

	DBM/Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
A/11-	Administrative Assistant I	\$31,545	\$32,806	\$34,068	\$35,330	\$36,592	\$37,854	\$39,065	\$40,276
	Maint. & Operation Assistant I	\$2,629	\$2,734	\$2,839	\$2,944	\$3,049	\$3,155	\$3,255	\$3,356
		\$15.17	\$15.77	\$16.38	\$16.99	\$17.59	\$18.20	\$18.78	\$19.36
A/12-	Administrative Assistant II	\$34,686	\$36,075	\$37,461	\$38,850	\$40,237	\$41,625	\$43,041	\$44,460
	Maint. & Operation Assistant II	\$2,891	\$3,006	\$3,122	\$3,238	\$3,353	\$3,469	\$3,587	\$3,705
		\$16.68	\$17.34	\$18.01	\$18.68	\$19.34	\$20.01	\$20.69	\$21.38
A/13-	Administrative Assistant III	\$38,051	\$39,571	\$41,107	\$42,626	\$44,145	\$45,664	\$47,172	\$48,634
		\$3,171	\$3,298	\$3,426	\$3,552	\$3,679	\$3,805	\$3,931	\$4,053
		\$18.29	\$19.02	\$19.76	\$20.49	\$21.22	\$21.95	\$22.68	\$23.38
B/21-	Administrative Specialist I								
	Business Specialist I								
	Health Care Technician I	\$41,346	\$43,197	\$45,061	\$46,913	\$48,778	\$50,645	\$52,468	\$54,252
	IT Specialist I	\$3,446	\$3,600	\$3,755	\$3,909	\$4,065	\$4,220	\$4,372	\$4,521
	Maint. & Operation Specialist I	\$19.88	\$20.77	\$21.66	\$22.55	\$23.45	\$24.35	\$25.23	\$26.08
	Paralegal I Program Specialist I Technical Specialist I								
B/21MA-	Technical Specialist I								
	GIS Engineering Tech	\$49,616	\$51,837	\$54,075	\$56,295	\$58,534	\$60,773	\$62,961	\$65,101
		\$4,135	\$4,320	\$4,506	\$4,691	\$4,878	\$5,064	\$5,247	\$5,425
	\$23.85	\$24.92	\$26.00	\$27.06	\$28.14	\$29.22	\$30.27	\$31.30	
B/22-	Administrative Specialist II								
	Business Specialist II								
	Health Care Technician II	\$45,394	\$47,425	\$49,471	\$51,518	\$53,563	\$55,594	\$57,596	\$59,554
	Maint. & Operation Specialist II	\$3,783	\$3,952	\$4,123	\$4,293	\$4,464	\$4,633	\$4,800	\$4,963
	Paralegal II	\$21.82	\$22.80	\$23.78	\$24.77	\$25.75	\$26.73	\$27.69	\$28.63
	Program Specialist II Technical Specialist II								
B/22MAEN-	Technical Specialist II	\$54,473	\$56,909	\$59,366	\$61,821	\$64,276	\$66,713	\$69,116	\$71,464
	Engineering & Survey Tech	\$4,539	\$4,742	\$4,947	\$5,152	\$5,356	\$5,559	\$5,760	\$5,955
	IT Specialist II Service Desk Specialist	\$26.19	\$27.36	\$28.54	\$29.72	\$30.90	\$32.07	\$33.23	\$34.36
B/22MEC-	Maint. & Operation Specialist II	\$56,742	\$59,280	\$61,838	\$64,397	\$66,955	\$69,493	\$71,995	\$74,443
	Mechanic 1	\$4,729	\$4,940	\$5,153	\$5,366	\$5,580	\$5,791	\$6,000	\$6,204
		\$27.28	\$28.50	\$29.73	\$30.96	\$32.19	\$33.41	\$34.61	\$35.79
B/22MA2-	Technical Specialist II	\$49,934	\$52,167	\$54,418	\$56,669	\$58,920	\$61,154	\$63,355	\$65,509
	Property Appraiser I	\$4,161	\$4,347	\$4,535	\$4,722	\$4,910	\$5,096	\$5,280	\$5,459
		\$24.01	\$25.08	\$26.16	\$27.24	\$28.33	\$29.40	\$30.46	\$31.49



American Federation State County Municipal Employees Salary Schedule Effective 07/01/2023

	DBM/Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
C/41	Business Analyst I								
	Health Care Professional I	\$57,790	\$60,680	\$63,569	\$66,458	\$69,347	\$72,236	\$75,125	\$77,980
	Program Coordinator I	\$4,816	\$5,057	\$5,297	\$5,538	\$5,779	\$6,020	\$6,260	\$6,498
	Technical Analyst I	\$27.78	\$29.17	\$30.56	\$31.95	\$33.34	\$34.73	\$36.12	\$37.49
C/42	Business Analyst II								
	Health Care Professional II	\$61,448	\$64,531	\$67,603	\$70,672	\$73,740	\$76,824	\$79,897	\$82,932
	IT Analyst I	\$5,121	\$5,378	\$5,634	\$5,889	\$6,145	\$6,402	\$6,658	\$6,911
	Program Coordinator II	\$29.54	\$31.02	\$32.50	\$33.98	\$35.45	\$36.93	\$38.41	\$39.87
C/42MA	Technical Analyst II	\$70,206	\$73,729	\$77,237	\$80,742	\$84,250	\$87,772	\$91,283	\$94,751
	Engineering Associate	\$5,851	\$6,144	\$6,436	\$6,729	\$7,021	\$7,314	\$7,607	\$7,896
		\$33.75	\$35.45	\$37.13	\$38.82	\$40.50	\$42.20	\$43.89	\$45.55
C/43	Business Analyst III								
	Health Care Professional III	\$65,119	\$68,369	\$71,634	\$74,884	\$78,149	\$81,399	\$84,655	\$87,872
	IT Analyst II	\$5,427	\$5,697	\$5,970	\$6,240	\$6,512	\$6,783	\$7,055	\$7,323
	Program Coordinator III	\$31.31	\$32.87	\$34.44	\$36.00	\$37.57	\$39.13	\$40.70	\$42.25
C/43MA	Technical Analyst III	\$74,399	\$78,113	\$81,843	\$85,557	\$89,286	\$92,997	\$96,717	\$100,393
	Land Surveyor	\$6,200	\$6,509	\$6,820	\$7,130	\$7,441	\$7,750	\$8,060	\$8,366
	Civil Engineer	\$35.77	\$37.55	\$39.35	\$41.13	\$42.93	\$44.71	\$46.50	\$48.27
C/44	Health Care Professional IV	\$68,790	\$72,236	\$75,681	\$79,112	\$82,558	\$85,989	\$89,428	\$92,826
		\$5,733	\$6,020	\$6,307	\$6,593	\$6,880	\$7,166	\$7,452	\$7,736
		\$33.07	\$34.73	\$36.39	\$38.05	\$39.69	\$41.34	\$42.99	\$44.63
C/45	Health Care Professional V	\$72,462	\$76,087	\$79,698	\$83,325	\$86,950	\$90,577	\$94,200	\$97,780
	IT Analyst III	\$6,039	\$6,341	\$6,642	\$6,944	\$7,246	\$7,548	\$7,850	\$8,148
	Technical Analyst V	\$34.84	\$36.58	\$38.32	\$40.06	\$41.80	\$43.55	\$45.29	\$47.01
C/45MA	Technical Analyst V	\$82,788	\$86,929	\$91,057	\$95,201	\$99,342	\$103,484	\$107,624	\$111,713
	Sr. Civil Engineer	\$6,899	\$7,244	\$7,588	\$7,933	\$8,279	\$8,624	\$8,969	\$9,309
	Land Surveyor (County)	\$39.80	\$41.79	\$43.78	\$45.77	\$47.76	\$49.75	\$51.74	\$53.71
C/4premB	Health Care Professional IV	\$98,378	\$101,692	\$106,992	\$112,277	\$117,564	\$122,976	\$128,387	\$133,779
	Physician Assistant	\$8,198	\$8,474	\$8,916	\$9,356	\$9,797	\$10,248	\$10,699	\$11,148
		\$47.30	\$48.89	\$51.44	\$53.98	\$56.52	\$59.12	\$61.72	\$64.32

*** Salary Ranges listed in red are representative of a specific job that is compensated at a different rate than others within that classification due to market***

Note: The monthly is based on the annual divided by 12; the hourly is based on the annual divided by 2080. Employees who are paid on a salary basis are paid the same salary each pay period regardless of the hours in that pay period. Semi-monthly salary is based on the annual salary divided by 24.