



DBM/Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
A/12-	Administrative Assistant II	\$38,604.00	\$40,149.90	\$41,692.45	\$43,238.35	\$44,782.02	\$46,326.81	\$47,902.75	\$49,482.04	\$51,065.87	\$52,648.91
	Maint. & Operation Assistant II	\$3,217.00	\$3,345.83	\$3,474.37	\$3,603.20	\$3,731.84	\$3,860.57	\$3,991.90	\$4,123.50	\$4,255.49	\$4,387.41
		\$18.56	\$19.30	\$20.04	\$20.79	\$21.53	\$22.27	\$23.03	\$23.79	\$24.55	\$25.31
A/13-	Administrative Assistant III	\$42,349.10	\$44,040.79	\$45,750.29	\$47,440.87	\$49,131.45	\$50,822.03	\$52,500.38	\$54,127.51	\$55,751.31	\$57,312.35
		\$3,529.09	\$3,670.07	\$3,812.52	\$3,953.41	\$4,094.29	\$4,235.17	\$4,375.03	\$4,510.63	\$4,645.94	\$4,776.03
		\$20.36	\$21.17	\$21.99	\$22.81	\$23.62	\$24.43	\$25.24	\$26.02	\$26.80	\$27.55
B/21-	Administrative Specialist I										
	Business Specialist I										
	Health Care Technician I	\$46,463.04	\$48,543.13	\$50,637.82	\$52,719.03	\$54,814.84	\$56,912.91	\$58,961.53	\$60,966.31	\$62,917.65	\$64,868.10
	IT Specialist I	\$3,871.92	\$4,045.26	\$4,219.82	\$4,393.25	\$4,567.90	\$4,742.74	\$4,913.46	\$5,080.53	\$5,243.14	\$5,405.67
	Maint. & Operation Specialist I	\$22.34	\$23.34	\$24.34	\$25.34	\$26.35	\$27.36	\$28.35	\$29.31	\$30.25	\$31.19
	Paralegal I										
	Program Specialist I										
B/21MA-	Technical Specialist I										
		\$55,756.56	\$58,252.43	\$60,767.41	\$63,262.16	\$65,778.27	\$68,294.36	\$70,753.16	\$73,158.00	\$75,499.11	\$77,764.08
		\$4,646.38	\$4,854.37	\$5,063.95	\$5,271.85	\$5,481.52	\$5,691.20	\$5,896.10	\$6,096.50	\$6,291.59	\$6,480.34
		\$26.81	\$28.00	\$29.21	\$30.41	\$31.62	\$32.83	\$34.01	\$35.17	\$36.30	\$37.39
B/22-	Administrative Specialist II										
	Business Specialist II										
	Health Care Technician II	\$51,012.03	\$53,294.40	\$55,593.61	\$57,893.95	\$60,192.04	\$62,474.40	\$64,724.17	\$66,924.50	\$69,066.59	\$71,138.59
	Maint. & Operation Specialist II	\$4,251.00	\$4,441.20	\$4,632.80	\$4,824.50	\$5,016.00	\$5,206.20	\$5,393.68	\$5,577.04	\$5,755.55	\$5,928.22
	Paralegal II	\$24.52	\$25.62	\$26.73	\$27.83	\$28.94	\$30.03	\$31.12	\$32.17	\$33.20	\$34.20
	Program Specialist II										
B/22MAEN	Technical Specialist II										
	Engineering & Survey Tech	\$61,214.66	\$63,952.15	\$66,713.23	\$69,472.07	\$72,230.90	\$74,969.51	\$77,669.91	\$80,308.50	\$82,878.66	\$85,365.02
	IT Specialist II	\$5,101.22	\$5,329.35	\$5,559.44	\$5,789.34	\$6,019.24	\$6,247.46	\$6,472.49	\$6,692.38	\$6,906.56	\$7,113.75
	Service Desk Specialist	\$29.43	\$30.75	\$32.07	\$33.40	\$34.73	\$36.04	\$37.34	\$38.61	\$39.84	\$41.04
B/22MEC-	Maint. & Operation Specialist II										
	Mechanic 1	\$63,764.48	\$66,616.58	\$69,491.17	\$72,366.88	\$75,241.46	\$78,093.57	\$80,905.22	\$83,656.18	\$86,333.49	\$88,923.49
		\$5,313.71	\$5,551.38	\$5,790.93	\$6,030.57	\$6,270.12	\$6,507.80	\$6,742.10	\$6,971.35	\$7,194.46	\$7,410.29
B/22MA2-	Technical Specialist II										
	Property Appraiser I	\$56,113.91	\$58,623.27	\$61,152.86	\$63,682.44	\$66,212.03	\$68,722.52	\$71,195.91	\$73,616.50	\$75,972.11	\$78,175.30
		\$4,676.16	\$4,885.27	\$5,096.07	\$5,306.87	\$5,517.67	\$5,726.88	\$5,932.99	\$6,134.71	\$6,331.01	\$6,514.61
	\$26.98	\$28.18	\$29.40	\$30.62	\$31.83	\$33.04	\$34.23	\$35.39	\$36.52	\$37.58	
B/23	Administrative Specialist III										
	Business Specialist III	\$55,559.90	\$58,062.52	\$60,564.01	\$63,050.90	\$65,553.51	\$68,053.88	\$70,504.80	\$72,901.79	\$75,234.15	\$77,415.94
	Health Care Technician III	\$4,629.99	\$4,838.54	\$5,047.00	\$5,254.24	\$5,462.79	\$5,671.16	\$5,875.40	\$6,075.15	\$6,269.51	\$6,451.33
	Maint. & Operation Specialist III	\$26.71	\$27.91	\$29.12	\$30.31	\$31.51	\$32.72	\$33.90	\$35.05	\$36.17	\$37.22
	Program Specialist III										
	Technical Specialist III										



**American Federation State County Municipal Employees Salary Schedule Effective 07/01/2025**

DBM/Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>B/23MEC- Maint. &amp; Operation Specialist III</b> Mechanic 2	\$69,448.47	\$72,578.14	\$75,705.57	\$78,812.78	\$81,941.32	\$85,068.75	\$88,132.12	\$91,129.20	\$94,045.28	\$96,772.59
	\$5,787.37	\$6,048.18	\$6,308.80	\$6,567.73	\$6,828.44	\$7,089.06	\$7,344.34	\$7,594.10	\$7,837.11	\$8,064.38
	\$33.39	\$34.89	\$36.40	\$37.89	\$39.39	\$40.90	\$42.37	\$43.81	\$45.21	\$46.53
<b>B/23MA Technical Specialist III</b> Property Appraiser II GIS Engineering Tech	\$61,115.78	\$63,866.75	\$66,619.96	\$69,355.19	\$72,108.41	\$74,861.62	\$77,556.41	\$80,192.75	\$82,758.60	\$85,158.60
	\$5,092.98	\$5,322.23	\$5,551.66	\$5,779.60	\$6,009.03	\$6,238.47	\$6,463.03	\$6,682.73	\$6,896.55	\$7,096.55
	\$29.38	\$30.70	\$32.03	\$33.34	\$34.67	\$35.99	\$37.29	\$38.55	\$39.79	\$40.94
<b>B/24</b> Health Care Technician IV Maint. Operation Specialist IV Technical Specialist IV	\$58,925.56	\$61,866.45	\$64,808.46	\$67,750.46	\$70,710.45	\$73,651.33	\$76,597.84	\$79,507.26	\$82,369.44	\$85,005.26
	\$4,910.46	\$5,155.54	\$5,400.71	\$5,645.87	\$5,892.54	\$6,137.61	\$6,383.15	\$6,625.61	\$6,864.12	\$7,083.77
	\$28.33	\$29.74	\$31.16	\$32.57	\$33.99	\$35.41	\$36.82	\$38.22	\$39.60	\$40.87
<b>B/24MEC- Maint. &amp; Operation Specialist IV</b> Sr. Mechanic Health Care Technician II Dental Hygienist	\$73,655.83	\$77,331.65	\$81,011.98	\$84,686.67	\$88,388.35	\$92,064.17	\$95,745.61	\$99,385.47	\$102,963.87	\$106,464.64
	\$6,137.99	\$6,444.30	\$6,751.00	\$7,057.22	\$7,365.70	\$7,672.01	\$7,978.80	\$8,282.12	\$8,580.32	\$8,872.05
	\$35.41	\$37.18	\$38.95	\$40.71	\$42.49	\$44.26	\$46.03	\$47.78	\$49.50	\$51.18
<b>B/24MA Technical Specialist IV</b> Property Appraiser III	\$64,818.57	\$68,052.75	\$71,291.43	\$74,523.37	\$77,780.03	\$81,016.47	\$84,257.39	\$87,458.99	\$90,607.01	\$93,506.43
	\$5,401.55	\$5,671.06	\$5,940.95	\$6,210.28	\$6,481.67	\$6,751.37	\$7,021.45	\$7,288.25	\$7,550.58	\$7,792.20
	\$31.16	\$32.72	\$34.27	\$35.83	\$37.39	\$38.95	\$40.51	\$42.05	\$43.56	\$44.96
<b>B/25</b> Maint. Operation Specialist V Technical Specialist V	\$63,371.17	\$66,551.41	\$69,712.55	\$72,891.68	\$76,052.81	\$79,230.81	\$82,399.82	\$85,531.75	\$88,610.49	\$91,446.03
	\$5,280.93	\$5,545.95	\$5,809.38	\$6,074.31	\$6,337.73	\$6,602.57	\$6,866.65	\$7,127.65	\$7,384.21	\$7,620.50
	\$30.47	\$31.99	\$33.51	\$35.04	\$36.56	\$38.09	\$39.61	\$41.12	\$42.60	\$43.96
<b>B/25MEC Maint. &amp; Operation Specialist V</b> Mechanic- Foreman Technical Specialist V Building Inspector II	\$79,216.20	\$83,187.58	\$87,138.72	\$91,114.59	\$95,065.73	\$99,038.23	\$103,000.61	\$106,914.68	\$110,763.63	\$114,529.59
	\$6,601.35	\$6,932.30	\$7,261.56	\$7,592.88	\$7,922.14	\$8,253.19	\$8,583.38	\$8,909.56	\$9,230.30	\$9,544.13
	\$38.08	\$39.99	\$41.89	\$43.80	\$45.70	\$47.61	\$49.52	\$51.40	\$53.25	\$55.06



**American Federation State County Municipal Employees Salary Schedule Effective 07/01/2025**

	DBM/Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>C/41</b>	<b>Business Analyst I</b>										
	<b>Health Care Professional I</b>	\$65,566.63	\$68,845.53	\$72,123.29	\$75,401.05	\$78,678.82	\$81,956.58	\$85,234.35	\$88,473.54	\$91,658.57	\$94,774.96
	<b>Program Coordinator I</b>	\$5,463.89	\$5,737.13	\$6,010.27	\$6,283.42	\$6,556.57	\$6,829.72	\$7,102.86	\$7,372.80	\$7,638.21	\$7,897.91
	<b>Technical Analyst I</b>	\$31.52	\$33.10	\$34.67	\$36.25	\$37.82	\$39.40	\$40.98	\$42.53	\$44.07	\$45.56
<b>C/42</b>	<b>Business Analyst II</b>										
	<b>Health Care Professional II</b>	\$69,716.88	\$73,214.74	\$76,700.13	\$80,182.12	\$83,662.97	\$87,161.98	\$90,648.50	\$94,091.91	\$97,479.41	\$100,793.71
	<b>IT Analyst I</b>	\$5,809.74	\$6,101.23	\$6,391.68	\$6,681.84	\$6,971.91	\$7,263.50	\$7,554.04	\$7,840.99	\$8,123.28	\$8,399.48
	<b>Program Coordinator II</b>	\$33.52	\$35.20	\$36.87	\$38.55	\$40.22	\$41.90	\$43.58	\$45.23	\$46.86	\$48.46
<b>C/42MA</b>	<b>Technical Analyst II</b>	\$79,653.41	\$83,650.49	\$87,630.55	\$91,607.21	\$95,587.27	\$99,583.22	\$103,566.67	\$107,501.36	\$111,371.18	\$115,046.43
	<b>Engineering Associate</b>	\$6,637.78	\$6,970.87	\$7,302.55	\$7,633.93	\$7,965.61	\$8,298.60	\$8,630.56	\$8,958.45	\$9,280.93	\$9,587.20
		\$38.29	\$40.22	\$42.13	\$44.04	\$45.95	\$47.87	\$49.79	\$51.68	\$53.54	\$55.31
<b>C/43</b>	<b>Business Analyst III</b>										
	<b>Health Care Professional III</b>	\$73,881.87	\$77,569.21	\$81,273.57	\$84,960.91	\$88,665.27	\$92,352.62	\$96,046.77	\$99,696.68	\$103,285.76	\$106,797.48
	<b>IT Analyst II</b>	\$6,156.82	\$6,464.10	\$6,772.80	\$7,080.08	\$7,388.77	\$7,696.05	\$8,003.90	\$8,308.06	\$8,607.15	\$8,899.79
	<b>Program Coordinator III</b>	\$35.52	\$37.29	\$39.07	\$40.85	\$42.63	\$44.40	\$46.17	\$47.93	\$49.65	\$51.34
<b>C/43MA</b>	<b>Technical Analyst III</b>	\$84,410.65	\$88,624.43	\$92,856.37	\$97,070.15	\$101,300.95	\$105,511.33	\$109,731.92	\$113,902.59	\$118,003.46	\$122,015.58
	<b>Land Surveyor</b>	\$7,034.22	\$7,385.37	\$7,738.03	\$8,089.18	\$8,441.75	\$8,792.61	\$9,144.33	\$9,491.88	\$9,833.62	\$10,167.96
		\$40.58	\$42.61	\$44.64	\$46.67	\$48.70	\$50.72	\$52.75	\$54.76	\$56.73	\$58.66
<b>C/44</b>	<b>Health Care Professional IV</b>	\$78,046.87	\$81,956.58	\$85,865.16	\$89,757.86	\$93,667.58	\$97,560.28	\$101,462.05	\$105,317.32	\$109,108.67	\$112,709.26
		\$6,503.91	\$6,829.72	\$7,155.43	\$7,479.82	\$7,805.63	\$8,130.02	\$8,455.17	\$8,776.44	\$9,092.39	\$9,392.44
		\$37.52	\$39.40	\$41.28	\$43.15	\$45.03	\$46.90	\$48.78	\$50.63	\$52.45	\$54.19
<b>C/45</b>	<b>Health Care Professional V</b>	\$82,212.99	\$86,325.80	\$90,422.72	\$94,537.80	\$98,650.60	\$102,765.68	\$106,876.21	\$110,937.97	\$114,931.58	\$118,724.32
		\$6,851.08	\$7,193.82	\$7,535.23	\$7,878.15	\$8,220.88	\$8,563.81	\$8,906.35	\$9,244.83	\$9,577.63	\$9,893.69
		\$39.52	\$41.50	\$43.47	\$45.45	\$47.43	\$49.40	\$51.38	\$53.33	\$55.25	\$57.08
<b>C/45MA</b>	<b>Technical Analyst V</b>	\$93,928.54	\$98,626.78	\$103,310.26	\$108,011.92	\$112,710.15	\$117,409.53	\$122,106.64	\$126,745.88	\$131,308.38	\$135,641.56
	<b>Sr. Civil Engineer</b>	\$7,827.38	\$8,218.90	\$8,609.19	\$9,000.99	\$9,392.51	\$9,784.13	\$10,175.55	\$10,562.16	\$10,942.37	\$11,303.46
		\$45.16	\$47.41	\$49.67	\$51.93	\$54.19	\$56.44	\$58.70	\$60.93	\$63.13	\$65.21
<b>C/4premb</b>	<b>Health Care Professional IV</b>	\$111,616.43	\$115,376.39	\$121,389.59	\$127,385.78	\$133,384.24	\$139,524.51	\$145,663.65	\$151,781.24	\$157,851.99	\$163,534.66
		\$9,301.37	\$9,614.70	\$10,115.80	\$10,615.48	\$11,115.35	\$11,627.04	\$12,138.64	\$12,648.44	\$13,154.33	\$13,627.89
		\$53.66	\$55.47	\$58.36	\$61.24	\$64.12	\$67.08	\$70.03	\$72.97	\$75.89	\$78.62

\*\*\* 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.