

DRAFT WAGE SCALE JULY 2025-JULY 2028

APPENDIX "B"

SALARY STRUCTURE

Effective Date: Jul 01, 2025

Salary Group	1	2	3	4	5
1 Annual					
Monthly					
Bi-weekly					
hourly					
2 Annual					
Monthly					
Bi-weekly					
hourly					
3 Annual	\$43,552.60		\$46,792.20		\$50,323.00
Monthly	\$3,629.38		\$3,899.35		\$4,193.58
Bi-weekly	\$1,675.10		\$1,799.70		\$1,935.50
hourly	\$23.93		\$25.71		\$27.65
4 Annual	\$46,792.20		\$50,323.00		\$54,108.60
Monthly	\$3,899.35		\$4,193.58		\$4,509.05
Bi-weekly	\$1,799.70		\$1,935.50		\$2,081.10
hourly	\$25.71		\$27.65		\$29.73
5 Annual	\$51,287.60	\$53,162.20	\$55,073.20	\$57,093.40	\$59,204.60
Monthly	\$4,273.97	\$4,430.18	\$4,589.43	\$4,757.78	\$4,933.72
Bi-weekly	\$1,972.60	\$2,044.70	\$2,118.20	\$2,195.90	\$2,277.10
hourly	\$28.18	\$29.21	\$30.26	\$31.37	\$32.53
6 Annual	\$55,073.20	\$57,093.40	\$59,204.60	\$61,425.00	\$63,791.00
Monthly	\$4,589.43	\$4,757.78	\$4,933.72	\$5,118.75	\$5,315.92
Bi-weekly	\$2,118.20	\$2,195.90	\$2,277.10	\$2,362.50	\$2,453.50
hourly	\$30.26	\$31.37	\$32.53	\$33.75	\$35.05
7 Annual	\$59,204.60	\$61,425.00	\$63,791.00	\$66,138.80	\$68,614.00
Monthly	\$4,933.72	\$5,118.75	\$5,315.92	\$5,511.57	\$5,717.83
Bi-weekly	\$2,277.10	\$2,362.50	\$2,453.50	\$2,543.80	\$2,639.00
hourly	\$32.53	\$33.75	\$35.05	\$36.34	\$37.70
8 Annual	\$64,173.20	\$66,521.00	\$69,069.00	\$71,744.40	\$74,565.40
Monthly	\$5,347.77	\$5,543.42	\$5,755.75	\$5,978.70	\$6,213.78
Bi-weekly	\$2,468.20	\$2,558.50	\$2,656.50	\$2,759.40	\$2,867.90
hourly	\$35.26	\$36.55	\$37.95	\$39.42	\$40.97
9 Annual	\$69,069.00	\$71,744.40	\$74,565.40	\$77,459.20	\$80,571.40
Monthly	\$5,755.75	\$5,978.70	\$6,213.78	\$6,454.93	\$6,714.28
Bi-weekly	\$2,656.50	\$2,759.40	\$2,867.90	\$2,979.20	\$3,098.90
hourly	\$37.95	\$39.42	\$40.97	\$42.56	\$44.27
10 Annual	\$74,565.40	\$77,459.20	\$80,571.40	\$83,774.60	\$87,050.60
Monthly	\$6,213.78	\$6,454.93	\$6,714.28	\$6,981.22	\$7,254.22
Bi-weekly	\$2,867.90	\$2,979.20	\$3,098.90	\$3,222.10	\$3,348.10
hourly	\$40.97	\$42.56	\$44.27	\$46.03	\$47.83
11 Annual	\$81,736.20	\$84,994.00	\$88,288.20	\$91,891.80	\$95,513.60
Monthly	\$6,811.35	\$7,082.83	\$7,357.35	\$7,657.65	\$7,959.47
Bi-weekly	\$3,143.70	\$3,269.00	\$3,395.70	\$3,534.30	\$3,673.60
hourly	\$44.91	\$46.70	\$48.51	\$50.49	\$52.48
12 Annual	\$88,288.20	\$91,891.80	\$95,513.60	\$99,372.00	\$103,448.80
Monthly	\$7,357.35	\$7,657.65	\$7,959.47	\$8,281.00	\$8,620.73
Bi-weekly	\$3,395.70	\$3,534.30	\$3,673.60	\$3,822.00	\$3,978.80
hourly	\$48.51	\$50.49	\$52.48	\$54.60	\$56.84
13 Annual	\$95,513.60	\$99,372.00	\$103,448.80	\$107,580.20	\$111,875.40
Monthly	\$7,959.47	\$8,281.00	\$8,620.73	\$8,965.02	\$9,322.95
Bi-weekly	\$3,673.60	\$3,822.00	\$3,978.80	\$4,137.70	\$4,302.90
hourly	\$52.48	\$54.60	\$56.84	\$59.11	\$61.47

APPENDIX "B"

SALARY STRUCTURE

Effective Date: **Jul 01, 2026**

Salary Group	1	2	3	4	5
1 Annual Monthly Bi-weekly hourly					
2 Annual Monthly Bi-weekly hourly					
3 Annual Monthly Bi-weekly hourly	\$44,863.00 \$3,738.58 \$1,725.50 \$24.65		\$48,193.60 \$4,016.13 \$1,853.60 \$26.48		\$51,833.60 \$4,319.47 \$1,993.60 \$28.48
4 Annual Monthly Bi-weekly hourly	\$48,193.60 \$4,016.13 \$1,853.60 \$26.48		\$51,833.60 \$4,319.47 \$1,993.60 \$28.48		\$55,728.40 \$4,644.03 \$2,143.40 \$30.62
5 Annual Monthly Bi-weekly hourly	\$52,834.60 \$4,402.88 \$2,032.10 \$29.03	\$54,763.80 \$4,563.65 \$2,106.30 \$30.09	\$56,729.40 \$4,727.45 \$2,181.90 \$31.17	\$58,804.20 \$4,900.35 \$2,261.70 \$32.31	\$60,988.20 \$5,082.35 \$2,345.70 \$33.51
6 Annual Monthly Bi-weekly hourly	\$56,729.40 \$4,727.45 \$2,181.90 \$31.17	\$58,804.20 \$4,900.35 \$2,261.70 \$32.31	\$60,988.20 \$5,082.35 \$2,345.70 \$33.51	\$63,263.20 \$5,271.93 \$2,433.20 \$34.76	\$65,702.00 \$5,475.17 \$2,527.00 \$36.10
7 Annual Monthly Bi-weekly hourly	\$60,988.20 \$5,082.35 \$2,345.70 \$33.51	\$63,263.20 \$5,271.93 \$2,433.20 \$34.76	\$65,702.00 \$5,475.17 \$2,527.00 \$36.10	\$68,122.60 \$5,676.88 \$2,620.10 \$37.43	\$70,670.60 \$5,889.22 \$2,718.10 \$38.83
8 Annual Monthly Bi-weekly hourly	\$66,102.40 \$5,508.53 \$2,542.40 \$36.32	\$68,523.00 \$5,710.25 \$2,635.50 \$37.65	\$71,143.80 \$5,928.65 \$2,736.30 \$39.09	\$73,892.00 \$6,157.67 \$2,842.00 \$40.60	\$76,804.00 \$6,400.33 \$2,954.00 \$42.20
9 Annual Monthly Bi-weekly hourly	\$71,143.80 \$5,928.65 \$2,736.30 \$39.09	\$73,892.00 \$6,157.67 \$2,842.00 \$40.60	\$76,804.00 \$6,400.33 \$2,954.00 \$42.20	\$79,788.80 \$6,649.07 \$3,068.80 \$43.84	\$82,992.00 \$6,916.00 \$3,192.00 \$45.60
10 Annual Monthly Bi-weekly hourly	\$76,804.00 \$6,400.33 \$2,954.00 \$42.20	\$79,788.80 \$6,649.07 \$3,068.80 \$43.84	\$82,992.00 \$6,916.00 \$3,192.00 \$45.60	\$86,286.20 \$7,190.52 \$3,318.70 \$47.41	\$89,653.20 \$7,471.10 \$3,448.20 \$49.26
11 Annual Monthly Bi-weekly hourly	\$84,193.20 \$7,016.10 \$3,238.20 \$46.26	\$87,542.00 \$7,295.17 \$3,367.00 \$48.10	\$90,945.40 \$7,578.78 \$3,497.90 \$49.97	\$94,640.00 \$7,886.67 \$3,640.00 \$52.00	\$98,371.00 \$8,197.58 \$3,783.50 \$54.05
12 Annual Monthly Bi-weekly hourly	\$90,945.40 \$7,578.78 \$3,497.90 \$49.97	\$94,640.00 \$7,886.67 \$3,640.00 \$52.00	\$98,371.00 \$8,197.58 \$3,783.50 \$54.05	\$102,356.80 \$8,529.73 \$3,936.80 \$56.24	\$106,561.00 \$8,880.08 \$4,098.50 \$58.55
13 Annual Monthly Bi-weekly hourly	\$98,371.00 \$8,197.58 \$3,783.50 \$54.05	\$102,356.80 \$8,529.73 \$3,936.80 \$56.24	\$106,561.00 \$8,880.08 \$4,098.50 \$58.55	\$110,801.60 \$9,233.47 \$4,261.60 \$60.88	\$115,224.20 \$9,602.02 \$4,431.70 \$63.31

APPENDIX "B"

SALARY STRUCTURE

Effective Date: **Jul 01, 2027**

Salary Group	1	2	3	4	5
1 Annual Monthly Bi-weekly hourly					
2 Annual Monthly Bi-weekly hourly					
3 Annual Monthly Bi-weekly hourly	\$46,209.80 \$3,850.82 \$1,777.30 \$25.39		\$49,631.40 \$4,135.95 \$1,908.90 \$27.27		\$53,380.60 \$4,448.38 \$2,053.10 \$29.33
4 Annual Monthly Bi-weekly hourly	\$49,631.40 \$4,135.95 \$1,908.90 \$27.27		\$53,380.60 \$4,448.38 \$2,053.10 \$29.33		\$57,402.80 \$4,783.57 \$2,207.80 \$31.54
5 Annual Monthly Bi-weekly hourly	\$54,418.00 \$4,534.83 \$2,093.00 \$29.90	\$56,401.80 \$4,700.15 \$2,169.30 \$30.99	\$58,440.20 \$4,870.02 \$2,247.70 \$32.11	\$60,569.60 \$5,047.47 \$2,329.60 \$33.28	\$62,826.40 \$5,235.53 \$2,416.40 \$34.52
6 Annual Monthly Bi-weekly hourly	\$58,440.20 \$4,870.02 \$2,247.70 \$32.11	\$60,569.60 \$5,047.47 \$2,329.60 \$33.28	\$62,826.40 \$5,235.53 \$2,416.40 \$34.52	\$65,156.00 \$5,429.67 \$2,506.00 \$35.80	\$67,667.60 \$5,638.97 \$2,602.60 \$37.18
7 Annual Monthly Bi-weekly hourly	\$62,826.40 \$5,235.53 \$2,416.40 \$34.52	\$65,156.00 \$5,429.67 \$2,506.00 \$35.80	\$67,667.60 \$5,638.97 \$2,602.60 \$37.18	\$70,161.00 \$5,846.75 \$2,698.50 \$38.55	\$72,781.80 \$6,065.15 \$2,799.30 \$39.99
8 Annual Monthly Bi-weekly hourly	\$68,086.20 \$5,673.85 \$2,618.70 \$37.41	\$70,579.60 \$5,881.63 \$2,714.60 \$38.78	\$73,273.20 \$6,106.10 \$2,818.20 \$40.26	\$76,112.40 \$6,342.70 \$2,927.40 \$41.82	\$79,115.40 \$6,592.95 \$3,042.90 \$43.47
9 Annual Monthly Bi-weekly hourly	\$73,273.20 \$6,106.10 \$2,818.20 \$40.26	\$76,112.40 \$6,342.70 \$2,927.40 \$41.82	\$79,115.40 \$6,592.95 \$3,042.90 \$43.47	\$82,191.20 \$6,849.27 \$3,161.20 \$45.16	\$85,485.40 \$7,123.78 \$3,287.90 \$46.97
10 Annual Monthly Bi-weekly hourly	\$79,115.40 \$6,592.95 \$3,042.90 \$43.47	\$82,191.20 \$6,849.27 \$3,161.20 \$45.16	\$85,485.40 \$7,123.78 \$3,287.90 \$46.97	\$88,870.60 \$7,405.88 \$3,418.10 \$48.83	\$92,346.80 \$7,695.57 \$3,551.80 \$50.74
11 Annual Monthly Bi-weekly hourly	\$86,723.00 \$7,226.92 \$3,335.50 \$47.65	\$90,162.80 \$7,513.57 \$3,467.80 \$49.54	\$93,675.40 \$7,806.28 \$3,602.90 \$51.47	\$97,479.20 \$8,123.27 \$3,749.20 \$53.56	\$101,319.40 \$8,443.28 \$3,896.90 \$55.67
12 Annual Monthly Bi-weekly hourly	\$93,675.40 \$7,806.28 \$3,602.90 \$51.47	\$97,479.20 \$8,123.27 \$3,749.20 \$53.56	\$101,319.40 \$8,443.28 \$3,896.90 \$55.67	\$105,432.60 \$8,786.05 \$4,055.10 \$57.93	\$109,764.20 \$9,147.02 \$4,221.70 \$60.31
13 Annual Monthly Bi-weekly hourly	\$101,319.40 \$8,443.28 \$3,896.90 \$55.67	\$105,432.60 \$8,786.05 \$4,055.10 \$57.93	\$109,764.20 \$9,147.02 \$4,221.70 \$60.31	\$114,132.20 \$9,511.02 \$4,389.70 \$62.71	\$118,682.20 \$9,890.18 \$4,564.70 \$65.21

APPENDIX "B"

SALARY STRUCTURE

Effective Date: Jul 01, 2028

Salary Group	1	2	3	4	5
1 Annual Monthly Bi-weekly hourly					
2 Annual Monthly Bi-weekly hourly					
3 Annual Monthly Bi-weekly hourly	\$47,593.00 \$3,966.08 \$1,830.50 \$26.15		\$51,123.80 \$4,260.32 \$1,966.30 \$28.09		\$54,982.20 \$4,581.85 \$2,114.70 \$30.21
4 Annual Monthly Bi-weekly hourly	\$51,123.80 \$4,260.32 \$1,966.30 \$28.09		\$54,982.20 \$4,581.85 \$2,114.70 \$30.21		\$59,131.80 \$4,927.65 \$2,274.30 \$32.49
5 Annual Monthly Bi-weekly hourly	\$56,056.00 \$4,671.33 \$2,156.00 \$30.80	\$58,094.40 \$4,841.20 \$2,234.40 \$31.92	\$60,187.40 \$5,015.62 \$2,314.90 \$33.07	\$62,389.60 \$5,199.13 \$2,399.60 \$34.28	\$64,719.20 \$5,393.27 \$2,489.20 \$35.56
6 Annual Monthly Bi-weekly hourly	\$60,187.40 \$5,015.62 \$2,314.90 \$33.07	\$62,389.60 \$5,199.13 \$2,399.60 \$34.28	\$64,719.20 \$5,393.27 \$2,489.20 \$35.56	\$67,103.40 \$5,591.95 \$2,580.90 \$36.87	\$69,706.00 \$5,808.83 \$2,681.00 \$38.30
7 Annual Monthly Bi-weekly hourly	\$64,719.20 \$5,393.27 \$2,489.20 \$35.56	\$67,103.40 \$5,591.95 \$2,580.90 \$36.87	\$69,706.00 \$5,808.83 \$2,681.00 \$38.30	\$72,272.20 \$6,022.68 \$2,779.70 \$39.71	\$74,965.80 \$6,247.15 \$2,883.30 \$41.19
8 Annual Monthly Bi-weekly hourly	\$70,124.60 \$5,843.72 \$2,697.10 \$38.53	\$72,690.80 \$6,057.57 \$2,795.80 \$39.94	\$75,475.40 \$6,289.62 \$2,902.90 \$41.47	\$78,387.40 \$6,532.28 \$3,014.90 \$43.07	\$81,481.40 \$6,790.12 \$3,133.90 \$44.77
9 Annual Monthly Bi-weekly hourly	\$75,475.40 \$6,289.62 \$2,902.90 \$41.47	\$78,387.40 \$6,532.28 \$3,014.90 \$43.07	\$81,481.40 \$6,790.12 \$3,133.90 \$44.77	\$84,648.20 \$7,054.02 \$3,255.70 \$46.51	\$88,051.60 \$7,337.63 \$3,386.60 \$48.38
10 Annual Monthly Bi-weekly hourly	\$81,481.40 \$6,790.12 \$3,133.90 \$44.77	\$84,648.20 \$7,054.02 \$3,255.70 \$46.51	\$88,051.60 \$7,337.63 \$3,386.60 \$48.38	\$91,527.80 \$7,627.32 \$3,520.30 \$50.29	\$95,113.20 \$7,926.10 \$3,658.20 \$52.26
11 Annual Monthly Bi-weekly hourly	\$89,325.60 \$7,443.80 \$3,435.60 \$49.08	\$92,874.60 \$7,739.55 \$3,572.10 \$51.03	\$96,478.20 \$8,039.85 \$3,710.70 \$53.01	\$100,409.40 \$8,367.45 \$3,861.90 \$55.17	\$104,358.80 \$8,696.57 \$4,013.80 \$57.34
12 Annual Monthly Bi-weekly hourly	\$96,478.20 \$8,039.85 \$3,710.70 \$53.01	\$100,409.40 \$8,367.45 \$3,861.90 \$55.17	\$104,358.80 \$8,696.57 \$4,013.80 \$57.34	\$108,599.40 \$9,049.95 \$4,176.90 \$59.67	\$113,058.40 \$9,421.53 \$4,348.40 \$62.12
13 Annual Monthly Bi-weekly hourly	\$104,358.80 \$8,696.57 \$4,013.80 \$57.34	\$108,599.40 \$9,049.95 \$4,176.90 \$59.67	\$113,058.40 \$9,421.53 \$4,348.40 \$62.12	\$117,553.80 \$9,796.15 \$4,521.30 \$64.59	\$122,249.40 \$10,187.45 \$4,701.90 \$67.17