

DBM/Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>A/12-</b> Administrative Assistant II Maint. & Operation Assistant II	\$37,299	\$38,792	\$40,283	\$41,776	\$43,268	\$44,760	\$46,283	\$47,809	\$49,339
	\$3,108	\$3,233	\$3,357	\$3,481	\$3,606	\$3,730	\$3,857	\$3,984	\$4,112
	\$17.93	\$18.65	\$19.37	\$20.08	\$20.80	\$21.52	\$22.25	\$22.98	\$23.72
<b>A/13-</b> Administrative Assistant III	\$40,917	\$42,551	\$44,203	\$45,837	\$47,470	\$49,103	\$50,725	\$52,297	\$53,866
	\$3,410	\$3,546	\$3,684	\$3,820	\$3,956	\$4,092	\$4,227	\$4,358	\$4,489
	\$19.67	\$20.46	\$21.25	\$22.04	\$22.82	\$23.61	\$24.39	\$25.14	\$25.90
<b>B/21-</b> Administrative Specialist I Business Specialist I Health Care Technician I IT Specialist I Maint. & Operation Specialist I Paralegal I Program Specialist I Technical Specialist I	\$44,892	\$46,902	\$48,925	\$50,936	\$52,961	\$54,988	\$56,968	\$58,905	\$60,790
	\$3,741	\$3,908	\$4,077	\$4,245	\$4,413	\$4,582	\$4,747	\$4,909	\$5,066
	\$21.58	\$22.55	\$23.52	\$24.49	\$25.46	\$26.44	\$27.39	\$28.32	\$29.23
	\$53,871	\$56,283	\$58,712	\$61,123	\$63,554	\$65,985	\$68,361	\$70,684	\$72,946
	\$4,489	\$4,690	\$4,893	\$5,094	\$5,296	\$5,499	\$5,697	\$5,890	\$6,079
	\$25.90	\$27.06	\$28.23	\$29.39	\$30.55	\$31.72	\$32.87	\$33.98	\$35.07
<b>B/22-</b> Administrative Specialist II Business Specialist II Health Care Technician II Maint. & Operation Specialist II Paralegal II Program Specialist II Technical Specialist II	\$49,287	\$51,492	\$53,714	\$55,936	\$58,157	\$60,362	\$62,535	\$64,661	\$66,731
	\$4,107	\$4,291	\$4,476	\$4,661	\$4,846	\$5,030	\$5,211	\$5,388	\$5,561
	\$23.70	\$24.76	\$25.82	\$26.89	\$27.96	\$29.02	\$30.07	\$31.09	\$32.08
	\$59,145	\$61,790	\$64,457	\$67,123	\$69,788	\$72,434	\$75,043	\$77,593	\$80,076
	\$4,929	\$5,149	\$5,371	\$5,594	\$5,816	\$6,036	\$6,254	\$6,466	\$6,673
<b>B/22MAEN</b> Technical Specialist II Engineering & Survey Tech IT Specialist II Service Desk Specialist	\$28.43	\$29.71	\$30.99	\$32.27	\$33.55	\$34.82	\$36.08	\$37.30	\$38.50
	\$61,608	\$64,364	\$67,141	\$69,920	\$72,697	\$75,453	\$78,169	\$80,827	\$83,414
<b>B/22MEC-</b> Maint. & Operation Specialist II Mechanic 1	\$5,134	\$5,364	\$5,595	\$5,827	\$6,058	\$6,288	\$6,514	\$6,736	\$6,951
	\$29.62	\$30.94	\$32.28	\$33.62	\$34.95	\$36.28	\$37.58	\$38.86	\$40.10
	\$54,216	\$56,641	\$59,085	\$61,529	\$63,973	\$66,399	\$68,788	\$71,127	\$73,403
<b>B/22MA2-</b> Technical Specialist II Property Appraiser I	\$4,518	\$4,720	\$4,924	\$5,127	\$5,331	\$5,533	\$5,732	\$5,927	\$6,117
	\$26.07	\$27.23	\$28.41	\$29.58	\$30.76	\$31.92	\$33.07	\$34.20	\$35.29
	<b>B/23</b> Administrative Specialist III Business Specialist III Health Care Technician III Maint. & Operation Specialist III Program Specialist III Technical Specialist III	\$53,681	\$56,099	\$58,516	\$60,919	\$63,337	\$65,753	\$68,121	\$70,437
\$4,473		\$4,675	\$4,876	\$5,077	\$5,278	\$5,479	\$5,677	\$5,870	\$6,058
\$25.81		\$26.97	\$28.13	\$29.29	\$30.45	\$31.61	\$32.75	\$33.86	\$34.95



DBM/Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>B/23MEC- Maint. &amp; Operation Specialist III</b> Mechanic 2	\$67,100	\$70,124	\$73,145	\$76,148	\$79,170	\$82,192	\$85,152	\$88,048	\$90,865
	\$5,592	\$5,844	\$6,095	\$6,346	\$6,598	\$6,849	\$7,096	\$7,337	\$7,572
	\$32.26	\$33.71	\$35.17	\$36.61	\$38.06	\$39.52	\$40.94	\$42.33	\$43.69
<b>B/23MA Technical Specialist III</b> Property Appraiser II	\$59,049	\$61,707	\$64,367	\$67,010	\$69,670	\$72,330	\$74,934	\$77,481	\$79,960
	\$4,921	\$5,142	\$5,364	\$5,584	\$5,806	\$6,028	\$6,244	\$6,457	\$6,663
	\$28.39	\$29.67	\$30.95	\$32.22	\$33.50	\$34.77	\$36.03	\$37.25	\$38.44
<b>B/24</b> Health Care Technician IV Maint. Operation Specialist IV Technical Specialist IV	\$56,933	\$59,774	\$62,617	\$65,459	\$68,319	\$71,161	\$74,008	\$76,819	\$79,584
	\$4,744	\$4,981	\$5,218	\$5,455	\$5,693	\$5,930	\$6,167	\$6,402	\$6,632
	\$27.37	\$28.74	\$30.10	\$31.47	\$32.85	\$34.21	\$35.58	\$36.93	\$38.26
<b>B/24MEC- Maint. &amp; Operation Specialist IV</b> Sr. Mechanic Health Care Technician II Dental Hygienist	\$71,165	\$74,717	\$78,272	\$81,823	\$85,399	\$88,951	\$92,508	\$96,025	\$99,482
	\$5,930	\$6,226	\$6,523	\$6,819	\$7,117	\$7,413	\$7,709	\$8,002	\$8,290
	\$34.21	\$35.92	\$37.63	\$39.34	\$41.06	\$42.76	\$44.47	\$46.17	\$47.83
<b>B/24MA Technical Specialist IV</b> Property Appraiser III	\$62,627	\$65,751	\$68,881	\$72,003	\$75,150	\$78,277	\$81,408	\$84,501	\$87,543
	\$5,219	\$5,479	\$5,740	\$6,000	\$6,262	\$6,523	\$6,784	\$7,042	\$7,295
	\$30.11	\$31.61	\$33.12	\$34.62	\$36.13	\$37.63	\$39.14	\$40.63	\$42.09
<b>B/25</b> Maint. Operation Specialist V Technical Specialist V	\$61,228	\$64,301	\$67,355	\$70,427	\$73,481	\$76,552	\$79,613	\$82,639	\$85,614
	\$5,102	\$5,358	\$5,613	\$5,869	\$6,123	\$6,379	\$6,634	\$6,887	\$7,135
	\$29.44	\$30.91	\$32.38	\$33.86	\$35.33	\$36.80	\$38.28	\$39.73	\$41.16
<b>B/25MEC Maint. &amp; Operation Specialist V</b> Mechanic- Foreman Technical Specialist V Building Inspector II	\$76,537	\$80,374	\$84,192	\$88,033	\$91,851	\$95,689	\$99,518	\$103,299	\$107,018
	\$6,378	\$6,698	\$7,016	\$7,336	\$7,654	\$7,974	\$8,293	\$8,608	\$8,918
	\$36.80	\$38.64	\$40.48	\$42.32	\$44.16	\$46.00	\$47.84	\$49.66	\$51.45



American Federation State County Municipal Employees Salary Schedule Effective 12/01/2024

	DBM/Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>C/41</b>	<b>Business Analyst I</b>									
	<b>Health Care Professional I</b>	\$63,349.40	\$66,517.42	\$69,684.34	\$72,851.26	\$76,018.18	\$79,185.10	\$82,352.03	\$85,481.68	\$88,559.00
	<b>Program Coordinator I</b>	\$5,279.12	\$5,543.12	\$5,807.03	\$6,070.94	\$6,334.85	\$6,598.76	\$6,862.67	\$7,123.47	\$7,379.92
	<b>Technical Analyst I</b>	\$30.46	\$31.98	\$33.50	\$35.02	\$36.55	\$38.07	\$39.59	\$41.10	\$42.58
<b>C/42</b>	<b>Business Analyst II</b>									
	<b>Health Care Professional II</b>	\$67,359.30	\$70,738.88	\$74,106.41	\$77,470.00	\$80,833.79	\$84,214.47	\$87,583.09	\$90,910.06	\$94,183.00
	<b>IT Analyst I</b>	\$5,613.28	\$5,894.91	\$6,175.53	\$6,455.83	\$6,736.15	\$7,017.87	\$7,298.59	\$7,575.84	\$7,848.58
	<b>Program Coordinator II</b>	\$32.38	\$34.01	\$35.63	\$37.24	\$38.86	\$40.49	\$42.11	\$43.71	\$45.28
<b>C/42MA</b>	<b>Technical Analyst II</b>	\$76,959.82	\$80,821.73	\$84,667.20	\$88,509.38	\$92,354.85	\$96,215.67	\$100,064.42	\$103,866.05	\$107,605.00
	<b>Engineering Associate</b>	\$6,413.32	\$6,735.14	\$7,055.60	\$7,375.78	\$7,696.24	\$8,017.97	\$8,338.70	\$8,655.50	\$8,967.08
		\$37.00	\$38.86	\$40.71	\$42.55	\$44.40	\$46.26	\$48.11	\$49.94	\$51.73
<b>C/43</b>	<b>Business Analyst III</b>									
	<b>Health Care Professional III</b>	\$71,383.45	\$74,946.10	\$78,525.19	\$82,087.84	\$85,666.93	\$89,229.58	\$92,798.81	\$96,325.29	\$99,793.00
	<b>IT Analyst II</b>	\$5,948.62	\$6,245.51	\$6,543.77	\$6,840.65	\$7,138.91	\$7,435.80	\$7,733.23	\$8,027.11	\$8,316.08
	<b>Program Coordinator III</b>	\$34.32	\$36.03	\$37.75	\$39.47	\$41.19	\$42.90	\$44.61	\$46.31	\$47.98
<b>C/43MA</b>	<b>Technical Analyst III</b>	\$81,556.18	\$85,627.47	\$89,716.30	\$93,787.58	\$97,875.31	\$101,943.31	\$106,021.18	\$110,050.81	\$114,013.00
	<b>Land Surveyor</b>	\$6,796.35	\$7,135.62	\$7,476.36	\$7,815.63	\$8,156.28	\$8,495.28	\$8,835.10	\$9,170.90	\$9,501.08
	<b>Civil Engineer</b>	\$39.21	\$41.17	\$43.13	\$45.09	\$47.06	\$49.01	\$50.97	\$52.91	\$54.81
<b>C/44</b>	<b>Health Care Professional IV</b>	\$75,407.60	\$79,185.10	\$82,961.51	\$86,722.57	\$90,500.08	\$94,261.14	\$98,030.97	\$101,755.86	\$105,419.00
		\$6,283.97	\$6,598.76	\$6,913.46	\$7,226.88	\$7,541.67	\$7,855.10	\$8,169.25	\$8,479.66	\$8,784.92
		\$36.25	\$38.07	\$39.89	\$41.69	\$43.51	\$45.32	\$47.13	\$48.92	\$50.68
<b>C/45</b>	<b>Health Care Professional V</b>	\$79,432.84	\$83,406.57	\$87,364.95	\$91,340.87	\$95,314.59	\$99,290.51	\$103,262.04	\$107,186.44	\$111,045.00
	<b>IT Analyst III</b>	\$6,619.40	\$6,950.55	\$7,280.41	\$7,611.74	\$7,942.88	\$8,274.21	\$8,605.17	\$8,932.20	\$9,253.75
	<b>Technical Analyst V</b>	\$38.19	\$40.10	\$42.00	\$43.91	\$45.82	\$47.74	\$49.65	\$51.53	\$53.39
<b>C/45MA</b>	<b>Technical Analyst V</b>	\$90,752.21	\$95,291.57	\$99,816.68	\$104,359.34	\$108,898.70	\$113,439.16	\$117,977.43	\$122,459.79	\$126,868.00
	<b>Sr. Civil Engineer</b>	\$7,562.68	\$7,940.96	\$8,318.06	\$8,696.61	\$9,074.89	\$9,453.26	\$9,831.45	\$10,204.98	\$10,572.33
	<b>Land Surveyor (County)</b>	\$43.63	\$45.81	\$47.99	\$50.17	\$52.36	\$54.54	\$56.72	\$58.87	\$60.99
<b>C/4premb</b>	<b>Health Care Professional IV</b>	\$107,841.96	\$111,474.77	\$117,284.63	\$123,078.05	\$128,873.66	\$134,806.29	\$140,737.83	\$146,648.54	\$152,514.00
	<b>Physician Assistant</b>	\$8,986.83	\$9,289.56	\$9,773.72	\$10,256.50	\$10,739.47	\$11,233.86	\$11,728.15	\$12,220.71	\$12,709.50
		\$51.85	\$53.59	\$56.39	\$59.17	\$61.96	\$64.81	\$67.66	\$70.50	\$73.32

\*\*\* 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.