

AFSCME 35 WAGE SCHEDULES

Grade 9	1 Year Each	FY26 (2%)	FY27 (2%)	FY28 (2%)
	Step 1	\$ 20.03	\$ 20.43	\$ 20.84
After 1 year	Step 2	\$ 20.81	\$ 21.23	\$ 21.65
After 2 years	Step 3	\$ 21.60	\$ 22.03	\$ 22.47
After 3 years	Step 4	\$ 22.41	\$ 22.86	\$ 23.32
After 4 years	Step 5	\$ 23.22	\$ 23.68	\$ 24.15
After 5 years	Step 6	\$ 23.99	\$ 24.47	\$ 24.96
After 6 years	Step 7	\$ 24.82	\$ 25.32	\$ 25.83
After 7 years	Step 8	\$ 25.61	\$ 26.12	\$ 26.64
After 8 years	Step 9	\$ 26.42	\$ 26.95	\$ 27.49
After 9 years	Step 10	\$ 26.66	\$ 27.19	\$ 27.73
After 10 years	Step 10	\$ 26.66	\$ 27.19	\$ 27.73
After 11 years	Step 10	\$ 26.66	\$ 27.19	\$ 27.73
After 12 years	Step 10	\$ 26.66	\$ 27.19	\$ 27.73
After 13 years	Step 10	\$ 26.66	\$ 27.19	\$ 27.73
After 14 years	Step 10	\$ 26.66	\$ 27.19	\$ 27.73
After 15 years	Step 11	\$ 27.61	\$ 28.16	\$ 28.72
After 16 years	Step 11	\$ 27.61	\$ 28.16	\$ 28.72
After 17 years	Step 11	\$ 27.61	\$ 28.16	\$ 28.72
After 18 years	Step 11	\$ 27.61	\$ 28.16	\$ 28.72
After 19 years	Step 11	\$ 27.61	\$ 28.16	\$ 28.72
After 20 years	Step 12	\$ 28.59	\$ 29.16	\$ 29.74
After 21 years	Step 12	\$ 28.59	\$ 29.16	\$ 29.74
After 22 years	Step 12	\$ 28.59	\$ 29.16	\$ 29.74
After 23 years	Step 12	\$ 28.59	\$ 29.16	\$ 29.74
After 24 years	Step 12	\$ 28.59	\$ 29.16	\$ 29.74
After 25 years	Step 13	\$ 29.65	\$ 30.24	\$ 30.84
After 26 years	Step 13	\$ 29.65	\$ 30.24	\$ 30.84
After 27 years	Step 13	\$ 29.65	\$ 30.24	\$ 30.84
After 28 years	Step 13	\$ 29.65	\$ 30.24	\$ 30.84
After 29 years	Step 14	\$ 30.54	\$ 31.15	\$ 31.77

Grade 10	1 Year Each	FY26 (2%)	FY27 (2%)	FY28 (2%)
	Step 1	\$ 20.92	\$ 21.34	\$ 21.77
After 1 year	Step 2	\$ 21.73	\$ 22.16	\$ 22.60
After 2 years	Step 3	\$ 22.53	\$ 22.98	\$ 23.44
After 3 years	Step 4	\$ 23.33	\$ 23.80	\$ 24.28
After 4 years	Step 5	\$ 24.12	\$ 24.60	\$ 25.09
After 5 years	Step 6	\$ 24.93	\$ 25.43	\$ 25.94
After 6 years	Step 7	\$ 25.76	\$ 26.28	\$ 26.81
After 7 years	Step 8	\$ 26.53	\$ 27.06	\$ 27.60
After 8 years	Step 9	\$ 27.36	\$ 27.91	\$ 28.47
After 9 years	Step 10	\$ 27.61	\$ 28.16	\$ 28.72
After 10 years	Step 10	\$ 27.61	\$ 28.16	\$ 28.72
After 11 years	Step 10	\$ 27.61	\$ 28.16	\$ 28.72
After 12 years	Step 10	\$ 27.61	\$ 28.16	\$ 28.72
After 13 years	Step 10	\$ 27.61	\$ 28.16	\$ 28.72
After 14 years	Step 10	\$ 27.61	\$ 28.16	\$ 28.72
After 15 years	Step 11	\$ 28.54	\$ 29.11	\$ 29.69
After 16 years	Step 11	\$ 28.54	\$ 29.11	\$ 29.69
After 17 years	Step 11	\$ 28.54	\$ 29.11	\$ 29.69
After 18 years	Step 11	\$ 28.54	\$ 29.11	\$ 29.69
After 19 years	Step 11	\$ 28.54	\$ 29.11	\$ 29.69
After 20 years	Step 12	\$ 29.55	\$ 30.14	\$ 30.74
After 21 years	Step 12	\$ 29.55	\$ 30.14	\$ 30.74
After 22 years	Step 12	\$ 29.55	\$ 30.14	\$ 30.74
After 23 years	Step 12	\$ 29.55	\$ 30.14	\$ 30.74
After 24 years	Step 12	\$ 29.55	\$ 30.14	\$ 30.74
After 25 years	Step 13	\$ 30.60	\$ 31.21	\$ 31.83
After 26 years	Step 13	\$ 30.60	\$ 31.21	\$ 31.83
After 27 years	Step 13	\$ 30.60	\$ 31.21	\$ 31.83
After 28 years	Step 13	\$ 30.60	\$ 31.21	\$ 31.83
After 29 years	Step 14	\$ 31.52	\$ 32.15	\$ 32.79

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Grade 11	1 Year Each	FY26 (2%)	FY27 (2%)	FY28 (2%)
	Step 1	\$ 21.62	\$ 22.05	\$ 22.49
After 1 year	Step 2	\$ 22.43	\$ 22.88	\$ 23.34
After 2 years	Step 3	\$ 23.24	\$ 23.70	\$ 24.17
After 3 years	Step 4	\$ 24.03	\$ 24.51	\$ 25.00
After 4 years	Step 5	\$ 24.84	\$ 25.34	\$ 25.85
After 5 years	Step 6	\$ 25.63	\$ 26.14	\$ 26.66
After 6 years	Step 7	\$ 26.44	\$ 26.97	\$ 27.51
After 7 years	Step 8	\$ 27.21	\$ 27.75	\$ 28.31
After 8 years	Step 9	\$ 28.05	\$ 28.61	\$ 29.18
After 9 years	Step 10	\$ 28.32	\$ 28.89	\$ 29.47
After 10 years	Step 10	\$ 28.32	\$ 28.89	\$ 29.47
After 11 years	Step 10	\$ 28.32	\$ 28.89	\$ 29.47
After 12 years	Step 10	\$ 28.32	\$ 28.89	\$ 29.47
After 13 years	Step 10	\$ 28.32	\$ 28.89	\$ 29.47
After 14 years	Step 10	\$ 28.32	\$ 28.89	\$ 29.47
After 15 years	Step 11	\$ 29.31	\$ 29.90	\$ 30.50
After 16 years	Step 11	\$ 29.31	\$ 29.90	\$ 30.50
After 17 years	Step 11	\$ 29.31	\$ 29.90	\$ 30.50
After 18 years	Step 11	\$ 29.31	\$ 29.90	\$ 30.50
After 19 years	Step 11	\$ 29.31	\$ 29.90	\$ 30.50
After 20 years	Step 12	\$ 30.35	\$ 30.96	\$ 31.58
After 21 years	Step 12	\$ 30.35	\$ 30.96	\$ 31.58
After 22 years	Step 12	\$ 30.35	\$ 30.96	\$ 31.58
After 23 years	Step 12	\$ 30.35	\$ 30.96	\$ 31.58
After 24 years	Step 12	\$ 30.35	\$ 30.96	\$ 31.58
After 25 years	Step 13	\$ 31.48	\$ 32.11	\$ 32.75
After 26 years	Step 13	\$ 31.48	\$ 32.11	\$ 32.75
After 27 years	Step 13	\$ 31.48	\$ 32.11	\$ 32.75
After 28 years	Step 13	\$ 31.48	\$ 32.11	\$ 32.75
After 29 years	Step 14	\$ 32.42	\$ 33.07	\$ 33.73

Grade 12	1 Year Each	FY26 (2%)	FY27 (2%)	FY28 (2%)
	Step 1	\$ 22.27	\$ 22.72	\$ 23.17
After 1 year	Step 2	\$ 23.10	\$ 23.56	\$ 24.03
After 2 years	Step 3	\$ 23.94	\$ 24.42	\$ 24.91
After 3 years	Step 4	\$ 24.75	\$ 25.25	\$ 25.76
After 4 years	Step 5	\$ 25.59	\$ 26.10	\$ 26.62
After 5 years	Step 6	\$ 26.40	\$ 26.93	\$ 27.47
After 6 years	Step 7	\$ 27.23	\$ 27.77	\$ 28.33
After 7 years	Step 8	\$ 28.03	\$ 28.59	\$ 29.16
After 8 years	Step 9	\$ 28.89	\$ 29.47	\$ 30.06
After 9 years	Step 10	\$ 29.17	\$ 29.75	\$ 30.35
After 10 years	Step 10	\$ 29.17	\$ 29.75	\$ 30.35
After 11 years	Step 10	\$ 29.17	\$ 29.75	\$ 30.35
After 12 years	Step 10	\$ 29.17	\$ 29.75	\$ 30.35
After 13 years	Step 10	\$ 29.17	\$ 29.75	\$ 30.35
After 14 years	Step 10	\$ 29.17	\$ 29.75	\$ 30.35
After 15 years	Step 11	\$ 30.19	\$ 30.79	\$ 31.41
After 16 years	Step 11	\$ 30.19	\$ 30.79	\$ 31.41
After 17 years	Step 11	\$ 30.19	\$ 30.79	\$ 31.41
After 18 years	Step 11	\$ 30.19	\$ 30.79	\$ 31.41
After 19 years	Step 11	\$ 30.19	\$ 30.79	\$ 31.41
After 20 years	Step 12	\$ 31.26	\$ 31.89	\$ 32.53
After 21 years	Step 12	\$ 31.26	\$ 31.89	\$ 32.53
After 22 years	Step 12	\$ 31.26	\$ 31.89	\$ 32.53
After 23 years	Step 12	\$ 31.26	\$ 31.89	\$ 32.53
After 24 years	Step 12	\$ 31.26	\$ 31.89	\$ 32.53
After 25 years	Step 13	\$ 32.42	\$ 33.07	\$ 33.73
After 26 years	Step 13	\$ 32.42	\$ 33.07	\$ 33.73
After 27 years	Step 13	\$ 32.42	\$ 33.07	\$ 33.73
After 28 years	Step 13	\$ 32.42	\$ 33.07	\$ 33.73
After 29 years	Step 14	\$ 33.39	\$ 34.06	\$ 34.74

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Grade 13	1 Year Each	FY26 (2%)	FY27 (2%)	FY28 (2%)
	Step 1	\$ 23.58	\$ 24.05	\$ 24.53
After 1 year	Step 2	\$ 24.37	\$ 24.86	\$ 25.36
After 2 years	Step 3	\$ 25.18	\$ 25.68	\$ 26.19
After 3 years	Step 4	\$ 25.98	\$ 26.50	\$ 27.03
After 4 years	Step 5	\$ 26.81	\$ 27.35	\$ 27.90
After 5 years	Step 6	\$ 27.58	\$ 28.13	\$ 28.69
After 6 years	Step 7	\$ 28.37	\$ 28.94	\$ 29.52
After 7 years	Step 8	\$ 29.18	\$ 29.76	\$ 30.36
After 8 years	Step 9	\$ 29.97	\$ 30.57	\$ 31.18
After 9 years	Step 10	\$ 30.27	\$ 30.88	\$ 31.50
After 10 years	Step 10	\$ 30.27	\$ 30.88	\$ 31.50
After 11 years	Step 10	\$ 30.27	\$ 30.88	\$ 31.50
After 12 years	Step 10	\$ 30.27	\$ 30.88	\$ 31.50
After 13 years	Step 10	\$ 30.27	\$ 30.88	\$ 31.50
After 14 years	Step 10	\$ 30.27	\$ 30.88	\$ 31.50
After 15 years	Step 11	\$ 31.33	\$ 31.96	\$ 32.60
After 16 years	Step 11	\$ 31.33	\$ 31.96	\$ 32.60
After 17 years	Step 11	\$ 31.33	\$ 31.96	\$ 32.60
After 18 years	Step 11	\$ 31.33	\$ 31.96	\$ 32.60
After 19 years	Step 11	\$ 31.33	\$ 31.96	\$ 32.60
After 20 years	Step 12	\$ 32.45	\$ 33.10	\$ 33.76
After 21 years	Step 12	\$ 32.45	\$ 33.10	\$ 33.76
After 22 years	Step 12	\$ 32.45	\$ 33.10	\$ 33.76
After 23 years	Step 12	\$ 32.45	\$ 33.10	\$ 33.76
After 24 years	Step 12	\$ 32.45	\$ 33.10	\$ 33.76
After 25 years	Step 13	\$ 33.63	\$ 34.30	\$ 34.99
After 26 years	Step 13	\$ 33.63	\$ 34.30	\$ 34.99
After 27 years	Step 13	\$ 33.63	\$ 34.30	\$ 34.99
After 28 years	Step 13	\$ 33.63	\$ 34.30	\$ 34.99
After 29 years	Step 14	\$ 34.64	\$ 35.33	\$ 36.04

Grade 14	1 Year Each	FY26 (2%)	FY27 (2%)	FY28 (2%)
	Step 1	\$ 24.63	\$ 25.12	\$ 25.62
After 1 year	Step 2	\$ 25.42	\$ 25.93	\$ 26.45
After 2 years	Step 3	\$ 26.22	\$ 26.74	\$ 27.27
After 3 years	Step 4	\$ 27.03	\$ 27.57	\$ 28.12
After 4 years	Step 5	\$ 27.80	\$ 28.36	\$ 28.93
After 5 years	Step 6	\$ 28.63	\$ 29.20	\$ 29.78
After 6 years	Step 7	\$ 29.42	\$ 30.01	\$ 30.61
After 7 years	Step 8	\$ 30.23	\$ 30.83	\$ 31.45
After 8 years	Step 9	\$ 31.02	\$ 31.64	\$ 32.27
After 9 years	Step 10	\$ 31.33	\$ 31.96	\$ 32.60
After 10 years	Step 10	\$ 31.33	\$ 31.96	\$ 32.60
After 11 years	Step 10	\$ 31.33	\$ 31.96	\$ 32.60
After 12 years	Step 10	\$ 31.33	\$ 31.96	\$ 32.60
After 13 years	Step 10	\$ 31.33	\$ 31.96	\$ 32.60
After 14 years	Step 10	\$ 31.33	\$ 31.96	\$ 32.60
After 15 years	Step 11	\$ 32.40	\$ 33.05	\$ 33.71
After 16 years	Step 11	\$ 32.40	\$ 33.05	\$ 33.71
After 17 years	Step 11	\$ 32.40	\$ 33.05	\$ 33.71
After 18 years	Step 11	\$ 32.40	\$ 33.05	\$ 33.71
After 19 years	Step 11	\$ 32.40	\$ 33.05	\$ 33.71
After 20 years	Step 12	\$ 33.50	\$ 34.17	\$ 34.85
After 21 years	Step 12	\$ 33.50	\$ 34.17	\$ 34.85
After 22 years	Step 12	\$ 33.50	\$ 34.17	\$ 34.85
After 23 years	Step 12	\$ 33.50	\$ 34.17	\$ 34.85
After 24 years	Step 12	\$ 33.50	\$ 34.17	\$ 34.85
After 25 years	Step 13	\$ 34.69	\$ 35.38	\$ 36.09
After 26 years	Step 13	\$ 34.69	\$ 35.38	\$ 36.09
After 27 years	Step 13	\$ 34.69	\$ 35.38	\$ 36.09
After 28 years	Step 13	\$ 34.69	\$ 35.38	\$ 36.09
After 29 years	Step 14	\$ 35.73	\$ 36.44	\$ 37.17