

American Federation State County Municipal Employees Salary Schedule Effective 07/01/2026



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	DBM/Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
C/41	Business Analyst I											
	Health Care Professional I	\$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	\$97,807.76
	Program Coordinator I	\$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	\$8,150.65
	Technical Analyst I	\$31.52	\$33.10	\$34.67	\$36.25	\$37.82	\$39.40	\$40.98	\$42.53	\$44.07	\$45.56	\$47.02
C/42	Business Analyst II											
	Health Care Professional II	\$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	\$104,019.11
	IT Analyst I	\$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	\$8,668.26
	Program Coordinator II	\$33.52	\$35.20	\$36.87	\$38.55	\$40.22	\$41.90	\$43.58	\$45.23	\$46.86	\$48.46	\$50.01
C/42MA	Technical Analyst II											
	Engineering Associate	\$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	\$118,727.92
		\$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	\$9,893.99
		\$38.29	\$40.22	\$42.13	\$44.04	\$45.95	\$47.87	\$49.79	\$51.68	\$53.54	\$55.31	\$57.08
C/43	Business Analyst III											
	Health Care Professional III	\$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	\$110,215.00
	IT Analyst II	\$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	\$9,184.58
	Program Coordinator III	\$35.52	\$37.29	\$39.07	\$40.85	\$42.63	\$44.40	\$46.17	\$47.93	\$49.65	\$51.34	\$51.34
C/43MA	Technical Analyst III											
	Land Surveyor	\$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	\$125,920.08
	Civil Engineer	\$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	\$10,167.97	\$10,493.34
		\$40.58	\$42.61	\$44.64	\$46.67	\$48.70	\$50.72	\$52.75	\$54.76	\$56.73	\$58.66	\$60.54
C/44	Health Care Professional IV											
		\$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	\$116,315.96
		\$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	\$9,693.00
		\$37.52	\$39.40	\$41.28	\$43.15	\$45.03	\$46.90	\$48.78	\$50.63	\$52.45	\$54.19	\$55.92
C/45	Health Care Professional V											
	IT Analyst III	\$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	\$122,523.50
	Technical Analyst V	\$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	\$10,210.29
		\$39.52	\$41.50	\$43.47	\$45.45	\$47.43	\$49.40	\$51.38	\$53.33	\$55.25	\$57.08	\$58.90
C/45MA	Technical Analyst V											
	Sr. Civil Engineer	\$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	\$139,982.09
	Land Surveyor (County)	\$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	\$11,665.17
		\$45.16	\$47.41	\$49.67	\$51.93	\$54.19	\$56.44	\$58.70	\$60.93	\$63.13	\$65.21	\$67.30
C/4premb	Health Care Professional IV											
	Physician Assistant	\$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	\$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	\$13,627.89
		\$53.66	\$55.47	\$58.36	\$61.24	\$64.12	\$67.08	\$70.03	\$72.97	\$75.89	\$78.62	\$81.14

*** 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.