

2024
7 HOURS PER DAY

LENGTH OF CONTINUOUS SERVICE												
Grade	Employees Hired After 1/1/94				All Employees After Length of Service Exceeds 24 Months							
	Excluding All Nursing Titles				All Employees After Length of Service Exceeds 24 Months							
	Entry Level				Step 1							
	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months
1	17.73	18.84	19.51	20.16	20.81	21.48	22.15	22.84	23.28	23.70	24.33	25.26
2	18.10	19.25	19.87	20.55	21.20	21.83	22.32	23.20	23.64	24.05	24.69	25.62
3	18.53	19.66	20.30	20.93	21.59	22.26	22.74	23.62	24.06	24.47	25.10	26.04
4	18.92	20.04	20.72	21.38	22.01	22.65	23.15	24.03	24.47	24.88	25.51	26.45
5	19.47	20.60	21.22	21.86	22.54	23.21	23.71	24.59	25.03	25.44	26.07	27.01
6	20.18	21.28	21.90	22.56	23.25	23.91	24.40	25.28	25.72	26.13	26.77	27.70
7	20.91	22.03	22.66	23.33	23.97	24.62	25.12	26.00	26.44	26.85	27.48	28.41
8	21.81	22.92	23.59	24.20	24.86	25.53	26.02	26.89	27.33	27.75	28.38	29.31
9	22.87	24.01	24.64	25.25	25.90	26.62	27.11	27.99	28.43	28.84	29.47	30.40
10	23.86	24.95	25.63	26.30	26.93	27.59	28.08	28.95	29.39	29.81	30.44	31.37
11	25.44	26.58	27.21	27.85	28.50	29.13	29.65	30.53	30.97	31.38	32.01	32.94
12	27.31	28.43	29.07	29.71	30.36	31.00	31.51	32.39	32.83	33.24	33.88	34.81
13	29.28	30.15	30.82	31.44	32.08	32.74	33.24	34.12	34.56	34.97	35.60	36.53
14	31.01	32.14	32.78	33.38	34.08	34.74	35.23	36.10	36.54	36.96	37.59	38.52
15	33.34	34.46	35.12	35.74	36.40	37.06	37.52	38.40	38.84	39.25	39.88	40.82
16	35.85	36.94	37.59	38.26	38.93	39.55	40.03	40.91	41.35	41.76	42.39	43.33
17	38.56	39.67	40.33	40.99	41.64	42.27	42.76	43.64	44.08	44.49	45.13	46.06
18	41.49	42.58	43.22	43.86	44.51	45.15	45.62	46.50	46.94	47.35	47.98	48.92
19	44.50	45.61	46.23	46.86	47.49	48.17	48.64	49.52	49.96	50.37	51.00	51.94
20	47.77	48.89	49.52	50.14	50.81	51.46	51.97	52.85	53.29	53.70	54.34	55.27
21	52.35	53.47	54.11	54.73	55.37	56.01	56.51	57.39	57.83	58.24	58.88	59.81
22	55.19	56.32	56.93	57.56	58.22	58.85	59.35	60.23	60.67	61.08	61.71	62.65
23	58.59	59.73	60.35	60.96	61.61	62.25	62.76	63.63	64.07	64.49	65.12	66.05
24	61.33	62.47	63.09	63.73	64.38	65.03	65.52	66.40	66.84	67.25	67.88	68.82
25	64.77	65.93	66.52	67.15	67.78	68.46	68.96	69.84	70.28	70.69	71.32	72.25

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

8 HOURS PER DAY

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2025

Effective December 31, 2025

LENGTH OF CONTINUOUS SERVICE																				
Employees Hired After 1/1/94				All Employees After Length of Service Exceeds 24 Months																
Excluding All Nursing Titles																				
Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28								
Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	Greater Than 28 Years							
	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Less Than 28 Years								
Grade																				
1	18.26	20.84	21.51	22.16	22.81	23.48	23.97	24.85	25.29	25.70	26.33	26.80	27.27	1						
2	18.64	21.25	21.87	22.55	23.20	23.83	24.32	25.20	25.64	26.05	26.68	27.15	27.62	2						
3	19.09	21.66	22.30	22.93	23.59	24.26	24.74	25.62	26.06	26.47	27.10	27.57	28.04	3						
4	19.49	22.04	22.72	23.38	24.01	24.65	25.15	26.03	26.47	26.88	27.51	27.98	28.45	4						
5	20.05	22.60	23.22	23.86	24.54	25.21	25.71	26.59	27.03	27.44	28.07	28.54	29.01	5						
6	20.79	23.28	23.90	24.56	25.25	25.91	26.40	27.28	27.72	28.13	28.76	29.23	29.70	6						
7	21.54	24.03	24.66	25.33	25.97	26.62	27.12	28.00	28.44	28.85	29.48	29.95	30.42	7						
8	22.46	24.92	25.59	26.20	26.86	27.53	28.02	28.90	29.34	29.75	30.38	30.85	31.32	8						
9	23.56	26.01	26.64	27.25	27.90	28.62	29.11	29.99	30.43	30.84	31.47	31.94	32.41	9						
10	24.58	26.95	27.63	28.30	28.93	29.59	30.08	30.96	31.40	31.81	32.44	32.91	33.38	10						
11	26.20	28.58	29.21	29.85	30.50	31.13	31.65	32.53	32.97	33.38	34.01	34.48	34.95	11						
12	28.13	30.43	31.07	31.71	32.36	33.00	33.51	34.39	34.83	35.24	35.87	36.34	36.81	12						
13	30.16	32.15	32.82	33.44	34.08	34.74	35.24	36.12	36.56	36.97	37.60	38.07	38.54	13						
14	31.94	34.14	34.78	35.38	36.08	36.74	37.23	38.11	38.55	38.96	39.59	40.06	40.53	14						
15	34.34	36.46	37.12	37.74	38.40	39.06	39.52	40.40	40.84	41.25	41.88	42.35	42.82	15						
16	36.93	38.94	39.59	40.26	40.93	41.55	42.03	42.91	43.35	43.76	44.39	44.86	45.33	16						
17	39.72	41.85	42.55	43.24	43.93	44.59	45.11	45.99	46.43	46.84	47.47	47.94	48.41	17						
18	42.73	44.92	45.60	46.27	46.96	47.63	48.13	49.01	49.45	49.86	50.49	50.96	51.43	18						
19	45.84	48.12	48.77	49.44	50.10	50.82	51.32	52.20	52.64	53.05	53.68	54.15	54.62	19						
20	49.20	51.58	52.24	52.90	53.60	54.29	54.83	55.71	56.15	56.56	57.19	57.66	58.13	20						
21	53.92	56.41	57.09	57.74	58.42	59.09	59.62	60.50	60.94	61.35	61.98	62.45	62.92	21						
22	56.85	59.42	60.06	60.73	61.42	62.09	62.61	63.49	63.93	64.34	64.97	65.44	65.91	22						
23	60.35	63.02	63.67	64.31	65.00	65.67	66.21	67.09	67.53	67.94	68.57	69.04	69.51	23						
24	63.17	65.91	66.56	67.24	67.92	68.61	69.12	70.00	70.44	70.85	71.48	71.95	72.42	24						
25	66.71	69.56	70.18	70.84	71.51	72.23	72.75	73.63	74.07	74.48	75.11	75.58	76.05	25						

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

LENGTH OF CONTINUOUS SERVICE																		
Employees Hired After 1/1/94			All Employees After Length of Service Exceeds 24 Months															
Excluding All Nursing Titles																		
Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28						
Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 84 Months	Greater Than 96 Months	Greater Than 108 Months	Greater Than 120 Months	Greater Than 132 Months	Greater Than 144 Months						
Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 84 Months	Less Than 96 Months	Less Than 108 Months	Less Than 120 Months	Less Than 132 Months	Less Than 144 Months	Less Than 156 Months	Less Than 168 Months						
Grade												Grade						
1	18.81	22.84	23.51	24.16	24.81	25.48	25.97	26.85	27.29	27.70	28.33	28.80	29.27	1				
2	19.20	23.25	23.87	24.55	25.20	25.83	26.32	27.20	27.64	28.05	28.68	29.15	29.62	2				
3	19.66	23.66	24.30	24.93	25.59	26.26	26.74	27.62	28.06	28.47	29.10	29.57	30.04	3				
4	20.07	24.04	24.72	25.38	26.01	26.65	27.15	28.03	28.47	28.88	29.51	29.98	30.45	4				
5	20.65	24.60	25.22	25.86	26.54	27.21	27.71	28.59	29.03	29.44	30.07	30.54	31.01	5				
6	21.41	25.28	25.90	26.56	27.25	27.91	28.40	29.28	29.72	30.13	30.76	31.23	31.70	6				
7	22.19	26.03	26.66	27.33	27.97	28.62	29.12	30.00	30.44	30.85	31.48	31.95	32.42	7				
8	23.13	26.92	27.59	28.20	28.86	29.53	30.02	30.90	31.34	31.75	32.38	32.85	33.32	8				
9	24.27	28.01	28.64	29.25	29.90	30.62	31.11	31.99	32.43	32.84	33.47	33.94	34.41	9				
10	25.32	28.95	29.63	30.30	30.93	31.59	32.08	32.96	33.40	33.81	34.44	34.91	35.38	10				
11	26.99	30.58	31.21	31.85	32.50	33.13	33.65	34.53	34.97	35.38	36.01	36.48	36.95	11				
12	28.97	32.43	33.07	33.71	34.36	35.00	35.51	36.39	36.83	37.24	37.87	38.34	38.81	12				
13	31.06	34.15	34.82	35.44	36.08	36.74	37.24	38.12	38.56	38.97	39.60	40.07	40.54	13				
14	32.90	36.14	36.78	37.38	38.08	38.74	39.23	40.11	40.55	40.96	41.59	42.06	42.53	14				
15	35.37	38.46	39.12	39.74	40.40	41.06	41.52	42.40	42.84	43.25	43.88	44.35	44.82	15				
16	38.04	40.94	41.59	42.26	42.93	43.55	44.03	44.91	45.35	45.76	46.39	46.86	47.33	16				
17	40.91	43.94	44.68	45.40	46.13	46.82	47.37	48.25	48.69	49.10	49.73	50.20	50.67	17				
18	44.01	47.17	47.88	48.58	49.31	50.01	50.54	51.42	51.86	52.27	52.90	53.37	53.84	18				
19	47.22	50.53	51.21	51.91	52.61	53.36	53.89	54.77	55.21	55.62	56.25	56.72	57.19	19				
20	50.68	54.16	54.85	55.55	56.28	57.00	57.57	58.45	58.89	59.30	59.93	60.40	60.87	20				
21	55.54	59.23	59.94	60.63	61.34	62.04	62.60	63.48	63.92	64.33	64.96	65.43	65.90	21				
22	58.56	62.39	63.06	63.77	64.49	65.19	65.74	66.62	67.06	67.47	68.10	68.57	69.04	22				
23	62.16	66.17	66.85	67.53	68.25	68.95	69.52	70.40	70.84	71.25	71.88	72.35	72.82	23				
24	65.07	69.21	69.89	70.60	71.32	72.04	72.58	73.46	73.90	74.31	74.94	75.41	75.88	24				
25	68.71	73.04	73.69	74.38	75.09	75.84	76.39	77.27	77.71	78.12	78.75	79.22	79.69	25				

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

	LENGTH OF CONTINUOUS SERVICE													Grade		
	Employees Hired After 1/1/94			All Employees After Length of Service Exceeds 24 Months												
	Excluding All Nursing Titles															
	Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28			
Grade	Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	Grade		
	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Less Than 32 Years				
	1	19.37	24.84	25.51	26.16	26.81	27.48	27.97	28.85	29.29	29.70	30.33	30.80		31.27	1
	2	19.78	25.25	25.87	26.55	27.20	27.83	28.32	29.20	29.64	30.05	30.68	31.15		31.62	2
	3	20.25	25.66	26.30	26.93	27.59	28.26	28.74	29.62	30.06	30.47	31.10	31.57		32.04	3
	4	20.67	26.04	26.72	27.38	28.01	28.65	29.15	30.03	30.47	30.88	31.51	31.98		32.45	4
	5	21.27	26.60	27.22	27.86	28.54	29.21	29.71	30.59	31.03	31.44	32.07	32.54		33.01	5
	6	22.05	27.28	27.90	28.56	29.25	29.91	30.40	31.28	31.72	32.13	32.76	33.23		33.70	6
	7	22.86	28.03	28.66	29.33	29.97	30.62	31.12	32.00	32.44	32.85	33.48	33.95		34.42	7
	8	23.82	28.92	29.59	30.20	30.86	31.53	32.02	32.90	33.34	33.75	34.38	34.85		35.32	8
	9	25.00	30.01	30.64	31.25	31.90	32.62	33.11	33.99	34.43	34.84	35.47	35.94		36.41	9
	10	26.08	30.95	31.63	32.30	32.93	33.59	34.08	34.96	35.40	35.81	36.44	36.91		37.38	10
	11	27.80	32.58	33.21	33.85	34.50	35.13	35.65	36.53	36.97	37.38	38.01	38.48		38.95	11
	12	29.84	34.43	35.07	35.71	36.36	37.00	37.51	38.39	38.83	39.24	39.87	40.34		40.81	12
	13	31.99	36.15	36.82	37.44	38.08	38.74	39.24	40.12	40.56	40.97	41.60	42.07		42.54	13
	14	33.89	38.14	38.78	39.38	40.08	40.74	41.23	42.11	42.55	42.96	43.59	44.06		44.53	14
	15	36.43	40.46	41.12	41.74	42.40	43.06	43.52	44.40	44.84	45.25	45.88	46.35		46.82	15
	16	39.18	42.94	43.59	44.26	44.93	45.55	46.03	46.91	47.35	47.76	48.39	48.86		49.33	16
	17	42.14	45.70	46.47	47.22	47.98	48.69	49.26	50.14	50.58	50.99	51.62	52.09		52.56	17
	18	45.33	49.06	49.80	50.52	51.28	52.01	52.56	53.44	53.88	54.29	54.92	55.39		55.86	18
	19	48.64	52.55	53.26	53.99	54.71	55.49	56.05	56.93	57.37	57.78	58.41	58.88		59.35	19
	20	52.20	56.33	57.04	57.77	58.53	59.28	59.87	60.75	61.19	61.60	62.23	62.70		63.17	20
	21	57.21	61.60	62.34	63.06	63.79	64.52	65.10	65.98	66.42	66.83	67.46	67.93		68.40	21
	22	60.32	64.89	65.58	66.32	67.07	67.80	68.37	69.25	69.69	70.10	70.73	71.20		71.67	22
	23	64.02	68.82	69.52	70.23	70.98	71.71	72.30	73.18	73.62	74.03	74.66	75.13		75.60	23
	24	67.02	71.98	72.69	73.42	74.17	74.92	75.48	76.36	76.80	77.21	77.84	78.31		78.78	24
25	70.77	75.96	76.64	77.36	78.09	78.87	79.45	80.33	80.77	81.18	81.81	82.28	82.75	25		

ROUNDED TO TWO DECIMAL PLACES

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LENGTH OF CONTINUOUS SERVICE														
Employees Hired After 1/1/94			All Employees After Length of Service Exceeds 24 Months											
Excluding All Nursing Titles														
Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28		
Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years		
Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 84 Months	Less Than 96 Months	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Less Than 32 Years		
Grade														
1	19.95	26.84	27.51	28.16	28.81	29.48	29.97	30.85	31.29	31.70	32.33	32.80	33.27	1
2	20.37	27.25	27.87	28.55	29.20	29.83	30.32	31.20	31.64	32.05	32.68	33.15	33.62	2
3	20.86	27.66	28.30	28.93	29.59	30.26	30.74	31.62	32.06	32.47	33.10	33.57	34.04	3
4	21.29	28.04	28.72	29.38	30.01	30.65	31.15	32.03	32.47	32.88	33.51	33.98	34.45	4
5	21.91	28.60	29.22	29.86	30.54	31.21	31.71	32.59	33.03	33.44	34.07	34.54	35.01	5
6	22.71	29.28	29.90	30.56	31.25	31.91	32.40	33.28	33.72	34.13	34.76	35.23	35.70	6
7	23.55	30.03	30.66	31.33	31.97	32.62	33.12	34.00	34.44	34.85	35.48	35.95	36.42	7
8	24.53	30.92	31.59	32.20	32.86	33.53	34.02	34.90	35.34	35.75	36.38	36.85	37.32	8
9	25.75	32.01	32.64	33.25	33.90	34.62	35.11	35.99	36.43	36.84	37.47	37.94	38.41	9
10	26.86	32.95	33.63	34.30	34.93	35.59	36.08	36.96	37.40	37.81	38.44	38.91	39.38	10
11	28.63	34.58	35.21	35.85	36.50	37.13	37.65	38.53	38.97	39.38	40.01	40.48	40.95	11
12	30.74	36.43	37.07	37.71	38.36	39.00	39.51	40.39	40.83	41.24	41.87	42.34	42.81	12
13	32.95	38.15	38.82	39.44	40.08	40.74	41.24	42.12	42.56	42.97	43.60	44.07	44.54	13
14	34.91	40.14	40.78	41.38	42.08	42.74	43.23	44.11	44.55	44.96	45.59	46.06	46.53	14
15	37.52	42.46	43.12	43.74	44.40	45.06	45.52	46.40	46.84	47.25	47.88	48.35	48.82	15
16	40.36	44.94	45.59	46.26	46.93	47.55	48.03	48.91	49.35	49.76	50.39	50.86	51.33	16
17	45.40	47.53	48.33	49.11	49.90	50.64	51.23	52.11	52.55	52.96	53.59	54.06	54.53	17
18	48.69	51.02	51.79	52.54	53.33	54.09	54.66	55.54	55.98	56.39	57.02	57.49	57.96	18
19	52.10	54.65	55.39	56.15	56.90	57.71	58.29	59.17	59.61	60.02	60.65	61.12	61.59	19
20	55.77	58.58	59.32	60.08	60.87	61.65	62.26	63.14	63.58	63.99	64.62	65.09	65.56	20
21	60.93	64.06	64.83	65.58	66.34	67.10	67.70	68.58	69.02	69.43	70.06	70.53	71.00	21
22	64.13	67.49	68.20	68.97	69.75	70.51	71.10	71.98	72.42	72.83	73.46	73.93	74.40	22
23	67.94	71.57	72.30	73.04	73.82	74.58	75.19	76.07	76.51	76.92	77.55	78.02	78.49	23
24	71.03	74.86	75.60	76.36	77.14	77.92	78.50	79.38	79.82	80.23	80.86	81.33	81.80	24
25	74.89	79.00	79.71	80.45	81.21	82.02	82.63	83.51	83.95	84.36	84.99	85.46	85.93	25

ROUNDED TO TWO DECIMAL PLACES

* All nursing titles and employees hired before 1/1/94

2024

7 HOURS PER DAY

LENGTH OF CONTINUOUS SERVICE															
Employees Hired After 1/1/76			All Employees After Length of Service Exceeds 24 Months												
Excluding All Nursing Titles*															
Grade	Entry Level Less Than 30 Months	Step 1 Greater Than 30 Months Less Than 24 Months	Step 2 Greater Than 24 Months Less Than 36 Months	Step 3 Greater Than 36 Months Less Than 48 Months	Step 4 Greater Than 48 Months Less Than 60 Months	Step 5 Greater Than 60 Months Less Than 72 Months	Step 6 Greater Than 72 Months Less Than 84 Months	Longevity 8 Greater Than 8 Years Less Than 12 Years	Longevity 12 Greater Than 12 Years Less Than 16 Years	Longevity 16 Greater Than 16 Years Less Than 20 Years	Longevity 20 Greater Than 20 Years Less Than 24 Years	Longevity 24 Greater Than 24 Years Less Than 28 Years	Longevity 28 Greater Than 28 Years	Grade	
DSS 9	23.18	24.30	24.30	24.94	25.56	26.21	26.92	27.41	28.29	28.73	29.14	29.78	30.24	30.71	DSS 9
DSS 10	24.16	25.26	25.92	26.61	27.24	27.89	28.39	29.27	29.71	30.12	30.75	31.22	31.69	31.99	DSS 10
DSS 11	25.75	26.88	27.51	28.16	28.81	29.44	29.96	30.84	31.28	31.69	32.33	32.79	33.26	33.55	DSS 11
DSS 12	27.62	28.74	29.38	30.01	30.67	31.31	31.82	32.70	33.14	33.55	34.18	34.65	35.12	35.42	DSS 12
DSS 13	29.59	30.46	31.12	31.75	32.39	33.05	33.53	34.43	34.87	35.28	35.92	36.38	36.85	37.15	DSS 13
DSS 14	31.32	32.44	33.09	33.70	34.37	35.04	35.53	36.41	36.85	37.26	37.89	38.36	38.83	39.13	DSS 14
DSS 15	33.66	34.77	35.42	36.03	36.72	37.38	37.84	38.72	39.16	39.57	40.20	40.67	41.13	41.54	DSS 15
DSS 16	36.16	37.26	37.91	38.55	39.23	39.87	40.35	41.23	41.66	42.08	42.71	43.18	43.64	44.05	DSS 16

2025
7 HOURS PER DAY
SALARY SCHEDULE FOR DSS GRADES
Effective December 31, 2025

LENGTH OF CONTINUOUS SERVICE													
All Employees After Length of Service Exceeds 24 Months													
Employees Hired After 1/1/94 Excluding All Nursing Titles													
Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	
Less Than 24 Months	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Less Than 28 Years	Grade
DSS 9	23.88	26.30	26.94	27.56	28.21	28.92	29.41	30.29	30.73	31.14	31.77	32.24	32.71
DSS 10	24.88	27.26	27.92	28.61	29.24	29.89	30.39	31.27	31.71	32.12	32.75	33.22	33.69
DSS 11	26.52	28.88	29.51	30.16	30.81	31.44	31.96	32.84	33.28	33.69	34.32	34.79	35.26
DSS 12	28.45	30.74	31.38	32.01	32.67	33.31	33.82	34.70	35.14	35.55	36.18	36.65	37.12
DSS 13	30.48	32.46	33.12	33.75	34.39	35.05	35.55	36.43	36.87	37.28	37.91	38.38	38.85
DSS 14	32.26	34.44	35.09	35.70	36.37	37.04	37.53	38.41	38.85	39.26	39.89	40.36	40.83
DSS 15	34.67	36.77	37.42	38.03	38.72	39.38	39.84	40.72	41.16	41.57	42.20	42.67	43.14
DSS 16	37.24	39.26	39.91	40.55	41.23	41.87	42.35	43.23	43.67	44.08	44.71	45.18	45.65

2026
7 HOURS PER DAY
SALARY SCHEDULE FOR DSS GRADES
Effective December 31, 2026

LENGTH OF CONTINUOUS SERVICE													
All Employees After Length of Service Exceeds 24 Months													
Employees Hired After 1/1/94 Excluding All Nursing Titles													
Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	Greater Than 28 Years	
Less Than 24 Months	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 8 Years	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	Less Than 28 Years	Grade
DSS 9	24.60	28.94	29.56	30.21	30.92	31.41	32.29	32.73	33.14	33.77	34.24	34.71	DSS 9
DSS 10	25.63	29.26	30.61	31.24	31.89	32.39	33.27	33.71	34.12	34.75	35.22	35.69	DSS 10
DSS 11	27.32	30.88	31.51	32.16	32.81	33.44	34.84	35.28	35.69	36.32	36.79	37.26	DSS 11
DSS 12	29.30	32.74	33.38	34.01	34.67	35.31	36.70	37.14	37.55	38.18	38.65	39.12	DSS 12
DSS 13	31.39	34.46	35.12	35.75	36.39	37.05	38.43	38.87	39.28	39.91	40.38	40.85	DSS 13
DSS 14	33.23	36.44	37.09	37.70	38.37	39.04	40.41	40.85	41.26	41.89	42.36	42.83	DSS 14
DSS 15	35.71	38.77	39.42	40.03	40.72	41.38	42.72	43.16	43.57	44.20	44.67	45.14	DSS 15
DSS 16	38.36	41.26	41.91	42.55	43.23	43.87	45.23	45.67	46.08	46.71	47.18	47.65	DSS 16

2027

7 HOURS PER DAY

SALARY SCHEDULE FOR DSS GRADES

LENGTH OF CONTINUOUS SERVICE													
Employees Hired After 1/1/94 Excluding All Nursing Titles		All Employees After Length of Service Exceeds 24 Months											
Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	Grade
Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 84 Months	Greater Than 96 Months	Greater Than 108 Months	Greater Than 120 Months	Greater Than 132 Months	Greater Than 144 Months	DSS 9
Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 84 Months	Less Than 96 Months	Less Than 108 Months	Less Than 120 Months	Less Than 132 Months	Less Than 144 Months	Less Than 156 Months	Less Than 168 Months	DSS 10
25.34	30.3	30.94	31.56	32.21	32.92	33.41	34.29	34.73	35.14	35.77	36.24	36.71	DSS 9
26.4	31.26	31.92	32.61	33.24	33.89	34.39	35.27	35.71	36.12	36.75	37.22	37.69	DSS 10
28.14	32.88	33.51	34.16	34.81	35.44	35.96	36.84	37.28	37.69	38.32	38.79	39.26	DSS 11
30.18	34.74	35.38	36.01	36.67	37.31	37.82	38.7	39.14	39.55	40.18	40.65	41.12	DSS 12
32.33	36.46	37.12	37.75	38.39	39.05	39.55	40.43	40.87	41.28	41.91	42.38	42.85	DSS 13
34.23	38.44	39.09	39.7	40.37	41.04	41.53	42.41	42.85	43.26	43.89	44.36	44.83	DSS 14
36.78	40.77	41.42	42.03	42.72	43.38	43.84	44.72	45.16	45.57	46.2	46.67	47.14	DSS 15
39.51	43.26	43.91	44.55	45.23	45.87	46.35	47.23	47.67	48.08	48.71	49.18	49.65	DSS 16

2028

7 HOURS PER DAY

SALARY SCHEDULE FOR DSS GRADES

LENGTH OF CONTINUOUS SERVICE													
Employees Hired After 1/1/94 Excluding All Nursing Titles		All Employees After Length of Service Exceeds 24 Months											
Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	Grade
Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 84 Months	Greater Than 96 Months	Greater Than 108 Months	Greater Than 120 Months	Greater Than 132 Months	Greater Than 144 Months	DSS 9
Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 84 Months	Less Than 96 Months	Less Than 108 Months	Less Than 120 Months	Less Than 132 Months	Less Than 144 Months	Less Than 156 Months	Less Than 168 Months	DSS 10
26.10	32.30	32.94	33.56	34.21	34.92	35.41	36.29	36.73	37.14	37.77	38.24	38.71	DSS 9
27.19	33.26	33.92	34.61	35.24	35.89	36.39	37.27	37.71	38.12	38.75	39.22	39.69	DSS 10
28.98	34.88	35.51	36.16	36.81	37.44	37.96	38.84	39.28	39.69	40.32	40.79	41.26	DSS 11
31.09	36.74	37.38	38.01	38.67	39.31	39.82	40.70	41.14	41.55	42.18	42.65	43.12	DSS 12
33.30	38.46	39.12	39.75	40.39	41.05	41.55	42.43	42.87	43.28	43.91	44.38	44.85	DSS 13
35.26	40.44	41.09	41.70	42.37	43.04	43.53	44.41	44.85	45.26	45.89	46.36	46.83	DSS 14
37.88	42.77	43.42	44.03	44.72	45.38	45.84	46.72	47.16	47.57	48.20	48.67	49.14	DSS 15
40.70	45.26	45.91	46.55	47.23	47.87	48.35	49.23	49.67	50.08	50.71	51.18	51.65	DSS 16

2024

7 HOURS PER DAY

SALARY SCALE FOR PSYCHIATRIST GRADES

LENGTH OF CONTINUOUS SERVICE

SALARY SCALE FOR PSYCHIATRIST GRADES														
LENGTH OF CONTINUOUS SERVICE														
Employees Hired After 1/1/			All Employees After Length of Service Exceeds 24 Months											
Excluding All Nursing Titles*														
Entry Level	Step 1	Entry Level	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Longevity 28	
Less Than 22 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 84 Months	Greater Than 96 Months	Greater Than 108 Months	Greater Than 120 Months	Greater Than 132 Months	Greater Than 144 Months	
Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 84 Months	Less Than 96 Months	Less Than 108 Months	Less Than 120 Months	Less Than 132 Months	Less Than 144 Months	Less Than 156 Months	Less Than 168 Months	Less Than 180 Months	
Grade	1	107.70	108.78	109.39	110.05	110.70	111.33	111.84	112.72	113.16	113.57	114.20	114.67	115.13
	2	118.79	119.87	120.56	121.19	121.85	122.48	122.96	123.84	124.27	124.69	125.32	125.79	126.25
	3	129.93	131.04	131.66	132.29	132.94	133.57	134.05	134.93	135.37	135.78	136.42	136.88	137.35
	4	135.51	136.58	137.21	137.83	138.52	139.15	139.64	140.52	140.96	141.37	142.01	142.47	142.94
FOUNDED TO THIS POINT														

ROUNDED TO TWO DECIMAL PLACES

2025
7 HOURS PER DAY
SALARY SCALE FOR PSYCHIATRIST GRADES
Effective December 31, 2025

LENGTH OF CONTINUOUS SERVICE												
Grade	All Employees After Length of Service Exceeds 24 Months											
	Employees Hired After 1/1/94			Excluding All Nursing Titles			Step 1			Step 2		
	Entry Level	Less Than 12 Months	Greater Than 12 Months	Entry Level	Less Than 12 Months	Greater Than 12 Months	Step 1	Less Than 24 Months	Greater Than 24 Months	Step 2	Less Than 24 Months	Greater Than 24 Months
1		110.93	112.59		113.22	113.90		114.57	115.23		115.75	116.63
2		122.35	124.07		124.78	125.43		126.11	126.77		127.26	128.14
3		133.83	135.63		136.27	136.92		137.59	138.24		138.74	139.62
4		139.58	141.36		142.01	142.65		143.37	144.02		144.53	145.41
ROUNDED TO TWO DECIMAL PLACES												
Grade	All Employees After Length of Service Exceeds 24 Months											
	Step 3			Step 4			Step 5			Step 6		
	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 8 Years	Greater Than 8 Years	Less Than 10 Years	Greater Than 10 Years
1		118.11	118.58		119.05	119.52		119.99	120.46		120.93	121.40
2		130.09	130.56		131.03	131.50		131.97	132.44		132.91	133.38
3		141.10	141.57		142.04	142.51		142.98	143.45		143.92	144.39
4		146.89	147.36		147.83	148.30		148.77	149.24		149.71	150.18

2026
7 HOURS PER DAY
SALARY SCALE FOR PSYCHIATRIST GRADES
Effective December 31, 2026

LENGTH OF CONTINUOUS SERVICE												
Grade	All Employees After Length of Service Exceeds 24 Months											
	Employees Hired After 1/1/94			Excluding All Nursing Titles			Step 1			Step 2		
	Entry Level	Less Than 12 Months	Greater Than 12 Months	Entry Level	Less Than 12 Months	Greater Than 12 Months	Step 1	Less Than 24 Months	Greater Than 24 Months	Step 2	Less Than 24 Months	Greater Than 24 Months
1		114.26	115.97		116.62	117.32		117.97	118.69		119.22	119.95
2		126.02	127.79		128.52	129.19		129.89	130.57		131.08	131.81
3		137.84	139.70		140.36	141.03		141.72	142.39		142.90	143.63
4		143.77	145.60		146.27	146.93		147.67	148.34		148.87	149.59
ROUNDED TO TWO DECIMAL PLACES												
Grade	All Employees After Length of Service Exceeds 24 Months											
	Step 3			Step 4			Step 5			Step 6		
	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months	Greater Than 72 Months	Less Than 8 Years	Greater Than 8 Years	Less Than 10 Years	Greater Than 10 Years
1		122.00	122.52		123.04	123.56		124.08	124.60		125.12	125.64
2		134.00	134.58		135.16	135.74		136.32	136.90		137.48	138.06
3		145.00	145.60		146.20	146.80		147.40	148.00		148.60	149.20
4		152.00	152.17		152.34	152.51		152.68	152.85		153.02	153.19

2027
7 HOURS PER DAY
SALARY SCALE FOR PSYCHIATRIST GRADES

LENGTH OF CONTINUOUS SERVICE												
Grade	All Employees After Length of Service Exceeds 24 Months											
	Employees Hired After 1/1/94 Excluding All Nursing Titles			Step 1			Step 2			Step 3		
	Entry Level	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months
1	117.69	119.45	120.12	120.84	121.55	122.25	122.80	123.68	124.12	124.53	125.16	126.00
2	129.80	131.62	132.38	133.07	133.79	134.49	135.01	135.89	136.33	136.74	137.37	138.00
3	141.98	143.89	144.57	145.26	145.97	146.66	147.19	148.07	148.51	148.92	149.55	150.00
4	148.08	149.97	150.66	151.34	152.10	152.79	153.34	154.22	154.66	155.07	155.70	156.64

ROUNDED TO TWO DECIMAL PLACES

2028
7 HOURS PER DAY
SALARY SCALE FOR PSYCHIATRIST GRADES

LENGTH OF CONTINUOUS SERVICE												
Grade	All Employees After Length of Service Exceeds 24 Months											
	Employees Hired After 1/1/94 Excluding All Nursing Titles			Step 1			Step 2			Step 3		
	Entry Level	Less Than 12 Months	Greater Than 12 Months	Less Than 24 Months	Greater Than 24 Months	Less Than 36 Months	Greater Than 36 Months	Less Than 48 Months	Greater Than 48 Months	Less Than 60 Months	Greater Than 60 Months	Less Than 72 Months
1	121.22	123.03	123.72	124.47	125.20	125.92	126.48	127.36	127.80	128.21	128.84	129.00
2	133.69	135.57	136.35	137.06	137.80	138.52	139.06	139.94	140.38	140.79	141.42	142.00
3	146.24	148.21	148.91	149.62	150.35	151.06	151.61	152.49	152.93	153.34	153.97	154.91
4	152.52	154.47	155.18	155.88	156.66	157.37	157.94	158.82	159.26	159.67	160.30	161.24

ROUNDED TO TWO DECIMAL PLACES

2024 SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES

Employees Hired:		LENGTH OF CONTINUOUS SERVICE												
After 1/1/84		All Employees After Length of Service Exceeds 24 Months												
Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 8	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Long 28	
Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	Greater Than 84 Months	Greater Than 96 Months	Greater Than 108 Months	Greater Than 120 Months	Greater Than 132 Months	Greater Than 144 Months	Greater Than 156 Months	
Less Than 12 Months	Less Than 24 Months	Less Than 36 Months	Less Than 48 Months	Less Than 60 Months	Less Than 72 Months	Less Than 84 Months	Less Than 96 Months	Less Than 108 Months	Less Than 120 Months	Less Than 132 Months	Less Than 144 Months	Less Than 156 Months	Less Than 168 Months	
Grade	DPW 1	DPW 2	DPW 3	DPW 4	DPW 5	DPW 5.5	DPW 6	DPW 6.5	DPW 7	DPW 8	DPW 9	DPW 9	DPW 9	
	25.37	26.37	26.99	27.66	28.30	28.91	29.38	30.15	30.54	30.90	31.45	31.86	32.27	
	26.83	27.79	28.39	29.09	29.72	30.34	30.85	31.62	32.00	32.36	32.92	33.33	33.73	
	27.99	29.00	29.61	30.26	30.88	31.52	32.01	32.78	33.17	33.53	34.08	34.49	34.90	
	28.08	29.03	29.71	30.34	30.98	31.58	32.07	32.84	33.23	33.59	34.14	34.55	34.96	
	28.30	29.28	29.91	30.53	31.18	31.79	32.28	33.05	33.43	33.79	34.35	34.75	35.16	
	29.00	29.99	30.61	31.24	31.89	32.51	33.00	33.77	34.16	34.52	35.07	35.48	35.89	
	29.71	30.69	31.31	31.94	32.60	33.22	33.71	34.48	34.86	35.22	35.77	36.18	36.59	
	30.45	31.41	32.06	32.69	33.33	33.94	34.41	35.18	35.56	35.92	36.48	36.89	37.29	
	31.18	32.13	32.81	33.43	34.04	34.65	35.12	35.89	36.28	36.64	37.19	37.60	38.01	
	33.48	34.31	34.93	35.57	36.24	36.84	37.34	38.11	38.49	38.85	39.40	39.81	40.22	
	33.83	34.80	35.43	36.02	36.69	37.29	37.80	38.57	38.95	39.31	39.86	40.27	40.68	

ROUNDED TO TWO DECIMAL PLACES

ROUNDED TO TWO DECIMAL PLACES

2025
SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES
 Effective December 31, 2025

LENGTH OF CONTINUOUS SERVICE													
Grade	All Employees After Length of Service Exceeds 24 Months												
	Employees Hired:												
	After 1/1/94	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Long 28
	Less Than 12 Mo	Greater Than 12 Mo	Greater Than 24 Mo	Greater Than 36 Mo	Greater Than 48 Mo	Greater Than 60 Mo	Greater Than 72 Mo	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	>28 Years
	Less Than 24 Mo	Less Than 36 Mo	Less Than 48 Mo	Less Than 60 Mo	Less Than 72 Mo	Less Than 84 Mo	Less Than 96 Mo	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	
DPW 1	26.13	28.37	28.99	29.66	30.30	30.91	31.38	32.15	32.53	32.89	33.45	33.86	34.26
DPW 2	27.63	29.79	30.39	31.09	31.72	32.34	32.85	33.62	34.00	34.36	34.92	35.33	35.73
DPW 3	28.83	31.00	31.61	32.26	32.88	33.52	34.01	34.78	35.16	35.52	36.08	36.49	36.89
DPW 4	28.92	31.03	31.71	32.34	32.98	33.58	34.07	34.84	35.22	35.58	36.14	36.55	36.95
DPW 5	29.15	31.28	31.91	32.53	33.18	33.79	34.28	35.05	35.43	35.79	36.35	36.76	37.16
DPW 5.5	29.87	31.99	32.61	33.24	33.89	34.51	35.00	35.77	36.15	36.51	37.07	37.48	37.88
DPW 6	30.60	32.69	33.31	33.94	34.60	35.22	35.71	36.48	36.86	37.22	37.78	38.19	38.59
DPW 6.5	31.36	33.41	34.06	34.69	35.33	35.94	36.41	37.18	37.56	37.92	38.48	38.89	39.29
DPW 7	32.12	34.13	34.81	35.43	36.04	36.65	37.12	37.89	38.27	38.63	39.19	39.60	40.00
DPW 8	34.48	36.31	36.93	37.57	38.24	38.84	39.34	40.11	40.49	40.85	41.41	41.82	42.22
DPW 9	34.84	36.80	37.43	38.02	38.69	39.29	39.80	40.57	40.95	41.31	41.87	42.28	42.68

ROUNDED TO TWO DECIMAL PLACES

2026
SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES
 Effective December 31, 2026

LENGTH OF CONTINUOUS SERVICE													
Grade	All Employees After Length of Service Exceeds 24 Months												
	Employees Hired:												
	After 1/1/94	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Long 28
	Less Than 12 Mo	Greater Than 12 Mo	Greater Than 24 Mo	Greater Than 36 Mo	Greater Than 48 Mo	Greater Than 60 Mo	Greater Than 72 Mo	Greater Than 8 Years	Greater Than 12 Years	Greater Than 16 Years	Greater Than 20 Years	Greater Than 24 Years	>28 Years
	Less Than 24 Mo	Less Than 36 Mo	Less Than 48 Mo	Less Than 60 Mo	Less Than 72 Mo	Less Than 84 Mo	Less Than 96 Mo	Less Than 12 Years	Less Than 16 Years	Less Than 20 Years	Less Than 24 Years	Less Than 28 Years	
DPW 1	26.91	29.36	30.00	30.70	31.36	31.99	32.48	33.25	33.63	33.99	34.55	34.96	35.36
DPW 2	28.46	30.83	31.45	32.18	32.83	33.47	34.00	34.77	35.15	35.51	36.07	36.48	36.88
DPW 3	29.69	32.09	32.72	33.39	34.03	34.69	35.20	35.97	36.35	36.71	37.27	37.68	38.08
DPW 4	29.79	32.12	32.82	33.47	34.13	34.76	35.26	36.03	36.41	36.77	37.33	37.74	38.14
DPW 5	30.02	32.37	33.03	33.67	34.34	34.97	35.48	36.25	36.63	36.99	37.55	37.96	38.36
DPW 5.5	30.77	33.11	33.75	34.40	35.08	35.72	36.23	37.00	37.38	37.74	38.30	38.71	39.11
DPW 6	31.52	33.83	34.48	35.13	35.81	36.45	36.96	37.73	38.11	38.47	39.03	39.44	39.84
DPW 6.5	32.30	34.58	35.25	35.90	36.57	37.20	37.68	38.45	38.83	39.19	39.75	40.16	40.56
DPW 7	33.08	35.32	36.03	36.67	37.30	37.93	38.42	39.19	39.57	39.93	40.49	40.90	41.30
DPW 8	35.51	37.58	38.22	38.88	39.58	40.20	40.72	41.49	41.87	42.23	42.79	43.20	43.60
DPW 9	35.89	38.09	38.74	39.35	40.04	40.67	41.19	41.96	42.34	42.70	43.26	43.67	44.07

ROUNDED TO TWO DECIMAL PLACES

2027
SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES
LENGTH OF CONTINUOUS SERVICE

Grade	All Employees After Length of Service Exceeds 24 Months												
	Employees Hired: After 1/1/94												
	Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Long 28
	Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	3% Greater Than 8 Years Less Than 12 Years	3% Greater Than 16 Years Less Than 20 Years	3% Greater Than 20 Years Less Than 24 Years	3% Greater Than 24 Years Less Than 28 Years	3% Greater Than 28 Years Less Than 32 Years	3% Greater Than 32 Years Less Than 36 Years
DPW 1	27.72	30.31	30.98	31.70	32.38	33.03	33.54	34.31	34.69	35.05	35.61	36.02	36.42
DPW 2	29.31	31.83	32.47	33.23	33.90	34.56	35.11	35.88	36.26	36.62	37.18	37.59	37.99
DPW 3	30.58	33.13	33.78	34.48	35.14	35.82	36.34	37.11	37.49	37.85	38.41	38.82	39.22
DPW 4	30.68	33.16	33.89	34.56	35.24	35.89	36.41	37.18	37.56	37.92	38.48	38.89	39.29
DPW 5	30.92	33.42	34.10	34.76	35.46	36.11	36.63	37.40	37.78	38.14	38.70	39.11	39.51
DPW 5.5	31.69	34.19	34.85	35.52	36.22	36.88	37.41	38.18	38.56	38.92	39.48	39.89	40.29
DPW 6	32.47	34.93	35.60	36.27	36.97	37.63	38.16	38.93	39.31	39.67	40.23	40.64	41.04
DPW 6.5	33.27	35.70	36.40	37.07	37.76	38.41	38.90	39.67	40.05	40.41	40.97	41.38	41.78
DPW 7	34.07	36.47	37.20	37.86	38.51	39.16	39.67	40.44	40.82	41.18	41.74	42.15	42.55
DPW 8	36.58	38.80	39.46	40.14	40.87	41.51	42.04	42.81	43.19	43.55	44.11	44.52	44.92
DPW 9	36.97	39.33	40.00	40.63	41.34	41.99	42.53	43.30	43.68	44.04	44.60	45.01	45.41

ROUNDED TO TWO DECIMAL PLACES

2028
SALARY SCALE FOR DEPARTMENT OF PUBLIC WORKS EMPLOYEES
LENGTH OF CONTINUOUS SERVICE

Grade	All Employees After Length of Service Exceeds 24 Months												
	Employees Hired: After 1/1/94												
	Entry Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity 8	Longevity 12	Longevity 16	Longevity 20	Longevity 24	Long 28
	Less Than 12 Months	Greater Than 12 Months	Greater Than 24 Months	Greater Than 36 Months	Greater Than 48 Months	Greater Than 60 Months	Greater Than 72 Months	3% Greater Than 8 Years Less Than 12 Years	3% Greater Than 16 Years Less Than 20 Years	3% Greater Than 20 Years Less Than 24 Years	3% Greater Than 24 Years Less Than 28 Years	3% Greater Than 28 Years Less Than 32 Years	3% Greater Than 32 Years Less Than 36 Years
DPW 1	28.55	31.22	31.91	32.65	33.35	34.02	34.55	35.32	35.70	36.06	36.62	37.03	37.43
DPW 2	30.19	32.78	33.44	34.23	34.92	35.60	36.16	36.93	37.31	37.67	38.23	38.64	39.04
DPW 3	31.50	34.12	34.79	35.51	36.19	36.89	37.43	38.20	38.58	38.94	39.50	39.91	40.31
DPW 4	31.60	34.15	34.91	35.60	36.30	36.97	37.50	38.27	38.65	39.01	39.57	39.98	40.38
DPW 5	31.85	34.42	35.12	35.80	36.52	37.19	37.73	38.50	38.88	39.24	39.80	40.21	40.61
DPW 5.5	32.64	35.22	35.90	36.59	37.31	37.99	38.53	39.30	39.68	40.04	40.60	41.01	41.41
DPW 6	33.44	35.98	36.67	37.36	38.08	38.76	39.30	40.07	40.45	40.81	41.37	41.78	42.18
DPW 6.5	34.27	36.77	37.49	38.18	38.89	39.56	40.07	40.84	41.22	41.58	42.14	42.55	42.95
DPW 7	35.09	37.56	38.32	39.00	39.67	40.33	40.86	41.63	42.01	42.37	42.93	43.34	43.74
DPW 8	37.68	39.96	40.64	41.34	42.10	42.76	43.30	44.07	44.45	44.81	45.37	45.78	46.18
DPW 9	38.08	40.51	41.20	41.85	42.58	43.25	43.81	44.58	44.96	45.32	45.88	46.29	46.69

ROUNDED TO TWO DECIMAL PLACES