scales requires active enrollment in a relevant Master's, second Master's, Educational Specialist, or Doctoral program. Proof of enrollment and transcript showing twenty (20) earned credits must be submitted to Human Resources no later than **September 15** of the school year.

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2027

Teacher 12-Month Pay Scales

Years of creditable experience are based on completed, full-time, full year, contracted teaching experience at an accredited K-12 public school institution.

Years of Experience	Pay Scale Step	T16 Bachelor's	T17 Bachelors's +20	T18 Master's	T19 Master's +20	T20 Doctorate
0 - 2	1	\$ 64,666.80	\$ 66,195.61	\$ 67,781.66	\$ 68,546.83	\$ 70,477.08
3 - 5	2	\$ 66,244.03	\$ 67,810.15	\$ 69,434.89	\$ 70,218.70	\$ 72,196.05
6 - 7	3	\$ 66,959.91	\$ 68,542.96	\$ 70,127.24	\$ 70,918.74	\$ 72,915.48
8 - 9	4	\$ 67,771.07	\$ 69,373.32	\$ 70,987.78	\$ 71,756.49	\$ 73,751.49
10 - 11	5	\$ 68,787.65	\$ 70,413.90	\$ 72,067.86	\$ 72,816.31	\$ 74,815.77
12 - 13	6	\$ 69,529.12	\$ 71,172.89	\$ 72,861.96	\$ 73,587.36	\$ 75,583.47
14 - 15	7	\$ 70,625.19	\$ 72,294.88	\$ 74,032.09	\$ 74,738.22	\$ 76,741.49
16 - 17	8	\$ 72,089.48	\$ 73,793.80	\$ 75,592.12	\$ 76,282.53	\$ 78,303.31
18 - 19	9	\$ 74,132.78	\$ 75,885.40	\$ 77,765.38	\$ 78,445.10	\$ 80,499.33
20 - 21	10	\$ 76,241.72	\$ 78,044.18	\$ 80,013.08	\$ 80,681.97	\$ 82,770.98
22 - 23	11	\$ 78,309.83	\$ 80,095.20	\$ 82,151.88	\$ 82,808.23	\$ 84,928.36
24 - 25	12	\$ 80,733.62	\$ 82,438.40	\$ 84,596.54	\$ 85,241.96	\$ 87,400.13
26 - 27	13	\$ 83,432.97	\$ 85,054.62	\$ 87,325.75	\$ 87,961.51	\$ 90,164.26
28 - 29	14	\$ 86,224.91	\$ 87,756.27	\$ 90,151.53	\$ 90,777.38	\$ 93,026.33
30	15	\$ 87,619.35	\$ 89,102.21	\$ 91,560.05	\$ 92,180.53	\$ 94,452.19
31	16	\$ 88,814.83	\$ 90,243.66	\$ 92,760.71	\$ 93,374.26	\$ 95,663.33
32	17	\$ 90,295.59	\$ 91,672.81	\$ 94,259.00	\$ 94,867.38	\$ 97,181.03
33	18	\$ 91,987.61	\$ 93,390.62	\$ 95,975.53	\$ 96,579.91	\$ 98,923.23
34	19	\$ 93,519.13	\$ 94,945.49	\$ 97,527.41	\$ 98,126.44	\$ 100,495.22
35+	20	\$ 97,211.38	\$ 98,612.96	\$ 101,328.65	\$ 101,935.57	\$ 104,383.94

Initial pay scale placement is based on years of verified relevant experience (first column). Employees hired before **January 1** may move a pay step (second column) each year as approved in the School Board's operating budget.

Placement or advancement on the **T17** and **T19** pay scales requires active enrollment in a relevant Master's, second Master's, Educational Specialist, or Doctoral program. Proof of enrollment and transcript showing twenty (20) earned credits must be submitted to Human Resources no later than **September 15** of the school year.

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2027

Classified 12-Month Pay Scales

Official Title	Pay Scale	Hours Per Day	Annual Rates		Hourly Rates	
			MIN	MAX	MIN	MAX
Custodian Night (4 hours per day)	CE01	4.00	\$ 17,940.00	\$ 31,457.90	\$ 17.25	\$ 30.25
Custodian Day (5 hours per day)	CD02	5.00	\$ 22,100.00	\$ 38,752.48	\$ 17.00	\$ 29.81
Custodian Night (5 hours per day)	CE03	5.00	\$ 22,425.00	\$ 39,322.37	\$ 17.25	\$ 30.25
Custodian Night (6 hours per day)	CE02	6.00	\$ 26,910.00	\$ 47,186.85	\$ 17.25	\$ 30.25
Custodian Day	CD	8.00	\$ 35,360.00	\$ 62,003.97	\$ 17.00	\$ 29.81
Painter	CH01	8.00	\$ 35,360.00	\$ 62,003.97	\$ 17.00	\$ 29.81
Custodian Night	CE	8.00	\$ 35,880.00	\$ 62,915.80	\$ 17.25	\$ 30.25
Custodian Day Senior	CHCU	8.00	\$ 36,400.00	\$ 63,827.62	\$ 17.50	\$ 30.69
Custodian Night Senior	CICU	8.00	\$ 37,752.00	\$ 66,198.36	\$ 18.15	\$ 31.83
Grounds Maintenance Worker	CG	8.00	\$ 38,168.00	\$ 66,927.82	\$ 18.35	\$ 32.18
Warehouse Staff	CG	8.00	\$ 38,168.00	\$ 66,927.82	\$ 18.35	\$ 32.18
Administrative Assistant - School or Department	CH	8.00	\$ 38,480.00	\$ 67,474.91	\$ 18.50	\$ 32.44
Administrative Assistant - Central Office	CI	8.00	\$ 40,560.00	\$ 71,122.21	\$ 19.50	\$ 34.19
Administrative Assistant/Bookkeeper - Elementary	CI	8.00	\$ 40,560.00	\$ 71,122.21	\$ 19.50	\$ 34.19
Bookkeeper I - Secondary (Student Enrollment <1,000)	CI	8.00	\$ 40,560.00	\$ 71,122.21	\$ 19.50	\$ 34.19
Administrative Assistant - School Nutrition Program (SNP)	CJ	8.00	\$ 42,640.00	\$ 74,769.50	\$ 20.50	\$ 35.95
Administrative Assistant to the Director	CJ	8.00	\$ 42,640.00	\$ 74,769.50	\$ 20.50	\$ 35.95
Bookkeeper II - Secondary (Student Enrollment >1,000)	CJ	8.00	\$ 42,640.00	\$ 74,769.50	\$ 20.50	\$ 35.95
Custodian Head Strand	CLCU	8.00	\$ 43,160.00	\$ 75,681.32	\$ 20.75	\$ 36.39
Maintenance Technician (No Certification)	CK	8.00	\$ 43,200.14	\$ 75,751.71	\$ 20.77	\$ 36.42
Maintenance Technician I (Class C Contractor License)	CK01	8.00	\$ 44,200.00	\$ 77,504.97	\$ 21.25	\$ 37.26
Maintenance Technician II (Class B Contractor License)	CK02	8.00	\$ 46,200.96	\$ 81,013.66	\$ 22.21	\$ 38.95
Grounds Maintenance Lead	CN	8.00	\$ 46,280.00	\$ 81,152.26	\$ 22.25	\$ 39.02
Maintenance Technician III (Class A Contractor License)	CK03	8.00	\$ 47,200.40	\$ 82,766.19	\$ 22.69	\$ 39.79
Trades I - Electrician; HVAC; Plumber (No Certification)	CL01	8.00	\$ 50,000.08	\$ 87,675.44	\$ 24.04	\$ 42.15
Technology Technician	CL	8.00	\$ 51,272.00	\$ 89,905.76	\$ 24.65	\$ 43.22
Transportation Technician	CL	8.00	\$ 51,272.00	\$ 89,905.76	\$ 24.65	\$ 43.22
Trades II - Electrician; HVAC; Plumber (Journeyman License)	CL02	8.00	\$ 52,000.00	\$ 91,182.31	\$ 25.00	\$ 43.84
Vehicle Fleet Technician	CM8	8.00	\$ 52,000.00	\$ 91,182.31	\$ 25.00	\$ 43.84
Virginia Preschool Initiative (VPI) Family Support Specialist	CO	8.00	\$ 52,520.00	\$ 92,094.14	\$ 25.25	\$ 44.28
Trades III - Electrician; HVAC; Plumber (Master License)	CL03	8.00	\$ 53,000.06	\$ 92,935.93	\$ 25.48	\$ 44.68
Project Manager	CP	8.00	\$ 54,184.00	\$ 95,011.97	\$ 26.05	\$ 45.68
Accounts Payable Specialist	CS	8.00	\$ 56,160.00	\$ 98,476.90	\$ 27.00	\$ 47.34
Human Resources Specialist	CS	8.00	\$ 56,160.00	\$ 98,476.90	\$ 27.00	\$ 47.34
Parts and Inventory Specialist	CS	8.00	\$ 56,160.00	\$ 98,476.90	\$ 27.00	\$ 47.34
Payroll and Benefits Specialist	CS	8.00	\$ 56,160.00	\$ 98,476.90	\$ 27.00	\$ 47.34
Purchasing Specialist	CS	8.00	\$ 56,160.00	\$ 98,476.90	\$ 27.00	\$ 47.34
Trades Lead I (No Certification)	CQ01	8.00	\$ 59,000.03	\$ 103,456.91	\$ 28.37	\$ 49.74
Executive Administrative Assistant and Clerk of the Board	CQ	8.00	\$ 59,696.00	\$ 104,677.30	\$ 28.70	\$ 50.33
Trades Lead II (Journeyman or Class C Contractor License)	CQ02	8.00	\$ 61,000.16	\$ 106,964.15	\$ 29.33	\$ 51.43
Custodial Manager	CR	8.00	\$ 61,360.00	\$ 107,595.13	\$ 29.50	\$ 51.73
HVAC Controls and Parts Inventory Manager	CR	8.00	\$ 61,360.00	\$ 107,595.13	\$ 29.50	\$ 51.73
Vehicle Fleet Shop Foreman	CR	8.00	\$ 61,360.00	\$ 107,595.13	\$ 29.50	\$ 51.73
Warehouse Manager	CR	8.00	\$ 61,360.00	\$ 107,595.13	\$ 29.50	\$ 51.73
Trades Lead III (Master or Class B/A Contractor License)	CQ03	8.00	\$ 62,000.02	\$ 108,717.40	\$ 29.81	\$ 52.27
Program Manager - Environmental Health and Safety	CU	8.00	\$ 68,640.00	\$ 120,360.66	\$ 33.00	\$ 57.87

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2027

Classified Non-12-Month Pay Scales

Official Title	Pay Scale	Days per Year	Hours per Day	Annual Rates		Hourly Rates	
				MIN	MAX	MIN	MAX
Administrative Aide	CH57	181	5.75	\$ 17,692.75	\$ 31,024.34	\$ 17.00	\$ 29.81
Administrative Aide	CH59	181	5.90	\$ 18,154.30	\$ 31,833.67	\$ 17.00	\$ 29.81
Administrative Assistant	CH60	210	6.00	\$ 23,310.00	\$ 40,874.23	\$ 18.50	\$ 32.44
Administrative Assistant	CH32	200	8.00	\$ 29,600.00	\$ 51,903.78	\$ 18.50	\$ 32.44
Administrative Assistant	CH33	220	8.00	\$ 32,560.00	\$ 57,094.16	\$ 18.50	\$ 32.44
Bus Aide	CH52	181	5.25	\$ 17,247.04	\$ 30,242.78	\$ 18.15	\$ 31.83
Bus Aide	CI03	181	6.00	\$ 19,710.90	\$ 34,563.18	\$ 18.15	\$ 31.83
Bus Driver	CM52	183	5.25	\$ 24,018.75	\$ 42,117.02	\$ 25.00	\$ 43.84
Bus Driver	CM55	183	5.50	\$ 25,162.50	\$ 44,122.60	\$ 25.00	\$ 43.84
Bus Driver	CM6H	183	6.00	\$ 27,450.00	\$ 48,133.74	\$ 25.00	\$ 43.84
Bus Driver	CM65	183	6.50	\$ 29,737.50	\$ 52,144.89	\$ 25.00	\$ 43.84
Bus Driver	CM62	215	6.25	\$ 33,593.75	\$ 58,906.84	\$ 25.00	\$ 43.84
Bus Driver	CM62	215	6.25	\$ 33,593.75	\$ 58,906.84	\$ 25.00	\$ 43.84
Car/Van Driver	CM01	181	5.25	\$ 18,529.88	\$ 32,492.25	\$ 19.50	\$ 34.19
Jobs for Virginia Graduates (JVG) Specialist	CH26	200	7.50	\$ 28,500.00	\$ 49,974.92	\$ 19.00	\$ 33.32
Lunch/Recess Aide	CH55	181	5.50	\$ 16,923.50	\$ 29,675.46	\$ 17.00	\$ 29.81
<i>Paraprofessional:</i>							
Early Literacy	CH28	183	7.50	\$ 26,077.50	\$ 45,727.05	\$ 19.00	\$ 33.32
In School Suspension (ISS)	CH28	183	7.50	\$ 26,077.50	\$ 45,727.05	\$ 19.00	\$ 33.32
Instructional	CH28	183	7.50	\$ 26,077.50	\$ 45,727.05	\$ 19.00	\$ 33.32
Preschool Initiative	CH28	183	7.50	\$ 26,077.50	\$ 45,727.05	\$ 19.00	\$ 33.32
School Site	CH28	183	7.50	\$ 26,077.50	\$ 45,727.05	\$ 19.00	\$ 33.32
Special Education	CH28	183	7.50	\$ 26,077.50	\$ 45,727.05	\$ 19.00	\$ 33.32
Special Education Preschool	CH28	183	7.50	\$ 26,077.50	\$ 45,727.05	\$ 19.00	\$ 33.32
Virtual Lab	CH28	183	7.50	\$ 26,077.50	\$ 45,727.05	\$ 19.00	\$ 33.32
SPED Registered Behavior Technician (RBT)	CH31	183	7.50	\$ 31,567.50	\$ 55,353.80	\$ 23.00	\$ 40.33
Registrar Aide	CH30	181	7.00	\$ 21,539.00	\$ 37,768.77	\$ 17.00	\$ 29.81
SNP Cafeteria Assistant Manager	CF02	183	5.50	\$ 18,117.00	\$ 31,768.27	\$ 18.00	\$ 31.56
SNP Cafeteria Manager	CJ01	187	8.00	\$ 29,172.00	\$ 51,153.28	\$ 19.50	\$ 34.19
SNP Cafeteria Worker	CE50	183	5.00	\$ 15,555.00	\$ 27,275.79	\$ 17.00	\$ 29.81
SNP Cafeteria Worker	CE55	183	5.50	\$ 17,110.50	\$ 30,003.37	\$ 17.00	\$ 29.81
SNP Cafeteria Worker	CE60	183	6.00	\$ 18,666.00	\$ 32,730.94	\$ 17.00	\$ 29.81
SNP Parent Support Specialist	CJ02	220	8.00	\$ 35,640.00	\$ 62,494.96	\$ 20.25	\$ 35.51
Testing Coordinator Assistant	CH45	200	6.50	\$ 24,050.00	\$ 42,171.82	\$ 18.50	\$ 32.44
Testing Coordinator Assistant	CH33	220	8.00	\$ 32,560.00	\$ 57,094.16	\$ 18.50	\$ 32.44

MONTGOMERY COUNTY PUBLIC SCHOOLS

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Other Classified Hourly Positions

Official Title	Pay Scale	Hourly Rates	
		MIN	MAX
Aide - Before/After School Program	CH20	\$ 17.00	\$ 29.81
Aide - Copy Clerk	CH20	\$ 17.00	\$ 29.81
Aide - Lunch/Recess	CH20	\$ 17.00	\$ 29.81
Aide - Support Staff	CH20	\$ 17.00	\$ 29.81
Bus Driver	CM-H	\$ 25.00	\$ 43.84
Car/Van Driver	CM02	\$ 19.50	\$ 34.19
Custodian	CDHC	\$ 17.00	\$ 29.81
Occupational Therapist Paraprofessional (OCTP)	COCT	\$ 19.00	\$ 33.32
Parent Resource Coordinator	CM	\$ 20.00	\$ 35.07
Special Education Paraprofessional	COCT	\$ 19.00	\$ 33.32
Support Staff - Facilities Department	CF	\$ 18.35	\$ 32.18
Support Staff - School Nutrition Program	CE-H	\$ 17.00	\$ 29.81
Support Staff - Technology Department	CF01	\$ 24.65	\$ 43.22

Professional 12-Month Pay Scales

Official Title	Pay Scale	Annual Rates	
		MIN	MAX
Technology Analyst/Systems Integrator	PK	\$ 64,480.00	\$ 113,066.07
Technology Senior Specialist	PL	\$ 71,968.00	\$ 126,196.32
Lead Nurse	PM	\$ 78,624.00	\$ 137,867.66
Assistant Principal - Elementary School	PN	\$ 81,640.00	\$ 143,156.23
Assistant Principal - Middle School	PO	\$ 86,320.00	\$ 151,362.64
Assistant Principal - High School	PP	\$ 92,560.00	\$ 162,304.52
Administrator	PP	\$ 92,560.00	\$ 162,304.52
Supervisor	PP	\$ 92,560.00	\$ 162,304.52
Principal - Elementary (Student Enrollment < 500, Including Pre-K)	PP	\$ 92,560.00	\$ 162,304.52
Principal - Alternative Program	PQ	\$ 96,200.00	\$ 168,687.28
Principal - Elementary School (Student Enrollment > 500, Including Pre-K)	PQ	\$ 96,200.00	\$ 168,687.28
Principal - Middle School (Student Enrollment < 500)	PQ	\$ 96,200.00	\$ 168,687.28
Principal - Middle School (Student Enrollment > 500)	PR	\$ 100,672.00	\$ 176,528.96
Principal - High School (Student Enrollment < 1,000)	PS	\$ 109,512.00	\$ 192,029.95
Principal - High School (Student Enrollment > 1,000)	PT	\$ 119,600.00	\$ 209,719.32
Assistant Director	PT	\$ 119,600.00	\$ 209,719.32
Director	PU	\$ 124,800.00	\$ 218,837.56
Assistant Superintendent	PV	\$ 135,200.00	\$ 237,074.02

For professional 12-month pay scales, an additional supplement may be added to the base salary of the position for full-time employees who obtain an eligible professional certification or doctorate related to their field of work, based on the following rates:

Professional Certification 3.5%*

Doctorate 4.5%**

*Professional certification is defined as a specialized, formal credential directly related to the employee's field of work that is not a minimum requirement for the position or reflected in the pay scale. To qualify for the supplement, the certification must meet **all** of the following standards:

- The credential must award a title acronym (i.e., post-nominal letters) upon passing a formal, proctored examination administered by an independent or industry-recognized certifying body.
- The credential must require mandatory, ongoing continuing education or professional development credits to maintain active status.
- Vendor product badges, certificates of attendance, or software proficiencies of completion that are awarded solely for attending a training course, **do not** qualify for the supplement.
- Proof of active certification must be submitted to Human Resources for verification by **May 1 of each year**.

**To qualify for the doctorate supplement, the degree must be related to the employee's field of work and not a minimum requirement for the position or reflected in the pay scale. Upon graduation, an official transcript verifying degree conferral must be submitted to Human Resources for evaluation.

Only one professional certification or degree per employee may be recognized for this incentive.

MONTGOMERY COUNTY PUBLIC SCHOOLS

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Professional Non-12-Month Pay Scales

Official Title	Pay Scale	Days per Year	Hours per Day	Annual Rates	
				MIN	MAX
Speech Language Pathologist Assistant (SLPA)	PG75	200	7.50	\$ 42,750.00	\$ 74,962.38
Occupational Therapist Assistant	PG75	200	7.50	\$ 42,750.00	\$ 74,962.38
Physical Therapist Assistant	PG75	200	7.50	\$ 42,750.00	\$ 74,962.38
School Nurse - Licensed Practical Nurse (LPN)	PI75	200	7.50	\$ 51,285.00	\$ 89,928.56
School Nurse - Registered Nurse (RN)	PJ75	200	7.50	\$ 54,345.00	\$ 95,294.29
Board Certified Behavior Analyst (BCBA)	PO75	200	7.50	\$ 60,375.00	\$ 105,867.93
Occupational Therapist	PM75	200	7.50	\$ 62,250.00	\$ 109,155.75
Physical Therapist	PM75	200	7.50	\$ 62,250.00	\$ 109,155.75
Psychologist	PK75	200	7.50	\$ 65,025.00	\$ 114,021.73
Speech Language Pathologist (SLP)	PK75	200	7.50	\$ 65,025.00	\$ 114,021.73
Section 504 Coordinator	PM11	220	8.00	\$ 66,528.00	\$ 116,657.25

Overtime and Compensable Hours

Overtime Policy

In accordance with the Fair Labor Standards Act (FLSA), employees classified as **non-exempt** are eligible for overtime compensation under the following guidelines:

- Employees will receive one and one-half times (1.5x) their regular rate of pay only for hours **physically worked** in excess of forty (40) during a standard workweek. **This rate applies to weekends, holidays, and inclement weather events.**
- Only time spent performing job duties counts toward the forty-hour threshold for the 1.5x rate. Paid holidays, snow days, and any leave of absence (paid or unpaid) are **not** considered hours physically worked, unless the employee is required to report for work.
- If an employee's combined total of work and leave exceeds 40 hours in a single week, any hours over 40 that are attributable to leave or holiday time where the employee did not report for work will be paid at the **regular rate of pay**, rather than the overtime rate.

Compensatory (Comp) Time Election

With prior supervisor approval, employees may elect to receive compensatory time in lieu of overtime pay.

- Comp time is earned at a rate of one and one-half (1.5) hours for every hour physically worked in excess of forty (40) hours per workweek.
- The maximum accrual limit for comp time is twenty **(20) hours**. Any hours earned beyond this limit will be paid out at the **regular rate of pay**.
- Comp time must be used within the same fiscal year it was earned. No balances may be carried over to the following fiscal year.
- Any remaining compensatory balance will be paid out at the **regular rate of pay** on **June 30** of each year, or upon separation of employment.

On-Call Compensation

On-call compensation follows the same overtime and compensatory guidelines and limits. In addition, on-call employees receive a base payment for being available during the week.

- Employees may receive eight **(8) hours** of compensatory time or pay at their **regular hourly rate** for being on-call during the week. This time is **not** considered time physically worked when factoring overtime in excess of forty (40) hours in the workweek.
- Once an employee's regular 40-hour workweek has been reached, all time actually spent responding to after-hours service calls will be compensated at one and one-half times (1.5x) the regular rate of pay or earned as comp time at 1.5x the number of hours, *if elected*. **Response time will be rounded up to the nearest 15-minute increment.**

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Overtime Exempt Status by Position

Official Title	Exempt Status	FLSA Classification
Accounts Payable Specialist	Non-exempt	
Administrative Aide	Non-exempt	
Administrative Assistant	Non-exempt	
Administrative Assistant to the Director	Non-exempt	
Administrator of Assessment and Data Analysis	Exempt	Administrative
Administrator of Career and Technical Education (CTE)	Exempt	Administrative
Administrator of Communication, Public Relations, and Marketing	Exempt	Administrative
Administrator of English Language Arts (ELA) and Reading	Exempt	Administrative
Administrator of Equity Compliance	Exempt	Administrative
Administrator of Federal Programs, ESL, and Preschool	Exempt	Administrative
Administrator of Fine Arts, HPE, and Athletics	Exempt	Administrative
Administrator of Gifted Program	Exempt	Administrative
Administrator of Mathematics	Exempt	Administrative
Administrator of Science, STEM, and Library Media	Exempt	Administrative
Administrator of Social Studies and World Languages	Exempt	Administrative
Adult Education Teacher	Exempt	Learned Professional
Assistant Director of Finance	Exempt	Administrative
Assistant Director of Human Resources	Exempt	Administrative
Assistant Principal Elementary	Exempt	Administrative
Assistant Principal Secondary	Exempt	Administrative
Assistant Superintendent	Exempt	Executive
Athletic Director	Exempt	Administrative
Athletic Trainer	Exempt	Learned Professional
Before and After School Program Aide	Non-exempt	
Before and After School Program Coordinator	Non-exempt	
Bilingual Liaison/Family Engagement Coordinator	Non-exempt	
Board Certified Behavior Analyst (BCBA)	Exempt	Learned Professional
Bus Aide	Non-exempt	
Bus Driver	Non-exempt	
Cafeteria Assistant Manager	Non-exempt	
Cafeteria Manager	Non-exempt	
Cafeteria Worker	Non-exempt	
Copy Aide	Non-exempt	
Custodial Equipment Repair Technician	Non-exempt	
Custodial Manager	Non-exempt	
Custodian	Non-exempt	
Custodian Head Strand	Non-exempt	
Custodian Senior	Non-exempt	

MONTGOMERY COUNTY PUBLIC SCHOOLS

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Overtime Exempt Status by Position (continued)

Official Title	Exempt Status	FLSA Classification
Detention Home Teacher	Exempt	Learned Professional
Director of Elementary Education	Exempt	Executive
Director of Equity and Diversity	Exempt	Executive
Director of Facilities	Exempt	Executive
Director of Finance	Exempt	Executive
Director of Human Resources	Exempt	Executive
Director of Organizational Compliance and Policy Review	Exempt	Executive
Director of Secondary Education	Exempt	Executive
Director of Special Education	Exempt	Executive
Director of Strategic Innovation and Grants	Exempt	Executive
Director of Student Services and Safety	Exempt	Executive
Director of Technology	Exempt	Executive
Director of Transportation	Exempt	Executive
Electrician	Non-exempt	
Electrician Lead	Non-exempt	
Elementary Art Teacher	Exempt	Learned Professional
Elementary Classroom Teacher	Exempt	Learned Professional
Elementary Music Teacher	Exempt	Learned Professional
Elementary Health and Physical Education (HPE) Teacher	Exempt	Learned Professional
Elementary STEM Teacher	Exempt	Learned Professional
Emergency Medical Technician (EMT) Teacher	Exempt	Learned Professional
English as a Second Language (ESL) Teacher	Exempt	Learned Professional
Environmental Health and Safety Manager	Exempt	Administrative
Executive Administrative Assistant/Clerk of the Board	Non-exempt	
Gifted Specialist	Exempt	Learned Professional
Grounds Maintenance Lead	Non-exempt	
Grounds Maintenance Worker	Non-exempt	
Hearing Impairment Teacher	Exempt	Learned Professional
Human Resources Specialist	Non-exempt	
HVAC Boiler Mechanic	Non-exempt	
HVAC Controls and Parts Inventory Manager	Non-exempt	
HVAC Lead	Non-exempt	
HVAC Technician	Non-exempt	
Instructional Coach	Exempt	Learned Professional
Instructional Technology Resource Teacher (ITRT)	Exempt	Learned Professional
ITRT Lead	Exempt	Learned Professional
IT/Data Analysis Resource Teacher (IT/DART)	Exempt	Learned Professional
Interpreter	Exempt	Learned Professional

MONTGOMERY COUNTY PUBLIC SCHOOLS

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Overtime Exempt Status by Position (continued)

Official Title	Exempt Status	FLSA Classification
Jobs for Virginia Graduates (JVG) Specialist	Non-exempt	
Library Media Specialist	Exempt	Learned Professional
Lunch/Recess Aide	Non-exempt	
Maintenance and Infrastructure Lead	Non-exempt	
Maintenance Technician	Non-exempt	
Mckinney-Vento Liaison	Exempt	Learned Professional
Licensed Practical Nurse (LPN)	Non-exempt	
Registered Nurse (RN)	Non-exempt	
Nurse Lead	Exempt	Learned Professional
Occupational Therapist	Exempt	Learned Professional
Certified Occupational Therapy Assistant (COTA)	Non-exempt	
Occupational Therapy Paraprofessional (OCTP)	Non-exempt	
Painter	Non-exempt	
Paraprofessional	Non-exempt	
Parent Resource Coordinator	Non-exempt	
Parts and Inventory Specialist	Non-exempt	
Payroll and Benefits Specialist	Non-exempt	
Physical Therapist	Exempt	Learned Professional
Plumber	Non-exempt	
Preschool Teacher	Exempt	Learned Professional
Principal Detention Home	Exempt	Administrative
Principal Elementary	Exempt	Administrative
Principal Secondary	Exempt	Administrative
Project Manager	Exempt	Administrative
Purchasing Specialist	Non-exempt	
Reading Specialist	Exempt	Learned Professional
Reading Teacher	Exempt	Learned Professional
Registrar Aide	Non-exempt	
School Counselor	Exempt	Learned Professional
School Nutrition Program (SNP) Administrative Assistant	Non-exempt	
School Nutrition Program (SNP) Parent Support Specialist	Non-exempt	
School Psychologist	Exempt	Learned Professional
School Social Worker	Exempt	Learned Professional
Specially Designed Instruction (SDI) Coach	Exempt	Learned Professional
Secondary Career and Technical Education (CTE) Teacher	Exempt	Learned Professional
Secondary Classroom Teacher	Exempt	Learned Professional
Secondary Fine Arts Teacher	Exempt	Learned Professional
Secondary Health and Physical Education (HPE) Teacher	Exempt	Learned Professional

MONTGOMERY COUNTY PUBLIC SCHOOLS

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Overtime Exempt Status by Position (continued)

Official Title	Exempt Status	FLSA Classification
Section 504 Coordinator	Exempt	Administrative
Speech Language Pathologist (SLP)	Exempt	Learned Professional
Speech Language Pathologist Assistant (SLPA)	Non-exempt	
Special Education Teacher	Exempt	Learned Professional
Superintendent	Exempt	Executive
Supervisor of Counseling and Section 504	Exempt	Administrative
Supervisor of Facilities	Exempt	Administrative
Supervisor of Payroll and Benefits	Exempt	Administrative
Supervisor of Personnel	Exempt	Administrative
Supervisor of Purchasing	Exempt	Administrative
Supervisor of School Nutrition Program	Exempt	Administrative
Supervisor of Special Education	Exempt	Administrative
Supervisor of Student Support and Schools	Exempt	Administrative
Supervisor of Technology	Exempt	Administrative
Supervisor of Transportation	Exempt	Administrative
Technology Cybersecurity Analyst	Non-exempt	
Technology Network Support Analyst	Non-exempt	
Technology Systems Analyst	Non-exempt	
Technology Systems Integrator	Non-exempt	
Technology Senior Specialist	Non-exempt	
Technology Technician	Non-exempt	
Testing Coordinator Assistant	Non-exempt	
Tiered Intervention Specialist	Exempt	Learned Professional
Transportation Technician	Non-exempt	
Van Driver	Non-exempt	
Vehicle Fleet Shop Foreman	Non-exempt	
Vehicle Fleet Technician	Non-exempt	
Vision Impairment Teacher	Exempt	Learned Professional
Virginia Preschool Initiative (VPI) Family Support Specialist	Non-exempt	
Warehouse Manager	Non-exempt	
Warehouse Worker	Non-exempt	
World Language Teacher	Exempt	Learned Professional

Academic and Non-Instructional Additional Compensation

Montgomery County Public Schools provides additional compensation for eligible employees who perform extra duties, specialized assignments, or approved activities beyond their regular position responsibilities. Additional compensation is available only for approved duties performed outside or beyond regular position responsibilities and is subject to budget availability, supervisor approval, and payroll documentation.

Secondary Lead Teacher and Department Head (Up to \$1,600 per year)

Tier	Supplement	Department Size	Position Structure
Tier 1	\$800	1–4 teachers	1 Department Instructional Lead
Tier 2	Up to \$1,200	5–9 teachers	Up to 2 Instructional Department Leads (\$600 per lead)
Tier 3	Up to \$1,600	10+ teachers	Up to 2 Instructional Department Leads (\$800 per lead)

Other Assignments, Licensure/Certification

Assignment, License/Certification	Compensation Structure
Additional Teaching Assignments	Percent of salary paid semi-monthly
ITRT Before and After School Technology Support	Percent of salary paid semi-monthly
Virtual Block Dual Enrollment	Percent of salary paid semi-monthly
Lead – STEM, ESL, World Language, Library, Health and Physical Education, and Speech Therapy	\$1,500 - \$3,000 per year
Lead Equity	\$1,000 per year
Lead Special Education	\$2,000 per year
Robotics Coach	Percent of salary paid semi-monthly
Assistant Robotics Coach	\$1,500 per year
WBL Coordinator	\$2,000 per year plus \$500 for each additional 20 students, not to exceed \$7,500
Class A CDL License	\$750 per year
Forklift Certification	\$1,800 per year
Motor Vehicle Inspection License	\$750 per year

MONTGOMERY COUNTY PUBLIC SCHOOLS

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Athletic, Competitive Team, and Activity Sponsor Supplemental Pay Scale

Years of Experience	Extra Curricular Scale	2.00%	2.50%	3.00%	3.50%	4.00%	5.00%	6.00%	8.00%	12.00%
0	\$46,725.00	\$ 934.50	\$1,168.13	\$1,401.75	\$1,635.38	\$1,869.00	\$2,336.25	\$2,803.50	\$3,738.00	\$5,607.00
1	\$46,725.00	\$ 934.50	\$1,168.13	\$1,401.75	\$1,635.38	\$1,869.00	\$2,336.25	\$2,803.50	\$3,738.00	\$5,607.00
2	\$46,725.00	\$ 934.50	\$1,168.13	\$1,401.75	\$1,635.38	\$1,869.00	\$2,336.25	\$2,803.50	\$3,738.00	\$5,607.00
3	\$46,725.00	\$ 934.50	\$1,168.13	\$1,401.75	\$1,635.38	\$1,869.00	\$2,336.25	\$2,803.50	\$3,738.00	\$5,607.00
4	\$46,753.98	\$ 935.08	\$1,168.85	\$1,402.62	\$1,636.39	\$1,870.16	\$2,337.70	\$2,805.24	\$3,740.32	\$5,610.48
5	\$47,100.65	\$ 942.01	\$1,177.52	\$1,413.02	\$1,648.52	\$1,884.03	\$2,355.03	\$2,826.04	\$3,768.05	\$5,652.08
6	\$47,450.01	\$ 949.00	\$1,186.25	\$1,423.50	\$1,660.75	\$1,898.00	\$2,372.50	\$2,847.00	\$3,796.00	\$5,694.00
7	\$47,802.10	\$ 956.04	\$1,195.05	\$1,434.06	\$1,673.07	\$1,912.08	\$2,390.11	\$2,868.13	\$3,824.17	\$5,736.25
8	\$48,156.94	\$ 963.14	\$1,203.92	\$1,444.71	\$1,685.49	\$1,926.28	\$2,407.85	\$2,889.42	\$3,852.56	\$5,778.83
9	\$48,519.14	\$ 970.38	\$1,212.98	\$1,455.57	\$1,698.17	\$1,940.77	\$2,425.96	\$2,911.15	\$3,881.53	\$5,822.30
10	\$48,674.19	\$ 973.48	\$1,216.85	\$1,460.23	\$1,703.60	\$1,946.97	\$2,433.71	\$2,920.45	\$3,893.94	\$5,840.90
11	\$49,042.12	\$ 980.84	\$1,226.05	\$1,471.26	\$1,716.47	\$1,961.68	\$2,452.11	\$2,942.53	\$3,923.37	\$5,885.05
12	\$49,412.96	\$ 988.26	\$1,235.32	\$1,482.39	\$1,729.45	\$1,976.52	\$2,470.65	\$2,964.78	\$3,953.04	\$5,929.56
13	\$49,815.23	\$ 996.30	\$1,245.38	\$1,494.46	\$1,743.53	\$1,992.61	\$2,490.76	\$2,988.91	\$3,985.22	\$5,977.83
14	\$50,194.48	\$1,003.89	\$1,254.86	\$1,505.83	\$1,756.81	\$2,007.78	\$2,509.72	\$3,011.67	\$4,015.56	\$6,023.34
15	\$50,848.08	\$1,016.96	\$1,271.20	\$1,525.44	\$1,779.68	\$2,033.92	\$2,542.40	\$3,050.88	\$4,067.85	\$6,101.77
16	\$51,564.92	\$1,031.30	\$1,289.12	\$1,546.95	\$1,804.77	\$2,062.60	\$2,578.25	\$3,093.90	\$4,125.19	\$6,187.79
17	\$52,289.31	\$1,045.79	\$1,307.23	\$1,568.68	\$1,830.13	\$2,091.57	\$2,614.47	\$3,137.36	\$4,183.14	\$6,274.72
18	\$53,027.69	\$1,060.55	\$1,325.69	\$1,590.83	\$1,855.97	\$2,121.11	\$2,651.38	\$3,181.66	\$4,242.22	\$6,363.32
19	\$53,776.83	\$1,075.54	\$1,344.42	\$1,613.30	\$1,882.19	\$2,151.07	\$2,688.84	\$3,226.61	\$4,302.15	\$6,453.22
20	\$54,548.15	\$1,090.96	\$1,363.70	\$1,636.44	\$1,909.19	\$2,181.93	\$2,727.41	\$3,272.89	\$4,363.85	\$6,545.78
21	\$55,235.57	\$1,104.71	\$1,380.89	\$1,657.07	\$1,933.24	\$2,209.42	\$2,761.78	\$3,314.13	\$4,418.85	\$6,628.27
22	\$56,017.00	\$1,120.34	\$1,400.43	\$1,680.51	\$1,960.60	\$2,240.68	\$2,800.85	\$3,361.02	\$4,481.36	\$6,722.04
23	\$56,945.19	\$1,138.90	\$1,423.63	\$1,708.36	\$1,993.08	\$2,277.81	\$2,847.26	\$3,416.71	\$4,555.62	\$6,833.42
24	\$57,889.16	\$1,157.78	\$1,447.23	\$1,736.67	\$2,026.12	\$2,315.57	\$2,894.46	\$3,473.35	\$4,631.13	\$6,946.70
25	\$58,849.16	\$1,176.98	\$1,471.23	\$1,765.47	\$2,059.72	\$2,353.97	\$2,942.46	\$3,530.95	\$4,707.93	\$7,061.90
26	\$59,825.50	\$1,196.51	\$1,495.64	\$1,794.77	\$2,093.89	\$2,393.02	\$2,991.28	\$3,589.53	\$4,786.04	\$7,179.06
27	\$60,818.45	\$1,216.37	\$1,520.46	\$1,824.55	\$2,128.65	\$2,432.74	\$3,040.92	\$3,649.11	\$4,865.48	\$7,298.21
28	\$61,802.01	\$1,236.04	\$1,545.05	\$1,854.06	\$2,163.07	\$2,472.08	\$3,090.10	\$3,708.12	\$4,944.16	\$7,416.24
29	\$62,645.24	\$1,252.90	\$1,566.13	\$1,879.36	\$2,192.58	\$2,505.81	\$3,132.26	\$3,758.71	\$5,011.62	\$7,517.43
30	\$63,689.69	\$1,273.79	\$1,592.24	\$1,910.69	\$2,229.14	\$2,547.59	\$3,184.48	\$3,821.38	\$5,095.18	\$7,642.76
31	\$64,883.14	\$1,297.66	\$1,622.08	\$1,946.49	\$2,270.91	\$2,595.33	\$3,244.16	\$3,892.99	\$5,190.65	\$7,785.98
32	\$65,963.39	\$1,319.27	\$1,649.08	\$1,978.90	\$2,308.72	\$2,638.54	\$3,298.17	\$3,957.80	\$5,277.07	\$7,915.61
33+	\$67,902.01	\$1,358.04	\$1,697.55	\$2,037.06	\$2,376.57	\$2,716.08	\$3,395.10	\$4,074.12	\$5,432.16	\$8,148.24

MONTGOMERY COUNTY PUBLIC SCHOOLS

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High School Athletic and Competitive Team Supplements

Sport or Competitive Team	Percentage of Extra Curricular Scale
Baseball - Assistant JV	4.0%
Baseball - Assistant Varsity	5.0%
Baseball - Head JV	5.0%
Baseball - Head Varsity	8.0%
Basketball - Assistant Varsity Boys	5.0%
Basketball - Assistant Varsity Girls	5.0%
Basketball - Head JV Boys	5.0%
Basketball - Head JV Girls	5.0%
Basketball - Head Varsity Boys	8.0%
Basketball - Head Varsity Girls	8.0%
Cheerleading - Head Competition HS	6.0%
Cheerleading - Head JV (Fall)	4.0%
Cheerleading - Head JV (Winter)	4.0%
Cheerleading - Head Varsity (Fall)	6.0%
Cheerleading - Head Varsity (Winter)	6.0%
Corps of Cadets - Drill Team	8.0%
Corps of Cadets - Raider Team	6.0%
Corps of Cadets - Rifle Marksmanship	6.0%
Cross-Country - Head Boys ***	6.0%
Cross-Country - Head Girls ***	6.0%
Football - Assistant JV	5.0%
Football - Assistant Varsity	8.0%
Football - Head JV	8.0%
Football - Head Varsity	12.0%
Golf *	6.0%
Lacrosse - Assistant Varsity Boys	4.0%
Lacrosse - Assistant Varsity Girls	4.0%
Lacrosse - Head JV Boys	4.0%
Lacrosse - Head JV Girls	4.0%
Lacrosse - Head Varsity Boys	6.0%
Lacrosse - Head Varsity Girls	6.0%
Soccer - Assistant Varsity Boys	4.0%
Soccer - Assistant Varsity Girls	4.0%
Soccer - Head JV Boys	4.0%
Soccer - Head JV Girls	4.0%
Soccer - Head Varsity Boys	6.0%

Sport or Competitive Team	Percentage of Extra Curricular Scale
Soccer - Head Varsity Girls	6.0%
Softball - Assistant JV	4.0%
Softball - Assistant Varsity	5.0%
Softball - Head JV	5.0%
Softball - Head Varsity	8.0%
Strength / Weightroom (4 Seasons)	4.0%
Swimming - Head Dive ***	6.0%
Swimming - Head Swim ***	6.0%
Tennis - Head Varsity Boys	5.0%
Tennis - Head Varsity Girls	5.0%
Track Indoor - Head Boys ***	6.0%
Track Indoor - Head Girls ***	6.0%
Track Outdoor - Assistant Boys ***	4.0%
Track Outdoor - Assistant Girls ***	4.0%
Track Outdoor - Head Boys	6.0%
Track Outdoor - Head Girls	6.0%
Volleyball - Assistant Varsity	4.0%
Volleyball - Head JV	4.0%
Volleyball - Head Varsity	6.0%
Wrestling - Head JV ***	4.0%
Wrestling - Head Varsity ***	6.0%
Band Director, HS	8.0%
Choral Director, HS	6.0%
Debate Director, HS	5.0%
Drama Director, HS	5.0%
Forensics Director, HS	5.0%
MACC Coach - All-Around	5.0%
MACC Coach - English	5.0%
MACC Coach - Head	5.0%
MACC Coach - Math	5.0%
MACC Coach - Science	5.0%
MACC Coach - Social Studies	5.0%
Marching Band Assistants, HS ***	4.0%
Marching Band Color Guard, HS ***	4.0%
Marching Band Percussion, HS ***	4.0%
Scholastic Bowl / ACE Competition Coach	5.0%

*** Division will pay for an assistant coach for programs with 50–100 students. If there are more than 100 students, a second assistant coach will be provided.

Schools may choose to add other assistant coaches and other positions at their own expense (Must pay according to the appropriate division pay scale).

Supplements may NOT be split or reassigned to pay for other coaching positions.

Middle School Athletic and Competitive Team Supplements

Sport or Competitive Team	Percentage of Extra Curricular Scale
Activities Director	12.0%
Baseball, MS Head	4.0%
Basketball, MS Head Boys	4.0%
Basketball, MS Head Girls	4.0%
Cheerleading, MS Head (Fall)	4.0%
Cheerleading, MS Head (Winter)	4.0%
Cross Country, MS Assistant ***	3.0%
Cross Country, MS Head	4.0%
Football, MS Assistant	3.0%
Football, MS Head	5.0%
Golf, MS Head	4.0%
Outdoor Track, MS Assistant ***	3.0%
Outdoor Track, MS Head Boys	4.0%
Outdoor Track, MS Head Girls	4.0%
Soccer, MS Head Boys	4.0%
Soccer, MS Head Girls	4.0%
Softball, MS Head	4.0%
Swimming, MS Head Boys & Girls	4.0%
Volleyball, MS Head	4.0%
Wrestling, MS Head	4.0%

*** Division will pay for an assistant coach for programs with 50–100 students. If there are more than 100 students, a second assistant coach will be provided.

Schools may choose to add other assistant coaches and other positions at their own expense (Must pay according to the appropriate division pay scale).

Supplements may NOT be split or reassigned to pay for other coaching positions.

High School Activity Sponsor Supplements

Activity	Percentage of Extra Curricular Scale
Junior Class Sponsor	4.0%
Magazine Sponsor	3.0%
Senior Class Sponsor	4.0%
Student Government Sponsor	4.0%
Yearbook Sponsor	6.0%

Middle School Activity Sponsor Supplements

Activity	Percentage of Extra Curricular Scale
Band Director	4.0%
Choral Director	4.0%
Drama Director	4.0%
Intramural Sponsor	2.0%
Yearbook Sponsor	4.0%

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2027

Other Pay Rates

Recognition Awards:

Division Teacher of the Year	\$100 one-time payment
Regional Teacher of the Year	\$250 one-time payment
State Teacher of the Year	\$500 one-time payment
Support Staff Employee of the Year	\$100 one-time payment

	Hourly Rate	Daily Rate
ISAEP Program:		
Teacher/School Counselor	\$36.20	
Paraprofessional	\$19.00	
Program Coordinator - Before/After School	\$31.50	
Homebound Instruction Teacher (includes travel)	\$40.00	
SOL Remediation - Certified Teacher	\$29.00	
SOL Remediation Tutors - Non-Licensed	\$17.00 – 28.50	
Staff Development/In-Service (prior approval required)		
Attendee		\$125.00
Presenter		\$250.00
Teachers filling in during planning periods		
Recess Aide	\$17.00	
Paraprofessional	\$19.00	
Teacher	\$22.00	

	Hourly Rate	Daily Rate
Substitutes:		
Administrator		\$230.00
Bookkeeper (8hrs/day)		\$150.00
Bus Driver	\$25.00-43.84	
Paraprofessional	\$19.33	
Teacher/Paraprofessional w/o Degree (7.5hrs/day)		\$145.00
Teacher/Paraprofessional w/ Degree (7.5hrs/day)		\$155.00
Teacher/Paraprofessional (long-term) (7.5hrs/day)		\$185.00
Teacher/Paraprofessional (designated) (7.5hrs/day)		\$185.00

All other substitutes not listed will be paid at the minimum rate of the appropriate classified or professional pay scale.

Substitute Incentive Program

Substitute Teacher Service Incentive Pilot

To improve substitute fill rates to increase substitute retention throughout the school year, and recognize consistent service, MCPS proposes a targeted substitute incentive pilot. This program provides milestone-based bonuses for substitute teachers who complete established service thresholds during the school year.

Incentive Schedule

Service Milestone	Incentive Payment	Eligibility
50 completed days	\$100	Completed daily substitute assignments only
75 completed days	\$200	Completed daily substitute assignments only
100 completed days	\$300	Completed daily substitute assignments only
125 completed days	\$400	Completed daily substitute assignments only
Maximum Annual Incentive	\$1,000	Cumulative annual total

Pay Plan Note:

This pilot incentive program establishes an annual cumulative bonus structure for eligible substitute teachers. Incentive payments will be issued at the conclusion of the fiscal year. To qualify for payment, substitutes must remain active and in good standing with the school division through the final day of **June 30**. Completed daily substitute assignments count toward service milestones, with half-day assignments counting as one half-day toward the total.

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2027

Summer Academy Pay Rates

Position	Hourly Rate
Certified Teacher	\$40.00
Paraprofessional	\$30.00
Program Coordinator - Before and After School Program	\$31.50
Administrative Assistant	\$18.50 – 32.44
School Nurse - Licensed Practical Nurse (LPN)	\$40.00
School Nurse - Registered Nurse (RN)	\$40.00
School Nutrition Cafeteria Manager	\$19.50 – 34.19
School Nutrition Cafeteria Worker	\$17.00 – 29.81
School Bus Driver	\$25.00 – 43.84

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	PK75	10M PSYCH-SLP	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	43.3500	325.1250	2,709.38	65,025.00
001	0.0000	43.3500	325.1250	2,709.38	65,025.00
002	0.0000	44.6505	334.8788	2,790.66	66,975.75
003	0.0000	45.9900	344.9251	2,874.38	68,985.02
004	0.0000	47.3697	355.2729	2,960.61	71,054.57
005	0.0000	48.7908	365.9311	3,049.43	73,186.21
006	0.0000	50.2545	376.9090	3,140.91	75,381.80
007	0.0000	51.7622	388.2163	3,235.14	77,643.25
008	0.0000	53.3150	399.8628	3,332.19	79,972.55
009	0.0000	54.9145	411.8586	3,432.16	82,371.72
010	0.0000	56.5619	424.2144	3,535.12	84,842.88
011	0.0000	58.2588	436.9408	3,641.17	87,388.16
012	0.0000	60.0065	450.0491	3,750.41	90,009.81
013	0.0000	61.8067	463.5505	3,862.92	92,710.10
014	0.0000	63.6609	477.4570	3,978.81	95,491.40
015	0.0000	65.5708	491.7808	4,098.17	98,356.15
016	0.0000	67.5379	506.5342	4,221.12	101,306.83
017	0.0000	69.5640	521.7302	4,347.75	104,346.04
018	0.0000	71.6509	537.3821	4,478.18	107,476.42
019	0.0000	73.8005	553.5036	4,612.53	110,700.71
020	0.0000	76.0145	570.1087	4,750.91	114,021.73

07/01/2026	SCRT CERTIFIED	PM	12M CORD-LD NRS	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	37.8000	302.4000	3,276.00	78,624.00
001	0.0000	37.8000	302.4000	3,276.00	78,624.00
002	0.0000	38.9340	311.4720	3,374.28	80,982.72
003	0.0000	40.1020	320.8162	3,475.51	83,412.20
004	0.0000	41.3051	330.4407	3,579.77	85,914.57
005	0.0000	42.5442	340.3538	3,687.17	88,492.00
006	0.0000	43.8206	350.5645	3,797.78	91,146.76
007	0.0000	45.1352	361.0814	3,911.72	93,881.17
008	0.0000	46.4892	371.9138	4,029.07	96,697.60
009	0.0000	47.8839	383.0713	4,149.94	99,598.53
010	0.0000	49.3204	394.5634	4,274.44	102,586.49
011	0.0000	50.8000	406.4003	4,402.67	105,664.08
012	0.0000	52.3240	418.5923	4,534.75	108,834.00
013	0.0000	53.8938	431.1501	4,670.79	112,099.02
014	0.0000	55.5106	444.0846	4,810.92	115,461.99
015	0.0000	57.1759	457.4071	4,955.24	118,925.85
016	0.0000	58.8912	471.1293	5,103.90	122,493.63
017	0.0000	60.6579	485.2632	5,257.02	126,168.44
018	0.0000	62.4776	499.8211	5,414.73	129,953.49
019	0.0000	64.3520	514.8158	5,577.17	133,852.10
020	0.0000	66.2825	530.2602	5,744.49	137,867.66

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	PM11	11M COORD 8H	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	1760.00	220.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	37.8000	302.4000	2,772.00	66,528.00
001	0.0000	37.8000	302.4000	2,772.00	66,528.00
002	0.0000	38.9340	311.4720	2,855.16	68,523.84
003	0.0000	40.1020	320.8162	2,940.82	70,579.56
004	0.0000	41.3051	330.4406	3,029.04	72,696.94
005	0.0000	42.5442	340.3539	3,119.91	74,877.85
006	0.0000	43.8206	350.5645	3,213.51	77,124.19
007	0.0000	45.1352	361.0814	3,309.91	79,437.91
008	0.0000	46.4892	371.9139	3,409.21	81,821.05
009	0.0000	47.8839	383.0713	3,511.49	84,275.68
010	0.0000	49.3204	394.5634	3,616.83	86,803.95
011	0.0000	50.8000	406.4003	3,725.34	89,408.07
012	0.0000	52.3240	418.5923	3,837.10	92,090.31
013	0.0000	53.8938	431.1501	3,952.21	94,853.02
014	0.0000	55.5106	444.0846	4,070.78	97,698.61
015	0.0000	57.1759	457.4071	4,192.90	100,629.57
016	0.0000	58.8912	471.1294	4,318.69	103,648.46
017	0.0000	60.6579	485.2632	4,448.25	106,757.91
018	0.0000	62.4776	499.8211	4,581.69	109,960.65
019	0.0000	64.3520	514.8158	4,719.14	113,259.47
020	0.0000	66.2825	530.2602	4,860.72	116,657.25

07/01/2026	SCRT CERTIFIED	PM75	10M OCC-PHYS TH	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	41.5000	311.2500	2,593.75	62,250.00
001	0.0000	41.5000	311.2500	2,593.75	62,250.00
002	0.0000	42.7450	320.5875	2,671.56	64,117.50
003	0.0000	44.0274	330.2052	2,751.71	66,041.03
004	0.0000	45.3482	340.1113	2,834.26	68,022.26
005	0.0000	46.7086	350.3146	2,919.29	70,062.92
006	0.0000	48.1099	360.8241	3,006.87	72,164.81
007	0.0000	49.5532	371.6488	3,097.07	74,329.76
008	0.0000	51.0398	382.7983	3,189.99	76,559.65
009	0.0000	52.5710	394.2822	3,285.69	78,856.44
010	0.0000	54.1481	406.1107	3,384.26	81,222.13
011	0.0000	55.7725	418.2940	3,485.78	83,658.79
012	0.0000	57.4457	430.8428	3,590.36	86,168.56
013	0.0000	59.1691	443.7681	3,698.07	88,753.62
014	0.0000	60.9441	457.0811	3,809.01	91,416.22
015	0.0000	62.7725	470.7936	3,923.28	94,158.71
016	0.0000	64.6557	484.9174	4,040.98	96,983.47
017	0.0000	66.5953	499.4649	4,162.21	99,892.98
018	0.0000	68.5932	514.4489	4,287.07	102,889.77
019	0.0000	70.6510	529.8823	4,415.69	105,976.46
020	0.0000	72.7705	545.7788	4,548.16	109,155.75

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	PN	12M AP ELEM	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	39.2500	314.0000	3,401.67	81,640.00
001	0.0000	39.2500	314.0000	3,401.67	81,640.00
002	0.0000	40.4275	323.4200	3,503.72	84,089.20
003	0.0000	41.6403	333.1226	3,608.83	86,611.88
004	0.0000	42.8895	343.1163	3,717.09	89,210.23
005	0.0000	44.1762	353.4098	3,828.61	91,886.54
006	0.0000	45.5015	364.0121	3,943.46	94,643.14
007	0.0000	46.8666	374.9324	4,061.77	97,482.43
008	0.0000	48.2726	386.1804	4,183.62	100,406.90
009	0.0000	49.7207	397.7658	4,309.13	103,419.11
010	0.0000	51.2124	409.6988	4,438.40	106,521.68
011	0.0000	52.7487	421.9897	4,571.56	109,717.33
012	0.0000	54.3312	434.6494	4,708.70	113,008.85
013	0.0000	55.9611	447.6889	4,849.96	116,399.12
014	0.0000	57.6400	461.1196	4,995.46	119,891.09
015	0.0000	59.3692	474.9532	5,145.33	123,487.83
016	0.0000	61.1502	489.2018	5,299.69	127,192.46
017	0.0000	62.9847	503.8778	5,458.68	131,008.23
018	0.0000	64.8743	518.9942	5,622.44	134,938.48
019	0.0000	66.8205	534.5640	5,791.11	138,986.64
020	0.0000	68.8251	550.6009	5,964.84	143,156.23

07/01/2026	SCRT CERTIFIED	PO	12M AP MIDDLE	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	41.5000	332.0000	3,596.67	86,320.00
001	0.0000	41.5000	332.0000	3,596.67	86,320.00
002	0.0000	42.7450	341.9600	3,704.57	88,909.60
003	0.0000	44.0274	352.2188	3,815.70	91,576.89
004	0.0000	45.3482	362.7853	3,930.17	94,324.19
005	0.0000	46.7086	373.6689	4,048.08	97,153.92
006	0.0000	48.1099	384.8790	4,169.52	100,068.54
007	0.0000	49.5532	396.4253	4,294.61	103,070.59
008	0.0000	51.0398	408.3181	4,423.45	106,162.71
009	0.0000	52.5710	420.5677	4,556.15	109,347.59
010	0.0000	54.1481	433.1847	4,692.83	112,628.02
011	0.0000	55.7725	446.1802	4,833.62	116,006.86
012	0.0000	57.4457	459.5657	4,978.63	119,487.07
013	0.0000	59.1691	473.3526	5,127.99	123,071.68
014	0.0000	60.9442	487.5532	5,281.83	126,763.83
015	0.0000	62.7725	502.1798	5,440.28	130,566.75
016	0.0000	64.6557	517.2452	5,603.49	134,483.75
017	0.0000	66.5953	532.7625	5,771.59	138,518.26
018	0.0000	68.5932	548.7454	5,944.74	142,673.81
019	0.0000	70.6510	565.2078	6,123.08	146,954.02
020	0.0000	72.7705	582.1640	6,306.78	151,362.64

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	PO75	10M BCBA	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	40.2500	301.8750	2,515.63	60,375.00
001	0.0000	40.2500	301.8750	2,515.63	60,375.00
002	0.0000	41.4575	310.9313	2,591.09	62,186.25
003	0.0000	42.7012	320.2592	2,668.83	64,051.84
004	0.0000	43.9823	329.8670	2,748.89	65,973.39
005	0.0000	45.3017	339.7630	2,831.36	67,952.59
006	0.0000	46.6608	349.9559	2,916.30	69,991.17
007	0.0000	48.0606	360.4546	3,003.79	72,090.91
008	0.0000	49.5024	371.2682	3,093.90	74,253.63
009	0.0000	50.9875	382.4062	3,186.72	76,481.24
010	0.0000	52.5171	393.8784	3,282.32	78,775.68
011	0.0000	54.0926	405.6948	3,380.79	81,138.95
012	0.0000	55.7154	417.8656	3,482.21	83,573.12
013	0.0000	57.3869	430.4016	3,586.68	86,080.31
014	0.0000	59.1085	443.3136	3,694.28	88,662.72
015	0.0000	60.8817	456.6130	3,805.11	91,322.60
016	0.0000	62.7082	470.3114	3,919.26	94,062.28
017	0.0000	64.5894	484.4208	4,036.84	96,884.15
018	0.0000	66.5271	498.9534	4,157.95	99,790.68
019	0.0000	68.5229	513.9220	4,282.68	102,784.40
020	0.0000	70.5786	529.3397	4,411.16	105,867.93

07/01/2026	SCRT CERTIFIED	PP	ADM-SPV-APH-PE	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	44.5000	356.0000	3,856.67	92,560.00
001	0.0000	44.5000	356.0000	3,856.67	92,560.00
002	0.0000	45.8350	366.6800	3,972.37	95,336.80
003	0.0000	47.2101	377.6804	4,091.54	98,196.90
004	0.0000	48.6264	389.0108	4,214.28	101,142.81
005	0.0000	50.0852	400.6812	4,340.71	104,177.10
006	0.0000	51.5877	412.7016	4,470.93	107,302.41
007	0.0000	53.1353	425.0826	4,605.06	110,521.48
008	0.0000	54.7294	437.8351	4,743.21	113,837.12
009	0.0000	56.3713	450.9702	4,885.51	117,252.24
010	0.0000	58.0624	464.4993	5,032.08	120,769.81
011	0.0000	59.8043	478.4342	5,183.04	124,392.90
012	0.0000	61.5984	492.7873	5,338.53	128,124.69
013	0.0000	63.4464	507.5709	5,498.68	131,968.43
014	0.0000	65.3498	522.7980	5,663.65	135,927.48
015	0.0000	67.3102	538.4819	5,833.55	140,005.30
016	0.0000	69.3296	554.6364	6,008.56	144,205.46
017	0.0000	71.4094	571.2755	6,188.82	148,531.63
018	0.0000	73.5517	588.4138	6,374.48	152,987.58
019	0.0000	75.7583	606.0662	6,565.72	157,577.20
020	0.0000	78.0310	624.2482	6,762.69	162,304.52

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	PQ	COMP-PRN EL-MS	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	46.2500	370.0000	4,008.33	96,200.00
001	0.0000	46.2500	370.0000	4,008.33	96,200.00
002	0.0000	47.6375	381.1000	4,128.58	99,086.00
003	0.0000	49.0666	392.5330	4,252.44	102,058.58
004	0.0000	50.5386	404.3090	4,380.01	105,120.34
005	0.0000	52.0548	416.4383	4,511.41	108,273.95
006	0.0000	53.6164	428.9314	4,646.76	111,522.17
007	0.0000	55.2249	441.7993	4,786.16	114,867.83
008	0.0000	56.8817	455.0533	4,929.74	118,313.87
009	0.0000	58.5881	468.7049	5,077.64	121,863.28
010	0.0000	60.3458	482.7661	5,229.97	125,519.18
011	0.0000	62.1561	497.2491	5,386.87	129,284.76
012	0.0000	64.0208	512.1665	5,548.47	133,163.30
013	0.0000	65.9414	527.5315	5,714.93	137,158.20
014	0.0000	67.9197	543.3575	5,886.37	141,272.94
015	0.0000	69.9573	559.6582	6,062.96	145,511.13
016	0.0000	72.0560	576.4480	6,244.85	149,876.47
017	0.0000	74.2177	593.7414	6,432.20	154,372.76
018	0.0000	76.4442	611.5536	6,625.16	159,003.94
019	0.0000	78.7375	629.9002	6,823.92	163,774.06
020	0.0000	81.0997	648.7972	7,028.64	168,687.28

07/01/2026	SCRT CERTIFIED	PR	12M PRIN MS>500	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	48.4000	387.2000	4,194.67	100,672.00
001	0.0000	48.4000	387.2000	4,194.67	100,672.00
002	0.0000	49.8520	398.8160	4,320.51	103,692.16
003	0.0000	51.3476	410.7805	4,450.12	106,802.92
004	0.0000	52.8880	423.1039	4,583.63	110,007.01
005	0.0000	54.4746	435.7970	4,721.13	113,307.22
006	0.0000	56.1089	448.8709	4,862.77	116,706.44
007	0.0000	57.7921	462.3370	5,008.65	120,207.63
008	0.0000	59.5259	476.2072	5,158.91	123,813.86
009	0.0000	61.3117	490.4934	5,313.68	127,528.28
010	0.0000	63.1510	505.2082	5,473.09	131,354.13
011	0.0000	65.0456	520.3644	5,637.28	135,294.75
012	0.0000	66.9969	535.9753	5,806.40	139,353.59
013	0.0000	69.0068	552.0546	5,980.59	143,534.20
014	0.0000	71.0770	568.6163	6,160.01	147,840.23
015	0.0000	73.2093	585.6747	6,344.81	152,275.43
016	0.0000	75.4056	603.2450	6,535.15	156,843.70
017	0.0000	77.6678	621.3423	6,731.21	161,549.01
018	0.0000	79.9978	639.9826	6,933.15	166,395.48
019	0.0000	82.3978	659.1821	7,141.14	171,387.34
020	0.0000	84.8697	678.9575	7,355.37	176,528.96

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	PS	12M PRINHS<1000	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	52.6500	421.2000	4,563.00	109,512.00
001	0.0000	52.6500	421.2000	4,563.00	109,512.00
002	0.0000	54.2295	433.8360	4,699.89	112,797.36
003	0.0000	55.8564	446.8511	4,840.89	116,181.28
004	0.0000	57.5321	460.2566	4,986.11	119,666.72
005	0.0000	59.2580	474.0643	5,135.70	123,256.72
006	0.0000	61.0358	488.2862	5,289.77	126,954.42
007	0.0000	62.8669	502.9348	5,448.46	130,763.06
008	0.0000	64.7529	518.0229	5,611.91	134,685.95
009	0.0000	66.6955	533.5636	5,780.27	138,726.53
010	0.0000	68.6963	549.5705	5,953.68	142,888.32
011	0.0000	70.7572	566.0576	6,132.29	147,174.97
012	0.0000	72.8799	583.0393	6,316.26	151,590.22
013	0.0000	75.0663	600.5305	6,505.75	156,137.93
014	0.0000	77.3183	618.5464	6,700.92	160,822.06
015	0.0000	79.6379	637.1028	6,901.95	165,646.73
016	0.0000	82.0270	656.2159	7,109.01	170,616.13
017	0.0000	84.4878	675.9023	7,322.28	175,734.61
018	0.0000	87.0224	696.1794	7,541.94	181,006.65
019	0.0000	89.6331	717.0648	7,768.20	186,436.85
020	0.0000	92.3221	738.5767	8,001.25	192,029.95

07/01/2026	SCRT CERTIFIED	PT	AST DR-PRN>1000	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	57.5000	460.0000	4,983.33	119,600.00
001	0.0000	57.5000	460.0000	4,983.33	119,600.00
002	0.0000	59.2250	473.8000	5,132.83	123,188.00
003	0.0000	61.0018	488.0140	5,286.82	126,883.64
004	0.0000	62.8318	502.6544	5,445.42	130,690.15
005	0.0000	64.7168	517.7340	5,608.79	134,610.85
006	0.0000	66.6583	533.2661	5,777.05	138,649.18
007	0.0000	68.6580	549.2640	5,950.36	142,808.65
008	0.0000	70.7178	565.7420	6,128.87	147,092.91
009	0.0000	72.8393	582.7142	6,312.74	151,505.70
010	0.0000	75.0245	600.1957	6,502.12	156,050.87
011	0.0000	77.2752	618.2015	6,697.18	160,732.40
012	0.0000	79.5935	636.7476	6,898.10	165,554.37
013	0.0000	81.9813	655.8500	7,105.04	170,521.00
014	0.0000	84.4407	675.5255	7,318.19	175,636.63
015	0.0000	86.9739	695.7913	7,537.74	180,905.73
016	0.0000	89.5831	716.6650	7,763.87	186,332.90
017	0.0000	92.2706	738.1650	7,996.79	191,922.89
018	0.0000	95.0387	760.3099	8,236.69	197,680.58
019	0.0000	97.8899	783.1192	8,483.79	203,610.99
020	0.0000	100.8266	806.6128	8,738.31	209,719.32

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	PU	12M DIRECTOR	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	60.0000	480.0000	5,200.00	124,800.00
001	0.0000	60.0000	480.0000	5,200.00	124,800.00
002	0.0000	61.8000	494.4000	5,356.00	128,544.00
003	0.0000	63.6540	509.2320	5,516.68	132,400.32
004	0.0000	65.5636	524.5090	5,682.18	136,372.33
005	0.0000	67.5305	540.2442	5,852.65	140,463.50
006	0.0000	69.5564	556.4515	6,028.23	144,677.40
007	0.0000	71.6431	573.1451	6,209.07	149,017.73
008	0.0000	73.7924	590.3395	6,395.34	153,488.26
009	0.0000	76.0062	608.0497	6,587.20	158,092.91
010	0.0000	78.2864	626.2911	6,784.82	162,835.69
011	0.0000	80.6350	645.0798	6,988.37	167,720.76
012	0.0000	83.0540	664.4323	7,198.02	172,752.39
013	0.0000	85.5457	684.3652	7,413.96	177,934.96
014	0.0000	88.1120	704.8962	7,636.38	183,273.01
015	0.0000	90.7554	726.0431	7,865.47	188,771.20
016	0.0000	93.4780	747.8243	8,101.43	194,434.33
017	0.0000	96.2824	770.2591	8,344.47	200,267.36
018	0.0000	99.1709	793.3668	8,594.81	206,275.38
019	0.0000	102.1460	817.1679	8,852.65	212,463.65
020	0.0000	105.2104	841.6829	9,118.23	218,837.56

07/01/2026	SCRT CERTIFIED	PV	12M ASST SUPER	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	65.0000	520.0000	5,633.33	135,200.00
001	0.0000	65.0000	520.0000	5,633.33	135,200.00
002	0.0000	66.9500	535.6000	5,802.33	139,256.00
003	0.0000	68.9585	551.6680	5,976.40	143,433.68
004	0.0000	71.0273	568.2180	6,155.70	147,736.69
005	0.0000	73.1581	585.2646	6,340.37	152,168.79
006	0.0000	75.3528	602.8225	6,530.58	156,733.85
007	0.0000	77.6134	620.9072	6,726.49	161,435.87
008	0.0000	79.9418	639.5344	6,928.29	166,278.95
009	0.0000	82.3401	658.7205	7,136.14	171,267.32
010	0.0000	84.8103	678.4820	7,350.22	176,405.33
011	0.0000	87.3546	698.8365	7,570.73	181,697.49
012	0.0000	89.9752	719.8016	7,797.85	187,148.42
013	0.0000	92.6745	741.3957	8,031.79	192,762.87
014	0.0000	95.4547	763.6375	8,272.74	198,545.76
015	0.0000	98.3183	786.5467	8,520.92	204,502.13
016	0.0000	101.2679	810.1430	8,776.55	210,637.19
017	0.0000	104.3059	834.4473	9,039.85	216,956.31
018	0.0000	107.4351	859.4808	9,311.04	223,465.00
019	0.0000	110.6582	885.2652	9,590.37	230,168.95
020	0.0000	113.9779	911.8232	9,878.08	237,074.02

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	T0	10M TCH BA	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	35.9260	269.4450	2,245.38	53,889.00
001	0.0000	35.9260	269.4450	2,245.38	53,889.00
002	0.0000	36.8022	276.0168	2,300.14	55,203.36
003	0.0000	37.1999	278.9996	2,325.00	55,799.92
004	0.0000	37.6506	282.3795	2,353.16	56,475.90
005	0.0000	38.2154	286.6153	2,388.46	57,323.05
006	0.0000	38.6273	289.7047	2,414.21	57,940.93
007	0.0000	39.2362	294.2716	2,452.26	58,854.32
008	0.0000	40.0497	300.3729	2,503.11	60,074.57
009	0.0000	41.1849	308.8867	2,574.06	61,777.33
010	0.0000	42.3565	317.6738	2,647.28	63,534.75
011	0.0000	43.5055	326.2910	2,719.09	65,258.20
012	0.0000	44.8520	336.3902	2,803.25	67,278.03
013	0.0000	46.3516	347.6373	2,896.98	69,527.46
014	0.0000	47.9027	359.2705	2,993.92	71,854.09
015	0.0000	48.6774	365.0806	3,042.34	73,016.12
016	0.0000	49.3416	370.0618	3,083.85	74,012.35
017	0.0000	50.1642	376.2316	3,135.26	75,246.32
018	0.0000	51.1042	383.2817	3,194.01	76,656.34
019	0.0000	51.9551	389.6630	3,247.19	77,932.59
020	0.0000	54.0063	405.0474	3,375.40	81,009.48

07/01/2026	SCRT CERTIFIED	T1	10M TCH BA+20	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	36.9452	277.0892	2,309.08	55,417.83
001	0.0000	36.9452	277.0892	2,309.08	55,417.83
002	0.0000	37.8463	283.8474	2,365.40	56,769.48
003	0.0000	38.2553	286.9150	2,390.96	57,382.99
004	0.0000	38.7188	290.3907	2,419.92	58,078.13
005	0.0000	39.2995	294.7465	2,456.22	58,949.29
006	0.0000	39.7231	297.9235	2,482.70	59,584.70
007	0.0000	40.3493	302.6201	2,521.83	60,524.01
008	0.0000	41.1859	308.8944	2,574.12	61,778.87
009	0.0000	42.3533	317.6498	2,647.08	63,529.95
010	0.0000	43.5582	326.6862	2,722.38	65,337.23
011	0.0000	44.6957	335.2179	2,793.48	67,043.58
012	0.0000	45.9885	344.9139	2,874.28	68,982.78
013	0.0000	47.4328	355.7457	2,964.55	71,149.13
014	0.0000	48.9237	366.9274	3,057.73	73,385.47
015	0.0000	49.6660	372.4949	3,104.12	74,498.98
016	0.0000	50.2941	377.2060	3,143.38	75,441.19
017	0.0000	51.0824	383.1177	3,192.65	76,623.53
018	0.0000	52.0396	390.2967	3,252.47	78,059.33
019	0.0000	52.9060	396.7947	3,306.62	79,358.94
020	0.0000	54.9407	412.0553	3,433.79	82,411.06

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	T11	11M TCH BA	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1650.00	220.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	35.9260	269.4450	2,469.91	59,277.89
001	0.0000	35.9260	269.4450	2,469.91	59,277.89
002	0.0000	36.8022	276.0168	2,530.15	60,723.70
003	0.0000	37.2000	278.9997	2,557.50	61,379.93
004	0.0000	37.6506	282.3795	2,588.48	62,123.49
005	0.0000	38.2154	286.6152	2,627.31	63,055.34
006	0.0000	38.6273	289.7046	2,655.63	63,735.02
007	0.0000	39.2362	294.2716	2,697.49	64,739.76
008	0.0000	40.0497	300.3729	2,753.42	66,082.03
009	0.0000	41.1849	308.8865	2,831.46	67,955.03
010	0.0000	42.3565	317.6738	2,912.01	69,888.23
011	0.0000	43.5055	326.2909	2,991.00	71,784.00
012	0.0000	44.8520	336.3900	3,083.58	74,005.81
013	0.0000	46.3517	347.6374	3,186.68	76,480.22
014	0.0000	47.9027	359.2704	3,293.31	79,039.49
015	0.0000	48.6774	365.0807	3,346.57	80,317.75
016	0.0000	49.3416	370.0618	3,392.23	81,413.60
017	0.0000	50.1642	376.2316	3,448.79	82,770.96
018	0.0000	51.1042	383.2816	3,513.42	84,321.96
019	0.0000	51.9551	389.6630	3,571.91	85,725.86
020	0.0000	54.0063	405.0474	3,712.93	89,110.43

07/01/2026	SCRT CERTIFIED	T12	11M TCH BA+20	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1650.00	220.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	36.8526	276.3942	2,533.61	60,806.72
001	0.0000	36.8526	276.3942	2,533.61	60,806.72
002	0.0000	37.7514	283.1355	2,595.41	62,289.80
003	0.0000	38.1594	286.1953	2,623.46	62,962.97
004	0.0000	38.6217	289.6625	2,655.24	63,725.74
005	0.0000	39.2010	294.0073	2,695.07	64,681.61
006	0.0000	39.6235	297.1764	2,724.12	65,378.80
007	0.0000	40.2481	301.8611	2,767.06	66,409.45
008	0.0000	41.0826	308.1196	2,824.43	67,786.32
009	0.0000	42.2471	316.8530	2,904.49	69,707.67
010	0.0000	43.4489	325.8669	2,987.11	71,690.71
011	0.0000	44.5875	334.4064	3,065.39	73,569.40
012	0.0000	45.8852	344.1390	3,154.61	75,710.58
013	0.0000	47.3345	355.0085	3,254.25	78,101.88
014	0.0000	48.8308	366.2312	3,357.12	80,570.87
015	0.0000	49.5761	371.8209	3,408.36	81,800.60
016	0.0000	50.2075	376.5565	3,451.77	82,842.42
017	0.0000	50.9989	382.4917	3,506.17	84,148.17
018	0.0000	51.9545	389.6590	3,571.87	85,724.98
019	0.0000	52.8195	396.1465	3,631.34	87,152.22
020	0.0000	54.8558	411.4182	3,771.33	90,512.01

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	T13	11M TCH MA	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1650.00	220.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	37.8138	283.6035	2,599.70	62,392.78
001	0.0000	37.8138	283.6035	2,599.70	62,392.78
002	0.0000	38.7361	290.5206	2,663.11	63,914.54
003	0.0000	39.1195	293.3965	2,689.47	64,547.23
004	0.0000	39.6001	297.0009	2,722.51	65,340.19
005	0.0000	40.2034	301.5252	2,763.98	66,335.55
006	0.0000	40.6472	304.8540	2,794.49	67,067.87
007	0.0000	41.3010	309.7576	2,839.45	68,146.68
008	0.0000	42.1725	316.2940	2,899.36	69,584.68
009	0.0000	43.3865	325.3985	2,982.82	71,587.66
010	0.0000	44.6422	334.8164	3,069.15	73,659.61
011	0.0000	45.8340	343.7549	3,151.09	75,626.07
012	0.0000	47.1932	353.9489	3,244.53	77,868.75
013	0.0000	48.7109	365.3318	3,348.88	80,373.00
014	0.0000	50.2825	377.1188	3,456.92	82,966.13
015	0.0000	51.0657	382.9928	3,510.77	84,258.42
016	0.0000	51.7330	387.9976	3,556.65	85,359.48
017	0.0000	52.5663	394.2470	3,613.93	86,734.34
018	0.0000	53.5212	401.4088	3,679.58	88,309.93
019	0.0000	54.3843	407.8825	3,738.92	89,734.14
020	0.0000	56.5016	423.7623	3,884.49	93,227.70

07/01/2026	SCRT CERTIFIED	T14	11M TCH MA+20	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1650.00	220.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	38.2775	287.0815	2,631.58	63,157.93
001	0.0000	38.2775	287.0815	2,631.58	63,157.93
002	0.0000	39.2111	294.0835	2,695.77	64,698.38
003	0.0000	39.5993	296.9944	2,722.45	65,338.76
004	0.0000	40.0660	300.4950	2,754.54	66,108.91
005	0.0000	40.6570	304.9273	2,795.17	67,084.01
006	0.0000	41.0868	308.1511	2,824.72	67,793.24
007	0.0000	41.7290	312.9672	2,868.87	68,852.79
008	0.0000	42.5909	319.4320	2,928.13	70,275.05
009	0.0000	43.7984	328.4880	3,011.14	72,267.36
010	0.0000	45.0476	337.8567	3,097.02	74,328.48
011	0.0000	46.2318	346.7382	3,178.43	76,282.40
012	0.0000	47.5843	356.8825	3,271.42	78,514.16
013	0.0000	49.0962	368.2217	3,375.37	81,008.77
014	0.0000	50.6618	379.9635	3,483.00	83,591.98
015	0.0000	51.4418	385.8133	3,536.62	84,878.92
016	0.0000	52.1049	390.7865	3,582.21	85,973.04
017	0.0000	52.9350	397.0125	3,639.28	87,342.76
018	0.0000	53.8875	404.1559	3,704.76	88,914.29
019	0.0000	54.7474	410.6054	3,763.88	90,333.18
020	0.0000	56.8695	426.5210	3,909.78	93,834.61

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	T15	11M TCH DOC	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1650.00	220.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	39.4474	295.8554	2,712.01	65,088.19
001	0.0000	39.4474	295.8554	2,712.01	65,088.19
002	0.0000	40.4095	303.0714	2,778.15	66,675.70
003	0.0000	40.8094	306.0704	2,805.65	67,335.48
004	0.0000	41.2751	309.5632	2,837.66	68,103.90
005	0.0000	41.8688	314.0158	2,878.48	69,083.48
006	0.0000	42.2966	317.2245	2,907.89	69,789.38
007	0.0000	42.9431	322.0729	2,952.34	70,856.04
008	0.0000	43.8157	328.6175	3,012.33	72,295.85
009	0.0000	45.0434	337.8255	3,096.73	74,321.60
010	0.0000	46.3137	347.3524	3,184.06	76,417.52
011	0.0000	47.5167	356.3751	3,266.77	78,402.53
012	0.0000	48.8923	366.6924	3,361.35	80,672.33
013	0.0000	50.4312	378.2341	3,467.15	83,211.50
014	0.0000	52.0248	390.1860	3,576.71	85,840.93
015	0.0000	52.8185	396.1390	3,631.27	87,150.59
016	0.0000	53.4922	401.1913	3,677.59	88,262.09
017	0.0000	54.3372	407.5291	3,735.68	89,656.40
018	0.0000	55.3077	414.8074	3,802.40	91,257.63
019	0.0000	56.1830	421.3725	3,862.58	92,701.96
020	0.0000	58.3533	437.6500	4,011.79	96,283.00

07/01/2026	SCRT CERTIFIED	T16	12M TCH BA	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	31.0898	248.7185	2,694.45	64,666.80
001	0.0000	31.0898	248.7185	2,694.45	64,666.80
002	0.0000	31.8481	254.7847	2,760.17	66,244.03
003	0.0000	32.1923	257.5381	2,790.00	66,959.91
004	0.0000	32.5823	260.6580	2,823.79	67,771.07
005	0.0000	33.0710	264.5679	2,866.15	68,787.65
006	0.0000	33.4275	267.4197	2,897.05	69,529.12
007	0.0000	33.9544	271.6353	2,942.72	70,625.19
008	0.0000	34.6584	277.2672	3,003.73	72,089.48
009	0.0000	35.6408	285.1261	3,088.87	74,132.78
010	0.0000	36.6547	293.2374	3,176.74	76,241.72
011	0.0000	37.6490	301.1917	3,262.91	78,309.83
012	0.0000	38.8142	310.5139	3,363.90	80,733.62
013	0.0000	40.1120	320.8960	3,476.37	83,432.97
014	0.0000	41.4543	331.6343	3,592.70	86,224.91
015	0.0000	42.1247	336.9975	3,650.81	87,619.35
016	0.0000	42.6994	341.5955	3,700.62	88,814.83
017	0.0000	43.4113	347.2907	3,762.32	90,295.59
018	0.0000	44.2248	353.7985	3,832.82	91,987.61
019	0.0000	44.9611	359.6890	3,896.63	93,519.13
020	0.0000	46.7362	373.8899	4,050.47	97,211.38

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	T17	12M TCH BA+20	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	31.8248	254.5985	2,758.15	66,195.61
001	0.0000	31.8248	254.5985	2,758.15	66,195.61
002	0.0000	32.6010	260.8083	2,825.42	67,810.15
003	0.0000	32.9534	263.6268	2,855.96	68,542.96
004	0.0000	33.3526	266.8205	2,890.56	69,373.32
005	0.0000	33.8528	270.8227	2,933.91	70,413.90
006	0.0000	34.2177	273.7419	2,965.54	71,172.89
007	0.0000	34.7572	278.0572	3,012.29	72,294.88
008	0.0000	35.4778	283.8223	3,074.74	73,793.80
009	0.0000	36.4834	291.8669	3,161.89	75,885.40
010	0.0000	37.5212	300.1699	3,251.84	78,044.18
011	0.0000	38.5073	308.0585	3,337.30	80,095.20
012	0.0000	39.6339	317.0708	3,434.93	82,438.40
013	0.0000	40.8917	327.1332	3,543.94	85,054.62
014	0.0000	42.1905	337.5241	3,656.51	87,756.27
015	0.0000	42.8376	342.7008	3,712.59	89,102.21
016	0.0000	43.3864	347.0910	3,760.15	90,243.66
017	0.0000	44.0735	352.5877	3,819.70	91,672.81
018	0.0000	44.8993	359.1947	3,891.28	93,390.62
019	0.0000	45.6469	365.1750	3,956.06	94,945.49
020	0.0000	47.4101	379.2806	4,108.87	98,612.96

07/01/2026	SCRT CERTIFIED	T18	12M TCH MA	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	32.5873	260.6987	2,824.24	67,781.66
001	0.0000	32.5873	260.6987	2,824.24	67,781.66
002	0.0000	33.3822	267.0573	2,893.12	69,434.89
003	0.0000	33.7150	269.7202	2,921.97	70,127.24
004	0.0000	34.1287	273.0299	2,957.82	70,987.78
005	0.0000	34.6480	277.1841	3,002.83	72,067.86
006	0.0000	35.0298	280.2383	3,035.92	72,861.96
007	0.0000	35.5924	284.7388	3,084.67	74,032.09
008	0.0000	36.3424	290.7389	3,149.67	75,592.12
009	0.0000	37.3872	299.0976	3,240.22	77,765.38
010	0.0000	38.4678	307.7426	3,333.88	80,013.08
011	0.0000	39.4961	315.9688	3,423.00	82,151.88
012	0.0000	40.6714	325.3713	3,524.86	84,596.54
013	0.0000	41.9835	335.8683	3,638.57	87,325.75
014	0.0000	43.3421	346.7367	3,756.31	90,151.53
015	0.0000	44.0193	352.1540	3,815.00	91,560.05
016	0.0000	44.5965	356.7720	3,865.03	92,760.71
017	0.0000	45.3168	362.5346	3,927.46	94,259.00
018	0.0000	46.1421	369.1367	3,998.98	95,975.53
019	0.0000	46.8882	375.1054	4,063.64	97,527.41
020	0.0000	48.7157	389.7256	4,222.03	101,328.65

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	T19	12M TCH MA+20	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	32.9552	263.6417	2,856.12	68,546.83
001	0.0000	32.9552	263.6417	2,856.12	68,546.83
002	0.0000	33.7590	270.0719	2,925.78	70,218.70
003	0.0000	34.0956	272.7644	2,954.95	70,918.74
004	0.0000	34.4983	275.9865	2,989.85	71,756.49
005	0.0000	35.0078	280.0627	3,034.01	72,816.31
006	0.0000	35.3785	283.0283	3,066.14	73,587.36
007	0.0000	35.9318	287.4547	3,114.09	74,738.22
008	0.0000	36.6743	293.3943	3,178.44	76,282.53
009	0.0000	37.7140	301.7119	3,268.55	78,445.10
010	0.0000	38.7894	310.3153	3,361.75	80,681.97
011	0.0000	39.8117	318.4932	3,450.34	82,808.23
012	0.0000	40.9817	327.8537	3,551.75	85,241.96
013	0.0000	42.2892	338.3135	3,665.06	87,961.51
014	0.0000	43.6430	349.1438	3,782.39	90,777.38
015	0.0000	44.3176	354.5405	3,840.86	92,180.53
016	0.0000	44.8915	359.1318	3,890.59	93,374.26
017	0.0000	45.6093	364.8745	3,952.81	94,867.38
018	0.0000	46.4327	371.4612	4,024.16	96,579.91
019	0.0000	47.1762	377.4094	4,088.60	98,126.44
020	0.0000	49.0075	392.0599	4,247.32	101,935.57

07/01/2026	SCRT CERTIFIED	T2	10M TCH MA	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	38.0026	285.0193	2,375.16	57,003.86
001	0.0000	38.0026	285.0193	2,375.16	57,003.86
002	0.0000	38.9295	291.9710	2,433.09	58,394.20
003	0.0000	39.3115	294.8362	2,456.97	58,967.24
004	0.0000	39.7951	298.4630	2,487.19	59,692.60
005	0.0000	40.4022	303.0163	2,525.14	60,603.25
006	0.0000	40.8492	306.3688	2,553.07	61,273.76
007	0.0000	41.5075	311.3063	2,594.22	62,261.25
008	0.0000	42.3848	317.8860	2,649.05	63,577.19
009	0.0000	43.6066	327.0496	2,725.41	65,409.92
010	0.0000	44.8708	336.5307	2,804.42	67,306.14
011	0.0000	46.0668	345.5013	2,879.18	69,100.26
012	0.0000	47.4273	355.7047	2,964.21	71,140.93
013	0.0000	48.9468	367.1012	3,059.18	73,420.23
014	0.0000	50.5205	378.9036	3,157.53	75,780.72
015	0.0000	51.3045	384.7841	3,206.53	76,956.81
016	0.0000	51.9722	389.7913	3,248.26	77,958.25
017	0.0000	52.8065	396.0486	3,300.41	79,209.72
018	0.0000	53.7629	403.2214	3,360.18	80,644.28
019	0.0000	54.6273	409.7044	3,414.20	81,940.88
020	0.0000	56.7512	425.6337	3,546.95	85,126.74

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	T20	12M TCH DOC	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	33.8832	271.0657	2,936.55	70,477.08
001	0.0000	33.8832	271.0657	2,936.55	70,477.08
002	0.0000	34.7096	277.6771	3,008.17	72,196.05
003	0.0000	35.0555	280.4442	3,038.15	72,915.48
004	0.0000	35.4575	283.6596	3,072.98	73,751.49
005	0.0000	35.9691	287.7530	3,117.32	74,815.77
006	0.0000	36.3382	290.7057	3,149.31	75,583.47
007	0.0000	36.8950	295.1596	3,197.56	76,741.49
008	0.0000	37.6458	301.1666	3,262.64	78,303.31
009	0.0000	38.7016	309.6128	3,354.14	80,499.33
010	0.0000	39.7937	318.3499	3,448.79	82,770.98
011	0.0000	40.8309	326.6475	3,538.68	84,928.36
012	0.0000	42.0193	336.1543	3,641.67	87,400.13
013	0.0000	43.3482	346.7856	3,756.84	90,164.26
014	0.0000	44.7242	357.7936	3,876.10	93,026.33
015	0.0000	45.4097	363.2777	3,935.51	94,452.19
016	0.0000	45.9920	367.9359	3,985.97	95,663.33
017	0.0000	46.7217	373.7732	4,049.21	97,181.03
018	0.0000	47.5593	380.4740	4,121.80	98,923.23
019	0.0000	48.3150	386.5201	4,187.30	100,495.22
020	0.0000	50.1846	401.4767	4,349.33	104,383.94

07/01/2026	SCRT CERTIFIED	T3	10M TCH MA+20	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	38.5127	288.8452	2,407.04	57,769.03
001	0.0000	38.5127	288.8452	2,407.04	57,769.03
002	0.0000	39.4520	295.8902	2,465.75	59,178.03
003	0.0000	39.8392	298.7939	2,489.95	59,758.78
004	0.0000	40.3076	302.3067	2,519.22	60,461.33
005	0.0000	40.9011	306.7585	2,556.32	61,351.69
006	0.0000	41.3328	309.9958	2,583.30	61,999.15
007	0.0000	41.9782	314.8368	2,623.64	62,967.36
008	0.0000	42.8451	321.3381	2,677.82	64,267.61
009	0.0000	44.0598	330.4483	2,753.74	66,089.65
010	0.0000	45.3167	339.8751	2,832.29	67,975.01
011	0.0000	46.5044	348.7831	2,906.53	69,756.62
012	0.0000	47.8576	358.9319	2,991.10	71,786.38
013	0.0000	49.3707	370.2802	3,085.67	74,056.03
014	0.0000	50.9377	382.0329	3,183.61	76,406.57
015	0.0000	51.7182	387.8866	3,232.39	77,577.31
016	0.0000	52.3812	392.8590	3,273.82	78,571.79
017	0.0000	53.2121	399.0907	3,325.76	79,818.13
018	0.0000	54.1658	406.2432	3,385.36	81,248.64
019	0.0000	55.0266	412.6997	3,439.16	82,539.93
020	0.0000	57.1558	428.6684	3,572.24	85,733.67

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	T4	10M TCH DOC	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	39.7995	298.4964	2,487.47	59,699.28
001	0.0000	39.7995	298.4964	2,487.47	59,699.28
002	0.0000	40.7702	305.7768	2,548.14	61,155.36
003	0.0000	41.1703	308.7775	2,573.15	61,755.50
004	0.0000	41.6375	312.2816	2,602.35	62,456.31
005	0.0000	42.2341	316.7558	2,639.63	63,351.16
006	0.0000	42.6635	319.9764	2,666.47	63,995.28
007	0.0000	43.3137	324.8531	2,707.11	64,970.61
008	0.0000	44.1923	331.4420	2,762.02	66,288.39
009	0.0000	45.4292	340.7193	2,839.33	68,143.86
010	0.0000	46.7094	350.3202	2,919.34	70,064.04
011	0.0000	47.9178	359.3836	2,994.86	71,876.72
012	0.0000	49.2963	369.7226	3,081.02	73,944.51
013	0.0000	50.8392	381.2938	3,177.45	76,258.76
014	0.0000	52.4370	393.2775	3,277.31	78,655.50
015	0.0000	53.2343	399.2572	3,327.14	79,851.43
016	0.0000	53.9072	404.3043	3,369.20	80,860.85
017	0.0000	54.7545	410.6588	3,422.16	82,131.75
018	0.0000	55.7280	417.9600	3,483.00	83,592.00
019	0.0000	56.6058	424.5436	3,537.86	84,908.72
020	0.0000	58.7880	440.9103	3,674.25	88,182.05

07/01/2026	SCRT CERTIFIED	T5	10.5M TCH BA	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1575.00	210.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	35.9260	269.4450	2,357.64	56,583.45
001	0.0000	35.9260	269.4450	2,357.64	56,583.45
002	0.0000	36.8022	276.0168	2,415.15	57,963.52
003	0.0000	37.1999	278.9996	2,441.25	58,589.91
004	0.0000	37.6506	282.3795	2,470.82	59,299.70
005	0.0000	38.2154	286.6153	2,507.88	60,189.21
006	0.0000	38.6273	289.7047	2,534.92	60,837.98
007	0.0000	39.2362	294.2716	2,574.88	61,797.04
008	0.0000	40.0497	300.3729	2,628.26	63,078.30
009	0.0000	41.1849	308.8867	2,702.76	64,866.20
010	0.0000	42.3565	317.6738	2,779.65	66,711.49
011	0.0000	43.5055	326.2910	2,855.05	68,521.10
012	0.0000	44.8520	336.3901	2,943.41	70,641.93
013	0.0000	46.3516	347.6373	3,041.83	73,003.84
014	0.0000	47.9027	359.2705	3,143.62	75,446.80
015	0.0000	48.6774	365.0806	3,194.46	76,666.92
016	0.0000	49.3416	370.0618	3,238.04	77,712.98
017	0.0000	50.1642	376.2316	3,292.03	79,008.64
018	0.0000	51.1042	383.2817	3,353.72	80,489.16
019	0.0000	51.9551	389.6630	3,409.55	81,829.22
020	0.0000	54.0063	405.0474	3,544.17	85,059.96

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	T6	10.5M TCH BA+20	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1575.00	210.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	36.8967	276.7251	2,421.34	58,112.27
001	0.0000	36.8967	276.7251	2,421.34	58,112.27
002	0.0000	37.7966	283.4745	2,480.40	59,529.65
003	0.0000	38.2051	286.5380	2,507.21	60,172.97
004	0.0000	38.6679	290.0092	2,537.58	60,901.94
005	0.0000	39.2479	294.3593	2,575.64	61,815.45
006	0.0000	39.6709	297.5321	2,603.41	62,481.75
007	0.0000	40.2963	302.2225	2,644.45	63,466.72
008	0.0000	41.1318	308.4886	2,699.28	64,782.60
009	0.0000	42.2977	317.2324	2,775.78	66,618.81
010	0.0000	43.5009	326.2570	2,854.75	68,513.98
011	0.0000	44.6390	334.7928	2,929.44	70,306.48
012	0.0000	45.9344	344.5080	3,014.45	72,346.69
013	0.0000	47.3813	355.3596	3,109.40	74,625.51
014	0.0000	48.8750	366.5628	3,207.42	76,978.18
015	0.0000	49.6189	372.1419	3,256.24	78,149.79
016	0.0000	50.2488	376.8657	3,297.57	79,141.79
017	0.0000	51.0386	382.7897	3,349.41	80,385.84
018	0.0000	51.9950	389.9627	3,412.17	81,892.16
019	0.0000	52.8607	396.4552	3,468.98	83,255.59
020	0.0000	54.8962	411.7216	3,602.56	86,461.54

07/01/2026	SCRT CERTIFIED	T7	10.5M TCH MA	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1575.00	210.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	37.9037	284.2777	2,487.43	59,698.32
001	0.0000	37.9037	284.2777	2,487.43	59,698.32
002	0.0000	38.8282	291.2113	2,548.10	61,154.38
003	0.0000	39.2109	294.0820	2,573.22	61,757.23
004	0.0000	39.6929	297.6971	2,604.85	62,516.39
005	0.0000	40.2980	302.2353	2,644.56	63,469.41
006	0.0000	40.7434	305.5753	2,673.78	64,170.81
007	0.0000	41.3993	310.4950	2,716.83	65,203.95
008	0.0000	42.2736	317.0521	2,774.21	66,580.94
009	0.0000	43.4913	326.1847	2,854.12	68,498.79
010	0.0000	44.7510	335.6328	2,936.79	70,482.88
011	0.0000	45.9449	344.5866	3,015.13	72,363.18
012	0.0000	47.3047	354.7849	3,104.37	74,504.83
013	0.0000	48.8233	366.1744	3,204.03	76,896.62
014	0.0000	50.3958	377.9687	3,307.23	79,373.43
015	0.0000	51.1794	383.8458	3,358.65	80,607.62
016	0.0000	51.8469	388.8516	3,402.45	81,658.84
017	0.0000	52.6807	395.1050	3,457.17	82,972.04
018	0.0000	53.6362	402.2718	3,519.88	84,477.08
019	0.0000	54.5000	408.7501	3,576.56	85,837.53
020	0.0000	56.6205	424.6534	3,715.72	89,177.22

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SCRT CERTIFIED	T8	10.5M TCH MA+20	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1575.00	210.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	38.3895	287.9213	2,519.31	60,463.48
001	0.0000	38.3895	287.9213	2,519.31	60,463.48
002	0.0000	39.3258	294.9438	2,580.76	61,938.19
003	0.0000	39.7135	297.8512	2,606.20	62,548.76
004	0.0000	40.1810	301.3578	2,636.88	63,285.14
005	0.0000	40.7732	305.7993	2,675.74	64,217.85
006	0.0000	41.2039	309.0295	2,704.01	64,896.20
007	0.0000	41.8477	313.8575	2,746.25	65,910.07
008	0.0000	42.7120	320.3397	2,802.97	67,271.33
009	0.0000	43.9229	329.4215	2,882.44	69,178.51
010	0.0000	45.1757	338.8178	2,964.66	71,151.74
011	0.0000	46.3616	347.7119	3,042.48	73,019.49
012	0.0000	47.7145	357.8584	3,131.26	75,150.26
013	0.0000	49.2269	369.2019	3,230.52	77,532.39
014	0.0000	50.7932	380.9489	3,333.30	79,999.26
015	0.0000	51.5734	386.8006	3,384.51	81,228.12
016	0.0000	52.2364	391.7733	3,428.02	82,272.40
017	0.0000	53.0669	398.0021	3,482.52	83,580.44
018	0.0000	54.0204	405.1530	3,545.09	85,082.14
019	0.0000	54.8803	411.6026	3,601.52	86,436.55
020	0.0000	57.0058	427.5435	3,741.01	89,784.13

07/01/2026	SCRT CERTIFIED	T9	10.5M TCH DOC	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1575.00	210.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	39.6151	297.1130	2,599.74	62,393.74
001	0.0000	39.6151	297.1130	2,599.74	62,393.74
002	0.0000	40.5813	304.3598	2,663.15	63,915.55
003	0.0000	40.9813	307.3595	2,689.40	64,545.50
004	0.0000	41.4477	310.8577	2,720.01	65,280.12
005	0.0000	42.0427	315.3206	2,759.06	66,217.32
006	0.0000	42.4713	318.5349	2,787.18	66,892.33
007	0.0000	43.1196	323.3968	2,829.72	67,913.33
008	0.0000	43.9950	329.9624	2,887.17	69,292.10
009	0.0000	45.2271	339.2034	2,968.03	71,232.72
010	0.0000	46.5021	348.7657	3,051.70	73,240.79
011	0.0000	47.7077	357.8078	3,130.82	75,139.64
012	0.0000	49.0847	368.1354	3,221.18	77,308.43
013	0.0000	50.6255	379.6911	3,322.30	79,735.13
014	0.0000	52.2211	391.6582	3,427.01	82,248.22
015	0.0000	53.0157	397.6181	3,479.16	83,499.80
016	0.0000	53.6898	402.6737	3,523.39	84,561.47
017	0.0000	54.5359	409.0194	3,578.92	85,894.07
018	0.0000	55.5078	416.3085	3,642.70	87,424.79
019	0.0000	56.3843	422.8826	3,700.22	88,805.34
020	0.0000	58.5603	439.2025	3,843.02	92,232.52

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CD	12M CUST DAY 8H A	ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.0000	136.0000	1,473.33	35,360.00
001	0.0000	17.0000	136.0000	1,473.33	35,360.00
002	0.0000	17.5100	140.0800	1,517.53	36,420.80
003	0.0000	18.0353	144.2824	1,563.06	37,513.42
004	0.0000	18.5764	148.6109	1,609.95	38,638.83
005	0.0000	19.1337	153.0692	1,658.25	39,797.99
006	0.0000	19.7077	157.6613	1,708.00	40,991.93
007	0.0000	20.2989	162.3911	1,759.24	42,221.69
008	0.0000	20.9079	167.2628	1,812.01	43,488.34
009	0.0000	21.5351	172.2807	1,866.37	44,792.99
010	0.0000	22.1812	177.4492	1,922.37	46,136.78
011	0.0000	22.8466	182.7726	1,980.04	47,520.88
012	0.0000	23.5320	188.2558	2,039.44	48,946.51
013	0.0000	24.2379	193.9035	2,100.62	50,414.90
014	0.0000	24.9651	199.7206	2,163.64	51,927.35
015	0.0000	25.7140	205.7122	2,228.55	53,485.17
016	0.0000	26.4855	211.8836	2,295.41	55,089.73
017	0.0000	27.2800	218.2401	2,364.27	56,742.42
018	0.0000	28.0984	224.7873	2,435.20	58,444.69
019	0.0000	28.9414	231.5309	2,508.25	60,198.03
020	0.0000	29.8096	238.4768	2,583.50	62,003.97

07/01/2026	SNCT NON-CERTIF	CD02	12M CUST DAY 5H A	ANNUAL	S SEMI-MONTH	32	24.0000	5.00	54.16	10.83	1300.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.0000	85.0000	920.83	22,100.00
001	0.0000	17.0000	85.0000	920.83	22,100.00
002	0.0000	17.5100	87.5500	948.46	22,763.00
003	0.0000	18.0353	90.1765	976.91	23,445.89
004	0.0000	18.5764	92.8818	1,006.22	24,149.27
005	0.0000	19.1336	95.6682	1,036.41	24,873.74
006	0.0000	19.7077	98.5383	1,067.50	25,619.96
007	0.0000	20.2989	101.4945	1,099.52	26,388.56
008	0.0000	20.9079	104.5393	1,132.51	27,180.21
009	0.0000	21.5351	107.6755	1,166.48	27,995.62
010	0.0000	22.1811	110.9057	1,201.48	28,835.49
011	0.0000	22.8466	114.2329	1,237.52	29,700.55
012	0.0000	23.5320	117.6599	1,274.65	30,591.57
013	0.0000	24.2379	121.1897	1,312.89	31,509.32
014	0.0000	24.9651	124.8254	1,352.28	32,454.60
015	0.0000	25.7140	128.5701	1,392.84	33,428.23
016	0.0000	26.4854	132.4272	1,434.63	34,431.08
017	0.0000	27.2800	136.4000	1,477.67	35,464.01
018	0.0000	28.0984	140.4920	1,522.00	36,527.93
019	0.0000	28.9414	144.7068	1,567.66	37,623.77
020	0.0000	29.8096	149.0480	1,614.69	38,752.48

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CE	12M CUST NGT 8H A	ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.2500	138.0000	1,495.00	35,880.00
001	0.0000	17.2500	138.0000	1,495.00	35,880.00
002	0.0000	17.7675	142.1400	1,539.85	36,956.40
003	0.0000	18.3005	146.4042	1,586.05	38,065.09
004	0.0000	18.8495	150.7963	1,633.63	39,207.04
005	0.0000	19.4150	155.3202	1,682.64	40,383.26
006	0.0000	19.9975	159.9798	1,733.11	41,594.75
007	0.0000	20.5974	164.7792	1,785.11	42,842.60
008	0.0000	21.2153	169.7226	1,838.66	44,127.87
009	0.0000	21.8518	174.8143	1,893.82	45,451.71
010	0.0000	22.5073	180.0587	1,950.64	46,815.26
011	0.0000	23.1826	185.4605	2,009.16	48,219.72
012	0.0000	23.8780	191.0243	2,069.43	49,666.31
013	0.0000	24.5944	196.7550	2,131.51	51,156.30
014	0.0000	25.3322	202.6577	2,195.46	52,690.99
015	0.0000	26.0922	208.7374	2,261.32	54,271.72
016	0.0000	26.8749	214.9995	2,329.16	55,899.87
017	0.0000	27.6812	221.4495	2,399.04	57,576.87
018	0.0000	28.5116	228.0930	2,471.01	59,304.17
019	0.0000	29.3670	234.9358	2,545.14	61,083.30
020	0.0000	30.2480	241.9838	2,621.49	62,915.80

07/01/2026	SNCT NON-CERTIF	CE01	12M CUST NGT 4H A	ANNUAL	S SEMI-MONTH	32	24.0000	3.99	43.25	10.83	1040.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.2932	69.0000	747.50	17,940.00
001	0.0000	17.2932	69.0000	747.50	17,940.00
002	0.0000	17.8120	71.0700	769.93	18,478.20
003	0.0000	18.3464	73.2021	793.02	19,032.55
004	0.0000	18.8968	75.3982	816.81	19,603.52
005	0.0000	19.4637	77.6601	841.32	20,191.63
006	0.0000	20.0476	79.9899	866.56	20,797.38
007	0.0000	20.6490	82.3896	892.55	21,421.30
008	0.0000	21.2685	84.8613	919.33	22,063.94
009	0.0000	21.9066	87.4072	946.91	22,725.86
010	0.0000	22.5637	90.0293	975.32	23,407.63
011	0.0000	23.2407	92.7302	1,004.58	24,109.86
012	0.0000	23.9379	95.5122	1,034.72	24,833.16
013	0.0000	24.6560	98.3775	1,065.76	25,578.15
014	0.0000	25.3957	101.3288	1,097.73	26,345.49
015	0.0000	26.1576	104.3687	1,130.66	27,135.86
016	0.0000	26.9423	107.4998	1,164.58	27,949.94
017	0.0000	27.7506	110.7247	1,199.52	28,788.43
018	0.0000	28.5831	114.0465	1,235.50	29,652.09
019	0.0000	29.4406	117.4679	1,272.57	30,541.65
020	0.0000	30.3238	120.9919	1,310.75	31,457.90

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CE02	12M CUST NGT 6H A	ANNUAL	S SEMI-MONTH	32	24.0000	6.00	65.00	10.83	1560.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.2500	103.5000	1,121.25	26,910.00
001	0.0000	17.2500	103.5000	1,121.25	26,910.00
002	0.0000	17.7675	106.6050	1,154.89	27,717.30
003	0.0000	18.3005	109.8032	1,189.53	28,548.82
004	0.0000	18.8495	113.0972	1,225.22	29,405.28
005	0.0000	19.4150	116.4902	1,261.98	30,287.44
006	0.0000	19.9975	119.9849	1,299.84	31,196.07
007	0.0000	20.5974	123.5844	1,338.83	32,131.95
008	0.0000	21.2153	127.2920	1,379.00	33,095.91
009	0.0000	21.8518	131.1107	1,420.37	34,088.78
010	0.0000	22.5073	135.0440	1,462.98	35,111.45
011	0.0000	23.1826	139.0953	1,506.87	36,164.79
012	0.0000	23.8780	143.2682	1,552.07	37,249.73
013	0.0000	24.5944	147.5663	1,598.63	38,367.23
014	0.0000	25.3322	151.9932	1,646.59	39,518.24
015	0.0000	26.0922	156.5530	1,695.99	40,703.79
016	0.0000	26.8749	161.2496	1,746.87	41,924.90
017	0.0000	27.6812	166.0871	1,799.28	43,182.65
018	0.0000	28.5116	171.0697	1,853.26	44,478.13
019	0.0000	29.3670	176.2018	1,908.85	45,812.47
020	0.0000	30.2480	181.4879	1,966.12	47,186.85

07/01/2026	SNCT NON-CERTIF	CE03	12M CUST NGT 5H A	ANNUAL	S SEMI-MONTH	32	24.0000	5.00	54.16	10.83	1300.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.2500	86.2500	934.38	22,425.00
001	0.0000	17.2500	86.2500	934.38	22,425.00
002	0.0000	17.7675	88.8375	962.41	23,097.75
003	0.0000	18.3005	91.5026	991.28	23,790.68
004	0.0000	18.8495	94.2477	1,021.02	24,504.40
005	0.0000	19.4150	97.0752	1,051.65	25,239.54
006	0.0000	19.9975	99.9874	1,083.20	25,996.72
007	0.0000	20.5974	102.9870	1,115.69	26,776.62
008	0.0000	21.2153	106.0766	1,149.16	27,579.92
009	0.0000	21.8518	109.2589	1,183.64	28,407.32
010	0.0000	22.5073	112.5367	1,219.15	29,259.54
011	0.0000	23.1826	115.9128	1,255.72	30,137.32
012	0.0000	23.8780	119.3902	1,293.39	31,041.44
013	0.0000	24.5944	122.9719	1,332.20	31,972.69
014	0.0000	25.3322	126.6610	1,372.16	32,931.87
015	0.0000	26.0922	130.4608	1,413.33	33,919.82
016	0.0000	26.8749	134.3747	1,455.73	34,937.42
017	0.0000	27.6812	138.4059	1,499.40	35,985.54
018	0.0000	28.5116	142.5581	1,544.38	37,065.11
019	0.0000	29.3670	146.8348	1,590.71	38,177.06
020	0.0000	30.2480	151.2399	1,638.43	39,322.37

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CF	HOURLY FACLTIES	H HOURLY	S SEMI-MONTH	01	24.0000	.00	.00	.00	.00	.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	18.3500	0.0000	0.00	0.00
001	0.0000	18.3500	0.0000	0.00	0.00
002	0.0000	18.9010	0.0000	0.00	0.00
003	0.0000	19.4680	0.0000	0.00	0.00
004	0.0000	20.0520	0.0000	0.00	0.00
005	0.0000	20.6530	0.0000	0.00	0.00
006	0.0000	21.2730	0.0000	0.00	0.00
007	0.0000	21.9110	0.0000	0.00	0.00
008	0.0000	22.5680	0.0000	0.00	0.00
009	0.0000	23.2450	0.0000	0.00	0.00
010	0.0000	23.9430	0.0000	0.00	0.00
011	0.0000	24.6610	0.0000	0.00	0.00
012	0.0000	25.4010	0.0000	0.00	0.00
013	0.0000	26.1630	0.0000	0.00	0.00
014	0.0000	26.9480	0.0000	0.00	0.00
015	0.0000	27.7560	0.0000	0.00	0.00
016	0.0000	28.5890	0.0000	0.00	0.00
017	0.0000	29.4460	0.0000	0.00	0.00
018	0.0000	30.3300	0.0000	0.00	0.00
019	0.0000	31.2400	0.0000	0.00	0.00
020	0.0000	32.1770	0.0000	0.00	0.00

07/01/2026	SNCT NON-CERTIF	CF01	HOURLY TECHN LGY	H HOURLY	S SEMI-MONTH	01	24.0000	.00	.00	.00	.00	.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	24.6500	0.0000	0.00	0.00
001	0.0000	24.6500	0.0000	0.00	0.00
002	0.0000	25.3900	0.0000	0.00	0.00
003	0.0000	26.1510	0.0000	0.00	0.00
004	0.0000	26.9360	0.0000	0.00	0.00
005	0.0000	27.7440	0.0000	0.00	0.00
006	0.0000	28.5760	0.0000	0.00	0.00
007	0.0000	29.4330	0.0000	0.00	0.00
008	0.0000	30.3160	0.0000	0.00	0.00
009	0.0000	31.2260	0.0000	0.00	0.00
010	0.0000	32.1630	0.0000	0.00	0.00
011	0.0000	33.1280	0.0000	0.00	0.00
012	0.0000	34.1210	0.0000	0.00	0.00
013	0.0000	35.1450	0.0000	0.00	0.00
014	0.0000	36.1990	0.0000	0.00	0.00
015	0.0000	37.2850	0.0000	0.00	0.00
016	0.0000	38.4040	0.0000	0.00	0.00
017	0.0000	39.5560	0.0000	0.00	0.00
018	0.0000	40.7430	0.0000	0.00	0.00
019	0.0000	41.9650	0.0000	0.00	0.00
020	0.0000	43.2240	0.0000	0.00	0.00

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CG	12M GRNDS-WHSE	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	18.3500	146.8000	1,590.33	38,168.00
001	0.0000	18.3500	146.8000	1,590.33	38,168.00
002	0.0000	18.9005	151.2040	1,638.04	39,313.04
003	0.0000	19.4675	155.7401	1,687.18	40,492.43
004	0.0000	20.0515	160.4123	1,737.80	41,707.20
005	0.0000	20.6531	165.2247	1,789.93	42,958.42
006	0.0000	21.2727	170.1814	1,843.63	44,247.17
007	0.0000	21.9109	175.2869	1,898.94	45,574.59
008	0.0000	22.5682	180.5455	1,955.91	46,941.83
009	0.0000	23.2452	185.9618	2,014.59	48,350.08
010	0.0000	23.9426	191.5407	2,075.02	49,800.58
011	0.0000	24.6609	197.2869	2,137.28	51,294.60
012	0.0000	25.4007	203.2055	2,201.39	52,833.44
013	0.0000	26.1627	209.3017	2,267.44	54,418.44
014	0.0000	26.9476	215.5807	2,335.46	56,050.99
015	0.0000	27.7560	222.0482	2,405.52	57,732.52
016	0.0000	28.5887	228.7096	2,477.69	59,464.50
017	0.0000	29.4464	235.5709	2,552.02	61,248.44
018	0.0000	30.3298	242.6380	2,628.58	63,085.89
019	0.0000	31.2397	249.9172	2,707.44	64,978.47
020	0.0000	32.1768	257.4147	2,788.66	66,927.82

07/01/2026	SNCT NON-CERTIF	CH	12M ADMIN ASST	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	18.5000	148.0000	1,603.33	38,480.00
001	0.0000	18.5000	148.0000	1,603.33	38,480.00
002	0.0000	19.0550	152.4400	1,651.43	39,634.40
003	0.0000	19.6267	157.0132	1,700.98	40,823.43
004	0.0000	20.2155	161.7236	1,752.01	42,048.13
005	0.0000	20.8219	166.5753	1,804.57	43,309.58
006	0.0000	21.4466	171.5726	1,858.70	44,608.87
007	0.0000	22.0900	176.7197	1,914.46	45,947.13
008	0.0000	22.7527	182.0213	1,971.90	47,325.55
009	0.0000	23.4353	187.4820	2,031.05	48,745.31
010	0.0000	24.1383	193.1064	2,091.99	50,207.67
011	0.0000	24.8625	198.8996	2,154.75	51,713.90
012	0.0000	25.6083	204.8666	2,219.39	53,265.32
013	0.0000	26.3766	211.0126	2,285.97	54,863.28
014	0.0000	27.1679	217.3430	2,354.55	56,509.18
015	0.0000	27.9829	223.8633	2,425.19	58,204.45
016	0.0000	28.8224	230.5792	2,497.94	59,950.59
017	0.0000	29.6871	237.4965	2,572.88	61,749.10
018	0.0000	30.5777	244.6215	2,650.07	63,601.58
019	0.0000	31.4950	251.9601	2,729.57	65,509.62
020	0.0000	32.4399	259.5189	2,811.45	67,474.91

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CH01	12MO PAINTER	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.0000	136.0000	1,473.33	35,360.00
001	0.0000	17.0000	136.0000	1,473.33	35,360.00
002	0.0000	17.5100	140.0800	1,517.53	36,420.80
003	0.0000	18.0353	144.2824	1,563.06	37,513.42
004	0.0000	18.5764	148.6109	1,609.95	38,638.83
005	0.0000	19.1337	153.0692	1,658.25	39,797.99
006	0.0000	19.7077	157.6613	1,708.00	40,991.93
007	0.0000	20.2989	162.3911	1,759.24	42,221.69
008	0.0000	20.9079	167.2628	1,812.01	43,488.34
009	0.0000	21.5351	172.2807	1,866.37	44,792.99
010	0.0000	22.1812	177.4492	1,922.37	46,136.78
011	0.0000	22.8466	182.7726	1,980.04	47,520.88
012	0.0000	23.5320	188.2558	2,039.44	48,946.51
013	0.0000	24.2379	193.9035	2,100.62	50,414.90
014	0.0000	24.9651	199.7206	2,163.64	51,927.35
015	0.0000	25.7140	205.7122	2,228.55	53,485.17
016	0.0000	26.4855	211.8836	2,295.41	55,089.73
017	0.0000	27.2800	218.2401	2,364.27	56,742.42
018	0.0000	28.0984	224.7873	2,435.20	58,444.69
019	0.0000	28.9414	231.5309	2,508.25	60,198.03
020	0.0000	29.8096	238.4768	2,583.50	62,003.97

07/01/2026	SNCT NON-CERTIF	CH20	HOURLY AIDE	H HOURLY	S SEMI-MONTH	01	24.0000	.00	.00	.00	.00	.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.0000	0.0000	0.00	0.00
001	0.0000	17.0000	0.0000	0.00	0.00
002	0.0000	17.5100	0.0000	0.00	0.00
003	0.0000	18.0350	0.0000	0.00	0.00
004	0.0000	18.5760	0.0000	0.00	0.00
005	0.0000	19.1340	0.0000	0.00	0.00
006	0.0000	19.7080	0.0000	0.00	0.00
007	0.0000	20.2990	0.0000	0.00	0.00
008	0.0000	20.9080	0.0000	0.00	0.00
009	0.0000	21.5350	0.0000	0.00	0.00
010	0.0000	22.1810	0.0000	0.00	0.00
011	0.0000	22.8470	0.0000	0.00	0.00
012	0.0000	23.5320	0.0000	0.00	0.00
013	0.0000	24.2380	0.0000	0.00	0.00
014	0.0000	24.9650	0.0000	0.00	0.00
015	0.0000	25.7140	0.0000	0.00	0.00
016	0.0000	26.4850	0.0000	0.00	0.00
017	0.0000	27.2800	0.0000	0.00	0.00
018	0.0000	28.0980	0.0000	0.00	0.00
019	0.0000	28.9410	0.0000	0.00	0.00
020	0.0000	29.8100	0.0000	0.00	0.00

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CH26	PARA 7.5H 200	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	62.50	10.00	1500.00	200.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	19.0000	142.5000	1,187.50	28,500.00
001	0.0000	19.0000	142.5000	1,187.50	28,500.00
002	0.0000	19.5700	146.7750	1,223.13	29,355.00
003	0.0000	20.1571	151.1783	1,259.82	30,235.65
004	0.0000	20.7618	155.7136	1,297.61	31,142.72
005	0.0000	21.3847	160.3850	1,336.54	32,077.00
006	0.0000	22.0262	165.1966	1,376.64	33,039.31
007	0.0000	22.6870	170.1525	1,417.94	34,030.49
008	0.0000	23.3676	175.2571	1,460.48	35,051.41
009	0.0000	24.0686	180.5148	1,504.29	36,102.95
010	0.0000	24.7907	185.9302	1,549.42	37,186.04
011	0.0000	25.5344	191.5081	1,595.90	38,301.62
012	0.0000	26.3005	197.2534	1,643.78	39,450.67
013	0.0000	27.0895	203.1710	1,693.09	40,634.19
014	0.0000	27.9021	209.2661	1,743.88	41,853.21
015	0.0000	28.7392	215.5441	1,796.20	43,108.81
016	0.0000	29.6014	222.0104	1,850.09	44,402.07
017	0.0000	30.4894	228.6707	1,905.59	45,734.13
018	0.0000	31.4041	235.5308	1,962.76	47,106.16
019	0.0000	32.3462	242.5967	2,021.64	48,519.34
020	0.0000	33.3166	249.8746	2,082.29	49,974.92

07/01/2026	SNCT NON-CERTIF	CH28	PARA 7.5H 183	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	57.19	9.00	1372.50	183.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	19.0000	142.5000	1,086.56	26,077.50
001	0.0000	19.0000	142.5000	1,086.56	26,077.50
002	0.0000	19.5700	146.7750	1,119.16	26,859.83
003	0.0000	20.1571	151.1783	1,152.73	27,665.62
004	0.0000	20.7618	155.7136	1,187.32	28,495.59
005	0.0000	21.3847	160.3850	1,222.94	29,350.46
006	0.0000	22.0262	165.1966	1,259.62	30,230.97
007	0.0000	22.6870	170.1525	1,297.41	31,137.90
008	0.0000	23.3676	175.2570	1,336.34	32,072.04
009	0.0000	24.0686	180.5148	1,376.43	33,034.20
010	0.0000	24.7907	185.9302	1,417.72	34,025.22
011	0.0000	25.5344	191.5081	1,460.25	35,045.98
012	0.0000	26.3004	197.2533	1,504.06	36,097.36
013	0.0000	27.0895	203.1709	1,549.18	37,180.28
014	0.0000	27.9021	209.2661	1,595.65	38,295.69
015	0.0000	28.7392	215.5440	1,643.52	39,444.56
016	0.0000	29.6014	222.0104	1,692.83	40,627.90
017	0.0000	30.4894	228.6707	1,743.61	41,846.73
018	0.0000	31.4041	235.5308	1,795.92	43,102.13
019	0.0000	32.3462	242.5967	1,849.80	44,395.20
020	0.0000	33.3166	249.8746	1,905.29	45,727.05

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CH30	REG AID 7H 181	A ANNUAL	S SEMI-MONTH	32	24.0000	7.00	63.35	9.05	1267.00	181.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.0000	119.0000	897.46	21,539.00
001	0.0000	17.0000	119.0000	897.46	21,539.00
002	0.0000	17.5100	122.5700	924.38	22,185.17
003	0.0000	18.0353	126.2471	952.11	22,850.73
004	0.0000	18.5764	130.0345	980.68	23,536.25
005	0.0000	19.1336	133.9355	1,010.10	24,242.33
006	0.0000	19.7077	137.9536	1,040.40	24,969.60
007	0.0000	20.2989	142.0922	1,071.61	25,718.69
008	0.0000	20.9079	146.3550	1,103.76	26,490.25
009	0.0000	21.5351	150.7456	1,136.87	27,284.96
010	0.0000	22.1811	155.2680	1,170.98	28,103.51
011	0.0000	22.8466	159.9260	1,206.11	28,946.61
012	0.0000	23.5320	164.7238	1,242.29	29,815.01
013	0.0000	24.2379	169.6655	1,279.56	30,709.46
014	0.0000	24.9651	174.7555	1,317.95	31,630.75
015	0.0000	25.7140	179.9982	1,357.49	32,579.67
016	0.0000	26.4854	185.3981	1,398.21	33,557.06
017	0.0000	27.2800	190.9601	1,440.16	34,563.77
018	0.0000	28.0984	196.6889	1,483.36	35,600.69
019	0.0000	28.9414	202.5896	1,527.86	36,668.71
020	0.0000	29.8096	208.6672	1,573.70	37,768.77

07/01/2026	SNCT NON-CERTIF	CH31	SP AID RBT 7.5H	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	57.19	9.00	1372.50	183.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	23.0000	172.5000	1,315.31	31,567.50
001	0.0000	23.0000	172.5000	1,315.31	31,567.50
002	0.0000	23.6900	177.6750	1,354.77	32,514.53
003	0.0000	24.4007	183.0052	1,395.42	33,489.96
004	0.0000	25.1327	188.4954	1,437.28	34,494.66
005	0.0000	25.8867	194.1503	1,480.40	35,529.50
006	0.0000	26.6633	199.9748	1,524.81	36,595.38
007	0.0000	27.4632	205.9740	1,570.55	37,693.25
008	0.0000	28.2871	212.1532	1,617.67	38,824.04
009	0.0000	29.1357	218.5178	1,666.20	39,988.76
010	0.0000	30.0098	225.0734	1,716.18	41,188.43
011	0.0000	30.9101	231.8256	1,767.67	42,424.08
012	0.0000	31.8374	238.7803	1,820.70	43,696.80
013	0.0000	32.7925	245.9438	1,875.32	45,007.71
014	0.0000	33.7763	253.3221	1,931.58	46,357.94
015	0.0000	34.7896	260.9217	1,989.53	47,748.68
016	0.0000	35.8333	268.7494	2,049.21	49,181.14
017	0.0000	36.9083	276.8119	2,110.69	50,656.57
018	0.0000	38.0155	285.1162	2,174.01	52,176.27
019	0.0000	39.1560	293.6697	2,239.23	53,741.56
020	0.0000	40.3306	302.4798	2,306.41	55,353.80

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CH32	ADM ASST 8H	200 A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	80.00	10.00	1600.00	200.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	18.5000	148.0000	1,233.33	29,600.00
001	0.0000	18.5000	148.0000	1,233.33	29,600.00
002	0.0000	19.0550	152.4400	1,270.33	30,488.00
003	0.0000	19.6267	157.0132	1,308.44	31,402.64
004	0.0000	20.2155	161.7236	1,347.70	32,344.72
005	0.0000	20.8219	166.5753	1,388.13	33,315.06
006	0.0000	21.4466	171.5726	1,429.77	34,314.51
007	0.0000	22.0900	176.7198	1,472.66	35,343.95
008	0.0000	22.7527	182.0214	1,516.84	36,404.27
009	0.0000	23.4353	187.4820	1,562.35	37,496.39
010	0.0000	24.1383	193.1065	1,609.22	38,621.29
011	0.0000	24.8625	198.8996	1,657.50	39,779.92
012	0.0000	25.6083	204.8666	1,707.22	40,973.32
013	0.0000	26.3766	211.0126	1,758.44	42,202.52
014	0.0000	27.1679	217.3430	1,811.19	43,468.60
015	0.0000	27.9829	223.8633	1,865.53	44,772.66
016	0.0000	28.8224	230.5792	1,921.49	46,115.84
017	0.0000	29.6871	237.4966	1,979.14	47,499.31
018	0.0000	30.5777	244.6215	2,038.51	48,924.29
019	0.0000	31.4950	251.9601	2,099.67	50,392.02
020	0.0000	32.4399	259.5189	2,162.66	51,903.78

07/01/2026	SNCT NON-CERTIF	CH33	ADM ASST 8H	220 A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	80.00	10.00	1760.00	220.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	18.5000	148.0000	1,356.67	32,560.00
001	0.0000	18.5000	148.0000	1,356.67	32,560.00
002	0.0000	19.0550	152.4400	1,397.37	33,536.80
003	0.0000	19.6267	157.0132	1,439.29	34,542.90
004	0.0000	20.2155	161.7236	1,482.47	35,579.19
005	0.0000	20.8219	166.5753	1,526.94	36,646.57
006	0.0000	21.4466	171.5725	1,572.75	37,745.96
007	0.0000	22.0900	176.7197	1,619.93	38,878.34
008	0.0000	22.7527	182.0213	1,668.53	40,044.69
009	0.0000	23.4353	187.4820	1,718.58	41,246.03
010	0.0000	24.1383	193.1064	1,770.14	42,483.41
011	0.0000	24.8625	198.8996	1,823.25	43,757.92
012	0.0000	25.6083	204.8666	1,877.94	45,070.65
013	0.0000	26.3766	211.0126	1,934.28	46,422.77
014	0.0000	27.1679	217.3430	1,992.31	47,815.46
015	0.0000	27.9829	223.8633	2,052.08	49,249.92
016	0.0000	28.8224	230.5792	2,113.64	50,727.42
017	0.0000	29.6871	237.4965	2,177.05	52,249.24
018	0.0000	30.5777	244.6215	2,242.36	53,816.72
019	0.0000	31.4950	251.9601	2,309.63	55,431.22
020	0.0000	32.4399	259.5189	2,378.92	57,094.16

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CH34	REG AID 7H 200	A ANNUAL	S SEMI-MONTH	32	24.0000	7.00	70.00	10.00	1400.00	200.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.0000	119.0000	991.67	23,800.00
001	0.0000	17.0000	119.0000	991.67	23,800.00
002	0.0000	17.5100	122.5700	1,021.42	24,514.00
003	0.0000	18.0353	126.2471	1,052.06	25,249.42
004	0.0000	18.5764	130.0345	1,083.62	26,006.90
005	0.0000	19.1337	133.9356	1,116.13	26,787.11
006	0.0000	19.7077	137.9536	1,149.61	27,590.72
007	0.0000	20.2989	142.0922	1,184.10	28,418.44
008	0.0000	20.9079	146.3550	1,219.63	29,271.00
009	0.0000	21.5351	150.7457	1,256.21	30,149.13
010	0.0000	22.1811	155.2680	1,293.90	31,053.60
011	0.0000	22.8466	159.9261	1,332.72	31,985.21
012	0.0000	23.5320	164.7239	1,372.70	32,944.77
013	0.0000	24.2379	169.6656	1,413.88	33,933.11
014	0.0000	24.9651	174.7555	1,456.30	34,951.10
015	0.0000	25.7140	179.9982	1,499.99	35,999.64
016	0.0000	26.4854	185.3981	1,544.98	37,079.62
017	0.0000	27.2800	190.9601	1,591.33	38,192.01
018	0.0000	28.0984	196.6889	1,639.07	39,337.77
019	0.0000	28.9414	202.5896	1,688.25	40,517.91
020	0.0000	29.8096	208.6672	1,738.89	41,733.44

07/01/2026	SNCT NON-CERTIF	CH45	TEST 6.5H 200	A ANNUAL	S SEMI-MONTH	32	24.0000	6.50	58.50	9.05	1300.00	200.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	18.5000	120.2500	1,002.08	24,050.00
001	0.0000	18.5000	120.2500	1,002.08	24,050.00
002	0.0000	19.0550	123.8575	1,032.15	24,771.50
003	0.0000	19.6267	127.5733	1,063.11	25,514.65
004	0.0000	20.2154	131.4004	1,095.00	26,280.08
005	0.0000	20.8219	135.3425	1,127.85	27,068.49
006	0.0000	21.4466	139.4027	1,161.69	27,880.54
007	0.0000	22.0900	143.5848	1,196.54	28,716.96
008	0.0000	22.7527	147.8924	1,232.44	29,578.47
009	0.0000	23.4352	152.3291	1,269.41	30,465.82
010	0.0000	24.1383	156.8990	1,307.49	31,379.80
011	0.0000	24.8625	161.6060	1,346.72	32,321.19
012	0.0000	25.6083	166.4541	1,387.12	33,290.82
013	0.0000	26.3766	171.4478	1,428.73	34,289.55
014	0.0000	27.1679	176.5912	1,471.59	35,318.24
015	0.0000	27.9829	181.8889	1,515.74	36,377.78
016	0.0000	28.8224	187.3456	1,561.21	37,469.12
017	0.0000	29.6871	192.9660	1,608.05	38,593.19
018	0.0000	30.5777	198.7550	1,656.29	39,750.99
019	0.0000	31.4950	204.7176	1,705.98	40,943.52
020	0.0000	32.4399	210.8591	1,757.16	42,171.82

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CH52	BUS AID-VN	5.25 A ANNUAL	S SEMI-MONTH	32	24.0000	5.25	39.59	9.00	950.25	181.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD	SALARY	ANNUAL SALARY
000	0.0000	18.1500	95.2875		718.63	17,247.04
001	0.0000	18.1500	95.2875		718.63	17,247.04
002	0.0000	18.6945	98.1461		740.19	17,764.45
003	0.0000	19.2553	101.0905		762.39	18,297.38
004	0.0000	19.8330	104.1232		785.26	18,846.30
005	0.0000	20.4280	107.2469		808.82	19,411.69
006	0.0000	21.0408	110.4643		833.09	19,994.04
007	0.0000	21.6720	113.7782		858.08	20,593.86
008	0.0000	22.3222	117.1916		883.82	21,211.68
009	0.0000	22.9919	120.7073		910.33	21,848.03
010	0.0000	23.6816	124.3286		937.64	22,503.47
011	0.0000	24.3921	128.0585		965.77	23,178.58
012	0.0000	25.1238	131.9002		994.75	23,873.93
013	0.0000	25.8776	135.8572	1,024.59		24,590.15
014	0.0000	26.6539	139.9329	1,055.33		25,327.86
015	0.0000	27.4535	144.1309	1,086.99		26,087.69
016	0.0000	28.2771	148.4548	1,119.60		26,870.32
017	0.0000	29.1254	152.9085	1,153.18		27,676.43
018	0.0000	29.9992	157.4957	1,187.78		28,506.73
019	0.0000	30.8992	162.2206	1,223.41		29,361.93
020	0.0000	31.8261	167.0872	1,260.12		30,242.78

07/01/2026	SNCT NON-CERTIF	CH55	LUNCH 5.5H 181	A ANNUAL	S SEMI-MONTH	32	24.0000	5.50	49.77	9.05	995.50	181.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD	SALARY	ANNUAL SALARY
000	0.0000	17.0000	93.5000		705.15	16,923.50
001	0.0000	17.0000	93.5000		705.15	16,923.50
002	0.0000	17.5100	96.3050		726.30	17,431.21
003	0.0000	18.0353	99.1941		748.09	17,954.14
004	0.0000	18.5764	102.1700		770.53	18,492.77
005	0.0000	19.1337	105.2351		793.65	19,047.55
006	0.0000	19.7077	108.3921		817.46	19,618.97
007	0.0000	20.2989	111.6439		841.98	20,207.54
008	0.0000	20.9079	114.9932		867.24	20,813.77
009	0.0000	21.5351	118.4430		893.26	21,438.18
010	0.0000	22.1811	121.9963		920.06	22,081.33
011	0.0000	22.8466	125.6562		947.66	22,743.77
012	0.0000	23.5320	129.4259		976.09	23,426.08
013	0.0000	24.2379	133.3086	1,005.37		24,128.86
014	0.0000	24.9651	137.3079	1,035.53		24,852.73
015	0.0000	25.7140	141.4271	1,066.60		25,598.31
016	0.0000	26.4854	145.6699	1,098.59		26,366.26
017	0.0000	27.2800	150.0401	1,131.55		27,157.25
018	0.0000	28.0984	154.5413	1,165.50		27,971.97
019	0.0000	28.9414	159.1775	1,200.46		28,811.13
020	0.0000	29.8096	163.9528	1,236.48		29,675.46

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CH57	ADM AIDE 5.75H	A ANNUAL	S SEMI-MONTH	32	24.0000	5.75	43.35	7.54	1040.75	181.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD	SALARY	ANNUAL SALARY
000	0.0000	17.0000	97.7500		737.20	17,692.75
001	0.0000	17.0000	97.7500		737.20	17,692.75
002	0.0000	17.5100	100.6825		759.31	18,223.53
003	0.0000	18.0353	103.7030		782.09	18,770.24
004	0.0000	18.5764	106.8141		805.56	19,333.35
005	0.0000	19.1337	110.0185		829.72	19,913.35
006	0.0000	19.7077	113.3191		854.61	20,510.75
007	0.0000	20.2989	116.7186		880.25	21,126.07
008	0.0000	20.9079	120.2202		906.66	21,759.85
009	0.0000	21.5351	123.8268		933.86	22,412.65
010	0.0000	22.1811	127.5416		961.88	23,085.03
011	0.0000	22.8466	131.3678		990.73	23,777.58
012	0.0000	23.5320	135.3088		1,020.45	24,490.90
013	0.0000	24.2379	139.3681		1,051.07	25,225.63
014	0.0000	24.9651	143.5492		1,082.60	25,982.40
015	0.0000	25.7140	147.8556		1,115.08	26,761.87
016	0.0000	26.4854	152.2913		1,148.53	27,564.73
017	0.0000	27.2800	156.8601		1,182.99	28,391.67
018	0.0000	28.0984	161.5659		1,218.48	29,243.42
019	0.0000	28.9414	166.4128		1,255.03	30,120.72
020	0.0000	29.8096	171.4052		1,292.68	31,024.34

07/01/2026	SNCT NON-CERTIF	CH59	ADM AIDE 5.9H	A ANNUAL	S SEMI-MONTH	32	24.0000	5.90	44.48	9.05	1067.90	181.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD	SALARY	ANNUAL SALARY
000	0.0000	17.0000	100.3000		756.43	18,154.30
001	0.0000	17.0000	100.3000		756.43	18,154.30
002	0.0000	17.5100	103.3090		779.12	18,698.93
003	0.0000	18.0353	106.4083		802.50	19,259.90
004	0.0000	18.5764	109.6005		826.57	19,837.69
005	0.0000	19.1336	112.8885		851.37	20,432.82
006	0.0000	19.7077	116.2752		876.91	21,045.81
007	0.0000	20.2989	119.7634		903.22	21,677.18
008	0.0000	20.9079	123.3564		930.31	22,327.50
009	0.0000	21.5351	127.0570		958.22	22,997.32
010	0.0000	22.1811	130.8687		986.97	23,687.24
011	0.0000	22.8466	134.7948		1,016.58	24,397.86
012	0.0000	23.5320	138.8387		1,047.08	25,129.80
013	0.0000	24.2379	143.0038		1,078.49	25,883.69
014	0.0000	24.9651	147.2939		1,110.84	26,660.20
015	0.0000	25.7140	151.7128		1,144.17	27,460.01
016	0.0000	26.4854	156.2641		1,178.49	28,283.81
017	0.0000	27.2800	160.9520		1,213.85	29,132.32
018	0.0000	28.0984	165.7806		1,250.26	30,006.29
019	0.0000	28.9414	170.7540		1,287.77	30,906.48
020	0.0000	29.8096	175.8766		1,326.40	31,833.67

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CH60	ADM ASST 6H	210 A ANNUAL	S SEMI-MONTH	32	24.0000	6.00	60.00	10.00	1260.00	210.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	18.5000	111.0000	971.25	23,310.00
001	0.0000	18.5000	111.0000	971.25	23,310.00
002	0.0000	19.0550	114.3300	1,000.39	24,009.30
003	0.0000	19.6267	117.7599	1,030.40	24,729.58
004	0.0000	20.2155	121.2927	1,061.31	25,471.47
005	0.0000	20.8219	124.9315	1,093.15	26,235.61
006	0.0000	21.4466	128.6794	1,125.95	27,022.68
007	0.0000	22.0900	132.5398	1,159.72	27,833.36
008	0.0000	22.7527	136.5160	1,194.52	28,668.36
009	0.0000	23.4353	140.6115	1,230.35	29,528.41
010	0.0000	24.1383	144.8298	1,267.26	30,414.26
011	0.0000	24.8625	149.1747	1,305.28	31,326.69
012	0.0000	25.6083	153.6500	1,344.44	32,266.49
013	0.0000	26.3766	158.2595	1,384.77	33,234.49
014	0.0000	27.1679	163.0072	1,426.31	34,231.52
015	0.0000	27.9829	167.8975	1,469.10	35,258.47
016	0.0000	28.8224	172.9344	1,513.18	36,316.22
017	0.0000	29.6871	178.1224	1,558.57	37,405.71
018	0.0000	30.5777	183.4661	1,605.33	38,527.88
019	0.0000	31.4950	188.9700	1,653.49	39,683.71
020	0.0000	32.4399	194.6392	1,703.09	40,874.23

07/01/2026	SNCT NON-CERTIF	CHCU	12M CUST SR DAY	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.5000	140.0000	1,516.67	36,400.00
001	0.0000	17.5000	140.0000	1,516.67	36,400.00
002	0.0000	18.0250	144.2000	1,562.17	37,492.00
003	0.0000	18.5658	148.5260	1,609.03	38,616.76
004	0.0000	19.1227	152.9818	1,657.30	39,775.26
005	0.0000	19.6964	157.5712	1,707.02	40,968.52
006	0.0000	20.2873	162.2984	1,758.23	42,197.58
007	0.0000	20.8959	167.1673	1,810.98	43,463.50
008	0.0000	21.5228	172.1823	1,865.31	44,767.41
009	0.0000	22.1685	177.3478	1,921.27	46,110.43
010	0.0000	22.8335	182.6682	1,978.91	47,493.74
011	0.0000	23.5185	188.1483	2,038.27	48,918.56
012	0.0000	24.2241	193.7927	2,099.42	50,386.11
013	0.0000	24.9508	199.6065	2,162.40	51,897.70
014	0.0000	25.6993	205.5947	2,227.28	53,454.63
015	0.0000	26.4703	211.7626	2,294.09	55,058.27
016	0.0000	27.2644	218.1154	2,362.92	56,710.01
017	0.0000	28.0824	224.6589	2,433.80	58,411.31
018	0.0000	28.9248	231.3987	2,506.82	60,163.65
019	0.0000	29.7926	238.3406	2,582.02	61,968.56
020	0.0000	30.6864	245.4908	2,659.48	63,827.62

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CI	12M AA-BKPR1	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	19.5000	156.0000	1,690.00	40,560.00
001	0.0000	19.5000	156.0000	1,690.00	40,560.00
002	0.0000	20.0850	160.6800	1,740.70	41,776.80
003	0.0000	20.6876	165.5004	1,792.92	43,030.10
004	0.0000	21.3082	170.4654	1,846.71	44,321.01
005	0.0000	21.9474	175.5794	1,902.11	45,650.64
006	0.0000	22.6059	180.8468	1,959.17	47,020.16
007	0.0000	23.2840	186.2722	2,017.95	48,430.76
008	0.0000	23.9825	191.8603	2,078.49	49,883.68
009	0.0000	24.7020	197.6161	2,140.84	51,380.19
010	0.0000	25.4431	203.5446	2,205.07	52,921.60
011	0.0000	26.2064	209.6510	2,271.22	54,509.25
012	0.0000	26.9926	215.9405	2,339.36	56,144.53
013	0.0000	27.8023	222.4187	2,409.54	57,828.86
014	0.0000	28.6364	229.0913	2,481.82	59,563.73
015	0.0000	29.4955	235.9640	2,556.28	61,350.64
016	0.0000	30.3804	243.0429	2,632.97	63,191.16
017	0.0000	31.2918	250.3342	2,711.95	65,086.89
018	0.0000	32.2305	257.8442	2,793.31	67,039.50
019	0.0000	33.1974	265.5795	2,877.11	69,050.68
020	0.0000	34.1934	273.5470	2,963.43	71,122.21

07/01/2026	SNCT NON-CERTIF	CI03	BUS AIDE 6H	A ANNUAL	S SEMI-MONTH	32	24.0000	6.00	54.00	9.00	1086.00	181.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	18.1500	108.9000	821.29	19,710.90
001	0.0000	18.1500	108.9000	821.29	19,710.90
002	0.0000	18.6945	112.1670	845.93	20,302.23
003	0.0000	19.2553	115.5320	871.30	20,911.29
004	0.0000	19.8330	118.9980	897.44	21,538.63
005	0.0000	20.4280	122.5679	924.37	22,184.79
006	0.0000	21.0408	126.2450	952.10	22,850.34
007	0.0000	21.6721	130.0323	980.66	23,535.85
008	0.0000	22.3222	133.9333	1,010.08	24,241.92
009	0.0000	22.9919	137.9513	1,040.38	24,969.18
010	0.0000	23.6816	142.0898	1,071.59	25,718.25
011	0.0000	24.3921	146.3525	1,103.74	26,489.80
012	0.0000	25.1239	150.7431	1,136.85	27,284.50
013	0.0000	25.8776	155.2654	1,170.96	28,103.03
014	0.0000	26.6539	159.9233	1,206.09	28,946.12
015	0.0000	27.4535	164.7210	1,242.27	29,814.50
016	0.0000	28.2771	169.6627	1,279.54	30,708.94
017	0.0000	29.1254	174.7525	1,317.93	31,630.21
018	0.0000	29.9992	179.9951	1,357.46	32,579.11
019	0.0000	30.8992	185.3950	1,398.19	33,556.49
020	0.0000	31.8261	190.9568	1,440.13	34,563.18

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CICU	12M CUST SR NGT A	ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	18.1500	145.2000	1,573.00	37,752.00
001	0.0000	18.1500	145.2000	1,573.00	37,752.00
002	0.0000	18.6945	149.5560	1,620.19	38,884.56
003	0.0000	19.2553	154.0427	1,668.80	40,051.10
004	0.0000	19.8330	158.6640	1,718.86	41,252.63
005	0.0000	20.4280	163.4239	1,770.43	42,490.21
006	0.0000	21.0408	168.3266	1,823.54	43,764.91
007	0.0000	21.6721	173.3764	1,878.24	45,077.86
008	0.0000	22.3222	178.5777	1,934.59	46,430.20
009	0.0000	22.9919	183.9350	1,992.63	47,823.10
010	0.0000	23.6816	189.4531	2,052.41	49,257.80
011	0.0000	24.3921	195.1367	2,113.98	50,735.53
012	0.0000	25.1239	200.9908	2,177.40	52,257.60
013	0.0000	25.8776	207.0205	2,242.72	53,825.33
014	0.0000	26.6539	213.2311	2,310.00	55,440.08
015	0.0000	27.4535	219.6280	2,379.30	57,103.29
016	0.0000	28.2771	226.2169	2,450.68	58,816.39
017	0.0000	29.1254	233.0034	2,524.20	60,580.88
018	0.0000	29.9992	239.9935	2,599.93	62,398.30
019	0.0000	30.8992	247.1933	2,677.93	64,270.25
020	0.0000	31.8261	254.6091	2,758.27	66,198.36

07/01/2026	SNCT NON-CERTIF	CJ	12M AADR-BKP2	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	20.5000	164.0000	1,776.67	42,640.00
001	0.0000	20.5000	164.0000	1,776.67	42,640.00
002	0.0000	21.1150	168.9200	1,829.97	43,919.20
003	0.0000	21.7485	173.9876	1,884.87	45,236.78
004	0.0000	22.4009	179.2072	1,941.41	46,593.88
005	0.0000	23.0729	184.5835	1,999.65	47,991.70
006	0.0000	23.7651	190.1210	2,059.64	49,431.45
007	0.0000	24.4781	195.8246	2,121.43	50,914.39
008	0.0000	25.2124	201.6993	2,185.08	52,441.82
009	0.0000	25.9688	207.7503	2,250.63	54,015.08
010	0.0000	26.7479	213.9828	2,318.15	55,635.53
011	0.0000	27.5503	220.4023	2,387.69	57,304.59
012	0.0000	28.3768	227.0143	2,459.32	59,023.73
013	0.0000	29.2281	233.8248	2,533.10	60,794.44
014	0.0000	30.1049	240.8395	2,609.10	62,618.28
015	0.0000	31.0081	248.0647	2,687.37	64,496.83
016	0.0000	31.9383	255.5067	2,767.99	66,431.73
017	0.0000	32.8965	263.1718	2,851.03	68,424.68
018	0.0000	33.8834	271.0670	2,936.56	70,477.42
019	0.0000	34.8999	279.1990	3,024.66	72,591.75
020	0.0000	35.9469	287.5750	3,115.40	74,769.50

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CK	12M MNT TECH	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	20.7693	166.1544	1,800.01	43,200.14
001	0.0000	20.7693	166.1544	1,800.01	43,200.14
002	0.0000	21.3924	171.1390	1,854.01	44,496.15
003	0.0000	22.0342	176.2732	1,909.63	45,831.03
004	0.0000	22.6952	181.5614	1,966.92	47,205.96
005	0.0000	23.3760	187.0082	2,025.92	48,622.14
006	0.0000	24.0773	192.6185	2,086.70	50,080.81
007	0.0000	24.7996	198.3970	2,149.30	51,583.23
008	0.0000	25.5436	204.3490	2,213.78	53,130.73
009	0.0000	26.3099	210.4794	2,280.19	54,724.65
010	0.0000	27.0992	216.7938	2,348.60	56,366.39
011	0.0000	27.9122	223.2976	2,419.06	58,057.38
012	0.0000	28.7496	229.9965	2,491.63	59,799.10
013	0.0000	29.6121	236.8965	2,566.38	61,593.08
014	0.0000	30.5004	244.0033	2,643.37	63,440.87
015	0.0000	31.4154	251.3234	2,722.67	65,344.09
016	0.0000	32.3579	258.8632	2,804.35	67,304.42
017	0.0000	33.3286	266.6290	2,888.48	69,323.55
018	0.0000	34.3285	274.6279	2,975.14	71,403.26
019	0.0000	35.3583	282.8667	3,064.39	73,545.35
020	0.0000	36.4191	291.3527	3,156.32	75,751.71

07/01/2026	SNCT NON-CERTIF	CK01	12M MNT TECH I	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	21.2500	170.0000	1,841.67	44,200.00
001	0.0000	21.2500	170.0000	1,841.67	44,200.00
002	0.0000	21.8875	175.1000	1,896.92	45,526.00
003	0.0000	22.5441	180.3530	1,953.82	46,891.78
004	0.0000	23.2205	185.7636	2,012.44	48,298.53
005	0.0000	23.9171	191.3365	2,072.81	49,747.49
006	0.0000	24.6346	197.0766	2,135.00	51,239.91
007	0.0000	25.3736	202.9889	2,199.05	52,777.11
008	0.0000	26.1348	209.0785	2,265.02	54,360.42
009	0.0000	26.9189	215.3509	2,332.97	55,991.24
010	0.0000	27.7264	221.8114	2,402.96	57,670.97
011	0.0000	28.5582	228.4658	2,475.05	59,401.10
012	0.0000	29.4150	235.3198	2,549.30	61,183.14
013	0.0000	30.2974	242.3793	2,625.78	63,018.63
014	0.0000	31.2063	249.6507	2,704.55	64,909.19
015	0.0000	32.1425	257.1403	2,785.69	66,856.47
016	0.0000	33.1068	264.8545	2,869.26	68,862.16
017	0.0000	34.1000	272.8001	2,955.33	70,928.02
018	0.0000	35.1230	280.9841	3,043.99	73,055.87
019	0.0000	36.1767	289.4136	3,135.31	75,247.54
020	0.0000	37.2620	298.0960	3,229.37	77,504.97

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CK02	12M MNT TECH II A	ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	22.2120	177.6960	1,925.04	46,200.96
001	0.0000	22.2120	177.6960	1,925.04	46,200.96
002	0.0000	22.8784	183.0269	1,982.79	47,586.99
003	0.0000	23.5647	188.5177	2,042.28	49,014.60
004	0.0000	24.2717	194.1732	2,103.54	50,485.04
005	0.0000	24.9998	199.9984	2,166.65	51,999.59
006	0.0000	25.7498	205.9984	2,231.65	53,559.58
007	0.0000	26.5223	212.1783	2,298.60	55,166.36
008	0.0000	27.3180	218.5437	2,367.56	56,821.35
009	0.0000	28.1375	225.1000	2,438.58	58,525.99
010	0.0000	28.9816	231.8530	2,511.74	60,281.77
011	0.0000	29.8511	238.8086	2,587.09	62,090.23
012	0.0000	30.7466	245.9728	2,664.71	63,952.93
013	0.0000	31.6690	253.3520	2,744.65	65,871.52
014	0.0000	32.6191	260.9526	2,826.99	67,847.67
015	0.0000	33.5977	268.7812	2,911.80	69,883.10
016	0.0000	34.6056	276.8446	2,999.15	71,979.59
017	0.0000	35.6437	285.1499	3,089.12	74,138.98
018	0.0000	36.7131	293.7044	3,181.80	76,363.15
019	0.0000	37.8144	302.5155	3,277.25	78,654.04
020	0.0000	38.9489	311.5910	3,375.57	81,013.66

07/01/2026	SNCT NON-CERTIF	CK03	12M MNT TEC III A	ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	22.6925	181.5400	1,966.68	47,200.40
001	0.0000	22.6925	181.5400	1,966.68	47,200.40
002	0.0000	23.3733	186.9862	2,025.68	48,616.41
003	0.0000	24.0745	192.5958	2,086.45	50,074.90
004	0.0000	24.7967	198.3737	2,149.05	51,577.15
005	0.0000	25.5406	204.3249	2,213.52	53,124.47
006	0.0000	26.3068	210.4546	2,279.93	54,718.20
007	0.0000	27.0960	216.7683	2,348.32	56,359.75
008	0.0000	27.9089	223.2713	2,418.77	58,050.54
009	0.0000	28.7462	229.9694	2,491.34	59,792.05
010	0.0000	29.6086	236.8685	2,566.08	61,585.82
011	0.0000	30.4968	243.9746	2,643.06	63,433.39
012	0.0000	31.4117	251.2938	2,722.35	65,336.39
013	0.0000	32.3541	258.8326	2,804.02	67,296.48
014	0.0000	33.3247	266.5976	2,888.14	69,315.38
015	0.0000	34.3244	274.5955	2,974.79	71,394.84
016	0.0000	35.3542	282.8334	3,064.03	73,536.69
017	0.0000	36.4148	291.3184	3,155.95	75,742.79
018	0.0000	37.5073	300.0580	3,250.63	78,015.07
019	0.0000	38.6325	309.0597	3,348.15	80,355.52
020	0.0000	39.7914	318.3315	3,448.59	82,766.19

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CL	TECH-TRANSP	TEC A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	24.6500	197.2000	2,136.33	51,272.00
001	0.0000	24.6500	197.2000	2,136.33	51,272.00
002	0.0000	25.3895	203.1160	2,200.42	52,810.16
003	0.0000	26.1512	209.2095	2,266.44	54,394.46
004	0.0000	26.9357	215.4858	2,334.43	56,026.30
005	0.0000	27.7438	221.9503	2,404.46	57,707.09
006	0.0000	28.5761	228.6088	2,476.60	59,438.30
007	0.0000	29.4334	235.4671	2,550.89	61,221.45
008	0.0000	30.3164	242.5311	2,627.42	63,058.09
009	0.0000	31.2259	249.8071	2,706.24	64,949.84
010	0.0000	32.1627	257.3013	2,787.43	66,898.33
011	0.0000	33.1275	265.0203	2,871.05	68,905.28
012	0.0000	34.1214	272.9709	2,957.19	70,972.44
013	0.0000	35.1450	281.1600	3,045.90	73,101.61
014	0.0000	36.1994	289.5948	3,137.28	75,294.66
015	0.0000	37.2853	298.2827	3,231.40	77,553.50
016	0.0000	38.4039	307.2312	3,328.34	79,880.11
017	0.0000	39.5560	316.4481	3,428.19	82,276.51
018	0.0000	40.7427	325.9415	3,531.03	84,744.80
019	0.0000	41.9650	335.7198	3,636.96	87,287.15
020	0.0000	43.2239	345.7914	3,746.07	89,905.76

07/01/2026	SNCT NON-CERTIF	CL01	12M TRADES I	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	24.0385	192.3080	2,083.34	50,000.08
001	0.0000	24.0385	192.3080	2,083.34	50,000.08
002	0.0000	24.7597	198.0772	2,145.84	51,500.08
003	0.0000	25.5024	204.0195	2,210.21	53,045.08
004	0.0000	26.2675	210.1402	2,276.52	54,636.44
005	0.0000	27.0555	216.4443	2,344.81	56,275.53
006	0.0000	27.8672	222.9377	2,415.16	57,963.80
007	0.0000	28.7032	229.6258	2,487.61	59,702.71
008	0.0000	29.5643	236.5146	2,562.24	61,493.79
009	0.0000	30.4513	243.6100	2,639.11	63,338.61
010	0.0000	31.3648	250.9183	2,718.28	65,238.76
011	0.0000	32.3057	258.4459	2,799.83	67,195.93
012	0.0000	33.2749	266.1992	2,883.83	69,211.80
013	0.0000	34.2732	274.1852	2,970.34	71,288.16
014	0.0000	35.3014	282.4108	3,059.45	73,426.80
015	0.0000	36.3604	290.8831	3,151.23	75,629.61
016	0.0000	37.4512	299.6096	3,245.77	77,898.50
017	0.0000	38.5747	308.5979	3,343.14	80,235.45
018	0.0000	39.7320	317.8558	3,443.44	82,642.51
019	0.0000	40.9239	327.3915	3,546.74	85,121.79
020	0.0000	42.1517	337.2132	3,653.14	87,675.44

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CL02	12M TRADES II	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	25.0000	200.0000	2,166.67	52,000.00
001	0.0000	25.0000	200.0000	2,166.67	52,000.00
002	0.0000	25.7500	206.0000	2,231.67	53,560.00
003	0.0000	26.5225	212.1800	2,298.62	55,166.80
004	0.0000	27.3182	218.5454	2,367.58	56,821.80
005	0.0000	28.1377	225.1018	2,438.60	58,526.46
006	0.0000	28.9819	231.8548	2,511.76	60,282.25
007	0.0000	29.8513	238.8105	2,587.11	62,090.72
008	0.0000	30.7469	245.9748	2,664.73	63,953.44
009	0.0000	31.6693	253.3540	2,744.67	65,872.04
010	0.0000	32.6193	260.9547	2,827.01	67,848.21
011	0.0000	33.5979	268.7833	2,911.82	69,883.65
012	0.0000	34.6059	276.8468	2,999.17	71,980.16
013	0.0000	35.6440	285.1522	3,089.15	74,139.57
014	0.0000	36.7133	293.7067	3,181.82	76,363.75
015	0.0000	37.8148	302.5180	3,277.28	78,654.67
016	0.0000	38.9492	311.5935	3,375.60	81,014.31
017	0.0000	40.1177	320.9413	3,476.86	83,444.73
018	0.0000	41.3212	330.5695	3,581.17	85,948.08
019	0.0000	42.5608	340.4866	3,688.61	88,526.52
020	0.0000	43.8377	350.7012	3,799.26	91,182.31

07/01/2026	SNCT NON-CERTIF	CL03	12M TRADES III	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	25.4808	203.8464	2,208.34	53,000.06
001	0.0000	25.4808	203.8464	2,208.34	53,000.06
002	0.0000	26.2452	209.9618	2,274.59	54,590.07
003	0.0000	27.0326	216.2607	2,342.82	56,227.77
004	0.0000	27.8436	222.7485	2,413.11	57,914.60
005	0.0000	28.6789	229.4309	2,485.50	59,652.04
006	0.0000	29.5392	236.3138	2,560.07	61,441.60
007	0.0000	30.4254	243.4033	2,636.87	63,284.85
008	0.0000	31.3382	250.7053	2,715.97	65,183.39
009	0.0000	32.2783	258.2265	2,797.45	67,138.90
010	0.0000	33.2467	265.9733	2,881.38	69,153.06
011	0.0000	34.2441	273.9525	2,967.82	71,227.65
012	0.0000	35.2714	282.1711	3,056.85	73,364.48
013	0.0000	36.3295	290.6362	3,148.56	75,565.42
014	0.0000	37.4194	299.3553	3,243.02	77,832.38
015	0.0000	38.5420	308.3360	3,340.31	80,167.35
016	0.0000	39.6983	317.5860	3,440.52	82,572.37
017	0.0000	40.8892	327.1136	3,543.73	85,049.54
018	0.0000	42.1159	336.9270	3,650.04	87,601.03
019	0.0000	43.3794	347.0348	3,759.54	90,229.06
020	0.0000	44.6807	357.4459	3,872.33	92,935.93

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CLCU	12M CUST HD STR A	ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	20.7500	166.0000	1,798.33	43,160.00
001	0.0000	20.7500	166.0000	1,798.33	43,160.00
002	0.0000	21.3725	170.9800	1,852.28	44,454.80
003	0.0000	22.0137	176.1094	1,907.85	45,788.44
004	0.0000	22.6741	181.3927	1,965.09	47,162.10
005	0.0000	23.3543	186.8345	2,024.04	48,576.96
006	0.0000	24.0549	192.4395	2,084.76	50,034.27
007	0.0000	24.7766	198.2127	2,147.30	51,535.30
008	0.0000	25.5199	204.1591	2,211.72	53,081.36
009	0.0000	26.2855	210.2838	2,278.08	54,673.80
010	0.0000	27.0740	216.5923	2,346.42	56,314.01
011	0.0000	27.8863	223.0901	2,416.81	58,003.43
012	0.0000	28.7229	229.7828	2,489.31	59,743.53
013	0.0000	29.5845	236.6763	2,563.99	61,535.84
014	0.0000	30.4721	243.7766	2,640.91	63,381.92
015	0.0000	31.3862	251.0899	2,720.14	65,283.37
016	0.0000	32.3278	258.6226	2,801.74	67,241.87
017	0.0000	33.2977	266.3813	2,885.80	69,259.13
018	0.0000	34.2966	274.3727	2,972.37	71,336.90
019	0.0000	35.3255	282.6039	3,061.54	73,477.01
020	0.0000	36.3853	291.0820	3,153.39	75,681.32

07/01/2026	SNCT NON-CERTIF	CM	HOURLY PRNT CRD H	HOURLY	S SEMI-MONTH	01	24.0000	3.99	33.25	8.33	798.00	200.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	20.0000	0.0000	0.00	0.00
001	0.0000	20.0000	0.0000	0.00	0.00
002	0.0000	20.6000	0.0000	0.00	0.00
003	0.0000	21.2180	0.0000	0.00	0.00
004	0.0000	21.8550	0.0000	0.00	0.00
005	0.0000	22.5100	0.0000	0.00	0.00
006	0.0000	23.1850	0.0000	0.00	0.00
007	0.0000	23.8810	0.0000	0.00	0.00
008	0.0000	24.5970	0.0000	0.00	0.00
009	0.0000	25.3350	0.0000	0.00	0.00
010	0.0000	26.0950	0.0000	0.00	0.00
011	0.0000	26.8780	0.0000	0.00	0.00
012	0.0000	27.6850	0.0000	0.00	0.00
013	0.0000	28.5150	0.0000	0.00	0.00
014	0.0000	29.3710	0.0000	0.00	0.00
015	0.0000	30.2520	0.0000	0.00	0.00
016	0.0000	31.1590	0.0000	0.00	0.00
017	0.0000	32.0940	0.0000	0.00	0.00
018	0.0000	33.0570	0.0000	0.00	0.00
019	0.0000	34.0490	0.0000	0.00	0.00
020	0.0000	35.0700	0.0000	0.00	0.00

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CM01	VAN DRV 5.25H	A ANNUAL	S SEMI-MONTH	32	24.0000	5.25	39.59	9.00	950.25	181.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD	SALARY	ANNUAL SALARY
000	0.0000	19.5000	102.3750		772.08	18,529.88
001	0.0000	19.5000	102.3750		772.08	18,529.88
002	0.0000	20.0850	105.4462		795.24	19,085.77
003	0.0000	20.6875	108.6096		819.10	19,658.34
004	0.0000	21.3082	111.8679		843.67	20,248.09
005	0.0000	21.9474	115.2240		868.98	20,855.54
006	0.0000	22.6058	118.6807		895.05	21,481.20
007	0.0000	23.2840	122.2411		921.90	22,125.64
008	0.0000	23.9825	125.9083		949.56	22,789.41
009	0.0000	24.7020	129.6856		978.05	23,473.09
010	0.0000	25.4431	133.5761	1,007.39		24,177.28
011	0.0000	26.2064	137.5834	1,037.61		24,902.60
012	0.0000	26.9926	141.7109	1,068.74		25,649.68
013	0.0000	27.8023	145.9623	1,100.80		26,419.17
014	0.0000	28.6364	150.3412	1,133.82		27,211.75
015	0.0000	29.4955	154.8514	1,167.84		28,028.10
016	0.0000	30.3804	159.4969	1,202.87		28,868.94
017	0.0000	31.2918	164.2818	1,238.96		29,735.01
018	0.0000	32.2305	169.2103	1,276.13		30,627.06
019	0.0000	33.1974	174.2866	1,314.41		31,545.87
020	0.0000	34.1934	179.5152	1,353.84		32,492.25

07/01/2026	SNCT NON-CERTIF	CM02	HOURLY VAN DRV	H HOURLY	S SEMI-MONTH	01	24.0000	.00	.00	.00	.00	.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD	SALARY	ANNUAL SALARY
000	0.0000	19.5000	0.0000		0.00	0.00
001	0.0000	19.5000	0.0000		0.00	0.00
002	0.0000	20.0850	0.0000		0.00	0.00
003	0.0000	20.6876	0.0000		0.00	0.00
004	0.0000	21.3082	0.0000		0.00	0.00
005	0.0000	21.9474	0.0000		0.00	0.00
006	0.0000	22.6058	0.0000		0.00	0.00
007	0.0000	23.2840	0.0000		0.00	0.00
008	0.0000	23.9825	0.0000		0.00	0.00
009	0.0000	24.7020	0.0000		0.00	0.00
010	0.0000	25.4431	0.0000		0.00	0.00
011	0.0000	26.2064	0.0000		0.00	0.00
012	0.0000	26.9926	0.0000		0.00	0.00
013	0.0000	27.8023	0.0000		0.00	0.00
014	0.0000	28.6364	0.0000		0.00	0.00
015	0.0000	29.4955	0.0000		0.00	0.00
016	0.0000	30.3804	0.0000		0.00	0.00
017	0.0000	31.2918	0.0000		0.00	0.00
018	0.0000	32.2305	0.0000		0.00	0.00
019	0.0000	33.1974	0.0000		0.00	0.00
020	0.0000	34.1934	0.0000		0.00	0.00

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CM52	BUS DRV 5.25H	A ANNUAL	S SEMI-MONTH	32	24.0000	5.25	40.03	9.00	960.75	183.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	25.0000	131.2500	1,000.78	24,018.75
001	0.0000	25.0000	131.2500	1,000.78	24,018.75
002	0.0000	25.7500	135.1875	1,030.80	24,739.31
003	0.0000	26.5225	139.2431	1,061.73	25,481.49
004	0.0000	27.3182	143.4204	1,093.58	26,245.94
005	0.0000	28.1377	147.7230	1,126.39	27,033.31
006	0.0000	28.9818	152.1547	1,160.18	27,844.31
007	0.0000	29.8513	156.7193	1,194.99	28,679.64
008	0.0000	30.7468	161.4209	1,230.83	29,540.03
009	0.0000	31.6693	166.2636	1,267.76	30,426.23
010	0.0000	32.6193	171.2515	1,305.79	31,339.02
011	0.0000	33.5979	176.3890	1,344.97	32,279.19
012	0.0000	34.6058	181.6807	1,385.32	33,247.57
013	0.0000	35.6440	187.1311	1,426.87	34,244.99
014	0.0000	36.7133	192.7450	1,469.68	35,272.34
015	0.0000	37.8147	198.5274	1,513.77	36,330.51
016	0.0000	38.9492	204.4832	1,559.18	37,420.43
017	0.0000	40.1177	210.6177	1,605.96	38,543.04
018	0.0000	41.3212	216.9362	1,654.14	39,699.33
019	0.0000	42.5608	223.4443	1,703.76	40,890.31
020	0.0000	43.8377	230.1477	1,754.88	42,117.02

07/01/2026	SNCT NON-CERTIF	CM55	BUS DRV 5.5H	A ANNUAL	S SEMI-MONTH	32	24.0000	5.50	41.93	9.00	1006.50	183.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	25.0000	137.5000	1,048.44	25,162.50
001	0.0000	25.0000	137.5000	1,048.44	25,162.50
002	0.0000	25.7500	141.6250	1,079.89	25,917.38
003	0.0000	26.5225	145.8738	1,112.29	26,694.90
004	0.0000	27.3182	150.2499	1,145.66	27,495.74
005	0.0000	28.1377	154.7575	1,180.03	28,320.62
006	0.0000	28.9819	159.4002	1,215.43	29,170.23
007	0.0000	29.8513	164.1822	1,251.89	30,045.34
008	0.0000	30.7469	169.1077	1,289.45	30,946.70
009	0.0000	31.6693	174.1809	1,328.13	31,875.10
010	0.0000	32.6193	179.4063	1,367.97	32,831.36
011	0.0000	33.5979	184.7885	1,409.01	33,816.30
012	0.0000	34.6058	190.3321	1,451.28	34,830.78
013	0.0000	35.6440	196.0421	1,494.82	35,875.71
014	0.0000	36.7133	201.9234	1,539.67	36,951.98
015	0.0000	37.8147	207.9811	1,585.86	38,060.54
016	0.0000	38.9492	214.2205	1,633.43	39,202.36
017	0.0000	40.1177	220.6472	1,682.43	40,378.43
018	0.0000	41.3212	227.2666	1,732.91	41,589.78
019	0.0000	42.5608	234.0845	1,784.89	42,837.47
020	0.0000	43.8377	241.1071	1,838.44	44,122.60

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CM62	BUSDRV 6.25	215 A ANNUAL	S SEMI-MONTH	32	24.0000	6.25	61.08	9.77	1343.75	215.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	25.0000	156.2500	1,399.74	33,593.75
001	0.0000	25.0000	156.2500	1,399.74	33,593.75
002	0.0000	25.7500	160.9375	1,441.73	34,601.56
003	0.0000	26.5225	165.7656	1,484.98	35,639.61
004	0.0000	27.3182	170.7386	1,529.53	36,708.80
005	0.0000	28.1377	175.8607	1,575.42	37,810.06
006	0.0000	28.9819	181.1366	1,622.68	38,944.36
007	0.0000	29.8513	186.5707	1,671.36	40,112.69
008	0.0000	30.7468	192.1678	1,721.50	41,316.08
009	0.0000	31.6692	197.9328	1,773.15	42,555.56
010	0.0000	32.6193	203.8708	1,826.34	43,832.22
011	0.0000	33.5979	209.9869	1,881.13	45,147.19
012	0.0000	34.6059	216.2866	1,937.57	46,501.61
013	0.0000	35.6440	222.7751	1,995.69	47,896.65
014	0.0000	36.7133	229.4584	2,055.56	49,333.55
015	0.0000	37.8147	236.3421	2,117.23	50,813.56
016	0.0000	38.9492	243.4324	2,180.75	52,337.97
017	0.0000	40.1177	250.7354	2,246.17	53,908.11
018	0.0000	41.3212	258.2574	2,313.56	55,525.35
019	0.0000	42.5608	266.0052	2,382.96	57,191.11
020	0.0000	43.8376	273.9853	2,454.45	58,906.84

07/01/2026	SNCT NON-CERTIF	CM65	BUS DRV 6.5H	A ANNUAL	S SEMI-MONTH	32	24.0000	6.50	49.56	9.00	1189.50	183.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	25.0000	162.5000	1,239.06	29,737.50
001	0.0000	25.0000	162.5000	1,239.06	29,737.50
002	0.0000	25.7500	167.3750	1,276.23	30,629.63
003	0.0000	26.5225	172.3962	1,314.52	31,548.51
004	0.0000	27.3182	177.5681	1,353.96	32,494.97
005	0.0000	28.1377	182.8952	1,394.58	33,469.82
006	0.0000	28.9818	188.3820	1,436.41	34,473.91
007	0.0000	29.8513	194.0335	1,479.51	35,508.13
008	0.0000	30.7468	199.8545	1,523.89	36,573.37
009	0.0000	31.6693	205.8502	1,569.61	37,670.58
010	0.0000	32.6193	212.0256	1,616.70	38,800.69
011	0.0000	33.5979	218.3864	1,665.20	39,964.71
012	0.0000	34.6058	224.9380	1,715.15	41,163.65
013	0.0000	35.6440	231.6861	1,766.61	42,398.56
014	0.0000	36.7133	238.6367	1,819.61	43,670.52
015	0.0000	37.8147	245.7958	1,874.19	44,980.64
016	0.0000	38.9492	253.1697	1,930.42	46,330.06
017	0.0000	40.1177	260.7648	1,988.33	47,719.96
018	0.0000	41.3212	268.5878	2,047.98	49,151.56
019	0.0000	42.5608	276.6454	2,109.42	50,626.10
020	0.0000	43.8377	284.9448	2,172.70	52,144.89

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CM6H	BUS DRV 6H	A ANNUAL	S SEMI-MONTH	32	24.0000	6.00	45.75	9.00	1098.00	183.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	25.0000	150.0000	1,143.75	27,450.00
001	0.0000	25.0000	150.0000	1,143.75	27,450.00
002	0.0000	25.7500	154.5000	1,178.06	28,273.50
003	0.0000	26.5225	159.1350	1,213.40	29,121.71
004	0.0000	27.3182	163.9091	1,249.81	29,995.36
005	0.0000	28.1377	168.8263	1,287.30	30,895.22
006	0.0000	28.9819	173.8911	1,325.92	31,822.07
007	0.0000	29.8513	179.1079	1,365.70	32,776.74
008	0.0000	30.7469	184.4811	1,406.67	33,760.04
009	0.0000	31.6693	190.0155	1,448.87	34,772.84
010	0.0000	32.6193	195.7160	1,492.33	35,816.02
011	0.0000	33.5979	201.5874	1,537.10	36,890.50
012	0.0000	34.6059	207.6351	1,583.22	37,997.22
013	0.0000	35.6440	213.8642	1,630.71	39,137.14
014	0.0000	36.7134	220.2801	1,679.64	40,311.25
015	0.0000	37.8148	226.8885	1,730.02	41,520.59
016	0.0000	38.9492	233.6951	1,781.93	42,766.21
017	0.0000	40.1177	240.7060	1,835.38	44,049.19
018	0.0000	41.3212	247.9272	1,890.44	45,370.67
019	0.0000	42.5608	255.3650	1,947.16	46,731.79
020	0.0000	43.8377	263.0259	2,005.57	48,133.74

07/01/2026	SNCT NON-CERTIF	CM8	VEH FLT TECH 8H	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	25.0000	200.0000	2,166.67	52,000.00
001	0.0000	25.0000	200.0000	2,166.67	52,000.00
002	0.0000	25.7500	206.0000	2,231.67	53,560.00
003	0.0000	26.5225	212.1800	2,298.62	55,166.80
004	0.0000	27.3182	218.5454	2,367.58	56,821.80
005	0.0000	28.1377	225.1018	2,438.60	58,526.46
006	0.0000	28.9819	231.8548	2,511.76	60,282.25
007	0.0000	29.8513	238.8105	2,587.11	62,090.72
008	0.0000	30.7469	245.9748	2,664.73	63,953.44
009	0.0000	31.6693	253.3540	2,744.67	65,872.04
010	0.0000	32.6193	260.9547	2,827.01	67,848.21
011	0.0000	33.5979	268.7833	2,911.82	69,883.65
012	0.0000	34.6059	276.8468	2,999.17	71,980.16
013	0.0000	35.6440	285.1522	3,089.15	74,139.57
014	0.0000	36.7133	293.7067	3,181.82	76,363.75
015	0.0000	37.8148	302.5180	3,277.28	78,654.67
016	0.0000	38.9492	311.5935	3,375.60	81,014.31
017	0.0000	40.1177	320.9413	3,476.86	83,444.73
018	0.0000	41.3212	330.5695	3,581.17	85,948.08
019	0.0000	42.5608	340.4866	3,688.61	88,526.52
020	0.0000	43.8377	350.7012	3,799.26	91,182.31

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CN	12M GRDS LEAD	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	22.2500	178.0000	1,928.33	46,280.00
001	0.0000	22.2500	178.0000	1,928.33	46,280.00
002	0.0000	22.9175	183.3400	1,986.18	47,668.40
003	0.0000	23.6050	188.8402	2,045.77	49,098.45
004	0.0000	24.3132	194.5054	2,107.14	50,571.41
005	0.0000	25.0426	200.3406	2,170.36	52,088.55
006	0.0000	25.7939	206.3508	2,235.47	53,651.20
007	0.0000	26.5677	212.5413	2,302.53	55,260.74
008	0.0000	27.3647	218.9175	2,371.61	56,918.56
009	0.0000	28.1856	225.4851	2,442.76	58,626.12
010	0.0000	29.0312	232.2496	2,516.04	60,384.90
011	0.0000	29.9021	239.2171	2,591.52	62,196.45
012	0.0000	30.7992	246.3936	2,669.26	64,062.34
013	0.0000	31.7232	253.7854	2,749.34	65,984.21
014	0.0000	32.6749	261.3990	2,831.82	67,963.74
015	0.0000	33.6551	269.2410	2,916.78	70,002.65
016	0.0000	34.6648	277.3182	3,004.28	72,102.73
017	0.0000	35.7047	285.6377	3,094.41	74,265.81
018	0.0000	36.7759	294.2069	3,187.24	76,493.79
019	0.0000	37.8791	303.0331	3,282.86	78,788.60
020	0.0000	39.0155	312.1241	3,381.34	81,152.26

07/01/2026	SNCT NON-CERTIF	CO	12M VPI PREK SP	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	25.2500	202.0000	2,188.33	52,520.00
001	0.0000	25.2500	202.0000	2,188.33	52,520.00
002	0.0000	26.0075	208.0600	2,253.98	54,095.60
003	0.0000	26.7877	214.3018	2,321.60	55,718.47
004	0.0000	27.5914	220.7308	2,391.25	57,390.02
005	0.0000	28.4191	227.3528	2,462.99	59,111.72
006	0.0000	29.2717	234.1733	2,536.88	60,885.07
007	0.0000	30.1498	241.1986	2,612.98	62,711.63
008	0.0000	31.0543	248.4345	2,691.37	64,592.98
009	0.0000	31.9859	255.8875	2,772.12	66,530.76
010	0.0000	32.9455	263.5642	2,855.28	68,526.69
011	0.0000	33.9339	271.4711	2,940.94	70,582.49
012	0.0000	34.9519	279.6152	3,029.17	72,699.96
013	0.0000	36.0005	288.0037	3,120.04	74,880.96
014	0.0000	37.0805	296.6438	3,213.64	77,127.39
015	0.0000	38.1929	305.5431	3,310.05	79,441.21
016	0.0000	39.3387	314.7094	3,409.35	81,824.45
017	0.0000	40.5188	324.1507	3,511.63	84,279.18
018	0.0000	41.7344	333.8752	3,616.98	86,807.56
019	0.0000	42.9864	343.8915	3,725.49	89,411.78
020	0.0000	44.2760	354.2082	3,837.26	92,094.14

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CP	12M PROJ MGR	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	26.0500	208.4000	2,257.67	54,184.00
001	0.0000	26.0500	208.4000	2,257.67	54,184.00
002	0.0000	26.8315	214.6520	2,325.40	55,809.52
003	0.0000	27.6365	221.0916	2,395.16	57,483.81
004	0.0000	28.4655	227.7243	2,467.01	59,208.32
005	0.0000	29.3195	234.5560	2,541.02	60,984.57
006	0.0000	30.1991	241.5927	2,617.25	62,814.11
007	0.0000	31.1051	248.8405	2,695.77	64,698.53
008	0.0000	32.0382	256.3057	2,776.65	66,639.49
009	0.0000	32.9994	263.9949	2,859.94	68,638.67
010	0.0000	33.9893	271.9147	2,945.74	70,697.83
011	0.0000	35.0090	280.0722	3,034.12	72,818.77
012	0.0000	36.0593	288.4743	3,125.14	75,003.33
013	0.0000	37.1411	297.1286	3,218.89	77,253.43
014	0.0000	38.2553	306.0424	3,315.46	79,571.03
015	0.0000	39.4030	315.2237	3,414.92	81,958.16
016	0.0000	40.5851	324.6804	3,517.37	84,416.91
017	0.0000	41.8026	334.4208	3,622.89	86,949.41
018	0.0000	43.0567	344.4535	3,731.58	89,557.90
019	0.0000	44.3484	354.7870	3,843.53	92,244.63
020	0.0000	45.6788	365.4307	3,958.83	95,011.97

07/01/2026	SNCT NON-CERTIF	CQ	12M EXC ADM AST A	ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	28.7000	229.6000	2,487.33	59,696.00
001	0.0000	28.7000	229.6000	2,487.33	59,696.00
002	0.0000	29.5610	236.4880	2,561.95	61,486.88
003	0.0000	30.4478	243.5827	2,638.81	63,331.49
004	0.0000	31.3613	250.8901	2,717.98	65,231.43
005	0.0000	32.3021	258.4168	2,799.52	67,188.37
006	0.0000	33.2712	266.1693	2,883.50	69,204.03
007	0.0000	34.2693	274.1544	2,970.01	71,280.15
008	0.0000	35.2974	282.3790	3,059.11	73,418.55
009	0.0000	36.3563	290.8504	3,150.88	75,621.11
010	0.0000	37.4470	299.5759	3,245.41	77,889.74
011	0.0000	38.5704	308.5632	3,342.77	80,226.43
012	0.0000	39.7275	317.8201	3,443.05	82,633.23
013	0.0000	40.9193	327.3547	3,546.34	85,112.22
014	0.0000	42.1469	337.1753	3,652.73	87,665.59
015	0.0000	43.4113	347.2906	3,762.32	90,295.56
016	0.0000	44.7137	357.7093	3,875.18	93,004.42
017	0.0000	46.0551	368.4406	3,991.44	95,794.56
018	0.0000	47.4367	379.4938	4,111.18	98,668.39
019	0.0000	48.8598	390.8786	4,234.52	101,628.44
020	0.0000	50.3256	402.6050	4,361.55	104,677.30

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CQ01	12M TRD LEAD I	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	28.3654	226.9232	2,458.33	59,000.03
001	0.0000	28.3654	226.9232	2,458.33	59,000.03
002	0.0000	29.2164	233.7309	2,532.08	60,770.03
003	0.0000	30.0929	240.7428	2,608.05	62,593.13
004	0.0000	30.9956	247.9651	2,686.29	64,470.93
005	0.0000	31.9255	255.4041	2,766.88	66,405.06
006	0.0000	32.8833	263.0662	2,849.88	68,397.21
007	0.0000	33.8698	270.9582	2,935.38	70,449.12
008	0.0000	34.8859	279.0869	3,023.44	72,562.60
009	0.0000	35.9324	287.4595	3,114.15	74,739.48
010	0.0000	37.0104	296.0833	3,207.57	76,981.66
011	0.0000	38.1207	304.9658	3,303.80	79,291.11
012	0.0000	39.2644	314.1148	3,402.91	81,669.84
013	0.0000	40.4423	323.5382	3,505.00	84,119.94
014	0.0000	41.6556	333.2444	3,610.15	86,643.54
015	0.0000	42.9052	343.2417	3,718.45	89,242.84
016	0.0000	44.1924	353.5390	3,830.01	91,920.13
017	0.0000	45.5181	364.1451	3,944.91	94,677.73
018	0.0000	46.8837	375.0695	4,063.25	97,518.06
019	0.0000	48.2902	386.3216	4,185.15	100,443.61
020	0.0000	49.7389	397.9112	4,310.70	103,456.91

07/01/2026	SNCT NON-CERTIF	CQ02	12M TRD LEAD II	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	29.3270	234.6160	2,541.67	61,000.16
001	0.0000	29.3270	234.6160	2,541.67	61,000.16
002	0.0000	30.2068	241.6545	2,617.92	62,830.16
003	0.0000	31.1130	248.9041	2,696.46	64,715.07
004	0.0000	32.0464	256.3712	2,777.36	66,656.52
005	0.0000	33.0078	264.0624	2,860.68	68,656.22
006	0.0000	33.9980	271.9842	2,946.50	70,715.90
007	0.0000	35.0180	280.1438	3,034.89	72,837.38
008	0.0000	36.0685	288.5481	3,125.94	75,022.50
009	0.0000	37.1506	297.2045	3,219.72	77,273.18
010	0.0000	38.2651	306.1207	3,316.31	79,591.37
011	0.0000	39.4130	315.3043	3,415.80	81,979.11
012	0.0000	40.5954	324.7634	3,518.27	84,438.49
013	0.0000	41.8133	334.5063	3,623.82	86,971.64
014	0.0000	43.0677	344.5415	3,732.53	89,580.79
015	0.0000	44.3597	354.8778	3,844.51	92,268.22
016	0.0000	45.6905	365.5241	3,959.84	95,036.26
017	0.0000	47.0612	376.4898	4,078.64	97,887.35
018	0.0000	48.4731	387.7845	4,201.00	100,823.97
019	0.0000	49.9273	399.4180	4,327.03	103,848.69
020	0.0000	51.4251	411.4006	4,456.84	106,964.15

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CQ03	12M TRD LED III	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	29.8077	238.4616	2,583.33	62,000.02
001	0.0000	29.8077	238.4616	2,583.33	62,000.02
002	0.0000	30.7019	245.6155	2,660.83	63,860.02
003	0.0000	31.6230	252.9839	2,740.66	65,775.82
004	0.0000	32.5717	260.5734	2,822.88	67,749.09
005	0.0000	33.5488	268.3906	2,907.57	69,781.56
006	0.0000	34.5553	276.4423	2,994.79	71,875.01
007	0.0000	35.5920	284.7356	3,084.64	74,031.26
008	0.0000	36.6597	293.2777	3,177.18	76,252.20
009	0.0000	37.7595	302.0760	3,272.49	78,539.77
010	0.0000	38.8923	311.1383	3,370.67	80,895.96
011	0.0000	40.0591	320.4725	3,471.79	83,322.84
012	0.0000	41.2608	330.0866	3,575.94	85,822.52
013	0.0000	42.4987	339.9892	3,683.22	88,397.20
014	0.0000	43.7736	350.1889	3,793.71	91,049.11
015	0.0000	45.0868	360.6946	3,907.52	93,780.59
016	0.0000	46.4394	371.5154	4,024.75	96,594.00
017	0.0000	47.8326	382.6608	4,145.49	99,491.82
018	0.0000	49.2676	394.1407	4,269.86	102,476.58
019	0.0000	50.7456	405.9649	4,397.95	105,550.88
020	0.0000	52.2680	418.1438	4,529.89	108,717.40

07/01/2026	SNCT NON-CERTIF	CR	12M MGR-FOREMN	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	29.5000	236.0000	2,556.67	61,360.00
001	0.0000	29.5000	236.0000	2,556.67	61,360.00
002	0.0000	30.3850	243.0800	2,633.37	63,200.80
003	0.0000	31.2966	250.3724	2,712.37	65,096.82
004	0.0000	32.2355	257.8836	2,793.74	67,049.73
005	0.0000	33.2025	265.6201	2,877.55	69,061.22
006	0.0000	34.1986	273.5887	2,963.88	71,133.06
007	0.0000	35.2245	281.7963	3,052.79	73,267.05
008	0.0000	36.2813	290.2502	3,144.38	75,465.06
009	0.0000	37.3697	298.9577	3,238.71	77,729.01
010	0.0000	38.4908	307.9265	3,335.87	80,060.88
011	0.0000	39.6455	317.1643	3,435.95	82,462.71
012	0.0000	40.8349	326.6792	3,539.02	84,936.59
013	0.0000	42.0600	336.4796	3,645.20	87,484.69
014	0.0000	43.3218	346.5740	3,754.55	90,109.23
015	0.0000	44.6214	356.9712	3,867.19	92,812.51
016	0.0000	45.9600	367.6803	3,983.20	95,596.88
017	0.0000	47.3388	378.7107	4,102.70	98,464.79
018	0.0000	48.7590	390.0720	4,225.78	101,418.73
019	0.0000	50.2218	401.7742	4,352.55	104,461.29
020	0.0000	51.7284	413.8274	4,483.13	107,595.13

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	CS	12M SPECIALIST	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	27.0000	216.0000	2,340.00	56,160.00
001	0.0000	27.0000	216.0000	2,340.00	56,160.00
002	0.0000	27.8100	222.4800	2,410.20	57,844.80
003	0.0000	28.6443	229.1544	2,482.51	59,580.14
004	0.0000	29.5036	236.0290	2,556.98	61,367.55
005	0.0000	30.3887	243.1099	2,633.69	63,208.57
006	0.0000	31.3004	250.4032	2,712.70	65,104.83
007	0.0000	32.2394	257.9153	2,794.08	67,057.98
008	0.0000	33.2066	265.6528	2,877.91	69,069.72
009	0.0000	34.2028	273.6223	2,964.24	71,141.81
010	0.0000	35.2289	281.8310	3,053.17	73,276.06
011	0.0000	36.2857	290.2859	3,144.76	75,474.34
012	0.0000	37.3743	298.9945	3,239.11	77,738.57
013	0.0000	38.4955	307.9643	3,336.28	80,070.73
014	0.0000	39.6504	317.2033	3,436.37	82,472.85
015	0.0000	40.8399	326.7194	3,539.46	84,947.04
016	0.0000	42.0651	336.5210	3,645.64	87,495.45
017	0.0000	43.3271	346.6166	3,755.01	90,120.31
018	0.0000	44.6269	357.0151	3,867.66	92,823.92
019	0.0000	45.9657	367.7255	3,983.69	95,608.64
020	0.0000	47.3447	378.7573	4,103.20	98,476.90

07/01/2026	SNCT NON-CERTIF	CU	ENV HLTH SAFETY	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	33.0000	264.0000	2,860.00	68,640.00
001	0.0000	33.0000	264.0000	2,860.00	68,640.00
002	0.0000	33.9900	271.9200	2,945.80	70,699.20
003	0.0000	35.0097	280.0776	3,034.17	72,820.18
004	0.0000	36.0600	288.4799	3,125.20	75,004.78
005	0.0000	37.1418	297.1343	3,218.96	77,254.92
006	0.0000	38.2560	306.0483	3,315.52	79,572.57
007	0.0000	39.4037	315.2298	3,414.99	81,959.75
008	0.0000	40.5858	324.6867	3,517.44	84,418.54
009	0.0000	41.8034	334.4273	3,622.96	86,951.10
010	0.0000	43.0575	344.4601	3,731.65	89,559.63
011	0.0000	44.3492	354.7939	3,843.60	92,246.42
012	0.0000	45.6797	365.4377	3,958.91	95,013.81
013	0.0000	47.0501	376.4009	4,077.68	97,864.23
014	0.0000	48.4616	387.6929	4,200.01	100,800.15
015	0.0000	49.9155	399.3237	4,326.01	103,824.16
016	0.0000	51.4129	411.3034	4,455.79	106,938.88
017	0.0000	52.9553	423.6425	4,589.46	110,147.05
018	0.0000	54.5440	436.3518	4,727.14	113,451.46
019	0.0000	56.1803	449.4423	4,868.96	116,855.01
020	0.0000	57.8657	462.9256	5,015.03	120,360.66

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	PG75	OC-PH-SLP ASST	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	28.5000	213.7500	1,781.25	42,750.00
001	0.0000	28.5000	213.7500	1,781.25	42,750.00
002	0.0000	29.3550	220.1625	1,834.69	44,032.50
003	0.0000	30.2357	226.7674	1,889.73	45,353.48
004	0.0000	31.1427	233.5704	1,946.42	46,714.08
005	0.0000	32.0770	240.5775	2,004.81	48,115.50
006	0.0000	33.0393	247.7949	2,064.96	49,558.97
007	0.0000	34.0305	255.2287	2,126.91	51,045.74
008	0.0000	35.0514	262.8856	2,190.71	52,577.11
009	0.0000	36.1029	270.7721	2,256.43	54,154.42
010	0.0000	37.1860	278.8953	2,324.13	55,779.05
011	0.0000	38.3016	287.2622	2,393.85	57,452.43
012	0.0000	39.4507	295.8800	2,465.67	59,176.00
013	0.0000	40.6342	304.7564	2,539.64	60,951.28
014	0.0000	41.8532	313.8991	2,615.83	62,779.82
015	0.0000	43.1088	323.3161	2,694.30	64,663.21
016	0.0000	44.4021	333.0156	2,775.13	66,603.11
017	0.0000	45.7341	343.0060	2,858.38	68,601.20
018	0.0000	47.1062	353.2962	2,944.14	70,659.24
019	0.0000	48.5193	363.8951	3,032.46	72,779.01
020	0.0000	49.9749	374.8119	3,123.43	74,962.38

07/01/2026	SNCT NON-CERTIF	PI75	LPN NURSE	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.83	1500.00	200.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	34.1900	256.4250	2,136.88	51,285.00
001	0.0000	34.1900	256.4250	2,136.88	51,285.00
002	0.0000	35.2157	264.1178	2,200.98	52,823.55
003	0.0000	36.2722	272.0413	2,267.01	54,408.26
004	0.0000	37.3603	280.2025	2,335.02	56,040.50
005	0.0000	38.4811	288.6086	2,405.07	57,721.72
006	0.0000	39.6356	297.2669	2,477.22	59,453.37
007	0.0000	40.8247	306.1849	2,551.54	61,236.97
008	0.0000	42.0494	315.3704	2,628.09	63,074.08
009	0.0000	43.3109	324.8315	2,706.93	64,966.30
010	0.0000	44.6102	334.5765	2,788.14	66,915.29
011	0.0000	45.9485	344.6138	2,871.78	68,922.75
012	0.0000	47.3270	354.9522	2,957.93	70,990.43
013	0.0000	48.7468	365.6008	3,046.67	73,120.15
014	0.0000	50.2092	376.5688	3,138.07	75,313.75
015	0.0000	51.7154	387.8658	3,232.22	77,573.16
016	0.0000	53.2669	399.5018	3,329.18	79,900.36
017	0.0000	54.8649	411.4869	3,429.06	82,297.37
018	0.0000	56.5109	423.8315	3,531.93	84,766.29
019	0.0000	58.2062	436.5464	3,637.89	87,309.28
020	0.0000	59.9524	449.6428	3,747.02	89,928.56

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	PJ75	RN NURSE	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	36.2300	271.7250	2,264.38	54,345.00
001	0.0000	36.2300	271.7250	2,264.38	54,345.00
002	0.0000	37.3169	279.8768	2,332.31	55,975.35
003	0.0000	38.4364	288.2731	2,402.28	57,654.61
004	0.0000	39.5895	296.9213	2,474.34	59,384.25
005	0.0000	40.7772	305.8289	2,548.57	61,165.78
006	0.0000	42.0005	315.0038	2,625.03	63,000.75
007	0.0000	43.2605	324.4539	2,703.78	64,890.77
008	0.0000	44.5583	334.1875	2,784.90	66,837.50
009	0.0000	45.8951	344.2131	2,868.44	68,842.62
010	0.0000	47.2719	354.5395	2,954.50	70,907.90
011	0.0000	48.6901	365.1757	3,043.13	73,035.14
012	0.0000	50.1508	376.1310	3,134.42	75,226.19
013	0.0000	51.6553	387.4149	3,228.46	77,482.98
014	0.0000	53.2050	399.0373	3,325.31	79,807.46
015	0.0000	54.8011	411.0085	3,425.07	82,201.69
016	0.0000	56.4452	423.3387	3,527.82	84,667.74
017	0.0000	58.1385	436.0389	3,633.66	87,207.77
018	0.0000	59.8827	449.1200	3,742.67	89,824.00
019	0.0000	61.6791	462.5936	3,854.95	92,518.72
020	0.0000	63.5295	476.4715	3,970.60	95,294.29

07/01/2026	SNCT NON-CERTIF PK	12M TECH ANALYST	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	31.0000	248.0000	2,686.67	64,480.00
001	0.0000	31.0000	248.0000	2,686.67	64,480.00
002	0.0000	31.9300	255.4400	2,767.27	66,414.40
003	0.0000	32.8879	263.1032	2,850.28	68,406.83
004	0.0000	33.8745	270.9963	2,935.79	70,459.04
005	0.0000	34.8908	279.1262	3,023.87	72,572.81
006	0.0000	35.9375	287.5000	3,114.58	74,749.99
007	0.0000	37.0156	296.1250	3,208.02	76,992.49
008	0.0000	38.1261	305.0087	3,304.26	79,302.27
009	0.0000	39.2699	314.1590	3,403.39	81,681.33
010	0.0000	40.4480	323.5837	3,505.49	84,131.77
011	0.0000	41.6614	333.2913	3,610.66	86,655.73
012	0.0000	42.9113	343.2900	3,718.98	89,255.40
013	0.0000	44.1986	353.5887	3,830.54	91,933.06
014	0.0000	45.5245	364.1963	3,945.46	94,691.05
015	0.0000	46.8903	375.1223	4,063.82	97,531.79
016	0.0000	48.2970	386.3759	4,185.74	100,457.74
017	0.0000	49.7459	397.9672	4,311.31	103,471.47
018	0.0000	51.2383	409.9062	4,440.65	106,575.62
019	0.0000	52.7754	422.2034	4,573.87	109,772.88
020	0.0000	54.3587	434.8695	4,711.09	113,066.07

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	PL	12M TECH SR SP	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	34.6000	276.8000	2,998.67	71,968.00
001	0.0000	34.6000	276.8000	2,998.67	71,968.00
002	0.0000	35.6380	285.1040	3,088.63	74,127.04
003	0.0000	36.7071	293.6571	3,181.29	76,350.85
004	0.0000	37.8084	302.4668	3,276.72	78,641.38
005	0.0000	38.9426	311.5408	3,375.03	81,000.62
006	0.0000	40.1109	320.8871	3,476.28	83,430.64
007	0.0000	41.3142	330.5137	3,580.57	85,933.56
008	0.0000	42.5536	340.4291	3,687.98	88,511.56
009	0.0000	43.8303	350.6420	3,798.62	91,166.91
010	0.0000	45.1452	361.1612	3,912.58	93,901.92
011	0.0000	46.4995	371.9960	4,029.96	96,718.97
012	0.0000	47.8945	383.1559	4,150.86	99,620.54
013	0.0000	49.3313	394.6506	4,275.38	102,609.16
014	0.0000	50.8113	406.4901	4,403.64	105,687.43
015	0.0000	52.3356	418.6848	4,535.75	108,858.06
016	0.0000	53.9057	431.2454	4,671.83	112,123.80
017	0.0000	55.5228	444.1827	4,811.98	115,487.51
018	0.0000	57.1885	457.5082	4,956.34	118,952.14
019	0.0000	58.9042	471.2335	5,105.03	122,520.70
020	0.0000	60.6713	485.3705	5,258.18	126,196.32

07/01/2026	SNCT NON-CERTIF	PM	12M CORD-LD NRS	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	37.8000	302.4000	3,276.00	78,624.00
001	0.0000	37.8000	302.4000	3,276.00	78,624.00
002	0.0000	38.9340	311.4720	3,374.28	80,982.72
003	0.0000	40.1020	320.8162	3,475.51	83,412.20
004	0.0000	41.3051	330.4407	3,579.77	85,914.57
005	0.0000	42.5442	340.3538	3,687.17	88,492.00
006	0.0000	43.8206	350.5645	3,797.78	91,146.76
007	0.0000	45.1352	361.0814	3,911.72	93,881.17
008	0.0000	46.4892	371.9138	4,029.07	96,697.60
009	0.0000	47.8839	383.0713	4,149.94	99,598.53
010	0.0000	49.3204	394.5634	4,274.44	102,586.49
011	0.0000	50.8000	406.4003	4,402.67	105,664.08
012	0.0000	52.3240	418.5923	4,534.75	108,834.00
013	0.0000	53.8938	431.1501	4,670.79	112,099.02
014	0.0000	55.5106	444.0846	4,810.92	115,461.99
015	0.0000	57.1759	457.4071	4,955.24	118,925.85
016	0.0000	58.8912	471.1293	5,103.90	122,493.63
017	0.0000	60.6579	485.2632	5,257.02	126,168.44
018	0.0000	62.4776	499.8211	5,414.73	129,953.49
019	0.0000	64.3520	514.8158	5,577.17	133,852.10
020	0.0000	66.2825	530.2602	5,744.49	137,867.66

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	PM11	11M COORD 8H	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	1760.00	220.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	37.8000	302.4000	2,772.00	66,528.00
001	0.0000	37.8000	302.4000	2,772.00	66,528.00
002	0.0000	38.9340	311.4720	2,855.16	68,523.84
003	0.0000	40.1020	320.8162	2,940.82	70,579.56
004	0.0000	41.3051	330.4406	3,029.04	72,696.94
005	0.0000	42.5442	340.3539	3,119.91	74,877.85
006	0.0000	43.8206	350.5645	3,213.51	77,124.19
007	0.0000	45.1352	361.0814	3,309.91	79,437.91
008	0.0000	46.4892	371.9139	3,409.21	81,821.05
009	0.0000	47.8839	383.0713	3,511.49	84,275.68
010	0.0000	49.3204	394.5634	3,616.83	86,803.95
011	0.0000	50.8000	406.4003	3,725.34	89,408.07
012	0.0000	52.3240	418.5923	3,837.10	92,090.31
013	0.0000	53.8938	431.1501	3,952.21	94,853.02
014	0.0000	55.5106	444.0846	4,070.78	97,698.61
015	0.0000	57.1759	457.4071	4,192.90	100,629.57
016	0.0000	58.8912	471.1294	4,318.69	103,648.46
017	0.0000	60.6579	485.2632	4,448.25	106,757.91
018	0.0000	62.4776	499.8211	4,581.69	109,960.65
019	0.0000	64.3520	514.8158	4,719.14	113,259.47
020	0.0000	66.2825	530.2602	4,860.72	116,657.25

07/01/2026	SNCT NON-CERTIF	PM75	10M OCC-PHYS TH	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	41.5000	311.2500	2,593.75	62,250.00
001	0.0000	41.5000	311.2500	2,593.75	62,250.00
002	0.0000	42.7450	320.5875	2,671.56	64,117.50
003	0.0000	44.0274	330.2052	2,751.71	66,041.03
004	0.0000	45.3482	340.1113	2,834.26	68,022.26
005	0.0000	46.7086	350.3146	2,919.29	70,062.92
006	0.0000	48.1099	360.8241	3,006.87	72,164.81
007	0.0000	49.5532	371.6488	3,097.07	74,329.76
008	0.0000	51.0398	382.7983	3,189.99	76,559.65
009	0.0000	52.5710	394.2822	3,285.69	78,856.44
010	0.0000	54.1481	406.1107	3,384.26	81,222.13
011	0.0000	55.7725	418.2940	3,485.78	83,658.79
012	0.0000	57.4457	430.8428	3,590.36	86,168.56
013	0.0000	59.1691	443.7681	3,698.07	88,753.62
014	0.0000	60.9441	457.0811	3,809.01	91,416.22
015	0.0000	62.7725	470.7936	3,923.28	94,158.71
016	0.0000	64.6557	484.9174	4,040.98	96,983.47
017	0.0000	66.5953	499.4649	4,162.21	99,892.98
018	0.0000	68.5932	514.4489	4,287.07	102,889.77
019	0.0000	70.6510	529.8823	4,415.69	105,976.46
020	0.0000	72.7705	545.7788	4,548.16	109,155.75

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	PP	ADM-SPV-APH-PE	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	44.5000	356.0000	3,856.67	92,560.00
001	0.0000	44.5000	356.0000	3,856.67	92,560.00
002	0.0000	45.8350	366.6800	3,972.37	95,336.80
003	0.0000	47.2101	377.6804	4,091.54	98,196.90
004	0.0000	48.6264	389.0108	4,214.28	101,142.81
005	0.0000	50.0852	400.6812	4,340.71	104,177.10
006	0.0000	51.5877	412.7016	4,470.93	107,302.41
007	0.0000	53.1353	425.0826	4,605.06	110,521.48
008	0.0000	54.7294	437.8351	4,743.21	113,837.12
009	0.0000	56.3713	450.9702	4,885.51	117,252.24
010	0.0000	58.0624	464.4993	5,032.08	120,769.81
011	0.0000	59.8043	478.4342	5,183.04	124,392.90
012	0.0000	61.5984	492.7873	5,338.53	128,124.69
013	0.0000	63.4464	507.5709	5,498.68	131,968.43
014	0.0000	65.3498	522.7980	5,663.65	135,927.48
015	0.0000	67.3102	538.4819	5,833.55	140,005.30
016	0.0000	69.3296	554.6364	6,008.56	144,205.46
017	0.0000	71.4094	571.2755	6,188.82	148,531.63
018	0.0000	73.5517	588.4138	6,374.48	152,987.58
019	0.0000	75.7583	606.0662	6,565.72	157,577.20
020	0.0000	78.0310	624.2482	6,762.69	162,304.52

07/01/2026	SNCT NON-CERTIF	PQ	COMP-PRN EL-MS	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	46.2500	370.0000	4,008.33	96,200.00
001	0.0000	46.2500	370.0000	4,008.33	96,200.00
002	0.0000	47.6375	381.1000	4,128.58	99,086.00
003	0.0000	49.0666	392.5330	4,252.44	102,058.58
004	0.0000	50.5386	404.3090	4,380.01	105,120.34
005	0.0000	52.0548	416.4383	4,511.41	108,273.95
006	0.0000	53.6164	428.9314	4,646.76	111,522.17
007	0.0000	55.2249	441.7993	4,786.16	114,867.83
008	0.0000	56.8817	455.0533	4,929.74	118,313.87
009	0.0000	58.5881	468.7049	5,077.64	121,863.28
010	0.0000	60.3458	482.7661	5,229.97	125,519.18
011	0.0000	62.1561	497.2491	5,386.87	129,284.76
012	0.0000	64.0208	512.1665	5,548.47	133,163.30
013	0.0000	65.9414	527.5315	5,714.93	137,158.20
014	0.0000	67.9197	543.3575	5,886.37	141,272.94
015	0.0000	69.9573	559.6582	6,062.96	145,511.13
016	0.0000	72.0560	576.4480	6,244.85	149,876.47
017	0.0000	74.2177	593.7414	6,432.20	154,372.76
018	0.0000	76.4442	611.5536	6,625.16	159,003.94
019	0.0000	78.7375	629.9002	6,823.92	163,774.06
020	0.0000	81.0997	648.7972	7,028.64	168,687.28

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	PT	AST DR-PRN>1000	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	57.5000	460.0000	4,983.33	119,600.00
001	0.0000	57.5000	460.0000	4,983.33	119,600.00
002	0.0000	59.2250	473.8000	5,132.83	123,188.00
003	0.0000	61.0018	488.0140	5,286.82	126,883.64
004	0.0000	62.8318	502.6544	5,445.42	130,690.15
005	0.0000	64.7168	517.7340	5,608.79	134,610.85
006	0.0000	66.6583	533.2661	5,777.05	138,649.18
007	0.0000	68.6580	549.2640	5,950.36	142,808.65
008	0.0000	70.7178	565.7420	6,128.87	147,092.91
009	0.0000	72.8393	582.7142	6,312.74	151,505.70
010	0.0000	75.0245	600.1957	6,502.12	156,050.87
011	0.0000	77.2752	618.2015	6,697.18	160,732.40
012	0.0000	79.5935	636.7476	6,898.10	165,554.37
013	0.0000	81.9813	655.8500	7,105.04	170,521.00
014	0.0000	84.4407	675.5255	7,318.19	175,636.63
015	0.0000	86.9739	695.7913	7,537.74	180,905.73
016	0.0000	89.5831	716.6650	7,763.87	186,332.90
017	0.0000	92.2706	738.1650	7,996.79	191,922.89
018	0.0000	95.0387	760.3099	8,236.69	197,680.58
019	0.0000	97.8899	783.1192	8,483.79	203,610.99
020	0.0000	100.8266	806.6128	8,738.31	209,719.32

07/01/2026	SNCT NON-CERTIF	PU	12M DIRECTOR	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	60.0000	480.0000	5,200.00	124,800.00
001	0.0000	60.0000	480.0000	5,200.00	124,800.00
002	0.0000	61.8000	494.4000	5,356.00	128,544.00
003	0.0000	63.6540	509.2320	5,516.68	132,400.32
004	0.0000	65.5636	524.5090	5,682.18	136,372.33
005	0.0000	67.5305	540.2442	5,852.65	140,463.50
006	0.0000	69.5564	556.4515	6,028.23	144,677.40
007	0.0000	71.6431	573.1451	6,209.07	149,017.73
008	0.0000	73.7924	590.3395	6,395.34	153,488.26
009	0.0000	76.0062	608.0497	6,587.20	158,092.91
010	0.0000	78.2864	626.2911	6,784.82	162,835.69
011	0.0000	80.6350	645.0798	6,988.37	167,720.76
012	0.0000	83.0540	664.4323	7,198.02	172,752.39
013	0.0000	85.5457	684.3652	7,413.96	177,934.96
014	0.0000	88.1120	704.8962	7,636.38	183,273.01
015	0.0000	90.7554	726.0431	7,865.47	188,771.20
016	0.0000	93.4780	747.8243	8,101.43	194,434.33
017	0.0000	96.2824	770.2591	8,344.47	200,267.36
018	0.0000	99.1709	793.3668	8,594.81	206,275.38
019	0.0000	102.1460	817.1679	8,852.65	212,463.65
020	0.0000	105.2104	841.6829	9,118.23	218,837.56

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	PV	12M ASST SUPER	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	65.0000	520.0000	5,633.33	135,200.00
001	0.0000	65.0000	520.0000	5,633.33	135,200.00
002	0.0000	66.9500	535.6000	5,802.33	139,256.00
003	0.0000	68.9585	551.6680	5,976.40	143,433.68
004	0.0000	71.0273	568.2180	6,155.70	147,736.69
005	0.0000	73.1581	585.2646	6,340.37	152,168.79
006	0.0000	75.3528	602.8225	6,530.58	156,733.85
007	0.0000	77.6134	620.9072	6,726.49	161,435.87
008	0.0000	79.9418	639.5344	6,928.29	166,278.95
009	0.0000	82.3401	658.7205	7,136.14	171,267.32
010	0.0000	84.8103	678.4820	7,350.22	176,405.33
011	0.0000	87.3546	698.8365	7,570.73	181,697.49
012	0.0000	89.9752	719.8016	7,797.85	187,148.42
013	0.0000	92.6745	741.3957	8,031.79	192,762.87
014	0.0000	95.4547	763.6375	8,272.74	198,545.76
015	0.0000	98.3183	786.5467	8,520.92	204,502.13
016	0.0000	101.2679	810.1430	8,776.55	210,637.19
017	0.0000	104.3059	834.4473	9,039.85	216,956.31
018	0.0000	107.4351	859.4808	9,311.04	223,465.00
019	0.0000	110.6582	885.2652	9,590.37	230,168.95
020	0.0000	113.9779	911.8232	9,878.08	237,074.02

07/01/2026	SNCT NON-CERTIF	T0	10M TCH BA	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1500.00	200.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	35.9260	269.4450	2,245.38	53,889.00
001	0.0000	35.9260	269.4450	2,245.38	53,889.00
002	0.0000	36.8022	276.0168	2,300.14	55,203.36
003	0.0000	37.1999	278.9996	2,325.00	55,799.92
004	0.0000	37.6506	282.3795	2,353.16	56,475.90
005	0.0000	38.2154	286.6153	2,388.46	57,323.05
006	0.0000	38.6273	289.7047	2,414.21	57,940.93
007	0.0000	39.2362	294.2716	2,452.26	58,854.32
008	0.0000	40.0497	300.3729	2,503.11	60,074.57
009	0.0000	41.1849	308.8867	2,574.06	61,777.33
010	0.0000	42.3565	317.6738	2,647.28	63,534.75
011	0.0000	43.5055	326.2910	2,719.09	65,258.20
012	0.0000	44.8520	336.3902	2,803.25	67,278.03
013	0.0000	46.3516	347.6373	2,896.98	69,527.46
014	0.0000	47.9027	359.2705	2,993.92	71,854.09
015	0.0000	48.6774	365.0806	3,042.34	73,016.12
016	0.0000	49.3416	370.0618	3,083.85	74,012.35
017	0.0000	50.1642	376.2316	3,135.26	75,246.32
018	0.0000	51.1042	383.2817	3,194.01	76,656.34
019	0.0000	51.9551	389.6630	3,247.19	77,932.59
020	0.0000	54.0063	405.0474	3,375.40	81,009.48

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	T5	10.5M TCH BA	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1575.00	210.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	35.9260	269.4450	2,357.64	56,583.45
001	0.0000	35.9260	269.4450	2,357.64	56,583.45
002	0.0000	36.8022	276.0168	2,415.15	57,963.52
003	0.0000	37.1999	278.9996	2,441.25	58,589.91
004	0.0000	37.6506	282.3795	2,470.82	59,299.70
005	0.0000	38.2154	286.6153	2,507.88	60,189.21
006	0.0000	38.6273	289.7047	2,534.92	60,837.98
007	0.0000	39.2362	294.2716	2,574.88	61,797.04
008	0.0000	40.0497	300.3729	2,628.26	63,078.30
009	0.0000	41.1849	308.8867	2,702.76	64,866.20
010	0.0000	42.3565	317.6738	2,779.65	66,711.49
011	0.0000	43.5055	326.2910	2,855.05	68,521.10
012	0.0000	44.8520	336.3901	2,943.41	70,641.93
013	0.0000	46.3516	347.6373	3,041.83	73,003.84
014	0.0000	47.9027	359.2705	3,143.62	75,446.80
015	0.0000	48.6774	365.0806	3,194.46	76,666.92
016	0.0000	49.3416	370.0618	3,238.04	77,712.98
017	0.0000	50.1642	376.2316	3,292.03	79,008.64
018	0.0000	51.1042	383.2817	3,353.72	80,489.16
019	0.0000	51.9551	389.6630	3,409.55	81,829.22
020	0.0000	54.0063	405.0474	3,544.17	85,059.96

07/01/2026	SNCT NON-CERTIF	T6	10.5M TCH BA+20	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1575.00	210.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	36.8967	276.7251	2,421.34	58,112.27
001	0.0000	36.8967	276.7251	2,421.34	58,112.27
002	0.0000	37.7966	283.4745	2,480.40	59,529.65
003	0.0000	38.2051	286.5380	2,507.21	60,172.97
004	0.0000	38.6679	290.0092	2,537.58	60,901.94
005	0.0000	39.2479	294.3593	2,575.64	61,815.45
006	0.0000	39.6709	297.5321	2,603.41	62,481.75
007	0.0000	40.2963	302.2225	2,644.45	63,466.72
008	0.0000	41.1318	308.4886	2,699.28	64,782.60
009	0.0000	42.2977	317.2324	2,775.78	66,618.81
010	0.0000	43.5009	326.2570	2,854.75	68,513.98
011	0.0000	44.6390	334.7928	2,929.44	70,306.48
012	0.0000	45.9344	344.5080	3,014.45	72,346.69
013	0.0000	47.3813	355.3596	3,109.40	74,625.51
014	0.0000	48.8750	366.5628	3,207.42	76,978.18
015	0.0000	49.6189	372.1419	3,256.24	78,149.79
016	0.0000	50.2488	376.8657	3,297.57	79,141.79
017	0.0000	51.0386	382.7897	3,349.41	80,385.84
018	0.0000	51.9950	389.9627	3,412.17	81,892.16
019	0.0000	52.8607	396.4552	3,468.98	83,255.59
020	0.0000	54.8962	411.7216	3,602.56	86,461.54

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	T7	10.5M TCH MA	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1575.00	210.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	37.9037	284.2777	2,487.43	59,698.32
001	0.0000	37.9037	284.2777	2,487.43	59,698.32
002	0.0000	38.8282	291.2113	2,548.10	61,154.38
003	0.0000	39.2109	294.0820	2,573.22	61,757.23
004	0.0000	39.6929	297.6971	2,604.85	62,516.39
005	0.0000	40.2980	302.2353	2,644.56	63,469.41
006	0.0000	40.7434	305.5753	2,673.78	64,170.81
007	0.0000	41.3993	310.4950	2,716.83	65,203.95
008	0.0000	42.2736	317.0521	2,774.21	66,580.94
009	0.0000	43.4913	326.1847	2,854.12	68,498.79
010	0.0000	44.7510	335.6328	2,936.79	70,482.88
011	0.0000	45.9449	344.5866	3,015.13	72,363.18
012	0.0000	47.3047	354.7849	3,104.37	74,504.83
013	0.0000	48.8233	366.1744	3,204.03	76,896.62
014	0.0000	50.3958	377.9687	3,307.23	79,373.43
015	0.0000	51.1794	383.8458	3,358.65	80,607.62
016	0.0000	51.8469	388.8516	3,402.45	81,658.84
017	0.0000	52.6807	395.1050	3,457.17	82,972.04
018	0.0000	53.6362	402.2718	3,519.88	84,477.08
019	0.0000	54.5000	408.7501	3,576.56	85,837.53
020	0.0000	56.6205	424.6534	3,715.72	89,177.22

07/01/2026	SNCT NON-CERTIF	T8	10.5M TCH MA+20	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1575.00	210.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	38.3895	287.9213	2,519.31	60,463.48
001	0.0000	38.3895	287.9213	2,519.31	60,463.48
002	0.0000	39.3258	294.9438	2,580.76	61,938.19
003	0.0000	39.7135	297.8512	2,606.20	62,548.76
004	0.0000	40.1810	301.3578	2,636.88	63,285.14
005	0.0000	40.7732	305.7993	2,675.74	64,217.85
006	0.0000	41.2039	309.0295	2,704.01	64,896.20
007	0.0000	41.8477	313.8575	2,746.25	65,910.07
008	0.0000	42.7120	320.3397	2,802.97	67,271.33
009	0.0000	43.9229	329.4215	2,882.44	69,178.51
010	0.0000	45.1757	338.8178	2,964.66	71,151.74
011	0.0000	46.3616	347.7119	3,042.48	73,019.49
012	0.0000	47.7145	357.8584	3,131.26	75,150.26
013	0.0000	49.2269	369.2019	3,230.52	77,532.39
014	0.0000	50.7932	380.9489	3,333.30	79,999.26
015	0.0000	51.5734	386.8006	3,384.51	81,228.12
016	0.0000	52.2364	391.7733	3,428.02	82,272.40
017	0.0000	53.0669	398.0021	3,482.52	83,580.44
018	0.0000	54.0204	405.1530	3,545.09	85,082.14
019	0.0000	54.8803	411.6026	3,601.52	86,436.55
020	0.0000	57.0058	427.5435	3,741.01	89,784.13

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNCT NON-CERTIF	T9	10.5M TCH DOC	A ANNUAL	S SEMI-MONTH	32	24.0000	7.50	75.00	10.00	1575.00	210.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	39.6151	297.1130	2,599.74	62,393.74
001	0.0000	39.6151	297.1130	2,599.74	62,393.74
002	0.0000	40.5813	304.3598	2,663.15	63,915.55
003	0.0000	40.9813	307.3595	2,689.40	64,545.50
004	0.0000	41.4477	310.8577	2,720.01	65,280.12
005	0.0000	42.0427	315.3206	2,759.06	66,217.32
006	0.0000	42.4713	318.5349	2,787.18	66,892.33
007	0.0000	43.1196	323.3968	2,829.72	67,913.33
008	0.0000	43.9950	329.9624	2,887.17	69,292.10
009	0.0000	45.2271	339.2034	2,968.03	71,232.72
010	0.0000	46.5021	348.7657	3,051.70	73,240.79
011	0.0000	47.7077	357.8078	3,130.82	75,139.64
012	0.0000	49.0847	368.1354	3,221.18	77,308.43
013	0.0000	50.6255	379.6911	3,322.30	79,735.13
014	0.0000	52.2211	391.6582	3,427.01	82,248.22
015	0.0000	53.0157	397.6181	3,479.16	83,499.80
016	0.0000	53.6898	402.6737	3,523.39	84,561.47
017	0.0000	54.5359	409.0194	3,578.92	85,894.07
018	0.0000	55.5078	416.3085	3,642.70	87,424.79
019	0.0000	56.3843	422.8826	3,700.22	88,805.34
020	0.0000	58.5603	439.2025	3,843.02	92,232.52

07/01/2026	SNUT NUTRITION	CE-H	HOURLY SNP	H HOURLY	S SEMI-MONTH	01	24.0000	.00	.00	.00	.00	.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.0000	0.0000	0.00	0.00
001	0.0000	17.0000	0.0000	0.00	0.00
002	0.0000	17.5100	0.0000	0.00	0.00
003	0.0000	18.0350	0.0000	0.00	0.00
004	0.0000	18.5760	0.0000	0.00	0.00
005	0.0000	19.1340	0.0000	0.00	0.00
006	0.0000	19.7080	0.0000	0.00	0.00
007	0.0000	20.2990	0.0000	0.00	0.00
008	0.0000	20.9080	0.0000	0.00	0.00
009	0.0000	21.5350	0.0000	0.00	0.00
010	0.0000	22.1810	0.0000	0.00	0.00
011	0.0000	22.8470	0.0000	0.00	0.00
012	0.0000	23.5320	0.0000	0.00	0.00
013	0.0000	24.2380	0.0000	0.00	0.00
014	0.0000	24.9650	0.0000	0.00	0.00
015	0.0000	25.7140	0.0000	0.00	0.00
016	0.0000	26.4850	0.0000	0.00	0.00
017	0.0000	27.2800	0.0000	0.00	0.00
018	0.0000	28.0980	0.0000	0.00	0.00
019	0.0000	28.9410	0.0000	0.00	0.00
020	0.0000	29.8100	0.0000	0.00	0.00

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNUT NUTRITION	CE50	SNP 5H 183	A ANNUAL	S SEMI-MONTH	32	24.0000	5.00	38.13	7.62	915.00	183.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD	SALARY	ANNUAL SALARY
000	0.0000	17.0000	85.0000		648.13	15,555.00
001	0.0000	17.0000	85.0000		648.13	15,555.00
002	0.0000	17.5100	87.5500		667.57	16,021.65
003	0.0000	18.0353	90.1765		687.60	16,502.30
004	0.0000	18.5764	92.8818		708.22	16,997.37
005	0.0000	19.1337	95.6683		729.47	17,507.29
006	0.0000	19.7077	98.5383		751.35	18,032.51
007	0.0000	20.2989	101.4944		773.90	18,573.48
008	0.0000	20.9079	104.5393		797.11	19,130.69
009	0.0000	21.5351	107.6755		821.03	19,704.61
010	0.0000	22.1811	110.9057		845.66	20,295.75
011	0.0000	22.8466	114.2329		871.03	20,904.62
012	0.0000	23.5320	117.6599		897.16	21,531.76
013	0.0000	24.2379	121.1897		924.07	22,177.71
014	0.0000	24.9651	124.8254		951.79	22,843.04
015	0.0000	25.7140	128.5701		980.35	23,528.33
016	0.0000	26.4854	132.4272	1,009.76		24,234.18
017	0.0000	27.2800	136.4001	1,040.05		24,961.21
018	0.0000	28.0984	140.4920	1,071.25		25,710.04
019	0.0000	28.9414	144.7068	1,103.39		26,481.35
020	0.0000	29.8096	149.0480	1,136.49		27,275.79

07/01/2026	SNUT NUTRITION	CE55	SNP 5.5H 183	A ANNUAL	S SEMI-MONTH	32	24.0000	5.50	41.94	7.62	1006.50	183.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD	SALARY	ANNUAL SALARY
000	0.0000	17.0000	93.5000		712.94	17,110.50
001	0.0000	17.0000	93.5000		712.94	17,110.50
002	0.0000	17.5100	96.3050		734.33	17,623.82
003	0.0000	18.0353	99.1942		756.36	18,152.53
004	0.0000	18.5764	102.1700		779.05	18,697.11
005	0.0000	19.1337	105.2351		802.42	19,258.02
006	0.0000	19.7077	108.3921		826.49	19,835.76
007	0.0000	20.2989	111.6439		851.28	20,430.83
008	0.0000	20.9079	114.9932		876.82	21,043.76
009	0.0000	21.5351	118.4430		903.13	21,675.07
010	0.0000	22.1811	121.9963		930.22	22,325.32
011	0.0000	22.8466	125.6562		958.13	22,995.08
012	0.0000	23.5320	129.4258		986.87	23,684.93
013	0.0000	24.2379	133.3086	1,016.48		24,395.48
014	0.0000	24.9651	137.3079	1,046.97		25,127.35
015	0.0000	25.7140	141.4272	1,078.38		25,881.17
016	0.0000	26.4854	145.6699	1,110.73		26,657.60
017	0.0000	27.2800	150.0401	1,144.06		27,457.33
018	0.0000	28.0984	154.5413	1,178.38		28,281.05
019	0.0000	28.9414	159.1775	1,213.73		29,129.48
020	0.0000	29.8096	163.9528	1,250.14		30,003.37

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNUT NUTRITION	CE60	SNP 6H 183	A ANNUAL	S SEMI-MONTH	32	24.0000	6.00	45.75	7.62	1098.00	183.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD	SALARY	ANNUAL SALARY
000	0.0000	17.0000	102.0000		777.75	18,666.00
001	0.0000	17.0000	102.0000		777.75	18,666.00
002	0.0000	17.5100	105.0600		801.08	19,225.98
003	0.0000	18.0353	108.2118		825.12	19,802.76
004	0.0000	18.5764	111.4581		849.87	20,396.84
005	0.0000	19.1337	114.8019		875.36	21,008.75
006	0.0000	19.7077	118.2460		901.63	21,639.01
007	0.0000	20.2989	121.7933		928.67	22,288.18
008	0.0000	20.9079	125.4472		956.53	22,956.83
009	0.0000	21.5351	129.2105		985.23	23,645.53
010	0.0000	22.1812	133.0869	1,014.79		24,354.90
011	0.0000	22.8466	137.0795	1,045.23		25,085.54
012	0.0000	23.5320	141.1919	1,076.59		25,838.11
013	0.0000	24.2379	145.4276	1,108.89		26,613.25
014	0.0000	24.9651	149.7904	1,142.15		27,411.65
015	0.0000	25.7140	154.2842	1,176.42		28,234.00
016	0.0000	26.4855	158.9127	1,211.71		29,081.02
017	0.0000	27.2800	163.6801	1,248.06		29,953.45
018	0.0000	28.0984	168.5904	1,285.50		30,852.05
019	0.0000	28.9414	173.6482	1,324.07		31,777.62
020	0.0000	29.8096	178.8576	1,363.79		32,730.94

07/01/2026	SNUT NUTRITION	CF02	SNP AST MGR 5.5	A ANNUAL	S SEMI-MONTH	32	24.0000	5.50	50.32	9.15	1006.50	183.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD	SALARY	ANNUAL SALARY
000	0.0000	18.0000	99.0000		754.88	18,117.00
001	0.0000	18.0000	99.0000		754.88	18,117.00
002	0.0000	18.5400	101.9700		777.52	18,660.51
003	0.0000	19.0962	105.0291		800.85	19,220.33
004	0.0000	19.6691	108.1800		824.87	19,796.94
005	0.0000	20.2592	111.4254		849.62	20,390.84
006	0.0000	20.8669	114.7681		875.11	21,002.57
007	0.0000	21.4929	118.2112		901.36	21,632.65
008	0.0000	22.1377	121.7575		928.40	22,281.62
009	0.0000	22.8019	125.4102		956.25	22,950.07
010	0.0000	23.4859	129.1726		984.94	23,638.58
011	0.0000	24.1905	133.0477	1,014.49		24,347.73
012	0.0000	24.9162	137.0392	1,044.92		25,078.17
013	0.0000	25.6637	141.1503	1,076.27		25,830.51
014	0.0000	26.4336	145.3849	1,108.56		26,605.43
015	0.0000	27.2266	149.7464	1,141.82		27,403.59
016	0.0000	28.0434	154.2388	1,176.07		28,225.70
017	0.0000	28.8847	158.8660	1,211.35		29,072.47
018	0.0000	29.7513	163.6319	1,247.69		29,944.64
019	0.0000	30.6438	168.5409	1,285.12		30,842.98
020	0.0000	31.5631	173.5971	1,323.68		31,768.27

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNUT NUTRITION	CH33	SNP AA 8H 220	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	80.00	10.00	1760.00	220.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	18.5000	148.0000	1,356.67	32,560.00
001	0.0000	18.5000	148.0000	1,356.67	32,560.00
002	0.0000	19.0550	152.4400	1,397.37	33,536.80
003	0.0000	19.6267	157.0132	1,439.29	34,542.90
004	0.0000	20.2155	161.7236	1,482.47	35,579.19
005	0.0000	20.8219	166.5753	1,526.94	36,646.57
006	0.0000	21.4466	171.5725	1,572.75	37,745.96
007	0.0000	22.0900	176.7197	1,619.93	38,878.34
008	0.0000	22.7527	182.0213	1,668.53	40,044.69
009	0.0000	23.4353	187.4820	1,718.58	41,246.03
010	0.0000	24.1383	193.1064	1,770.14	42,483.41
011	0.0000	24.8625	198.8996	1,823.25	43,757.92
012	0.0000	25.6083	204.8666	1,877.94	45,070.65
013	0.0000	26.3766	211.0126	1,934.28	46,422.77
014	0.0000	27.1679	217.3430	1,992.31	47,815.46
015	0.0000	27.9829	223.8633	2,052.08	49,249.92
016	0.0000	28.8224	230.5792	2,113.64	50,727.42
017	0.0000	29.6871	237.4965	2,177.05	52,249.24
018	0.0000	30.5777	244.6215	2,242.36	53,816.72
019	0.0000	31.4950	251.9601	2,309.63	55,431.22
020	0.0000	32.4399	259.5189	2,378.92	57,094.16

07/01/2026	SNUT NUTRITION	CJ01	SNP MGR 8H 187	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	74.80	9.35	1496.00	187.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	19.5000	156.0000	1,215.50	29,172.00
001	0.0000	19.5000	156.0000	1,215.50	29,172.00
002	0.0000	20.0850	160.6800	1,251.97	30,047.16
003	0.0000	20.6876	165.5004	1,289.52	30,948.57
004	0.0000	21.3082	170.4654	1,328.21	31,877.03
005	0.0000	21.9474	175.5794	1,368.06	32,833.34
006	0.0000	22.6058	180.8467	1,409.10	33,818.34
007	0.0000	23.2840	186.2721	1,451.37	34,832.89
008	0.0000	23.9825	191.8603	1,494.91	35,877.88
009	0.0000	24.7020	197.6161	1,539.76	36,954.22
010	0.0000	25.4431	203.5446	1,585.95	38,062.84
011	0.0000	26.2064	209.6510	1,633.53	39,204.73
012	0.0000	26.9926	215.9405	1,682.54	40,380.87
013	0.0000	27.8023	222.4187	1,733.01	41,592.30
014	0.0000	28.6364	229.0913	1,785.00	42,840.07
015	0.0000	29.4955	235.9640	1,838.55	44,125.27
016	0.0000	30.3804	243.0429	1,893.71	45,449.03
017	0.0000	31.2918	250.3342	1,950.52	46,812.50
018	0.0000	32.2305	257.8442	2,009.04	48,216.87
019	0.0000	33.1975	265.5796	2,069.31	49,663.38
020	0.0000	34.1934	273.5470	2,131.39	51,153.28

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	SNUT NUTRITION	CJ02	SNP SPEC 8H	220 A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	80.00	10.83	1760.00	220.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	20.2500	162.0000	1,485.00	35,640.00
001	0.0000	20.2500	162.0000	1,485.00	35,640.00
002	0.0000	20.8575	166.8600	1,529.55	36,709.20
003	0.0000	21.4832	171.8658	1,575.44	37,810.48
004	0.0000	22.1277	177.0218	1,622.70	38,944.79
005	0.0000	22.7916	182.3324	1,671.38	40,113.13
006	0.0000	23.4753	187.8024	1,721.52	41,316.53
007	0.0000	24.1796	193.4365	1,773.17	42,556.02
008	0.0000	24.9049	199.2395	1,826.36	43,832.70
009	0.0000	25.6521	205.2168	1,881.15	45,147.69
010	0.0000	26.4217	211.3733	1,937.59	46,502.12
011	0.0000	27.2143	217.7145	1,995.72	47,897.18
012	0.0000	28.0307	224.2459	2,055.59	49,334.10
013	0.0000	28.8717	230.9733	2,117.26	50,814.12
014	0.0000	29.7378	237.9025	2,180.77	52,338.54
015	0.0000	30.6299	245.0395	2,246.20	53,908.70
016	0.0000	31.5488	252.3907	2,313.58	55,525.96
017	0.0000	32.4953	259.9625	2,382.99	57,191.74
018	0.0000	33.4702	267.7613	2,454.48	58,907.49
019	0.0000	34.4743	275.7941	2,528.11	60,674.71
020	0.0000	35.5085	284.0680	2,603.96	62,494.96

07/01/2026	SNUT NUTRITION	PP	SNP 12M SUPV	A ANNUAL	S SEMI-MONTH	32	24.0000	8.00	86.50	10.83	2080.00	260.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	44.5000	356.0000	3,856.67	92,560.00
001	0.0000	44.5000	356.0000	3,856.67	92,560.00
002	0.0000	45.8350	366.6800	3,972.37	95,336.80
003	0.0000	47.2101	377.6804	4,091.54	98,196.90
004	0.0000	48.6264	389.0108	4,214.28	101,142.81
005	0.0000	50.0852	400.6812	4,340.71	104,177.10
006	0.0000	51.5877	412.7016	4,470.93	107,302.41
007	0.0000	53.1353	425.0826	4,605.06	110,521.48
008	0.0000	54.7294	437.8351	4,743.21	113,837.12
009	0.0000	56.3713	450.9702	4,885.51	117,252.24
010	0.0000	58.0624	464.4993	5,032.08	120,769.81
011	0.0000	59.8043	478.4342	5,183.04	124,392.90
012	0.0000	61.5984	492.7873	5,338.53	128,124.69
013	0.0000	63.4464	507.5709	5,498.68	131,968.43
014	0.0000	65.3498	522.7980	5,663.65	135,927.48
015	0.0000	67.3102	538.4819	5,833.55	140,005.30
016	0.0000	69.3296	554.6364	6,008.56	144,205.46
017	0.0000	71.4094	571.2755	6,188.82	148,531.63
018	0.0000	73.5517	588.4138	6,374.48	152,987.58
019	0.0000	75.7583	606.0662	6,565.72	157,577.20
020	0.0000	78.0310	624.2482	6,762.69	162,304.52

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	STMP NON-RECUR	CD01	HOURLY AID TEMP	H HOURLY	S SEMI-MONTH	01	24.0000	.00	.00	.00	.00	.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.0000	0.0000	0.00	0.00
001	0.0000	17.0000	0.0000	0.00	0.00
002	0.0000	17.5100	0.0000	0.00	0.00
003	0.0000	18.0350	0.0000	0.00	0.00
004	0.0000	18.5760	0.0000	0.00	0.00
005	0.0000	19.1340	0.0000	0.00	0.00
006	0.0000	19.7080	0.0000	0.00	0.00
007	0.0000	20.2990	0.0000	0.00	0.00
008	0.0000	20.9080	0.0000	0.00	0.00
009	0.0000	21.5350	0.0000	0.00	0.00
010	0.0000	22.1810	0.0000	0.00	0.00
011	0.0000	22.8470	0.0000	0.00	0.00
012	0.0000	23.5320	0.0000	0.00	0.00
013	0.0000	24.2380	0.0000	0.00	0.00
014	0.0000	24.9650	0.0000	0.00	0.00
015	0.0000	25.7140	0.0000	0.00	0.00
016	0.0000	26.4850	0.0000	0.00	0.00
017	0.0000	27.2800	0.0000	0.00	0.00
018	0.0000	28.0980	0.0000	0.00	0.00
019	0.0000	28.9410	0.0000	0.00	0.00
020	0.0000	29.8100	0.0000	0.00	0.00

07/01/2026	STMP NON-RECUR	CDHC	HOURLY CUSTODN	H HOURLY	S SEMI-MONTH	01	24.0000	.00	.00	.00	.00	.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	17.0000	0.0000	0.00	0.00
001	0.0000	17.0000	0.0000	0.00	0.00
002	0.0000	17.5100	0.0000	0.00	0.00
003	0.0000	18.0350	0.0000	0.00	0.00
004	0.0000	18.5760	0.0000	0.00	0.00
005	0.0000	19.1340	0.0000	0.00	0.00
006	0.0000	19.7080	0.0000	0.00	0.00
007	0.0000	20.2990	0.0000	0.00	0.00
008	0.0000	20.9080	0.0000	0.00	0.00
009	0.0000	21.5350	0.0000	0.00	0.00
010	0.0000	22.1810	0.0000	0.00	0.00
011	0.0000	22.8470	0.0000	0.00	0.00
012	0.0000	23.5320	0.0000	0.00	0.00
013	0.0000	24.2380	0.0000	0.00	0.00
014	0.0000	24.9650	0.0000	0.00	0.00
015	0.0000	25.7140	0.0000	0.00	0.00
016	0.0000	26.4850	0.0000	0.00	0.00
017	0.0000	27.2800	0.0000	0.00	0.00
018	0.0000	28.0980	0.0000	0.00	0.00
019	0.0000	28.9410	0.0000	0.00	0.00
020	0.0000	29.8100	0.0000	0.00	0.00

SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS	HRS/ DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2026	STMP NON-RECUR	CM-H	HOURLY BUS DRVR	H HOURLY	S SEMI-MONTH	01	24.0000	.00	.00	.00	.00	.00	N

STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	25.0000	0.0000	0.00	0.00
001	0.0000	25.0000	0.0000	0.00	0.00
002	0.0000	25.7500	0.0000	0.00	0.00
003	0.0000	26.5230	0.0000	0.00	0.00
004	0.0000	27.3180	0.0000	0.00	0.00
005	0.0000	28.1380	0.0000	0.00	0.00
006	0.0000	28.9820	0.0000	0.00	0.00
007	0.0000	29.8510	0.0000	0.00	0.00
008	0.0000	30.7470	0.0000	0.00	0.00
009	0.0000	31.6690	0.0000	0.00	0.00
010	0.0000	32.6190	0.0000	0.00	0.00
011	0.0000	33.5980	0.0000	0.00	0.00
012	0.0000	34.6060	0.0000	0.00	0.00
013	0.0000	35.6440	0.0000	0.00	0.00
014	0.0000	36.7130	0.0000	0.00	0.00
015	0.0000	37.8150	0.0000	0.00	0.00
016	0.0000	38.9490	0.0000	0.00	0.00
017	0.0000	40.1180	0.0000	0.00	0.00
018	0.0000	41.3210	0.0000	0.00	0.00
019	0.0000	42.5610	0.0000	0.00	0.00
020	0.0000	43.8380	0.0000	0.00	0.00

07/01/2026	STMP NON-RECUR	COCT	HOURLY PARA	H HOURLY	S SEMI-MONTH	01	24.0000	.00	.00	.00	.00	.00	N
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STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
000	0.0000	19.0000	0.0000	0.00	0.00
001	0.0000	19.0000	0.0000	0.00	0.00
002	0.0000	19.5700	0.0000	0.00	0.00
003	0.0000	20.1570	0.0000	0.00	0.00
004	0.0000	20.7620	0.0000	0.00	0.00
005	0.0000	21.3850	0.0000	0.00	0.00
006	0.0000	22.0260	0.0000	0.00	0.00
007	0.0000	22.6870	0.0000	0.00	0.00
008	0.0000	23.3680	0.0000	0.00	0.00
009	0.0000	24.0690	0.0000	0.00	0.00
010	0.0000	24.7910	0.0000	0.00	0.00
011	0.0000	25.5340	0.0000	0.00	0.00
012	0.0000	26.3000	0.0000	0.00	0.00
013	0.0000	27.0890	0.0000	0.00	0.00
014	0.0000	27.9020	0.0000	0.00	0.00
015	0.0000	28.7390	0.0000	0.00	0.00
016	0.0000	29.6010	0.0000	0.00	0.00
017	0.0000	30.4890	0.0000	0.00	0.00
018	0.0000	31.4040	0.0000	0.00	0.00
019	0.0000	32.3460	0.0000	0.00	0.00
020	0.0000	33.3170	0.0000	0.00	0.00