COST OF LIVING ADJUSTMENT

3 - Professional Unit

Effective Date: **10/1/2025** Increase Amount: **2.8%**

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

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Architectural Associate

7926

95-79261

	Step-01	Step-02	Step-03	Step-04	Step-05
Hourly	$50.57	$53.39	$56.37	$59.51	$62.83
Biweekly	$4,045.60	$4,271.20	$4,509.60	$4,760.80	$5,026.40
Monthly	$8,799.18	$9,289.86	$9,808.38	$10,354.74	$10,932.42
Annual	$105,590.16	$111,478.32	$117,700.56	$124,256.88	$131,189.04

95-79262

Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44

95-79263

Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76

95-79264

Hourly	$70.08	$73.99	$78.12	$82.48	$87.08
Biweekly	$5,606.40	$5,919.20	$6,249.60	$6,598.40	$6,966.40
Monthly	$12,193.92	$12,874.26	$13,592.88	$14,351.52	$15,151.92
Annual	$146,327.04	$154,491.12	$163,114.56	$172,218.24	$181,823.04

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
Chemist					
7833					
93-78100					
Hourly	$50.12	$52.91	$55.86	$58.97	$62.26
Biweekly	$4,009.60	$4,232.80	$4,468.80	$4,717.60	$4,980.80
Monthly	$8,720.88	$9,206.34	$9,719.64	$10,260.78	$10,833.24
Annual	$104,650.56	$110,476.08	$116,635.68	$123,129.36	$129,998.88
93-78125					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
93-78126					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76
93-78150					
Hourly	$63.36	$66.89	$70.62	$74.56	$78.72
Biweekly	$5,068.80	$5,351.20	$5,649.60	$5,964.80	$6,297.60
Monthly	$11,024.64	$11,638.86	$12,287.88	$12,973.44	$13,697.28
Annual	$132,295.68	$139,666.32	$147,454.56	$155,681.28	$164,367.36

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
94-78113					
Hourly	$50.12	$52.91	$55.86	$58.97	$62.26
Biweekly	$4,009.60	$4,232.80	$4,468.80	$4,717.60	$4,980.80
Monthly	$8,720.88	$9,206.34	$9,719.64	$10,260.78	$10,833.24
Annual	$104,650.56	$110,476.08	$116,635.68	$123,129.36	$129,998.88
94-78114					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
94-78115					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76

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Civil Engineering Associate

7246

95-72461					
Hourly	$50.57	$53.39	$56.37	$59.51	$62.83
Biweekly	$4,045.60	$4,271.20	$4,509.60	$4,760.80	$5,026.40
Monthly	$8,799.18	$9,289.86	$9,808.38	$10,354.74	$10,932.42
Annual	$105,590.16	$111,478.32	$117,700.56	$124,256.88	$131,189.04

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
95-72462					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
95-72463					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76
95-72464					
Hourly	$70.08	$73.99	$78.12	$82.48	$87.08
Biweekly	$5,606.40	$5,919.20	$6,249.60	$6,598.40	$6,966.40
Monthly	$12,193.92	$12,874.26	$13,592.88	$14,351.52	$15,151.92
Annual	$146,327.04	$154,491.12	$163,114.56	$172,218.24	$181,823.04

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Data Analyst

1779

10-15104					
Hourly	$68.35	$72.16	$76.18	$80.43	$84.91
Biweekly	$5,468.00	$5,772.80	$6,094.40	$6,434.40	$6,792.80
Monthly	$11,892.90	$12,555.84	$13,255.32	$13,994.82	$14,774.34
Annual	$142,714.80	$150,670.08	$159,063.84	$167,937.84	$177,292.08

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
91-17010					
Hourly	$76.71	$80.99	$85.51	$90.28	$95.31
Biweekly	$6,136.80	$6,479.20	$6,840.80	$7,222.40	$7,624.80
Monthly	$13,347.54	$14,092.26	$14,878.74	$15,708.72	$16,583.94
Annual	$160,170.48	$169,107.12	$178,544.88	$188,504.64	$199,007.28
91-17011					
Hourly	$68.35	$72.16	$76.18	$80.43	$84.91
Biweekly	$5,468.00	$5,772.80	$6,094.40	$6,434.40	$6,792.80
Monthly	$11,892.90	$12,555.84	$13,255.32	$13,994.82	$14,774.34
Annual	$142,714.80	$150,670.08	$159,063.84	$167,937.84	$177,292.08
91-79005					
Hourly	$68.62	$72.45	$76.49	$80.75	$85.25
Biweekly	$5,489.60	$5,796.00	$6,119.20	$6,460.00	$6,820.00
Monthly	$11,939.88	$12,606.30	$13,309.26	$14,050.50	$14,833.50
Annual	$143,278.56	$151,275.60	$159,711.12	$168,606.00	$178,002.00
93-17011					
Hourly	$76.71	$80.99	$85.51	$90.28	$95.31
Biweekly	$6,136.80	$6,479.20	$6,840.80	$7,222.40	$7,624.80
Monthly	$13,347.54	$14,092.26	$14,878.74	$15,708.72	$16,583.94
Annual	$160,170.48	$169,107.12	$178,544.88	$188,504.64	$199,007.28
93-17130					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
94-17002					
Hourly	$76.71	$80.99	$85.51	$90.28	$95.31
Biweekly	$6,136.80	$6,479.20	$6,840.80	$7,222.40	$7,624.80
Monthly	$13,347.54	$14,092.26	$14,878.74	$15,708.72	$16,583.94
Annual	$160,170.48	$169,107.12	$178,544.88	$188,504.64	$199,007.28
94-17005					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76
94-79002					
Hourly	$68.62	$72.45	$76.49	$80.75	$85.25
Biweekly	$5,489.60	$5,796.00	$6,119.20	$6,460.00	$6,820.00
Monthly	$11,939.88	$12,606.30	$13,309.26	$14,050.50	$14,833.50
Annual	$143,278.56	$151,275.60	$159,711.12	$168,606.00	$178,002.00

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Electrical Engrg Associate

7525

95-75251					
Hourly	$50.57	$53.39	$56.37	$59.51	$62.83
Biweekly	$4,045.60	$4,271.20	$4,509.60	$4,760.80	$5,026.40
Monthly	$8,799.18	$9,289.86	$9,808.38	$10,354.74	$10,932.42
Annual	$105,590.16	$111,478.32	$117,700.56	$124,256.88	$131,189.04

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
95-75252					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
95-75253					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76
95-75254					
Hourly	$70.08	$73.99	$78.12	$82.48	$87.08
Biweekly	$5,606.40	$5,919.20	$6,249.60	$6,598.40	$6,966.40
Monthly	$12,193.92	$12,874.26	$13,592.88	$14,351.52	$15,151.92
Annual	$146,327.04	$154,491.12	$163,114.56	$172,218.24	$181,823.04

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Engineering Geologist

7255

	Step-01	Step-02	Step-03	Step-04	Step-05
93-72026 *3*					
Hourly	$66.70	$70.42	$74.35	$78.50	$82.88
Biweekly	$5,336.00	$5,633.60	$5,948.00	$6,280.00	$6,630.40
Monthly	$11,605.80	$12,253.08	$12,936.90	$13,659.00	$14,421.12
Annual	$139,269.60	$147,036.96	$155,242.80	$163,908.00	$173,053.44

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
93-72186 *3*					
Hourly	$76.71	$80.99	$85.51	$90.28	$95.31
Biweekly	$6,136.80	$6,479.20	$6,840.80	$7,222.40	$7,624.80
Monthly	$13,347.54	$14,092.26	$14,878.74	$15,708.72	$16,583.94
Annual	$160,170.48	$169,107.12	$178,544.88	$188,504.64	$199,007.28
93-72187 *3*					
Hourly	$66.70	$70.42	$74.35	$78.50	$82.88
Biweekly	$5,336.00	$5,633.60	$5,948.00	$6,280.00	$6,630.40
Monthly	$11,605.80	$12,253.08	$12,936.90	$13,659.00	$14,421.12
Annual	$139,269.60	$147,036.96	$155,242.80	$163,908.00	$173,053.44
94-72004 *3*					
Hourly	$63.36	$66.89	$70.62	$74.56	$78.72
Biweekly	$5,068.80	$5,351.20	$5,649.60	$5,964.80	$6,297.60
Monthly	$11,024.64	$11,638.86	$12,287.88	$12,973.44	$13,697.28
Annual	$132,295.68	$139,666.32	$147,454.56	$155,681.28	$164,367.36
94-72067 *3*					
Hourly	$76.71	$80.99	$85.51	$90.28	$95.31
Biweekly	$6,136.80	$6,479.20	$6,840.80	$7,222.40	$7,624.80
Monthly	$13,347.54	$14,092.26	$14,878.74	$15,708.72	$16,583.94
Annual	$160,170.48	$169,107.12	$178,544.88	$188,504.64	$199,007.28
94-72068 *3*					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

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Engrg Geologist Associate

7253

	Step-01	Step-02	Step-03	Step-04	Step-05
95-72531					
Hourly	$50.57	$53.39	$56.37	$59.51	$62.83
Biweekly	$4,045.60	$4,271.20	$4,509.60	$4,760.80	$5,026.40
Monthly	$8,799.18	$9,289.86	$9,808.38	$10,354.74	$10,932.42
Annual	$105,590.16	$111,478.32	$117,700.56	$124,256.88	$131,189.04
95-72532					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
95-72533					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76
95-72534					
Hourly	$70.08	$73.99	$78.12	$82.48	$87.08
Biweekly	$5,606.40	$5,919.20	$6,249.60	$6,598.40	$6,966.40
Monthly	$12,193.92	$12,874.26	$13,592.88	$14,351.52	$15,151.92
Annual	$146,327.04	$154,491.12	$163,114.56	$172,218.24	$181,823.04

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
Environmental Engnrg Assoc					
7871					
95-78711					
Hourly	$50.57	$53.39	$56.37	$59.51	$62.83
Biweekly	$4,045.60	$4,271.20	$4,509.60	$4,760.80	$5,026.40
Monthly	$8,799.18	$9,289.86	$9,808.38	$10,354.74	$10,932.42
Annual	$105,590.16	$111,478.32	$117,700.56	$124,256.88	$131,189.04
95-78712					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
95-78713					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76
95-78714					
Hourly	$70.08	$73.99	$78.12	$82.48	$87.08
Biweekly	$5,606.40	$5,919.20	$6,249.60	$6,598.40	$6,966.40
Monthly	$12,193.92	$12,874.26	$13,592.88	$14,351.52	$15,151.92
Annual	$146,327.04	$154,491.12	$163,114.56	$172,218.24	$181,823.04

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

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Environmental Specialist

7310

	Step-01	Step-02	Step-03	Step-04	Step-05
93-73003					
Hourly	$56.57	$59.72	$63.05	$66.57	$70.28
Biweekly	$4,525.60	$4,777.60	$5,044.00	$5,325.60	$5,622.40
Monthly	$9,843.18	$10,391.28	$10,970.70	$11,583.18	$12,228.72
Annual	$118,118.16	$124,695.36	$131,648.40	$138,998.16	$146,744.64
93-73004					
Hourly	$46.91	$49.53	$52.29	$55.21	$58.29
Biweekly	$3,752.80	$3,962.40	$4,183.20	$4,416.80	$4,663.20
Monthly	$8,162.34	$8,618.22	$9,098.46	$9,606.54	$10,142.46
Annual	$97,948.08	$103,418.64	$109,181.52	$115,278.48	$121,709.52
94-73003					
Hourly	$56.57	$59.72	$63.05	$66.57	$70.28
Biweekly	$4,525.60	$4,777.60	$5,044.00	$5,325.60	$5,622.40
Monthly	$9,843.18	$10,391.28	$10,970.70	$11,583.18	$12,228.72
Annual	$118,118.16	$124,695.36	$131,648.40	$138,998.16	$146,744.64
94-73004					
Hourly	$46.91	$49.53	$52.29	$55.21	$58.29
Biweekly	$3,752.80	$3,962.40	$4,183.20	$4,416.80	$4,663.20
Monthly	$8,162.34	$8,618.22	$9,098.46	$9,606.54	$10,142.46
Annual	$97,948.08	$103,418.64	$109,181.52	$115,278.48	$121,709.52

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
95-73103					
Hourly	$61.13	$64.54	$68.14	$71.94	$75.95
Biweekly	$4,890.40	$5,163.20	$5,451.20	$5,755.20	$6,076.00
Monthly	$10,636.62	$11,229.96	$11,856.36	$12,517.56	$13,215.30
Annual	$127,639.44	$134,759.52	$142,276.32	$150,210.72	$158,583.60

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Materials Testing Engrg Assoc

7967

	Step-01	Step-02	Step-03	Step-04	Step-05
95-79671					
Hourly	$50.57	$53.39	$56.37	$59.51	$62.83
Biweekly	$4,045.60	$4,271.20	$4,509.60	$4,760.80	$5,026.40
Monthly	$8,799.18	$9,289.86	$9,808.38	$10,354.74	$10,932.42
Annual	$105,590.16	$111,478.32	$117,700.56	$124,256.88	$131,189.04
95-79672					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
95-79673					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
95-79674					
Hourly	$70.08	$73.99	$78.12	$82.48	$87.08
Biweekly	$5,606.40	$5,919.20	$6,249.60	$6,598.40	$6,966.40
Monthly	$12,193.92	$12,874.26	$13,592.88	$14,351.52	$15,151.92
Annual	$146,327.04	$154,491.12	$163,114.56	$172,218.24	$181,823.04

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Mechanical Engrg Associate

7554

95-75541					
Hourly	$50.57	$53.39	$56.37	$59.51	$62.83
Biweekly	$4,045.60	$4,271.20	$4,509.60	$4,760.80	$5,026.40
Monthly	$8,799.18	$9,289.86	$9,808.38	$10,354.74	$10,932.42
Annual	$105,590.16	$111,478.32	$117,700.56	$124,256.88	$131,189.04
95-75542					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
95-75543					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
95-75544					
Hourly	$70.08	$73.99	$78.12	$82.48	$87.08
Biweekly	$5,606.40	$5,919.20	$6,249.60	$6,598.40	$6,966.40
Monthly	$12,193.92	$12,874.26	$13,592.88	$14,351.52	$15,151.92
Annual	$146,327.04	$154,491.12	$163,114.56	$172,218.24	$181,823.04

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Occupational Health Nurse

2314

	Step-01	Step-02	Step-03	Step-04	Step-05
93-23100 *15*					
Hourly	$45.61	$48.15	$50.83	$53.66	$56.65
Biweekly	$3,648.80	$3,852.00	$4,066.40	$4,292.80	$4,532.00
Monthly	$7,936.14	$8,378.10	$8,844.42	$9,336.84	$9,857.10
Annual	$95,233.68	$100,537.20	$106,133.04	$112,042.08	$118,285.20
93-23101 *15*					
Hourly	$42.82	$45.21	$47.73	$50.39	$53.20
Biweekly	$3,425.60	$3,616.80	$3,818.40	$4,031.20	$4,256.00
Monthly	$7,450.68	$7,866.54	$8,305.02	$8,767.86	$9,256.80
Annual	$89,408.16	$94,398.48	$99,660.24	$105,214.32	$111,081.60
95-23141 *15*					
Hourly	$36.35	$38.38	$40.52	$42.78	$45.17
Biweekly	$2,908.00	$3,070.40	$3,241.60	$3,422.40	$3,613.60
Monthly	$6,324.90	$6,678.12	$7,050.48	$7,443.72	$7,859.58
Annual	$75,898.80	$80,137.44	$84,605.76	$89,324.64	$94,314.96

Eff. 1/1/14 this DDR replaces 93-23101 for new City employees.

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

Programmer Analyst

1431

91-11019

	Step-01	Step-02	Step-03	Step-04	Step-05
Hourly	$69.31	$73.17	$77.25	$81.56	$86.11
Biweekly	$5,544.80	$5,853.60	$6,180.00	$6,524.80	$6,888.80
Monthly	$12,059.94	$12,731.58	$13,441.50	$14,191.44	$14,983.14
Annual	$144,719.28	$152,778.96	$161,298.00	$170,297.28	$179,797.68

91-15105

	Step-01	Step-02	Step-03	Step-04	Step-05
Hourly	$69.31	$73.17	$77.25	$81.56	$86.11
Biweekly	$5,544.80	$5,853.60	$6,180.00	$6,524.80	$6,888.80
Monthly	$12,059.94	$12,731.58	$13,441.50	$14,191.44	$14,983.14
Annual	$144,719.28	$152,778.96	$161,298.00	$170,297.28	$179,797.68

93-14105

	Step-01	Step-02	Step-03	Step-04	Step-05
Hourly	$59.58	$62.90	$66.41	$70.11	$74.02
Biweekly	$4,766.40	$5,032.00	$5,312.80	$5,608.80	$5,921.60
Monthly	$10,366.92	$10,944.60	$11,555.34	$12,199.14	$12,879.48
Annual	$124,403.04	$131,335.20	$138,664.08	$146,389.68	$154,553.76

93-14310

	Step-01	Step-02	Step-03	Step-04	Step-05
Hourly	$59.58	$62.90	$66.41	$70.11	$74.02
Biweekly	$4,766.40	$5,032.00	$5,312.80	$5,608.80	$5,921.60
Monthly	$10,366.92	$10,944.60	$11,555.34	$12,199.14	$12,879.48
Annual	$124,403.04	$131,335.20	$138,664.08	$146,389.68	$154,553.76

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
94-11020					
Hourly	$64.48	$68.08	$71.88	$75.89	$80.12
Biweekly	$5,158.40	$5,446.40	$5,750.40	$6,071.20	$6,409.60
Monthly	$11,219.52	$11,845.92	$12,507.12	$13,204.86	$13,940.88
Annual	$134,634.24	$142,151.04	$150,085.44	$158,458.32	$167,290.56
94-11023					
Hourly	$50.92	$53.76	$56.76	$59.92	$63.26
Biweekly	$4,073.60	$4,300.80	$4,540.80	$4,793.60	$5,060.80
Monthly	$8,860.08	$9,354.24	$9,876.24	$10,426.08	$11,007.24
Annual	$106,320.96	$112,250.88	$118,514.88	$125,112.96	$132,086.88
94-11025					
Hourly	$59.58	$62.90	$66.41	$70.11	$74.02
Biweekly	$4,766.40	$5,032.00	$5,312.80	$5,608.80	$5,921.60
Monthly	$10,366.92	$10,944.60	$11,555.34	$12,199.14	$12,879.48
Annual	$124,403.04	$131,335.20	$138,664.08	$146,389.68	$154,553.76
94-11032					
Hourly	$54.44	$57.48	$60.68	$64.06	$67.63
Biweekly	$4,355.20	$4,598.40	$4,854.40	$5,124.80	$5,410.40
Monthly	$9,472.56	$10,001.52	$10,558.32	$11,146.44	$11,767.62
Annual	$113,670.72	$120,018.24	$126,699.84	$133,757.28	$141,211.44

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
Pwr Utl Engg Assoc					
7545					
94-75111					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
Structural Engrg Associate					
7957					
95-79571					
Hourly	$50.57	$53.39	$56.37	$59.51	$62.83
Biweekly	$4,045.60	$4,271.20	$4,509.60	$4,760.80	$5,026.40
Monthly	$8,799.18	$9,289.86	$9,808.38	$10,354.74	$10,932.42
Annual	$105,590.16	$111,478.32	$117,700.56	$124,256.88	$131,189.04
95-79572					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
95-79573					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
95-79574					
Hourly	$70.08	$73.99	$78.12	$82.48	$87.08
Biweekly	$5,606.40	$5,919.20	$6,249.60	$6,598.40	$6,966.40
Monthly	$12,193.92	$12,874.26	$13,592.88	$14,351.52	$15,151.92
Annual	$146,327.04	$154,491.12	$163,114.56	$172,218.24	$181,823.04

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Utility Microbiologist

7858

95-78571					
Hourly	$50.12	$52.91	$55.86	$58.97	$62.26
Biweekly	$4,009.60	$4,232.80	$4,468.80	$4,717.60	$4,980.80
Monthly	$8,720.88	$9,206.34	$9,719.64	$10,260.78	$10,833.24
Annual	$104,650.56	$110,476.08	$116,635.68	$123,129.36	$129,998.88
95-78572					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
95-78573					
Hourly	$63.36	$66.89	$70.62	$74.56	$78.72
Biweekly	$5,068.80	$5,351.20	$5,649.60	$5,964.80	$6,297.60
Monthly	$11,024.64	$11,638.86	$12,287.88	$12,973.44	$13,697.28
Annual	$132,295.68	$139,666.32	$147,454.56	$155,681.28	$164,367.36

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
95-78574					
Hourly	$65.21	$68.85	$72.69	$76.74	$81.02
Biweekly	$5,216.80	$5,508.00	$5,815.20	$6,139.20	$6,481.60
Monthly	$11,346.54	$11,979.90	$12,648.06	$13,352.76	$14,097.48
Annual	$136,158.48	$143,758.80	$151,776.72	$160,233.12	$169,169.76

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Water Biologist

7856

52-78146					
Hourly	$60.07	$63.42	$66.96	$70.69	$74.63
Biweekly	$4,805.60	$5,073.60	$5,356.80	$5,655.20	$5,970.40
Monthly	$10,452.18	$11,035.08	$11,651.04	$12,300.06	$12,985.62
Annual	$125,426.16	$132,420.96	$139,812.48	$147,600.72	$155,827.44
93-78130					
Hourly	$50.12	$52.91	$55.86	$58.97	$62.26
Biweekly	$4,009.60	$4,232.80	$4,468.80	$4,717.60	$4,980.80
Monthly	$8,720.88	$9,206.34	$9,719.64	$10,260.78	$10,833.24
Annual	$104,650.56	$110,476.08	$116,635.68	$123,129.36	$129,998.88
93-78131					
Hourly	$48.65	$51.36	$54.22	$57.24	$60.43
Biweekly	$3,892.00	$4,108.80	$4,337.60	$4,579.20	$4,834.40
Monthly	$8,465.10	$8,936.64	$9,434.28	$9,959.76	$10,514.82
Annual	$101,581.20	$107,239.68	$113,211.36	$119,517.12	$126,177.84

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
93-78132					
Hourly	$46.91	$49.53	$52.29	$55.21	$58.29
Biweekly	$3,752.80	$3,962.40	$4,183.20	$4,416.80	$4,663.20
Monthly	$8,162.34	$8,618.22	$9,098.46	$9,606.54	$10,142.46
Annual	$97,948.08	$103,418.64	$109,181.52	$115,278.48	$121,709.52

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Water Microbiologist

7857

52-78149					
Hourly	$59.45	$62.76	$66.26	$69.95	$73.85
Biweekly	$4,756.00	$5,020.80	$5,300.80	$5,596.00	$5,908.00
Monthly	$10,344.30	$10,920.24	$11,529.24	$12,171.30	$12,849.90
Annual	$124,131.60	$131,042.88	$138,350.88	$146,055.60	$154,198.80
93-78152					
Hourly	$48.99	$51.72	$54.60	$57.64	$60.85
Biweekly	$3,919.20	$4,137.60	$4,368.00	$4,611.20	$4,868.00
Monthly	$8,524.26	$8,999.28	$9,500.40	$10,029.36	$10,587.90
Annual	$102,291.12	$107,991.36	$114,004.80	$120,352.32	$127,054.80

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Watershed Resources Specialist

7862

93-78000					
Hourly	$58.92	$62.21	$65.68	$69.34	$73.21
Biweekly	$4,713.60	$4,976.80	$5,254.40	$5,547.20	$5,856.80
Monthly	$10,252.08	$10,824.54	$11,428.32	$12,065.16	$12,738.54
Annual	$123,024.96	$129,894.48	$137,139.84	$144,781.92	$152,862.48

COST OF LIVING ADJUSTMENT

Effective Date: 10/1/2025 Increase Amount: 2.8%

3 - Professional Unit

	Step-01	Step-02	Step-03	Step-04	Step-05
93-78101					
Hourly	$50.12	$52.91	$55.86	$58.97	$62.26
Biweekly	$4,009.60	$4,232.80	$4,468.80	$4,717.60	$4,980.80
Monthly	$8,720.88	$9,206.34	$9,719.64	$10,260.78	$10,833.24
Annual	$104,650.56	$110,476.08	$116,635.68	$123,129.36	$129,998.88
95-78621					
Hourly	$64.85	$68.47	$72.29	$76.32	$80.58
Biweekly	$5,188.00	$5,477.60	$5,783.20	$6,105.60	$6,446.40
Monthly	$11,283.90	$11,913.78	$12,578.46	$13,279.68	$14,020.92
Annual	$135,406.80	$142,965.36	$150,941.52	$159,356.16	$168,251.04