

2025 Draft Wage Scale - Effective July 1, 2025

Salary Group	1	2	3	4	5
1 Annual					
Monthly					
Bi-weekly					
hourly					
2 Annual					
Monthly					
Bi-weekly					
hourly					
3 Annual	\$43,534.40		\$46,792.20		\$50,323.00
Monthly	\$3,627.87		\$3,899.35		\$4,193.58
Bi-weekly	\$1,674.40		\$1,799.70		\$1,935.50
hourly	\$23.92		\$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	\$57,111.60	\$59,186.40
Monthly	\$4,273.97	\$4,430.18	\$4,589.43	\$4,759.30	\$4,932.20
Bi-weekly	\$1,972.60	\$2,044.70	\$2,118.20	\$2,196.60	\$2,276.40
hourly	\$28.18	\$29.21	\$30.26	\$31.38	\$32.52
6 Annual	\$55,073.20	\$57,111.60	\$59,186.40	\$61,425.00	\$63,791.00
Monthly	\$4,589.43	\$4,759.30	\$4,932.20	\$5,118.75	\$5,315.92
Bi-weekly	\$2,118.20	\$2,196.60	\$2,276.40	\$2,362.50	\$2,453.50
hourly	\$30.26	\$31.38	\$32.52	\$33.75	\$35.05
7 Annual	\$59,186.40	\$61,425.00	\$63,791.00	\$66,138.80	\$68,614.00
Monthly	\$4,932.20	\$5,118.75	\$5,315.92	\$5,511.57	\$5,717.83
Bi-weekly	\$2,276.40	\$2,362.50	\$2,453.50	\$2,543.80	\$2,639.00
hourly	\$32.52	\$33.75	\$35.05	\$36.34	\$37.70
8 Annual	\$64,155.00	\$66,539.20	\$69,069.00	\$71,744.40	\$74,565.40
Monthly	\$5,346.25	\$5,544.93	\$5,755.75	\$5,978.70	\$6,213.78
Bi-weekly	\$2,467.50	\$2,559.20	\$2,656.50	\$2,759.40	\$2,867.90
hourly	\$35.25	\$36.56	\$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	\$87,068.80
Monthly	\$6,213.78	\$6,454.93	\$6,714.28	\$6,981.22	\$7,255.73
Bi-weekly	\$2,867.90	\$2,979.20	\$3,098.90	\$3,222.10	\$3,348.80
hourly	\$40.97	\$42.56	\$44.27	\$46.03	\$47.84
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	\$103,430.60
Monthly	\$7,357.35	\$7,657.65	\$7,959.47	\$8,281.00	\$8,619.22
Bi-weekly	\$3,395.70	\$3,534.30	\$3,673.60	\$3,822.00	\$3,978.10
hourly	\$48.51	\$50.49	\$52.48	\$54.60	\$56.83
13 Annual	\$95,513.60	\$99,372.00	\$103,430.60	\$107,580.20	\$111,875.40
Monthly	\$7,959.47	\$8,281.00	\$8,619.22	\$8,965.02	\$9,322.95
Bi-weekly	\$3,673.60	\$3,822.00	\$3,978.10	\$4,137.70	\$4,302.90
hourly	\$52.48	\$54.60	\$56.83	\$59.11	\$61.47

2026 Draft Wage Scale - Effective July 1, 2026

Salary Group	1	2	3	4	5
1 Annual					
Monthly Bi-weekly hourly					
2 Annual					
Monthly Bi-weekly hourly					
3 Annual	\$44,844.80		\$48,193.60		\$51,833.60
Monthly	\$3,737.07		\$4,016.13		\$4,319.47
Bi-weekly	\$1,724.80		\$1,853.60		\$1,993.60
hourly	\$24.64		\$26.48		\$28.48
4 Annual	\$48,193.60		\$51,833.60		\$55,728.40
Monthly	\$4,016.13		\$4,319.47		\$4,644.03
Bi-weekly	\$1,853.60		\$1,993.60		\$2,143.40
hourly	\$26.48		\$28.48		\$30.62
5 Annual	\$52,834.60	\$54,763.80	\$56,729.40	\$58,822.40	\$60,970.00
Monthly	\$4,402.88	\$4,563.65	\$4,727.45	\$4,901.87	\$5,080.83
Bi-weekly	\$2,032.10	\$2,106.30	\$2,181.90	\$2,262.40	\$2,345.00
hourly	\$29.03	\$30.09	\$31.17	\$32.32	\$33.50
6 Annual	\$56,729.40	\$58,822.40	\$60,970.00	\$63,281.40	\$65,702.00
Monthly	\$4,727.45	\$4,901.87	\$5,080.83	\$5,273.45	\$5,475.17
Bi-weekly	\$2,181.90	\$2,262.40	\$2,345.00	\$2,433.90	\$2,527.00
hourly	\$31.17	\$32.32	\$33.50	\$34.77	\$36.10
7 Annual	\$60,970.00	\$63,281.40	\$65,702.00	\$68,122.60	\$70,670.60
Monthly	\$5,080.83	\$5,273.45	\$5,475.17	\$5,676.88	\$5,889.22
Bi-weekly	\$2,345.00	\$2,433.90	\$2,527.00	\$2,620.10	\$2,718.10
hourly	\$33.50	\$34.77	\$36.10	\$37.43	\$38.83
8 Annual	\$66,084.20	\$68,541.20	\$71,143.80	\$73,910.20	\$76,804.00
Monthly	\$5,507.02	\$5,711.77	\$5,928.65	\$6,159.18	\$6,400.33
Bi-weekly	\$2,541.70	\$2,636.20	\$2,736.30	\$2,842.70	\$2,954.00
hourly	\$36.31	\$37.66	\$39.09	\$40.61	\$42.20
9 Annual	\$71,143.80	\$73,910.20	\$76,804.00	\$79,788.80	\$82,992.00
Monthly	\$5,928.65	\$6,159.18	\$6,400.33	\$6,649.07	\$6,916.00
Bi-weekly	\$2,736.30	\$2,842.70	\$2,954.00	\$3,068.80	\$3,192.00
hourly	\$39.09	\$40.61	\$42.20	\$43.84	\$45.60
10 Annual	\$76,804.00	\$79,788.80	\$82,992.00	\$86,286.20	\$89,671.40
Monthly	\$6,400.33	\$6,649.07	\$6,916.00	\$7,190.52	\$7,472.62
Bi-weekly	\$2,954.00	\$3,068.80	\$3,192.00	\$3,318.70	\$3,448.90
hourly	\$42.20	\$43.84	\$45.60	\$47.41	\$49.27
11 Annual	\$84,193.20	\$87,542.00	\$90,945.40	\$94,640.00	\$98,389.20
Monthly	\$7,016.10	\$7,295.17	\$7,578.78	\$7,886.67	\$8,199.10
Bi-weekly	\$3,238.20	\$3,367.00	\$3,497.90	\$3,640.00	\$3,784.20
hourly	\$46.26	\$48.10	\$49.97	\$52.00	\$54.06
12 Annual	\$90,945.40	\$94,640.00	\$98,389.20	\$102,356.80	\$106,542.80
Monthly	\$7,578.78	\$7,886.67	\$8,199.10	\$8,529.73	\$8,878.57
Bi-weekly	\$3,497.90	\$3,640.00	\$3,784.20	\$3,936.80	\$4,097.80
hourly	\$49.97	\$52.00	\$54.06	\$56.24	\$58.54
13 Annual	\$98,389.20	\$102,356.80	\$106,542.80	\$110,819.80	\$115,224.20
Monthly	\$8,199.10	\$8,529.73	\$8,878.57	\$9,234.98	\$9,602.02
Bi-weekly	\$3,784.20	\$3,936.80	\$4,097.80	\$4,262.30	\$4,431.70
hourly	\$54.06	\$56.24	\$58.54	\$60.89	\$63.31

2027 Draft Wage Scale - Effective July 1, 2027

Salary Group	1	2	3	4	5
1 Annual					
Monthly Bi-weekly hourly					
2 Annual					
Monthly Bi-weekly hourly					
3 Annual	\$46,191.60		\$49,631.40		\$53,380.60
Monthly	\$3,849.30		\$4,135.95		\$4,448.38
Bi-weekly	\$1,776.60		\$1,908.90		\$2,053.10
hourly	\$25.38		\$27.27		\$29.33
4 Annual	\$49,631.40		\$53,380.60		\$57,402.80
Monthly	\$4,135.95		\$4,448.38		\$4,783.57
Bi-weekly	\$1,908.90		\$2,053.10		\$2,207.80
hourly	\$27.27		\$29.33		\$31.54
5 Annual	\$54,418.00	\$56,401.80	\$58,440.20	\$60,587.80	\$62,790.00
Monthly	\$4,534.83	\$4,700.15	\$4,870.02	\$5,048.98	\$5,232.50
Bi-weekly	\$2,093.00	\$2,169.30	\$2,247.70	\$2,330.30	\$2,415.00
hourly	\$29.90	\$30.99	\$32.11	\$33.29	\$34.50
6 Annual	\$58,440.20	\$60,587.80	\$62,790.00	\$65,174.20	\$67,667.60
Monthly	\$4,870.02	\$5,048.98	\$5,232.50	\$5,431.18	\$5,638.97
Bi-weekly	\$2,247.70	\$2,330.30	\$2,415.00	\$2,506.70	\$2,602.60
hourly	\$32.11	\$33.29	\$34.50	\$35.81	\$37.18
7 Annual	\$62,790.00	\$65,174.20	\$67,667.60	\$70,161.00	\$72,800.00
Monthly	\$5,232.50	\$5,431.18	\$5,638.97	\$5,846.75	\$6,066.67
Bi-weekly	\$2,415.00	\$2,506.70	\$2,602.60	\$2,698.50	\$2,800.00
hourly	\$34.50	\$35.81	\$37.18	\$38.55	\$40.00
8 Annual	\$68,068.00	\$70,597.80	\$73,273.20	\$76,112.40	\$79,115.40
Monthly	\$5,672.33	\$5,883.15	\$6,106.10	\$6,342.70	\$6,592.95
Bi-weekly	\$2,618.00	\$2,715.30	\$2,818.20	\$2,927.40	\$3,042.90
hourly	\$37.40	\$38.79	\$40.26	\$41.82	\$43.47
9 Annual	\$73,273.20	\$76,112.40	\$79,115.40	\$82,191.20	\$85,485.40
Monthly	\$6,106.10	\$6,342.70	\$6,592.95	\$6,849.27	\$7,123.78
Bi-weekly	\$2,818.20	\$2,927.40	\$3,042.90	\$3,161.20	\$3,287.90
hourly	\$40.26	\$41.82	\$43.47	\$45.16	\$46.97
10 Annual	\$79,115.40	\$82,191.20	\$85,485.40	\$88,888.80	\$92,365.00
Monthly	\$6,592.95	\$6,849.27	\$7,123.78	\$7,407.40	\$7,697.08
Bi-weekly	\$3,042.90	\$3,161.20	\$3,287.90	\$3,418.80	\$3,552.50
hourly	\$43.47	\$45.16	\$46.97	\$48.84	\$50.75
11 Annual	\$86,704.80	\$90,162.80	\$93,675.40	\$97,479.20	\$101,337.60
Monthly	\$7,225.40	\$7,513.57	\$7,806.28	\$8,123.27	\$8,444.80
Bi-weekly	\$3,334.80	\$3,467.80	\$3,602.90	\$3,749.20	\$3,897.60
hourly	\$47.64	\$49.54	\$51.47	\$53.56	\$55.68
12 Annual	\$93,675.40	\$97,479.20	\$101,337.60	\$105,432.60	\$109,727.80
Monthly	\$7,806.28	\$8,123.27	\$8,444.80	\$8,786.05	\$9,143.98
Bi-weekly	\$3,602.90	\$3,749.20	\$3,897.60	\$4,055.10	\$4,220.30
hourly	\$51.47	\$53.56	\$55.68	\$57.93	\$60.29
13 Annual	\$101,337.60	\$105,432.60	\$109,727.80	\$114,132.20	\$118,682.20
Monthly	\$8,444.80	\$8,786.05	\$9,143.98	\$9,511.02	\$9,890.18
Bi-weekly	\$3,897.60	\$4,055.10	\$4,220.30	\$4,389.70	\$4,564.70
hourly	\$55.68	\$57.93	\$60.29	\$62.71	\$65.21

2028 Draft Wage Scale - Effective July 1, 2028

Salary Group	1	2	3	4	5
1 Annual					
Monthly Bi-weekly hourly					
2 Annual					
Monthly Bi-weekly hourly					
3 Annual	\$47,574.80		\$51,123.80		\$54,982.20
Monthly	\$3,964.57		\$4,260.32		\$4,581.85
Bi-weekly	\$1,829.80		\$1,966.30		\$2,114.70
hourly	\$26.14		\$28.09		\$30.21
4 Annual	\$51,123.80		\$54,982.20		\$59,113.60
Monthly	\$4,260.32		\$4,581.85		\$4,926.13
Bi-weekly	\$1,966.30		\$2,114.70		\$2,273.60
hourly	\$28.09		\$30.21		\$32.48
5 Annual	\$56,056.00	\$58,094.40	\$60,187.40	\$62,407.80	\$64,682.80
Monthly	\$4,671.33	\$4,841.20	\$5,015.62	\$5,200.65	\$5,390.23
Bi-weekly	\$2,156.00	\$2,234.40	\$2,314.90	\$2,400.30	\$2,487.80
hourly	\$30.80	\$31.92	\$33.07	\$34.29	\$35.54
6 Annual	\$60,187.40	\$62,407.80	\$64,682.80	\$67,121.60	\$69,706.00
Monthly	\$5,015.62	\$5,200.65	\$5,390.23	\$5,593.47	\$5,808.83
Bi-weekly	\$2,314.90	\$2,400.30	\$2,487.80	\$2,581.60	\$2,681.00
hourly	\$33.07	\$34.29	\$35.54	\$36.88	\$38.30
7 Annual	\$64,682.80	\$67,121.60	\$69,706.00	\$72,272.20	\$74,984.00
Monthly	\$5,390.23	\$5,593.47	\$5,808.83	\$6,022.68	\$6,248.67
Bi-weekly	\$2,487.80	\$2,581.60	\$2,681.00	\$2,779.70	\$2,884.00
hourly	\$35.54	\$36.88	\$38.30	\$39.71	\$41.20
8 Annual	\$70,106.40	\$72,709.00	\$75,475.40	\$78,405.60	\$81,481.40
Monthly	\$5,842.20	\$6,059.08	\$6,289.62	\$6,533.80	\$6,790.12
Bi-weekly	\$2,696.40	\$2,796.50	\$2,902.90	\$3,015.60	\$3,133.90
hourly	\$38.52	\$39.95	\$41.47	\$43.08	\$44.77
9 Annual	\$75,475.40	\$78,405.60	\$81,481.40	\$84,648.20	\$88,051.60
Monthly	\$6,289.62	\$6,533.80	\$6,790.12	\$7,054.02	\$7,337.63
Bi-weekly	\$2,902.90	\$3,015.60	\$3,133.90	\$3,255.70	\$3,386.60
hourly	\$41.47	\$43.08	\$44.77	\$46.51	\$48.38
10 Annual	\$81,481.40	\$84,648.20	\$88,051.60	\$91,546.00	\$95,131.40
Monthly	\$6,790.12	\$7,054.02	\$7,337.63	\$7,628.83	\$7,927.62
Bi-weekly	\$3,133.90	\$3,255.70	\$3,386.60	\$3,521.00	\$3,658.90
hourly	\$44.77	\$46.51	\$48.38	\$50.30	\$52.27
11 Annual	\$89,307.40	\$92,874.60	\$96,478.20	\$100,409.40	\$104,377.00
Monthly	\$7,442.28	\$7,739.55	\$8,039.85	\$8,367.45	\$8,698.08
Bi-weekly	\$3,434.90	\$3,572.10	\$3,710.70	\$3,861.90	\$4,014.50
hourly	\$49.07	\$51.03	\$53.01	\$55.17	\$57.35
12 Annual	\$96,478.20	\$100,409.40	\$104,377.00	\$108,599.40	\$113,022.00
Monthly	\$8,039.85	\$8,367.45	\$8,698.08	\$9,049.95	\$9,418.50
Bi-weekly	\$3,710.70	\$3,861.90	\$4,014.50	\$4,176.90	\$4,347.00
hourly	\$53.01	\$55.17	\$57.35	\$59.67	\$62.10
13 Annual	\$104,377.00	\$108,599.40	\$113,022.00	\$117,553.80	\$122,249.40
Monthly	\$8,698.08	\$9,049.95	\$9,418.50	\$9,796.15	\$10,187.45
Bi-weekly	\$4,014.50	\$4,176.90	\$4,347.00	\$4,521.30	\$4,701.90
hourly	\$57.35	\$59.67	\$62.10	\$64.59	\$67.17