

COST OF LIVING ADJUSTMENT

B - Supervisory Blue Collar Unit

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

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

Step-01 Step-02 Step-03 Step-04 Step-05

Air Condtg Mchc Supv

3781

93-37002 12

Hourly	\$64.48		\$75.89	\$80.12
Biweekly	\$5,158.40		\$6,071.20	\$6,409.60
Monthly	\$11,219.52		\$13,204.86	\$13,940.88
Annual	\$134,634.24		\$158,458.32	\$167,290.56

Hourly	\$66.09		\$77.79	\$82.12
Biweekly	\$5,287.36		\$6,222.98	\$6,569.84
Monthly	\$11,500.01		\$13,534.98	\$14,289.40
Annual	\$138,000.10		\$162,419.78	\$171,472.82

Plus 2.5% of base pay for DDR

Hourly	\$67.74		\$79.73	\$84.18
Biweekly	\$5,419.54		\$6,378.55	\$6,734.09
Monthly	\$11,787.51		\$13,873.36	\$14,646.64
Annual	\$141,450.10		\$166,480.27	\$175,759.64

Additional 2.5% of above rate

Aqueduct And Reservoir Supervisor

5816

93-58110 12

Hourly	\$52.47		\$61.75	\$65.19
Biweekly	\$4,197.60		\$4,940.00	\$5,215.20
Monthly	\$9,129.78		\$10,744.50	\$11,343.06
Annual	\$109,557.36		\$128,934.00	\$136,116.72

Hourly	\$53.78		\$63.29	\$66.82
Biweekly	\$4,302.54		\$5,063.50	\$5,345.58
Monthly	\$9,358.02		\$11,013.11	\$11,626.64
Annual	\$112,296.29		\$132,157.35	\$139,519.64

Plus 2.5% of base pay for DDR

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B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$55.13			\$64.88	\$68.49	Additional 2.5% of above rate
Biweekly	\$4,410.10			\$5,190.09	\$5,479.22	
Monthly	\$9,591.98			\$11,288.44	\$11,917.30	
Annual	\$115,103.70			\$135,461.28	\$143,007.63	

Asbestos Supervisor

3440

95-34401 12

Hourly	\$53.05			\$65.91	
Biweekly	\$4,244.00			\$5,272.80	
Monthly	\$9,230.70			\$11,468.34	
Annual	\$110,768.40			\$137,620.08	
Hourly	\$54.38			\$67.56	Plus 2.5% of base pay for DDR
Biweekly	\$4,350.10			\$5,404.62	
Monthly	\$9,461.47			\$11,755.05	
Annual	\$113,537.61			\$141,060.58	
Hourly	\$55.74			\$69.25	Additional 2.5% of above rate
Biweekly	\$4,458.85			\$5,539.74	
Monthly	\$9,698.00			\$12,048.92	
Annual	\$116,376.05			\$144,587.10	

Auto Body Repair Supervisor

3706

93-37176 12

Hourly	\$53.18		\$62.59	\$66.08
Biweekly	\$4,254.40		\$5,007.20	\$5,286.40
Monthly	\$9,253.32		\$10,890.66	\$11,497.92
Annual	\$111,039.84		\$130,687.92	\$137,975.04

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	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$54.51			\$64.15	\$67.73	Plus 2.5% of base pay for DDR
Biweekly	\$4,360.76			\$5,132.38	\$5,418.56	
Monthly	\$9,484.65			\$11,162.93	\$11,785.37	
Annual	\$113,815.84			\$133,955.12	\$141,424.42	
Hourly	\$55.87			\$65.76	\$69.43	Additional 2.5% of above rate
Biweekly	\$4,469.78			\$5,260.69	\$5,554.02	
Monthly	\$9,721.77			\$11,442.00	\$12,080.00	
Annual	\$116,661.23			\$137,304.00	\$144,960.03	

Automotive Dispatcher
3595

93-35106

Hourly	\$44.21		\$52.02	\$54.92
Biweekly	\$3,536.80		\$4,161.60	\$4,393.60
Monthly	\$7,692.54		\$9,051.48	\$9,556.08
Annual	\$92,310.48		\$108,617.76	\$114,672.96

93-35108

Hourly	\$49.52		\$58.27	\$61.52
Biweekly	\$3,961.60		\$4,661.60	\$4,921.60
Monthly	\$8,616.48		\$10,138.98	\$10,704.48
Annual	\$103,397.76		\$121,667.76	\$128,453.76

93-35109

Hourly	\$41.37		\$48.69	\$51.40
Biweekly	\$3,309.60		\$3,895.20	\$4,112.00
Monthly	\$7,198.38		\$8,472.06	\$8,943.60
Annual	\$86,380.56		\$101,664.72	\$107,323.20

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	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
93-35110						
Hourly	\$56.57			\$66.57	\$70.28	
Biweekly	\$4,525.60			\$5,325.60	\$5,622.40	
Monthly	\$9,843.18			\$11,583.18	\$12,228.72	
Annual	\$118,118.16			\$138,998.16	\$146,744.64	

Automotive Supervisor						
3714						
93-37013 <u>12</u>						
Hourly	\$58.19			\$68.48	\$72.30	
Biweekly	\$4,655.20			\$5,478.40	\$5,784.00	
Monthly	\$10,125.06			\$11,915.52	\$12,580.20	
Annual	\$121,500.72			\$142,986.24	\$150,962.40	
Hourly	\$59.64			\$70.19	\$74.11	Plus 2.5% of base pay for DDR
Biweekly	\$4,771.58			\$5,615.36	\$5,928.60	
Monthly	\$10,378.19			\$12,213.41	\$12,894.71	
Annual	\$124,538.24			\$146,560.90	\$154,736.46	
Hourly	\$61.14			\$71.95	\$75.96	Additional 2.5% of above rate
Biweekly	\$4,890.87			\$5,755.74	\$6,076.82	
Monthly	\$10,637.64			\$12,518.74	\$13,217.07	
Annual	\$127,651.69			\$150,224.92	\$158,604.87	
93-37144 <u>12</u>						
Hourly	\$53.18			\$62.59	\$66.08	
Biweekly	\$4,254.40			\$5,007.20	\$5,286.40	
Monthly	\$9,253.32			\$10,890.66	\$11,497.92	
Annual	\$111,039.84			\$130,687.92	\$137,975.04	

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B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$54.51			\$64.15	\$67.73	Plus 2.5% of base pay for DDR
Biweekly	\$4,360.76			\$5,132.38	\$5,418.56	
Monthly	\$9,484.65			\$11,162.93	\$11,785.37	
Annual	\$113,815.84			\$133,955.12	\$141,424.42	
Hourly	\$55.87			\$65.76	\$69.43	Additional 2.5% of above rate
Biweekly	\$4,469.78			\$5,260.69	\$5,554.02	
Monthly	\$9,721.77			\$11,442.00	\$12,080.00	
Annual	\$116,661.23			\$137,304.00	\$144,960.03	

Boilermaker Supervisor
3737

95-37371 12

Hourly	\$57.55			\$71.51	
Biweekly	\$4,604.00			\$5,720.80	
Monthly	\$10,013.70			\$12,442.74	
Annual	\$120,164.40			\$149,312.88	
Hourly	\$58.99			\$73.30	Plus 2.5% of base pay for DDR
Biweekly	\$4,719.10			\$5,863.82	
Monthly	\$10,264.04			\$12,753.81	
Annual	\$123,168.51			\$153,045.70	
Hourly	\$60.46			\$75.13	Additional 2.5% of above rate
Biweekly	\$4,837.08			\$6,010.42	
Monthly	\$10,520.64			\$13,072.65	
Annual	\$126,247.72			\$156,871.84	

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Step-01 Step-02 Step-03 Step-04 Step-05

Building Repair Supervisor

3338

93-33002 12

Hourly	\$57.85		\$68.09	\$71.89
Biweekly	\$4,628.00		\$5,447.20	\$5,751.20
Monthly	\$10,065.90		\$11,847.66	\$12,508.86
Annual	\$120,790.80		\$142,171.92	\$150,106.32

Hourly	\$59.30		\$69.79	\$73.69
Biweekly	\$4,743.70		\$5,583.38	\$5,894.98
Monthly	\$10,317.55		\$12,143.85	\$12,821.58
Annual	\$123,810.57		\$145,726.22	\$153,858.98

Plus 2.5% of base pay for DDR

Hourly	\$60.78		\$71.54	\$75.53
Biweekly	\$4,862.29		\$5,722.96	\$6,042.35
Monthly	\$10,575.49		\$12,447.45	\$13,142.12
Annual	\$126,905.83		\$149,369.37	\$157,705.45

Additional 2.5% of above rate

94-33106 12

Hourly	\$59.58		\$70.11	\$74.02
Biweekly	\$4,766.40		\$5,608.80	\$5,921.60
Monthly	\$10,366.92		\$12,199.14	\$12,879.48
Annual	\$124,403.04		\$146,389.68	\$154,553.76

Hourly	\$61.07		\$71.86	\$75.87
Biweekly	\$4,885.56		\$5,749.02	\$6,069.64
Monthly	\$10,626.09		\$12,504.12	\$13,201.47
Annual	\$127,513.12		\$150,049.42	\$158,417.60

Plus 2.5% of base pay for DDR

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	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$62.60			\$73.66	\$77.77	Additional 2.5% of above rate
Biweekly	\$5,007.70			\$5,892.75	\$6,221.38	
Monthly	\$10,891.75			\$12,816.72	\$13,531.50	
Annual	\$130,700.94			\$153,800.66	\$162,378.04	

94-33108 12

Hourly	\$54.28			\$63.88	\$67.44	
Biweekly	\$4,342.40			\$5,110.40	\$5,395.20	
Monthly	\$9,444.72			\$11,115.12	\$11,734.56	
Annual	\$113,336.64			\$133,381.44	\$140,814.72	
Hourly	\$55.64			\$65.48	\$69.13	Plus 2.5% of base pay for DDR
Biweekly	\$4,450.96			\$5,238.16	\$5,530.08	
Monthly	\$9,680.84			\$11,393.00	\$12,027.92	
Annual	\$116,170.06			\$136,715.98	\$144,335.09	
Hourly	\$57.03			\$67.11	\$70.85	Additional 2.5% of above rate
Biweekly	\$4,562.23			\$5,369.11	\$5,668.33	
Monthly	\$9,922.86			\$11,677.82	\$12,328.62	
Annual	\$119,074.31			\$140,133.88	\$147,943.47	

Carpenter Shop Supervisor

3339

93-33101 3,12

Hourly	\$54.18			\$63.76	\$67.32
Biweekly	\$4,334.40			\$5,100.80	\$5,385.60
Monthly	\$9,427.32			\$11,094.24	\$11,713.68
Annual	\$113,127.84			\$133,130.88	\$140,564.16

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	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$55.53			\$65.35	\$69.00	Plus 2.5% of base pay for DDR
Biweekly	\$4,442.76			\$5,228.32	\$5,520.24	
Monthly	\$9,663.00			\$11,371.60	\$12,006.52	
Annual	\$115,956.04			\$136,459.15	\$144,078.26	
Hourly	\$56.92			\$66.99	\$70.73	Additional 2.5% of above rate
Biweekly	\$4,553.83			\$5,359.03	\$5,658.25	
Monthly	\$9,904.58			\$11,655.89	\$12,306.69	
Annual	\$118,854.94			\$139,870.63	\$147,680.22	

Carpenter Supervisor
3346

93-33103 12

Hourly	\$53.61			\$63.09	\$66.61	
Biweekly	\$4,288.80			\$5,047.20	\$5,328.80	
Monthly	\$9,328.14			\$10,977.66	\$11,590.14	
Annual	\$111,937.68			\$131,731.92	\$139,081.68	
Hourly	\$54.95			\$64.67	\$68.28	Plus 2.5% of base pay for DDR
Biweekly	\$4,396.02			\$5,173.38	\$5,462.02	
Monthly	\$9,561.34			\$11,252.10	\$11,879.89	
Annual	\$114,736.12			\$135,025.22	\$142,558.72	
Hourly	\$56.32			\$66.28	\$69.98	Additional 2.5% of above rate
Biweekly	\$4,505.92			\$5,302.71	\$5,598.57	
Monthly	\$9,800.38			\$11,533.40	\$12,176.89	
Annual	\$117,604.53			\$138,400.85	\$146,122.69	

COST OF LIVING ADJUSTMENT
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B - Supervisory Blue Collar Unit

Step-01 Step-02 Step-03 Step-04 Step-05

Cement Finisher Supervisor

3354

93-33104 3,12

Hourly	\$50.00			\$58.84	\$62.12
Biweekly	\$4,000.00			\$4,707.20	\$4,969.60
Monthly	\$8,700.00			\$10,238.16	\$10,808.88
Annual	\$104,400.00			\$122,857.92	\$129,706.56

Hourly	\$51.25			\$60.31	\$63.67
Biweekly	\$4,100.00			\$4,824.88	\$5,093.84
Monthly	\$8,917.50			\$10,494.11	\$11,079.10
Annual	\$107,010.00			\$125,929.37	\$132,949.22

Plus 2.5% of base pay for DDR

Hourly	\$52.53			\$61.82	\$65.26
Biweekly	\$4,202.50			\$4,945.50	\$5,221.19
Monthly	\$9,140.44			\$10,756.47	\$11,356.08
Annual	\$109,685.25			\$129,077.60	\$136,272.95

Additional 2.5% of above rate

Chief Electric Plant Operator

5237

95-52371

Hourly	\$70.27	\$74.19	\$78.33	\$82.70	\$87.31
Biweekly	\$5,621.60	\$5,935.20	\$6,266.40	\$6,616.00	\$6,984.80
Monthly	\$12,226.98	\$12,909.06	\$13,629.42	\$14,389.80	\$15,191.94
Annual	\$146,723.76	\$154,908.72	\$163,553.04	\$172,677.60	\$182,303.28

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B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
95-52372						
Hourly	\$80.07	\$84.53	\$89.24	\$94.22	\$99.47	
Biweekly	\$6,405.60	\$6,762.40	\$7,139.20	\$7,537.60	\$7,957.60	
Monthly	\$13,932.18	\$14,708.22	\$15,527.76	\$16,394.28	\$17,307.78	
Annual	\$167,186.16	\$176,498.64	\$186,333.12	\$196,731.36	\$207,693.36	

Chief Security Officer						
3187						
93-31004						
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	

Communic Cbl Supv						
3800						
94-36110 <u>12</u>						
Hourly	\$62.94			\$74.07	\$78.20	
Biweekly	\$5,035.20			\$5,925.60	\$6,256.00	
Monthly	\$10,951.56			\$12,888.18	\$13,606.80	
Annual	\$131,418.72			\$154,658.16	\$163,281.60	
Hourly	\$64.51			\$75.92	\$80.16	Plus 2.5% of base pay for DDR
Biweekly	\$5,161.08			\$6,073.74	\$6,412.40	
Monthly	\$11,225.35			\$13,210.38	\$13,946.97	
Annual	\$134,704.19			\$158,524.61	\$167,363.64	

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	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$66.13			\$77.82	\$82.16	Additional 2.5% of above rate
Biweekly	\$5,290.11			\$6,225.58	\$6,572.71	
Monthly	\$11,505.98			\$13,540.64	\$14,295.64	
Annual	\$138,071.79			\$162,487.73	\$171,547.73	

Communic Eln Supv

3689

94-36117 12

Hourly	\$62.94			\$74.07	\$78.20	
Biweekly	\$5,035.20			\$5,925.60	\$6,256.00	
Monthly	\$10,951.56			\$12,888.18	\$13,606.80	
Annual	\$131,418.72			\$154,658.16	\$163,281.60	
Hourly	\$64.51			\$75.92	\$80.16	Plus 2.5% of base pay for DDR
Biweekly	\$5,161.08			\$6,073.74	\$6,412.40	
Monthly	\$11,225.35			\$13,210.38	\$13,946.97	
Annual	\$134,704.19			\$158,524.61	\$167,363.64	
Hourly	\$66.13			\$77.82	\$82.16	Additional 2.5% of above rate
Biweekly	\$5,290.11			\$6,225.58	\$6,572.71	
Monthly	\$11,505.98			\$13,540.64	\$14,295.64	
Annual	\$138,071.79			\$162,487.73	\$171,547.73	

Constr & Mtnc Supv

3127

93-31010 12

Hourly	\$61.66			\$72.56	\$76.61
Biweekly	\$4,932.80			\$5,804.80	\$6,128.80
Monthly	\$10,728.84			\$12,625.44	\$13,330.14
Annual	\$128,746.08			\$151,505.28	\$159,961.68

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	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$63.20			\$74.37	\$78.53	Plus 2.5% of base pay for DDR
Biweekly	\$5,056.12			\$5,949.92	\$6,282.02	
Monthly	\$10,997.06			\$12,941.08	\$13,663.39	
Annual	\$131,964.73			\$155,292.91	\$163,960.72	
Hourly	\$64.78			\$76.23	\$80.49	Additional 2.5% of above rate
Biweekly	\$5,182.52			\$6,098.67	\$6,439.07	
Monthly	\$11,271.99			\$13,264.60	\$14,004.98	
Annual	\$135,263.85			\$159,175.23	\$168,059.74	

93-31011 12

Hourly	\$65.21			\$76.74	\$81.02	
Biweekly	\$5,216.80			\$6,139.20	\$6,481.60	
Monthly	\$11,346.54			\$13,352.76	\$14,097.48	
Annual	\$136,158.48			\$160,233.12	\$169,169.76	
Hourly	\$66.84			\$78.66	\$83.05	Plus 2.5% of base pay for DDR
Biweekly	\$5,347.22			\$6,292.68	\$6,643.64	
Monthly	\$11,630.20			\$13,686.58	\$14,449.92	
Annual	\$139,562.44			\$164,238.95	\$173,399.00	
Hourly	\$68.51			\$80.62	\$85.12	Additional 2.5% of above rate
Biweekly	\$5,480.90			\$6,450.00	\$6,809.73	
Monthly	\$11,920.96			\$14,028.74	\$14,811.16	
Annual	\$143,051.50			\$168,344.92	\$177,733.98	

93-31025 9,12

Hourly	\$59.94			\$70.54	\$74.47
Biweekly	\$4,795.20			\$5,643.20	\$5,957.60
Monthly	\$10,429.56			\$12,273.96	\$12,957.78
Annual	\$125,154.72			\$147,287.52	\$155,493.36

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B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$61.44			\$72.30	\$76.33	Plus 2.5% of base pay for DDR
Biweekly	\$4,915.08			\$5,784.28	\$6,106.54	
Monthly	\$10,690.30			\$12,580.81	\$13,281.72	
Annual	\$128,283.59			\$150,969.71	\$159,380.69	
Hourly	\$62.97			\$74.11	\$78.24	Additional 2.5% of above rate
Biweekly	\$5,037.96			\$5,928.89	\$6,259.20	
Monthly	\$10,957.56			\$12,895.33	\$13,613.77	
Annual	\$131,490.68			\$154,743.95	\$163,365.21	

93-31026 12

Hourly	\$66.91			\$78.74	\$83.13	
Biweekly	\$5,352.80			\$6,299.20	\$6,650.40	
Monthly	\$11,642.34			\$13,700.76	\$14,464.62	
Annual	\$139,708.08			\$164,409.12	\$173,575.44	
Hourly	\$68.58			\$80.71	\$85.21	Plus 2.5% of base pay for DDR
Biweekly	\$5,486.62			\$6,456.68	\$6,816.66	
Monthly	\$11,933.40			\$14,043.28	\$14,826.24	
Annual	\$143,200.78			\$168,519.35	\$177,914.83	
Hourly	\$70.30			\$82.73	\$87.34	Additional 2.5% of above rate
Biweekly	\$5,623.79			\$6,618.10	\$6,987.08	
Monthly	\$12,231.73			\$14,394.36	\$15,196.89	
Annual	\$146,780.80			\$172,732.33	\$182,362.70	

94-31110 12

Hourly	\$78.71			\$92.62	\$97.78
Biweekly	\$6,296.80			\$7,409.60	\$7,822.40
Monthly	\$13,695.54			\$16,115.88	\$17,013.72
Annual	\$164,346.48			\$193,390.56	\$204,164.64

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$80.68			\$94.94	\$100.22	Plus 2.5% of base pay for DDR
Biweekly	\$6,454.22			\$7,594.84	\$8,017.96	
Monthly	\$14,037.93			\$16,518.78	\$17,439.06	
Annual	\$168,455.14			\$198,225.32	\$209,268.76	
Hourly	\$82.69			\$97.31	\$102.73	Additional 2.5% of above rate
Biweekly	\$6,615.58			\$7,784.71	\$8,218.41	
Monthly	\$14,388.88			\$16,931.75	\$17,875.04	
Annual	\$172,666.52			\$203,180.96	\$214,500.47	

*****:
Constr Eqpt Svc Supv
3543

93-35005

Hourly	\$48.99		\$57.64	\$60.85
Biweekly	\$3,919.20		\$4,611.20	\$4,868.00
Monthly	\$8,524.26		\$10,029.36	\$10,587.90
Annual	\$102,291.12		\$120,352.32	\$127,054.80

*****:
Custodian Supervisor
3176

93-31000

Hourly	\$39.41		\$46.38	\$48.97
Biweekly	\$3,152.80		\$3,710.40	\$3,917.60
Monthly	\$6,857.34		\$8,070.12	\$8,520.78
Annual	\$82,288.08		\$96,841.44	\$102,249.36

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
93-31129						
Hourly	\$37.64			\$44.30	\$46.77	
Biweekly	\$3,011.20			\$3,544.00	\$3,741.60	
Monthly	\$6,549.36			\$7,708.20	\$8,137.98	
Annual	\$78,592.32			\$92,498.40	\$97,655.76	

Elec Distr Mech Supv						
3873						
94-38010	<u>1,2,11,12,16</u>					
Hourly	\$90.24			\$106.19	\$112.11	
Biweekly	\$7,219.20			\$8,495.20	\$8,968.80	
Monthly	\$15,701.76			\$18,477.06	\$19,507.14	
Annual	\$188,421.12			\$221,724.72	\$234,085.68	
Hourly	\$92.50			\$108.84	\$114.91	Plus 2.5% of base pay for DDR
Biweekly	\$7,399.68			\$8,707.58	\$9,193.02	
Monthly	\$16,094.30			\$18,938.99	\$19,994.82	
Annual	\$193,131.65			\$227,267.84	\$239,937.82	
Hourly	\$94.81			\$111.57	\$117.79	Additional 2.5% of above rate
Biweekly	\$7,584.67			\$8,925.27	\$9,422.85	
Monthly	\$16,496.66			\$19,412.46	\$20,494.69	
Annual	\$197,959.94			\$232,949.53	\$245,936.27	
94-38118	<u>2,11,12,16</u>					
Hourly	\$94.14			\$110.78	\$116.96	
Biweekly	\$7,531.20			\$8,862.40	\$9,356.80	
Monthly	\$16,380.36			\$19,275.72	\$20,351.04	
Annual	\$196,564.32			\$231,308.64	\$244,212.48	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$96.49			\$113.55	\$119.88	Plus 2.5% of base pay for DDR
Biweekly	\$7,719.48			\$9,083.96	\$9,590.72	
Monthly	\$16,789.87			\$19,757.61	\$20,859.82	
Annual	\$201,478.43			\$237,091.36	\$250,317.79	
Hourly	\$98.91			\$116.39	\$122.88	Additional 2.5% of above rate
Biweekly	\$7,912.47			\$9,311.06	\$9,830.49	
Monthly	\$17,209.62			\$20,251.55	\$21,381.31	
Annual	\$206,515.39			\$243,018.64	\$256,575.74	

94-38190 2,11,12,16

Hourly	\$94.14			\$110.78	\$116.96	
Biweekly	\$7,531.20			\$8,862.40	\$9,356.80	
Monthly	\$16,380.36			\$19,275.72	\$20,351.04	
Annual	\$196,564.32			\$231,308.64	\$244,212.48	
Hourly	\$96.49			\$113.55	\$119.88	Plus 2.5% of base pay for DDR
Biweekly	\$7,719.48			\$9,083.96	\$9,590.72	
Monthly	\$16,789.87			\$19,757.61	\$20,859.82	
Annual	\$201,478.43			\$237,091.36	\$250,317.79	
Hourly	\$98.91			\$116.39	\$122.88	Additional 2.5% of above rate
Biweekly	\$7,912.47			\$9,311.06	\$9,830.49	
Monthly	\$17,209.62			\$20,251.55	\$21,381.31	
Annual	\$206,515.39			\$243,018.64	\$256,575.74	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	

Electric Meter Setter Supvr						
3824						
95-38241	<u>12</u>					
Hourly	\$50.67			\$59.63	\$62.95	
Biweekly	\$4,053.60			\$4,770.40	\$5,036.00	
Monthly	\$8,816.58			\$10,375.62	\$10,953.30	
Annual	\$105,798.96			\$124,507.44	\$131,439.60	
Hourly	\$51.94			\$61.12	\$64.52	Plus 2.5% of base pay for DDR
Biweekly	\$4,154.94			\$4,889.66	\$5,161.90	
Monthly	\$9,036.99			\$10,635.01	\$11,227.13	
Annual	\$108,443.93			\$127,620.13	\$134,725.59	
Hourly	\$53.24			\$62.65	\$66.14	Additional 2.5% of above rate
Biweekly	\$4,258.81			\$5,011.90	\$5,290.95	
Monthly	\$9,262.92			\$10,900.89	\$11,507.81	
Annual	\$111,155.03			\$130,810.63	\$138,093.73	

Electrical Mechanic Supervisor						
3835						
82-38065	<u>7,12</u>					
Hourly	\$71.85			\$84.56	\$89.27	
Biweekly	\$5,748.00			\$6,764.80	\$7,141.60	
Monthly	\$12,501.90			\$14,713.44	\$15,532.98	
Annual	\$150,022.80			\$176,561.28	\$186,395.76	
Hourly	\$73.65			\$86.67	\$91.50	Plus 2.5% of base pay for DDR
Biweekly	\$5,891.70			\$6,933.92	\$7,320.14	
Monthly	\$12,814.45			\$15,081.28	\$15,921.30	
Annual	\$153,773.37			\$180,975.31	\$191,055.65	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$75.49			\$88.84	\$93.79	Additional 2.5% of above rate
Biweekly	\$6,038.99			\$7,107.27	\$7,503.14	
Monthly	\$13,134.81			\$15,458.31	\$16,319.34	
Annual	\$157,617.70			\$185,499.69	\$195,832.05	
82-38179	<u>7,12,15</u>					
Hourly	\$71.85			\$84.56	\$89.27	
Biweekly	\$5,748.00			\$6,764.80	\$7,141.60	
Monthly	\$12,501.90			\$14,713.44	\$15,532.98	
Annual	\$150,022.80			\$176,561.28	\$186,395.76	
Hourly	\$73.65			\$86.67	\$91.50	Plus 2.5% of base pay for DDR
Biweekly	\$5,891.70			\$6,933.92	\$7,320.14	
Monthly	\$12,814.45			\$15,081.28	\$15,921.30	
Annual	\$153,773.37			\$180,975.31	\$191,055.65	
Hourly	\$75.49			\$88.84	\$93.79	Additional 2.5% of above rate
Biweekly	\$6,038.99			\$7,107.27	\$7,503.14	
Monthly	\$13,134.81			\$15,458.31	\$16,319.34	
Annual	\$157,617.70			\$185,499.69	\$195,832.05	
93-38104	<u>7,12</u>					
Hourly	\$71.85			\$84.56	\$89.27	
Biweekly	\$5,748.00			\$6,764.80	\$7,141.60	
Monthly	\$12,501.90			\$14,713.44	\$15,532.98	
Annual	\$150,022.80			\$176,561.28	\$186,395.76	
Hourly	\$73.65			\$86.67	\$91.50	Plus 2.5% of base pay for DDR
Biweekly	\$5,891.70			\$6,933.92	\$7,320.14	
Monthly	\$12,814.45			\$15,081.28	\$15,921.30	
Annual	\$153,773.37			\$180,975.31	\$191,055.65	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$75.49			\$88.84	\$93.79	Additional 2.5% of above rate
Biweekly	\$6,038.99			\$7,107.27	\$7,503.14	
Monthly	\$13,134.81			\$15,458.31	\$16,319.34	
Annual	\$157,617.70			\$185,499.69	\$195,832.05	

Electrical Repair Supervisor

3855

93-38006 12

Hourly	\$62.94			\$74.07	\$78.20	
Biweekly	\$5,035.20			\$5,925.60	\$6,256.00	
Monthly	\$10,951.56			\$12,888.18	\$13,606.80	
Annual	\$131,418.72			\$154,658.16	\$163,281.60	
Hourly	\$64.51			\$75.92	\$80.16	Plus 2.5% of base pay for DDR
Biweekly	\$5,161.08			\$6,073.74	\$6,412.40	
Monthly	\$11,225.35			\$13,210.38	\$13,946.97	
Annual	\$134,704.19			\$158,524.61	\$167,363.64	
Hourly	\$66.13			\$77.82	\$82.16	Additional 2.5% of above rate
Biweekly	\$5,290.11			\$6,225.58	\$6,572.71	
Monthly	\$11,505.98			\$13,540.64	\$14,295.64	
Annual	\$138,071.79			\$162,487.73	\$171,547.73	

Electrical Test Technician Supervisor

7518

95-75180 12

Hourly	\$60.82	\$64.21	\$67.79	\$71.57	\$75.56
Biweekly	\$4,865.60	\$5,136.80	\$5,423.20	\$5,725.60	\$6,044.80
Monthly	\$10,582.68	\$11,172.54	\$11,795.46	\$12,453.18	\$13,147.44
Annual	\$126,992.16	\$134,070.48	\$141,545.52	\$149,438.16	\$157,769.28

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$62.34	\$65.82	\$69.48	\$73.36	\$77.45	Plus 2.5% of base pay for DDR
Biweekly	\$4,987.24	\$5,265.22	\$5,558.78	\$5,868.74	\$6,195.92	
Monthly	\$10,847.25	\$11,451.85	\$12,090.35	\$12,764.51	\$13,476.13	
Annual	\$130,166.96	\$137,422.24	\$145,084.16	\$153,174.11	\$161,713.51	
Hourly	\$63.90	\$67.46	\$71.22	\$75.19	\$79.39	Additional 2.5% of above rate
Biweekly	\$5,111.92	\$5,396.85	\$5,697.75	\$6,015.46	\$6,350.82	
Monthly	\$11,118.43	\$11,738.15	\$12,392.61	\$13,083.62	\$13,813.03	
Annual	\$133,421.14	\$140,857.80	\$148,711.26	\$157,003.47	\$165,756.35	

95-75181 12

Hourly	\$69.24	\$73.10	\$77.18	\$81.48	\$86.02	
Biweekly	\$5,539.20	\$5,848.00	\$6,174.40	\$6,518.40	\$6,881.60	
Monthly	\$12,047.76	\$12,719.40	\$13,429.32	\$14,177.52	\$14,967.48	
Annual	\$144,573.12	\$152,632.80	\$161,151.84	\$170,130.24	\$179,609.76	
Hourly	\$70.97	\$74.93	\$79.11	\$83.52	\$88.17	Plus 2.5% of base pay for DDR
Biweekly	\$5,677.68	\$5,994.20	\$6,328.76	\$6,681.36	\$7,053.64	
Monthly	\$12,348.95	\$13,037.39	\$13,765.05	\$14,531.96	\$15,341.67	
Annual	\$148,187.45	\$156,448.62	\$165,180.64	\$174,383.50	\$184,100.00	
Hourly	\$72.75	\$76.80	\$81.09	\$85.60	\$90.37	Additional 2.5% of above rate
Biweekly	\$5,819.62	\$6,144.06	\$6,486.98	\$6,848.39	\$7,229.98	
Monthly	\$12,657.68	\$13,363.32	\$14,109.18	\$14,895.26	\$15,725.21	
Annual	\$151,892.13	\$160,359.84	\$169,310.15	\$178,743.08	\$188,702.50	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

Step-01 Step-02 Step-03 Step-04 Step-05

Equipment Repair Supervisor

3746

93-37026 12

Hourly	\$58.19		\$68.48	\$72.30
Biweekly	\$4,655.20		\$5,478.40	\$5,784.00
Monthly	\$10,125.06		\$11,915.52	\$12,580.20
Annual	\$121,500.72		\$142,986.24	\$150,962.40

Hourly	\$59.64		\$70.19	\$74.11
Biweekly	\$4,771.58		\$5,615.36	\$5,928.60
Monthly	\$10,378.19		\$12,213.41	\$12,894.71
Annual	\$124,538.24		\$146,560.90	\$154,736.46

Plus 2.5% of base pay for DDR

Hourly	\$61.14		\$71.95	\$75.96
Biweekly	\$4,890.87		\$5,755.74	\$6,076.82
Monthly	\$10,637.64		\$12,518.74	\$13,217.07
Annual	\$127,651.69		\$150,224.92	\$158,604.87

Additional 2.5% of above rate

93-37145 12

Hourly	\$54.76		\$64.43	\$68.02
Biweekly	\$4,380.80		\$5,154.40	\$5,441.60
Monthly	\$9,528.24		\$11,210.82	\$11,835.48
Annual	\$114,338.88		\$134,529.84	\$142,025.76

Hourly	\$56.13		\$66.04	\$69.72
Biweekly	\$4,490.32		\$5,283.26	\$5,577.64
Monthly	\$9,766.45		\$11,491.09	\$12,131.37
Annual	\$117,197.35		\$137,893.09	\$145,576.40

Plus 2.5% of base pay for DDR

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$57.53			\$67.69	\$71.46	Additional 2.5% of above rate
Biweekly	\$4,602.58			\$5,415.34	\$5,717.08	
Monthly	\$10,010.61			\$11,778.37	\$12,434.65	
Annual	\$120,127.29			\$141,340.41	\$149,215.81	

Head Custodian Supervisor

3178

93-31005

Hourly	\$45.11		\$53.09	\$56.05
Biweekly	\$3,608.80		\$4,247.20	\$4,484.00
Monthly	\$7,849.14		\$9,237.66	\$9,752.70
Annual	\$94,189.68		\$110,851.92	\$117,032.40

Instrument Mechanic Supervisor

3844

93-38019 12

Hourly	\$62.94		\$74.07	\$78.20
Biweekly	\$5,035.20		\$5,925.60	\$6,256.00
Monthly	\$10,951.56		\$12,888.18	\$13,606.80
Annual	\$131,418.72		\$154,658.16	\$163,281.60

Hourly	\$64.51		\$75.92	\$80.16	Plus 2.5% of base pay for DDR
Biweekly	\$5,161.08		\$6,073.74	\$6,412.40	
Monthly	\$11,225.35		\$13,210.38	\$13,946.97	
Annual	\$134,704.19		\$158,524.61	\$167,363.64	

Hourly	\$66.13		\$77.82	\$82.16	Additional 2.5% of above rate
Biweekly	\$5,290.11		\$6,225.58	\$6,572.71	
Monthly	\$11,505.98		\$13,540.64	\$14,295.64	
Annual	\$138,071.79		\$162,487.73	\$171,547.73	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
94-38008 <u>12</u>						
Hourly	\$62.94			\$74.07	\$78.20	
Biweekly	\$5,035.20			\$5,925.60	\$6,256.00	
Monthly	\$10,951.56			\$12,888.18	\$13,606.80	
Annual	\$131,418.72			\$154,658.16	\$163,281.60	
Hourly	\$64.51			\$75.92	\$80.16	Plus 2.5% of base pay for DDR
Biweekly	\$5,161.08			\$6,073.74	\$6,412.40	
Monthly	\$11,225.35			\$13,210.38	\$13,946.97	
Annual	\$134,704.19			\$158,524.61	\$167,363.64	
Hourly	\$66.13			\$77.82	\$82.16	Additional 2.5% of above rate
Biweekly	\$5,290.11			\$6,225.58	\$6,572.71	
Monthly	\$11,505.98			\$13,540.64	\$14,295.64	
Annual	\$138,071.79			\$162,487.73	\$171,547.73	
:*****:						
Labor Supervisor						
3126						
38-31006 <u>3,9</u>						
Hourly	\$51.52			\$60.62	\$64.00	
Biweekly	\$4,121.60			\$4,849.60	\$5,120.00	
Monthly	\$8,964.48			\$10,547.88	\$11,136.00	
Annual	\$107,573.76			\$126,574.56	\$133,632.00	
93-31102 <u>3,9</u>						
Hourly	\$51.52			\$60.62	\$64.00	
Biweekly	\$4,121.60			\$4,849.60	\$5,120.00	
Monthly	\$8,964.48			\$10,547.88	\$11,136.00	
Annual	\$107,573.76			\$126,574.56	\$133,632.00	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>
94-31119 <u>3,9</u>					
Hourly	\$51.52			\$60.62	\$64.00
Biweekly	\$4,121.60			\$4,849.60	\$5,120.00
Monthly	\$8,964.48			\$10,547.88	\$11,136.00
Annual	\$107,573.76			\$126,574.56	\$133,632.00

Machinist Supervisor

3766

93-37114 <u>12</u>					
Hourly	\$62.94			\$74.07	\$78.20
Biweekly	\$5,035.20			\$5,925.60	\$6,256.00
Monthly	\$10,951.56			\$12,888.18	\$13,606.80
Annual	\$131,418.72			\$154,658.16	\$163,281.60
Hourly	\$64.51			\$75.92	\$80.16
Biweekly	\$5,161.08			\$6,073.74	\$6,412.40
Monthly	\$11,225.35			\$13,210.38	\$13,946.97
Annual	\$134,704.19			\$158,524.61	\$167,363.64
Hourly	\$66.13			\$77.82	\$82.16
Biweekly	\$5,290.11			\$6,225.58	\$6,572.71
Monthly	\$11,505.98			\$13,540.64	\$14,295.64
Annual	\$138,071.79			\$162,487.73	\$171,547.73

Plus 2.5% of base pay for DDR

Additional 2.5% of above rate

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	

Mchl Rpr Gnl Supv						
3731						
93-37005 <u>12</u>						
Hourly	\$65.21			\$76.74	\$81.02	
Biweekly	\$5,216.80			\$6,139.20	\$6,481.60	
Monthly	\$11,346.54			\$13,352.76	\$14,097.48	
Annual	\$136,158.48			\$160,233.12	\$169,169.76	
Hourly	\$66.84			\$78.66	\$83.05	Plus 2.5% of base pay for DDR
Biweekly	\$5,347.22			\$6,292.68	\$6,643.64	
Monthly	\$11,630.20			\$13,686.58	\$14,449.92	
Annual	\$139,562.44			\$164,238.95	\$173,399.00	
Hourly	\$68.51			\$80.62	\$85.12	Additional 2.5% of above rate
Biweekly	\$5,480.90			\$6,450.00	\$6,809.73	
Monthly	\$11,920.96			\$14,028.74	\$14,811.16	
Annual	\$143,051.50			\$168,344.92	\$177,733.98	

Painter Supervisor						
3426						
82-34005 <u>3,12</u>						
Hourly	\$51.91			\$61.09	\$64.50	
Biweekly	\$4,152.80			\$4,887.20	\$5,160.00	
Monthly	\$9,032.34			\$10,629.66	\$11,223.00	
Annual	\$108,388.08			\$127,555.92	\$134,676.00	
Hourly	\$53.21			\$62.62	\$66.11	Plus 2.5% of base pay for DDR
Biweekly	\$4,256.62			\$5,009.38	\$5,289.00	
Monthly	\$9,258.15			\$10,895.40	\$11,503.58	
Annual	\$111,097.78			\$130,744.82	\$138,042.90	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$54.54			\$64.18	\$67.77	Additional 2.5% of above rate
Biweekly	\$4,363.04			\$5,134.61	\$5,421.23	
Monthly	\$9,489.60			\$11,167.79	\$11,791.16	
Annual	\$113,875.23			\$134,013.44	\$141,493.97	

Park Maintenance Supervisor

3145

93-31130

Hourly	\$44.21		\$52.02	\$54.92
Biweekly	\$3,536.80		\$4,161.60	\$4,393.60
Monthly	\$7,692.54		\$9,051.48	\$9,556.08
Annual	\$92,310.48		\$108,617.76	\$114,672.96

Pipefitter Supervisor

3438

95-34381 12

Hourly	\$56.77		\$70.54
Biweekly	\$4,541.60		\$5,643.20
Monthly	\$9,877.98		\$12,273.96
Annual	\$118,535.76		\$147,287.52

Hourly	\$58.19		\$72.30	Plus 2.5% of base pay for DDR
Biweekly	\$4,655.14		\$5,784.28	
Monthly	\$10,124.93		\$12,580.81	
Annual	\$121,499.15		\$150,969.71	

Hourly	\$59.64		\$74.11	Additional 2.5% of above rate
Biweekly	\$4,771.52		\$5,928.89	
Monthly	\$10,378.05		\$12,895.33	
Annual	\$124,536.63		\$154,743.95	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	

Plumber Supervisor						
3446						
95-34461 <u>12</u>						
Hourly	\$56.77				\$70.54	
Biweekly	\$4,541.60				\$5,643.20	
Monthly	\$9,877.98				\$12,273.96	
Annual	\$118,535.76				\$147,287.52	
Hourly	\$58.19				\$72.30	Plus 2.5% of base pay for DDR
Biweekly	\$4,655.14				\$5,784.28	
Monthly	\$10,124.93				\$12,580.81	
Annual	\$121,499.15				\$150,969.71	
Hourly	\$59.64				\$74.11	Additional 2.5% of above rate
Biweekly	\$4,771.52				\$5,928.89	
Monthly	\$10,378.05				\$12,895.33	
Annual	\$124,536.63				\$154,743.95	

Principal Security Officer						
3200						
93-31003						
Hourly	\$41.58	\$43.90	\$46.35	\$48.93	\$51.66	
Biweekly	\$3,326.40	\$3,512.00	\$3,708.00	\$3,914.40	\$4,132.80	
Monthly	\$7,234.92	\$7,638.60	\$8,064.90	\$8,513.82	\$8,988.84	
Annual	\$86,819.04	\$91,663.20	\$96,778.80	\$102,165.84	\$107,866.08	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	

Protective Coating Supervisor						
3465						
93-34117	<u>5,12</u>					
Hourly	\$51.91			\$61.09	\$64.50	
Biweekly	\$4,152.80			\$4,887.20	\$5,160.00	
Monthly	\$9,032.34			\$10,629.66	\$11,223.00	
Annual	\$108,388.08			\$127,555.92	\$134,676.00	
Hourly	\$53.21			\$62.62	\$66.11	Plus 2.5% of base pay for DDR
Biweekly	\$4,256.62			\$5,009.38	\$5,289.00	
Monthly	\$9,258.15			\$10,895.40	\$11,503.58	
Annual	\$111,097.78			\$130,744.82	\$138,042.90	
Hourly	\$54.54			\$64.18	\$67.77	Additional 2.5% of above rate
Biweekly	\$4,363.04			\$5,134.61	\$5,421.23	
Monthly	\$9,489.60			\$11,167.79	\$11,791.16	
Annual	\$113,875.23			\$134,013.44	\$141,493.97	

Senior Electrician						
3864						
93-38103	<u>12</u>					
Hourly	\$59.94			\$70.54	\$74.47	
Biweekly	\$4,795.20			\$5,643.20	\$5,957.60	
Monthly	\$10,429.56			\$12,273.96	\$12,957.78	
Annual	\$125,154.72			\$147,287.52	\$155,493.36	
Hourly	\$61.44			\$72.30	\$76.33	Plus 2.5% of base pay for DDR
Biweekly	\$4,915.08			\$5,784.28	\$6,106.54	
Monthly	\$10,690.30			\$12,580.81	\$13,281.72	
Annual	\$128,283.59			\$150,969.71	\$159,380.69	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$62.97			\$74.11	\$78.24	Additional 2.5% of above rate
Biweekly	\$5,037.96			\$5,928.89	\$6,259.20	
Monthly	\$10,957.56			\$12,895.33	\$13,613.77	
Annual	\$131,490.68			\$154,743.95	\$163,365.21	

Senior Machinist Supervisor

3768

93-37110 12

Hourly	\$68.19			\$80.24	\$84.71	
Biweekly	\$5,455.20			\$6,419.20	\$6,776.80	
Monthly	\$11,865.06			\$13,961.76	\$14,739.54	
Annual	\$142,380.72			\$167,541.12	\$176,874.48	
Hourly	\$69.89			\$82.25	\$86.83	Plus 2.5% of base pay for DDR
Biweekly	\$5,591.58			\$6,579.68	\$6,946.22	
Monthly	\$12,161.69			\$14,310.80	\$15,108.03	
Annual	\$145,940.24			\$171,729.65	\$181,296.34	
Hourly	\$71.64			\$84.30	\$89.00	Additional 2.5% of above rate
Biweekly	\$5,731.37			\$6,744.17	\$7,119.88	
Monthly	\$12,465.73			\$14,668.57	\$15,485.73	
Annual	\$149,588.74			\$176,022.89	\$185,828.75	

93-37111 12

Hourly	\$73.34			\$86.31	\$91.12
Biweekly	\$5,867.20			\$6,904.80	\$7,289.60
Monthly	\$12,761.16			\$15,017.94	\$15,854.88
Annual	\$153,133.92			\$180,215.28	\$190,258.56

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$75.17			\$88.47	\$93.40	Plus 2.5% of base pay for DDR
Biweekly	\$6,013.88			\$7,077.42	\$7,471.84	
Monthly	\$13,080.19			\$15,393.39	\$16,251.25	
Annual	\$156,962.27			\$184,720.66	\$195,015.02	
Hourly	\$77.05			\$90.68	\$95.73	Additional 2.5% of above rate
Biweekly	\$6,164.23			\$7,254.36	\$7,658.64	
Monthly	\$13,407.19			\$15,778.22	\$16,657.53	
Annual	\$160,886.32			\$189,338.68	\$199,890.40	

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Senior Security Officer
3184

93-31006

Hourly	\$37.64		\$44.30	\$46.77
Biweekly	\$3,011.20		\$3,544.00	\$3,741.60
Monthly	\$6,549.36		\$7,708.20	\$8,137.98
Annual	\$78,592.32		\$92,498.40	\$97,655.76

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Senior Storekeeper
1837

93-18168 6

Hourly	\$45.11		\$53.09	\$56.05
Biweekly	\$3,608.80		\$4,247.20	\$4,484.00
Monthly	\$7,849.14		\$9,237.66	\$9,752.70
Annual	\$94,189.68		\$110,851.92	\$117,032.40

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>
93-18169 <u>4,6</u>					
Hourly	\$47.03			\$55.34	\$58.43
Biweekly	\$3,762.40			\$4,427.20	\$4,674.40
Monthly	\$8,183.22			\$9,629.16	\$10,166.82
Annual	\$98,198.64			\$115,549.92	\$122,001.84

Sheet Metal Supervisor
3777

93-37018 <u>12</u>					
Hourly	\$56.57			\$66.57	\$70.28
Biweekly	\$4,525.60			\$5,325.60	\$5,622.40
Monthly	\$9,843.18			\$11,583.18	\$12,228.72
Annual	\$118,118.16			\$138,998.16	\$146,744.64
Hourly	\$57.98			\$68.23	\$72.04
Biweekly	\$4,638.74			\$5,458.74	\$5,762.96
Monthly	\$10,089.26			\$11,872.76	\$12,534.44
Annual	\$121,071.11			\$142,473.11	\$150,413.26
Hourly	\$59.43			\$69.94	\$73.84
Biweekly	\$4,754.71			\$5,595.21	\$5,907.03
Monthly	\$10,341.49			\$12,169.58	\$12,847.80
Annual	\$124,097.89			\$146,034.94	\$154,173.59

Plus 2.5% of base pay for DDR

Additional 2.5% of above rate

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

Step-01 Step-02 Step-03 Step-04 Step-05

Sr Eltc Svc Reptv

7521

94-75703

Hourly	\$59.31		\$69.80	\$73.69
Biweekly	\$4,744.80		\$5,584.00	\$5,895.20
Monthly	\$10,319.94		\$12,145.20	\$12,822.06
Annual	\$123,839.28		\$145,742.40	\$153,864.72

94-75704

Hourly	\$64.70		\$76.14	\$80.39
Biweekly	\$5,176.00		\$6,091.20	\$6,431.20
Monthly	\$11,257.80		\$13,248.36	\$13,987.86
Annual	\$135,093.60		\$158,980.32	\$167,854.32

94-75705

Hourly	\$73.34		\$86.31	\$91.12
Biweekly	\$5,867.20		\$6,904.80	\$7,289.60
Monthly	\$12,761.16		\$15,017.94	\$15,854.88
Annual	\$153,133.92		\$180,215.28	\$190,258.56

Sr Eltc Trbl Dspr

3829

94-38182 12

Hourly	\$62.83		\$73.93	\$78.05
Biweekly	\$5,026.40		\$5,914.40	\$6,244.00
Monthly	\$10,932.42		\$12,863.82	\$13,580.70
Annual	\$131,189.04		\$154,365.84	\$162,968.40

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$64.40			\$75.78	\$80.00	Plus 2.5% of base pay for DDR
Biweekly	\$5,152.06			\$6,062.26	\$6,400.10	
Monthly	\$11,205.73			\$13,185.42	\$13,920.22	
Annual	\$134,468.77			\$158,224.99	\$167,042.61	
Hourly	\$66.01			\$77.67	\$82.00	Additional 2.5% of above rate
Biweekly	\$5,280.86			\$6,213.82	\$6,560.10	
Monthly	\$11,485.87			\$13,515.05	\$14,268.22	
Annual	\$137,830.49			\$162,180.61	\$171,218.68	

Sr Eltl Mchc Supv
3836

93-38105 8,12

Hourly	\$77.80			\$91.56	\$96.67	
Biweekly	\$6,224.00			\$7,324.80	\$7,733.60	
Monthly	\$13,537.20			\$15,931.44	\$16,820.58	
Annual	\$162,446.40			\$191,177.28	\$201,846.96	
Hourly	\$79.75			\$93.85	\$99.09	Plus 2.5% of base pay for DDR
Biweekly	\$6,379.60			\$7,507.92	\$7,926.94	
Monthly	\$13,875.63			\$16,329.73	\$17,241.09	
Annual	\$166,507.56			\$195,956.71	\$206,893.13	
Hourly	\$81.74			\$96.20	\$101.56	Additional 2.5% of above rate
Biweekly	\$6,539.09			\$7,695.62	\$8,125.11	
Monthly	\$14,222.52			\$16,737.97	\$17,672.12	
Annual	\$170,670.25			\$200,855.63	\$212,065.46	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
94-38177 <u>8,12</u>						
Hourly	\$83.70			\$98.50	\$103.99	
Biweekly	\$6,696.00			\$7,880.00	\$8,319.20	
Monthly	\$14,563.80			\$17,139.00	\$18,094.26	
Annual	\$174,765.60			\$205,668.00	\$217,131.12	
Hourly	\$85.79			\$100.96	\$106.59	Plus 2.5% of base pay for DDR
Biweekly	\$6,863.40			\$8,077.00	\$8,527.18	
Monthly	\$14,927.90			\$17,567.48	\$18,546.62	
Annual	\$179,134.74			\$210,809.70	\$222,559.40	
Hourly	\$87.94			\$103.49	\$109.25	Additional 2.5% of above rate
Biweekly	\$7,034.99			\$8,278.93	\$8,740.36	
Monthly	\$15,301.09			\$18,006.66	\$19,010.28	
Annual	\$183,613.11			\$216,079.94	\$228,123.38	

Sr Eltl Rpr Supv
3856

93-38003 <u>12</u>						
Hourly	\$68.19			\$80.24	\$84.71	
Biweekly	\$5,455.20			\$6,419.20	\$6,776.80	
Monthly	\$11,865.06			\$13,961.76	\$14,739.54	
Annual	\$142,380.72			\$167,541.12	\$176,874.48	
Hourly	\$69.89			\$82.25	\$86.83	Plus 2.5% of base pay for DDR
Biweekly	\$5,591.58			\$6,579.68	\$6,946.22	
Monthly	\$12,161.69			\$14,310.80	\$15,108.03	
Annual	\$145,940.24			\$171,729.65	\$181,296.34	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$71.64			\$84.30	\$89.00	Additional 2.5% of above rate
Biweekly	\$5,731.37			\$6,744.17	\$7,119.88	
Monthly	\$12,465.73			\$14,668.57	\$15,485.73	
Annual	\$149,588.74			\$176,022.89	\$185,828.75	

93-38004 12

Hourly	\$73.34			\$86.31	\$91.12	
Biweekly	\$5,867.20			\$6,904.80	\$7,289.60	
Monthly	\$12,761.16			\$15,017.94	\$15,854.88	
Annual	\$153,133.92			\$180,215.28	\$190,258.56	
Hourly	\$75.17			\$88.47	\$93.40	Plus 2.5% of base pay for DDR
Biweekly	\$6,013.88			\$7,077.42	\$7,471.84	
Monthly	\$13,080.19			\$15,393.39	\$16,251.25	
Annual	\$156,962.27			\$184,720.66	\$195,015.02	
Hourly	\$77.05			\$90.68	\$95.73	Additional 2.5% of above rate
Biweekly	\$6,164.23			\$7,254.36	\$7,658.64	
Monthly	\$13,407.19			\$15,778.22	\$16,657.53	
Annual	\$160,886.32			\$189,338.68	\$199,890.40	

Sr Pk Mtnc Supv

3146

93-31030

Hourly	\$50.00			\$58.84	\$62.12
Biweekly	\$4,000.00			\$4,707.20	\$4,969.60
Monthly	\$8,700.00			\$10,238.16	\$10,808.88
Annual	\$104,400.00			\$122,857.92	\$129,706.56

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	

Stm Plt Mtnc Supv						
3786						
94-37115	<u>12</u>					
Hourly	\$70.08			\$82.48	\$87.08	
Biweekly	\$5,606.40			\$6,598.40	\$6,966.40	
Monthly	\$12,193.92			\$14,351.52	\$15,151.92	
Annual	\$146,327.04			\$172,218.24	\$181,823.04	
Hourly	\$71.83			\$84.54	\$89.26	Plus 2.5% of base pay for DDR
Biweekly	\$5,746.56			\$6,763.36	\$7,140.56	
Monthly	\$12,498.77			\$14,710.31	\$15,530.72	
Annual	\$149,985.22			\$176,523.70	\$186,368.62	
Hourly	\$73.63			\$86.66	\$91.49	Additional 2.5% of above rate
Biweekly	\$5,890.22			\$6,932.44	\$7,319.07	
Monthly	\$12,811.24			\$15,078.07	\$15,918.99	
Annual	\$153,734.85			\$180,936.79	\$191,027.83	
94-37116	<u>12</u>					
Hourly	\$62.94			\$74.07	\$78.20	
Biweekly	\$5,035.20			\$5,925.60	\$6,256.00	
Monthly	\$10,951.56			\$12,888.18	\$13,606.80	
Annual	\$131,418.72			\$154,658.16	\$163,281.60	
Hourly	\$64.51			\$75.92	\$80.16	Plus 2.5% of base pay for DDR
Biweekly	\$5,161.08			\$6,073.74	\$6,412.40	
Monthly	\$11,225.35			\$13,210.38	\$13,946.97	
Annual	\$134,704.19			\$158,524.61	\$167,363.64	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$66.13			\$77.82	\$82.16	Additional 2.5% of above rate
Biweekly	\$5,290.11			\$6,225.58	\$6,572.71	
Monthly	\$11,505.98			\$13,540.64	\$14,295.64	
Annual	\$138,071.79			\$162,487.73	\$171,547.73	

Stm Plt Oprg Supv

5625

94-56122 12

Hourly	\$70.03			\$82.40	\$86.99	
Biweekly	\$5,602.40			\$6,592.00	\$6,959.20	
Monthly	\$12,185.22			\$14,337.60	\$15,136.26	
Annual	\$146,222.64			\$172,051.20	\$181,635.12	
Hourly	\$71.78			\$84.46	\$89.16	Plus 2.5% of base pay for DDR
Biweekly	\$5,742.46			\$6,756.80	\$7,133.18	
Monthly	\$12,489.85			\$14,696.04	\$15,514.67	
Annual	\$149,878.21			\$176,352.48	\$186,176.00	
Hourly	\$73.58			\$86.57	\$91.39	Additional 2.5% of above rate
Biweekly	\$5,886.02			\$6,925.72	\$7,311.51	
Monthly	\$12,802.10			\$15,063.44	\$15,902.53	
Annual	\$153,625.16			\$180,761.29	\$190,830.40	

94-56129 12

Hourly	\$66.70			\$78.50	\$82.88
Biweekly	\$5,336.00			\$6,280.00	\$6,630.40
Monthly	\$11,605.80			\$13,659.00	\$14,421.12
Annual	\$139,269.60			\$163,908.00	\$173,053.44

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$68.37			\$80.46	\$84.95	Plus 2.5% of base pay for DDR
Biweekly	\$5,469.40			\$6,437.00	\$6,796.16	
Monthly	\$11,895.95			\$14,000.48	\$14,781.65	
Annual	\$142,751.34			\$168,005.70	\$177,379.78	
Hourly	\$70.08			\$82.47	\$87.08	Additional 2.5% of above rate
Biweekly	\$5,606.14			\$6,597.93	\$6,966.06	
Monthly	\$12,193.34			\$14,350.49	\$15,151.19	
Annual	\$146,320.12			\$172,205.84	\$181,814.27	

Strl Stl Fabricatr Supv
3794

93-37109 12

Hourly	\$56.05			\$65.96	\$69.64	
Biweekly	\$4,484.00			\$5,276.80	\$5,571.20	
Monthly	\$9,752.70			\$11,477.04	\$12,117.36	
Annual	\$117,032.40			\$137,724.48	\$145,408.32	
Hourly	\$57.45			\$67.61	\$71.38	Plus 2.5% of base pay for DDR
Biweekly	\$4,596.10			\$5,408.72	\$5,710.48	
Monthly	\$9,996.52			\$11,763.97	\$12,420.29	
Annual	\$119,958.21			\$141,167.59	\$149,043.53	
Hourly	\$58.89			\$69.30	\$73.17	Additional 2.5% of above rate
Biweekly	\$4,711.00			\$5,543.94	\$5,853.24	
Monthly	\$10,246.43			\$12,058.07	\$12,730.80	
Annual	\$122,957.17			\$144,696.78	\$152,769.62	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

Step-01 Step-02 Step-03 Step-04 Step-05

Tire Repair Supervisor

3732

93-37003 12

Hourly	\$50.70		\$59.66	\$62.99
Biweekly	\$4,056.00		\$4,772.80	\$5,039.20
Monthly	\$8,821.80		\$10,380.84	\$10,960.26
Annual	\$105,861.60		\$124,570.08	\$131,523.12

Hourly	\$51.97		\$61.15	\$64.56
Biweekly	\$4,157.40		\$4,892.12	\$5,165.18
Monthly	\$9,042.35		\$10,640.36	\$11,234.27
Annual	\$108,508.14		\$127,684.33	\$134,811.20

Plus 2.5% of base pay for DDR

Hourly	\$53.27		\$62.68	\$66.18
Biweekly	\$4,261.34		\$5,014.42	\$5,294.31
Monthly	\$9,268.40		\$10,906.37	\$11,515.12
Annual	\$111,220.84		\$130,876.44	\$138,181.48

Additional 2.5% of above rate

93-37119 12

Hourly	\$45.90		\$54.01	\$57.02
Biweekly	\$3,672.00		\$4,320.80	\$4,561.60
Monthly	\$7,986.60		\$9,397.74	\$9,921.48
Annual	\$95,839.20		\$112,772.88	\$119,057.76

Hourly	\$47.05		\$55.36	\$58.45
Biweekly	\$3,763.80		\$4,428.82	\$4,675.64
Monthly	\$8,186.27		\$9,632.68	\$10,169.52
Annual	\$98,235.18		\$115,592.20	\$122,034.20

Plus 2.5% of base pay for DDR

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$48.22			\$56.74	\$59.91	Additional 2.5% of above rate
Biweekly	\$3,857.90			\$4,539.54	\$4,792.53	
Monthly	\$8,390.92			\$9,873.50	\$10,423.75	
Annual	\$100,691.06			\$118,482.01	\$125,085.06	

Tree Surgeon Supervisor
3117

94-31031 10,12

Hourly	\$56.80			\$66.84	\$70.57	
Biweekly	\$4,544.00			\$5,347.20	\$5,645.60	
Monthly	\$9,883.20			\$11,630.16	\$12,279.18	
Annual	\$118,598.40			\$139,561.92	\$147,350.16	
Hourly	\$58.22			\$68.51	\$72.33	Plus 2.5% of base pay for DDR
Biweekly	\$4,657.60			\$5,480.88	\$5,786.74	
Monthly	\$10,130.28			\$11,920.91	\$12,586.16	
Annual	\$121,563.36			\$143,050.97	\$151,033.91	
Hourly	\$59.68			\$70.22	\$74.14	Additional 2.5% of above rate
Biweekly	\$4,774.04			\$5,617.90	\$5,931.41	
Monthly	\$10,383.54			\$12,218.94	\$12,900.81	
Annual	\$124,602.44			\$146,627.24	\$154,809.76	

94-31113 10,12

Hourly	\$51.38			\$60.45	\$63.82
Biweekly	\$4,110.40			\$4,836.00	\$5,105.60
Monthly	\$8,940.12			\$10,518.30	\$11,104.68
Annual	\$107,281.44			\$126,219.60	\$133,256.16

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$52.66			\$61.96	\$65.42	Plus 2.5% of base pay for DDR
Biweekly	\$4,213.16			\$4,956.90	\$5,233.24	
Monthly	\$9,163.62			\$10,781.26	\$11,382.30	
Annual	\$109,963.48			\$129,375.09	\$136,587.56	
Hourly	\$53.98			\$63.51	\$67.05	Additional 2.5% of above rate
Biweekly	\$4,318.49			\$5,080.82	\$5,364.07	
Monthly	\$9,392.71			\$11,050.79	\$11,666.85	
Annual	\$112,712.56			\$132,609.47	\$140,002.25	
94-31114 <u>10,12</u>						
Hourly	\$53.99			\$63.54	\$67.08	
Biweekly	\$4,319.20			\$5,083.20	\$5,366.40	
Monthly	\$9,394.26			\$11,055.96	\$11,671.92	
Annual	\$112,731.12			\$132,671.52	\$140,063.04	
Hourly	\$55.34			\$65.13	\$68.76	Plus 2.5% of base pay for DDR
Biweekly	\$4,427.18			\$5,210.28	\$5,500.56	
Monthly	\$9,629.12			\$11,332.36	\$11,963.72	
Annual	\$115,549.40			\$135,988.31	\$143,564.62	
Hourly	\$56.72			\$66.76	\$70.48	Additional 2.5% of above rate
Biweekly	\$4,537.86			\$5,340.54	\$5,638.07	
Monthly	\$9,869.84			\$11,615.67	\$12,262.81	
Annual	\$118,438.13			\$139,388.02	\$147,153.73	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	

Truck And Equipment Dispatcher						
3586						
93-35132 <u>12</u>						
Hourly	\$53.18			\$62.59	\$66.08	
Biweekly	\$4,254.40			\$5,007.20	\$5,286.40	
Monthly	\$9,253.32			\$10,890.66	\$11,497.92	
Annual	\$111,039.84			\$130,687.92	\$137,975.04	
Hourly	\$54.51			\$64.15	\$67.73	Plus 2.5% of base pay for DDR
Biweekly	\$4,360.76			\$5,132.38	\$5,418.56	
Monthly	\$9,484.65			\$11,162.93	\$11,785.37	
Annual	\$113,815.84			\$133,955.12	\$141,424.42	
Hourly	\$55.87			\$65.76	\$69.43	Additional 2.5% of above rate
Biweekly	\$4,469.78			\$5,260.69	\$5,554.02	
Monthly	\$9,721.77			\$11,442.00	\$12,080.00	
Annual	\$116,661.23			\$137,304.00	\$144,960.03	
93-35136 <u>12</u>						
Hourly	\$56.57			\$66.57	\$70.28	
Biweekly	\$4,525.60			\$5,325.60	\$5,622.40	
Monthly	\$9,843.18			\$11,583.18	\$12,228.72	
Annual	\$118,118.16			\$138,998.16	\$146,744.64	
Hourly	\$57.98			\$68.23	\$72.04	Plus 2.5% of base pay for DDR
Biweekly	\$4,638.74			\$5,458.74	\$5,762.96	
Monthly	\$10,089.26			\$11,872.76	\$12,534.44	
Annual	\$121,071.11			\$142,473.11	\$150,413.26	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$59.43			\$69.94	\$73.84	Additional 2.5% of above rate
Biweekly	\$4,754.71			\$5,595.21	\$5,907.03	
Monthly	\$10,341.49			\$12,169.58	\$12,847.80	
Annual	\$124,097.89			\$146,034.94	\$154,173.59	

Ug Distr Constr Supv

3814

94-38312

Hourly	\$55.92			\$65.81	\$69.48	
Biweekly	\$4,473.60			\$5,264.80	\$5,558.40	
Monthly	\$9,730.08			\$11,450.94	\$12,089.52	
Annual	\$116,760.96			\$137,411.28	\$145,074.24	
Hourly	\$57.32			\$67.46	\$71.22	Plus 2.5% of base pay for DDR
Biweekly	\$4,585.44			\$5,396.42	\$5,697.36	
Monthly	\$9,973.33			\$11,737.21	\$12,391.76	
Annual	\$119,679.98			\$140,846.56	\$148,701.10	
Hourly	\$58.75			\$69.14	\$73.00	Additional 2.5% of above rate
Biweekly	\$4,700.08			\$5,531.33	\$5,839.79	
Monthly	\$10,222.67			\$12,030.64	\$12,701.55	
Annual	\$122,671.98			\$144,367.73	\$152,418.62	

94-38313

Hourly	\$58.88			\$69.29	\$73.15
Biweekly	\$4,710.40			\$5,543.20	\$5,852.00
Monthly	\$10,245.12			\$12,056.46	\$12,728.10
Annual	\$122,941.44			\$144,677.52	\$152,737.20

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$60.35			\$71.02	\$74.98	Plus 2.5% of base pay for DDR
Biweekly	\$4,828.16			\$5,681.78	\$5,998.30	
Monthly	\$10,501.25			\$12,357.87	\$13,046.30	
Annual	\$126,014.98			\$148,294.46	\$156,555.63	
Hourly	\$61.86			\$72.80	\$76.85	Additional 2.5% of above rate
Biweekly	\$4,948.86			\$5,823.82	\$6,148.26	
Monthly	\$10,763.78			\$12,666.82	\$13,372.46	
Annual	\$129,165.35			\$152,001.82	\$160,469.52	
94-38314						
Hourly	\$55.92			\$65.81	\$69.48	
Biweekly	\$4,473.60			\$5,264.80	\$5,558.40	
Monthly	\$9,730.08			\$11,450.94	\$12,089.52	
Annual	\$116,760.96			\$137,411.28	\$145,074.24	
Hourly	\$57.32			\$67.46	\$71.22	Plus 2.5% of base pay for DDR
Biweekly	\$4,585.44			\$5,396.42	\$5,697.36	
Monthly	\$9,973.33			\$11,737.21	\$12,391.76	
Annual	\$119,679.98			\$140,846.56	\$148,701.10	
Hourly	\$58.75			\$69.14	\$73.00	Additional 2.5% of above rate
Biweekly	\$4,700.08			\$5,531.33	\$5,839.79	
Monthly	\$10,222.67			\$12,030.64	\$12,701.55	
Annual	\$122,671.98			\$144,367.73	\$152,418.62	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	

Utility Line Clearance Tree Trimmer Supervisor						
3106						
95-31060						
Hourly	\$56.80			\$66.84	\$70.57	
Biweekly	\$4,544.00			\$5,347.20	\$5,645.60	
Monthly	\$9,883.20			\$11,630.16	\$12,279.18	
Annual	\$118,598.40			\$139,561.92	\$147,350.16	
Hourly	\$58.22			\$68.51	\$72.33	Plus 2.5% of base pay for DDR
Biweekly	\$4,657.60			\$5,480.88	\$5,786.74	
Monthly	\$10,130.28			\$11,920.91	\$12,586.16	
Annual	\$121,563.36			\$143,050.97	\$151,033.91	
Hourly	\$59.68			\$70.22	\$74.14	Additional 2.5% of above rate
Biweekly	\$4,774.04			\$5,617.90	\$5,931.41	
Monthly	\$10,383.54			\$12,218.94	\$12,900.81	
Annual	\$124,602.44			\$146,627.24	\$154,809.76	
95-31061						
Hourly	\$53.99			\$63.54	\$67.08	
Biweekly	\$4,319.20			\$5,083.20	\$5,366.40	
Monthly	\$9,394.26			\$11,055.96	\$11,671.92	
Annual	\$112,731.12			\$132,671.52	\$140,063.04	
Hourly	\$55.34			\$65.13	\$68.76	Plus 2.5% of base pay for DDR
Biweekly	\$4,427.18			\$5,210.28	\$5,500.56	
Monthly	\$9,629.12			\$11,332.36	\$11,963.72	
Annual	\$115,549.40			\$135,988.31	\$143,564.62	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$56.72			\$66.76	\$70.48	Additional 2.5% of above rate
Biweekly	\$4,537.86			\$5,340.54	\$5,638.07	
Monthly	\$9,869.84			\$11,615.67	\$12,262.81	
Annual	\$118,438.13			\$139,388.02	\$147,153.73	

95-31062

Hourly	\$51.38			\$60.45	\$63.82	
Biweekly	\$4,110.40			\$4,836.00	\$5,105.60	
Monthly	\$8,940.12			\$10,518.30	\$11,104.68	
Annual	\$107,281.44			\$126,219.60	\$133,256.16	
Hourly	\$52.66			\$61.96	\$65.42	Plus 2.5% of base pay for DDR
Biweekly	\$4,213.16			\$4,956.90	\$5,233.24	
Monthly	\$9,163.62			\$10,781.26	\$11,382.30	
Annual	\$109,963.48			\$129,375.09	\$136,587.56	
Hourly	\$53.98			\$63.51	\$67.05	Additional 2.5% of above rate
Biweekly	\$4,318.49			\$5,080.82	\$5,364.07	
Monthly	\$9,392.71			\$11,050.79	\$11,666.85	
Annual	\$112,712.56			\$132,609.47	\$140,002.25	

Water Service Supervisor

3930

93-39043 12

Hourly	\$59.31			\$69.80	\$73.69
Biweekly	\$4,744.80			\$5,584.00	\$5,895.20
Monthly	\$10,319.94			\$12,145.20	\$12,822.06
Annual	\$123,839.28			\$145,742.40	\$153,864.72

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$60.79			\$71.55	\$75.53	Plus 2.5% of base pay for DDR
Biweekly	\$4,863.42			\$5,723.60	\$6,042.58	
Monthly	\$10,577.94			\$12,448.83	\$13,142.61	
Annual	\$126,935.26			\$149,385.96	\$157,711.34	
Hourly	\$62.31			\$73.33	\$77.42	Additional 2.5% of above rate
Biweekly	\$4,985.01			\$5,866.69	\$6,193.64	
Monthly	\$10,842.39			\$12,760.05	\$13,471.18	
Annual	\$130,108.64			\$153,120.61	\$161,654.12	

93-39122 12

Hourly	\$52.47			\$61.75	\$65.19	
Biweekly	\$4,197.60			\$4,940.00	\$5,215.20	
Monthly	\$9,129.78			\$10,744.50	\$11,343.06	
Annual	\$109,557.36			\$128,934.00	\$136,116.72	
Hourly	\$53.78			\$63.29	\$66.82	Plus 2.5% of base pay for DDR
Biweekly	\$4,302.54			\$5,063.50	\$5,345.58	
Monthly	\$9,358.02			\$11,013.11	\$11,626.64	
Annual	\$112,296.29			\$132,157.35	\$139,519.64	
Hourly	\$55.13			\$64.88	\$68.49	Additional 2.5% of above rate
Biweekly	\$4,410.10			\$5,190.09	\$5,479.22	
Monthly	\$9,591.98			\$11,288.44	\$11,917.30	
Annual	\$115,103.70			\$135,461.28	\$143,007.63	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

Step-01 Step-02 Step-03 Step-04 Step-05

Water Treatment Supervisor

5887

93-58107 12

Hourly	\$66.38		\$78.12	\$82.48
Biweekly	\$5,310.40		\$6,249.60	\$6,598.40
Monthly	\$11,550.12		\$13,592.88	\$14,351.52
Annual	\$138,601.44		\$163,114.56	\$172,218.24

Hourly	\$68.04		\$80.07	\$84.54
Biweekly	\$5,443.16		\$6,405.84	\$6,763.36
Monthly	\$11,838.87		\$13,932.70	\$14,710.31
Annual	\$142,066.48		\$167,192.42	\$176,523.70

Plus 2.5% of base pay for DDR

Hourly	\$69.74		\$82.07	\$86.66
Biweekly	\$5,579.24		\$6,565.99	\$6,932.44
Monthly	\$12,134.84		\$14,281.02	\$15,078.07
Annual	\$145,618.14		\$171,372.23	\$180,936.79

Additional 2.5% of above rate

93-58115 12

Hourly	\$59.85		\$70.43	\$74.36
Biweekly	\$4,788.00		\$5,634.40	\$5,948.80
Monthly	\$10,413.90		\$12,254.82	\$12,938.64
Annual	\$124,966.80		\$147,057.84	\$155,263.68

Hourly	\$61.35		\$72.19	\$76.22
Biweekly	\$4,907.70		\$5,775.26	\$6,097.52
Monthly	\$10,674.25		\$12,561.19	\$13,262.11
Annual	\$128,090.97		\$150,734.29	\$159,145.27

Plus 2.5% of base pay for DDR

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$62.88			\$74.00	\$78.12	Additional 2.5% of above rate
Biweekly	\$5,030.39			\$5,919.64	\$6,249.96	
Monthly	\$10,941.10			\$12,875.22	\$13,593.66	
Annual	\$131,293.24			\$154,502.64	\$163,123.90	

Water Utility Supervisor

3976

93-39129 12

Hourly	\$54.28			\$63.88	\$67.44	
Biweekly	\$4,342.40			\$5,110.40	\$5,395.20	
Monthly	\$9,444.72			\$11,115.12	\$11,734.56	
Annual	\$113,336.64			\$133,381.44	\$140,814.72	
Hourly	\$55.64			\$65.48	\$69.13	Plus 2.5% of base pay for DDR
Biweekly	\$4,450.96			\$5,238.16	\$5,530.08	
Monthly	\$9,680.84			\$11,393.00	\$12,027.92	
Annual	\$116,170.06			\$136,715.98	\$144,335.09	
Hourly	\$57.03			\$67.11	\$70.85	Additional 2.5% of above rate
Biweekly	\$4,562.23			\$5,369.11	\$5,668.33	
Monthly	\$9,922.86			\$11,677.82	\$12,328.62	
Annual	\$119,074.31			\$140,133.88	\$147,943.47	

93-39131 12

Hourly	\$54.28			\$63.88	\$67.44
Biweekly	\$4,342.40			\$5,110.40	\$5,395.20
Monthly	\$9,444.72			\$11,115.12	\$11,734.56
Annual	\$113,336.64			\$133,381.44	\$140,814.72

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$55.64			\$65.48	\$69.13	Plus 2.5% of base pay for DDR
Biweekly	\$4,450.96			\$5,238.16	\$5,530.08	
Monthly	\$9,680.84			\$11,393.00	\$12,027.92	
Annual	\$116,170.06			\$136,715.98	\$144,335.09	
Hourly	\$57.03			\$67.11	\$70.85	Additional 2.5% of above rate
Biweekly	\$4,562.23			\$5,369.11	\$5,668.33	
Monthly	\$9,922.86			\$11,677.82	\$12,328.62	
Annual	\$119,074.31			\$140,133.88	\$147,943.47	
93-39133 <u>12</u>						
Hourly	\$59.31			\$69.80	\$73.69	
Biweekly	\$4,744.80			\$5,584.00	\$5,895.20	
Monthly	\$10,319.94			\$12,145.20	\$12,822.06	
Annual	\$123,839.28			\$145,742.40	\$153,864.72	
Hourly	\$60.79			\$71.55	\$75.53	Plus 2.5% of base pay for DDR
Biweekly	\$4,863.42			\$5,723.60	\$6,042.58	
Monthly	\$10,577.94			\$12,448.83	\$13,142.61	
Annual	\$126,935.26			\$149,385.96	\$157,711.34	
Hourly	\$62.31			\$73.33	\$77.42	Additional 2.5% of above rate
Biweekly	\$4,985.01			\$5,866.69	\$6,193.64	
Monthly	\$10,842.39			\$12,760.05	\$13,471.18	
Annual	\$130,108.64			\$153,120.61	\$161,654.12	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

Step-01 Step-02 Step-03 Step-04 Step-05

Waterworks Mechanic Supervisor

3987

93-39103 12

Hourly	\$61.43		\$72.30	\$76.33
Biweekly	\$4,914.40		\$5,784.00	\$6,106.40
Monthly	\$10,688.82		\$12,580.20	\$13,281.42
Annual	\$128,265.84		\$150,962.40	\$159,377.04

Hourly	\$62.97		\$74.11	\$78.24
Biweekly	\$5,037.26		\$5,928.60	\$6,259.06
Monthly	\$10,956.04		\$12,894.71	\$13,613.46
Annual	\$131,472.49		\$154,736.46	\$163,361.47

Plus 2.5% of base pay for DDR

Hourly	\$64.54		\$75.96	\$80.19
Biweekly	\$5,163.19		\$6,076.82	\$6,415.54
Monthly	\$11,229.94		\$13,217.07	\$13,953.79
Annual	\$134,759.30		\$158,604.87	\$167,445.50

Additional 2.5% of above rate

93-39104 12

Hourly	\$66.48		\$78.23	\$82.59
Biweekly	\$5,318.40		\$6,258.40	\$6,607.20
Monthly	\$11,567.52		\$13,612.02	\$14,370.66
Annual	\$138,810.24		\$163,344.24	\$172,447.92

Hourly	\$68.14		\$80.19	\$84.65
Biweekly	\$5,451.36		\$6,414.86	\$6,772.38
Monthly	\$11,856.71		\$13,952.32	\$14,729.93
Annual	\$142,280.50		\$167,427.85	\$176,759.12

Plus 2.5% of base pay for DDR

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$69.85			\$82.19	\$86.77	Additional 2.5% of above rate
Biweekly	\$5,587.64			\$6,575.23	\$6,941.69	
Monthly	\$12,153.13			\$14,301.13	\$15,098.17	
Annual	\$145,837.51			\$171,613.54	\$181,178.10	

Welder Supervisor

3798

93-37115 3,12

Hourly	\$57.55			\$67.73	\$71.51	
Biweekly	\$4,604.00			\$5,418.40	\$5,720.80	
Monthly	\$10,013.70			\$11,785.02	\$12,442.74	
Annual	\$120,164.40			\$141,420.24	\$149,312.88	
Hourly	\$58.99			\$69.42	\$73.30	Plus 2.5% of base pay for DDR
Biweekly	\$4,719.10			\$5,553.86	\$5,863.82	
Monthly	\$10,264.04			\$12,079.65	\$12,753.81	
Annual	\$123,168.51			\$144,955.75	\$153,045.70	
Hourly	\$60.46			\$71.16	\$75.13	Additional 2.5% of above rate
Biweekly	\$4,837.08			\$5,692.71	\$6,010.42	
Monthly	\$10,520.64			\$12,381.64	\$13,072.65	
Annual	\$126,247.72			\$148,579.64	\$156,871.84	

93-37123 3,12

Hourly	\$57.55			\$67.73	\$71.51
Biweekly	\$4,604.00			\$5,418.40	\$5,720.80
Monthly	\$10,013.70			\$11,785.02	\$12,442.74
Annual	\$120,164.40			\$141,420.24	\$149,312.88

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
Hourly	\$58.99			\$69.42	\$73.30	Plus 2.5% of base pay for DDR
Biweekly	\$4,719.10			\$5,553.86	\$5,863.82	
Monthly	\$10,264.04			\$12,079.65	\$12,753.81	
Annual	\$123,168.51			\$144,955.75	\$153,045.70	
Hourly	\$60.46			\$71.16	\$75.13	Additional 2.5% of above rate
Biweekly	\$4,837.08			\$5,692.71	\$6,010.42	
Monthly	\$10,520.64			\$12,381.64	\$13,072.65	
Annual	\$126,247.72			\$148,579.64	\$156,871.84	

Wtr Utlty Opr Supv
5857

93-58129 12

Hourly	\$48.46			\$57.02	\$60.20	
Biweekly	\$3,876.80			\$4,561.60	\$4,816.00	
Monthly	\$8,432.04			\$9,921.48	\$10,474.80	
Annual	\$101,184.48			\$119,057.76	\$125,697.60	
Hourly	\$49.67			\$58.45	\$61.71	Plus 2.5% of base pay for DDR
Biweekly	\$3,973.72			\$4,675.64	\$4,936.40	
Monthly	\$8,642.84			\$10,169.52	\$10,736.67	
Annual	\$103,714.09			\$122,034.20	\$128,840.04	
Hourly	\$50.91			\$59.91	\$63.25	Additional 2.5% of above rate
Biweekly	\$4,073.06			\$4,792.53	\$5,059.81	
Monthly	\$8,858.91			\$10,423.75	\$11,005.09	
Annual	\$106,306.94			\$125,085.06	\$132,061.04	

COST OF LIVING ADJUSTMENT
Effective Date: 10/1/2025 Increase Amount: 2.8%
B - Supervisory Blue Collar Unit

	<u>Step-01</u>	<u>Step-02</u>	<u>Step-03</u>	<u>Step-04</u>	<u>Step-05</u>	
93-58130 <u>12</u>						
Hourly	\$54.28			\$63.88	\$67.44	
Biweekly	\$4,342.40			\$5,110.40	\$5,395.20	
Monthly	\$9,444.72			\$11,115.12	\$11,734.56	
Annual	\$113,336.64			\$133,381.44	\$140,814.72	
Hourly	\$55.64			\$65.48	\$69.13	Plus 2.5% of base pay for DDR
Biweekly	\$4,450.96			\$5,238.16	\$5,530.08	
Monthly	\$9,680.84			\$11,393.00	\$12,027.92	
Annual	\$116,170.06			\$136,715.98	\$144,335.09	
Hourly	\$57.03			\$67.11	\$70.85	Additional 2.5% of above rate
Biweekly	\$4,562.23			\$5,369.11	\$5,668.33	
Monthly	\$9,922.86			\$11,677.82	\$12,328.62	
Annual	\$119,074.31			\$140,133.88	\$147,943.47	
93-58131 <u>12</u>						
Hourly	\$62.42			\$73.45	\$77.55	
Biweekly	\$4,993.60			\$5,876.00	\$6,204.00	
Monthly	\$10,861.08			\$12,780.30	\$13,493.70	
Annual	\$130,332.96			\$153,363.60	\$161,924.40	
Hourly	\$63.98			\$75.29	\$79.49	Plus 2.5% of base pay for DDR
Biweekly	\$5,118.44			\$6,022.90	\$6,359.10	
Monthly	\$11,132.61			\$13,099.81	\$13,831.04	
Annual	\$133,591.28			\$157,197.69	\$165,972.51	
Hourly	\$65.58			\$77.17	\$81.48	Additional 2.5% of above rate
Biweekly	\$5,246.40			\$6,173.47	\$6,518.08	
Monthly	\$11,410.92			\$13,427.30	\$14,176.82	
Annual	\$136,931.07			\$161,127.63	\$170,121.82	