| ANNUAL INCREASES | |
|---|---|
| Year (1) | **2025-26** **2.00%** |
| Year (2) | **2026-27** **1.00%** |
| Year (3) | **2027-28** **2.75%** |
| Year (4) | **2028-29** **3.00%** |
| Year (5) | **2028-30** **3.00%** |

**SALARY SCHEDULES - SCHEDULE B**
**Village of Mamaroneck**
**CSEA Represented Employees Salary Schedules YR 1 2025-26 - Yr2-5 2026-2030**

| TITLE | CONTRACT YEAR | | STEPS | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | **2024** | **2025** | | 2.68% | 3.10% | 2.92% | 2.84% | 2.82% | 2.81% | 2.61% |
| Contract 2020 Base Beginning Salary | | | **69,530** | | | | | | | |
| **Accountant** | | | | | | | | | | |
| | **2025** | **2026** | 70,921 | 72,823 | 75,079 | 77,271 | 79,468 | 81,713 | 84,009 | 86,203 |
| | **2026** | **2027** | 71,630 | 73,551 | 75,830 | 78,044 | 80,263 | 82,530 | 84,849 | 87,065 |
| | **2027** | **2028** | 73,600 | 75,574 | 77,915 | 80,190 | 82,470 | 84,800 | 87,182 | 89,460 |
| | **2028** | **2029** | 75,808 | 77,841 | 80,252 | 82,596 | 84,944 | 87,344 | 89,798 | 92,143 |
| | **2029** | **2030** | 78,082 | 80,176 | 82,660 | 85,074 | 87,493 | 89,964 | 92,492 | 94,908 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | **2024** | **2025** | | 2.82% | 2.79% | 2.71% | 2.66% | 1.54% | 2.50% | 2.50% |
| Contract 2020 Base Beginning Salary | | | **65,719** | | | | | | | |
| **Auto Mechanic** | | | | | | | | | | |
| | **2025** | **2026** | 67,034 | 68,921 | 70,842 | 72,759 | 74,694 | 75,844 | 77,740 | 79,684 |
| | **2026** | **2027** | 67,704 | 69,610 | 71,550 | 73,486 | 75,441 | 76,603 | 78,518 | 80,481 |
| | **2027** | **2028** | 69,566 | 71,524 | 73,518 | 75,507 | 77,516 | 78,709 | 80,677 | 82,694 |
| | **2028** | **2029** | 71,653 | 73,670 | 75,723 | 77,772 | 79,841 | 81,071 | 83,097 | 85,175 |
| | **2029** | **2030** | 73,802 | 75,880 | 77,995 | 80,105 | 82,236 | 83,503 | 85,590 | 87,730 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | **2024** | **2025** | | 2.68% | 3.10% | 2.92% | 2.84% | 2.82% | 2.81% | 2.61% |
| Contract 2020 Base Beginning Salary | | | **63,736** | | | | | | | |
| **Bookkeeper** | | | | | | | | | | |
| | **2025** | **2026** | 65,011 | 66,755 | 68,824 | 70,836 | 72,849 | 74,905 | 77,009 | 79,020 |
| | **2026** | **2027** | 65,661 | 67,422 | 69,512 | 71,544 | 73,577 | 75,654 | 77,780 | 79,810 |
| | **2027** | **2028** | 67,467 | 69,276 | 71,424 | 73,512 | 75,601 | 77,735 | 79,919 | 82,005 |
| | **2028** | **2029** | 69,491 | 71,355 | 73,566 | 75,717 | 77,869 | 80,067 | 82,316 | 84,465 |
| | **2029** | **2030** | 71,576 | 73,495 | 75,773 | 77,989 | 80,205 | 82,469 | 84,786 | 86,999 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | **2024** | **2025** | | 2.41% | 2.37% | 2.38% | 2.33% | 4.04% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | **61,657** | | | | | | | |
| **Caretaker** | | | | | | | | | | |
| | **2025** | **2026** | 62,890 | 64,409 | 65,934 | 67,505 | 69,081 | 71,872 | 73,310 | 74,776 |
| | **2026** | **2027** | 63,519 | 65,053 | 66,593 | 68,180 | 69,772 | 72,591 | 74,043 | 75,524 |
| | **2027** | **2028** | 65,266 | 66,842 | 68,424 | 70,055 | 71,691 | 74,587 | 76,079 | 77,601 |
| | **2028** | **2029** | 67,224 | 68,847 | 70,477 | 72,157 | 73,842 | 76,825 | 78,361 | 79,929 |
| | **2029** | **2030** | 69,240 | 70,912 | 72,591 | 74,322 | 76,057 | 79,130 | 80,712 | 82,326 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | **2024** | **2025** | | 3.02% | 3.00% | 3.11% | 3.19% | 3.30% | 3.57% | 3.54% |
| Contract 2020 Base Beginning Salary | | | **44,222** | | | | | | | |
| **Community Outreach Worker** | | | | | | | | | | |
| | **2025** | **2026** | 45,106 | 46,467 | 47,862 | 49,350 | 50,926 | 52,606 | 54,483 | 56,410 |
| | **2026** | **2027** | 45,558 | 46,932 | 48,341 | 49,843 | 51,435 | 53,132 | 55,028 | 56,974 |
| | **2027** | **2028** | 46,810 | 48,223 | 49,670 | 51,214 | 52,849 | 54,593 | 56,542 | 58,541 |
| | **2028** | **2029** | 48,215 | 49,669 | 51,160 | 52,750 | 54,435 | 56,231 | 58,238 | 60,297 |
| | **2029** | **2030** | 49,661 | 51,159 | 52,695 | 54,333 | 56,068 | 57,918 | 59,985 | 62,106 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | **2024** | **2025** | | 2.81% | 3.03% | 2.94% | 2.86% | 2.78% | 2.70% | 2.62% |
| Contract 2020 Base Beginning Salary | | | **65,303** | | | | | | | |
| **Co-ord of Computer Services** | | | | | | | | | | |
| | **2025** | **2026** | 66,609 | 68,478 | 70,556 | 72,630 | 74,710 | 76,785 | 78,858 | 80,925 |
| | **2026** | **2027** | 67,275 | 69,162 | 71,261 | 73,356 | 75,457 | 77,552 | 79,646 | 81,734 |
| | **2027** | **2028** | 69,125 | 71,064 | 73,221 | 75,373 | 77,532 | 79,685 | 81,836 | 83,982 |
| | **2028** | **2029** | 71,199 | 73,196 | 75,417 | 77,634 | 79,858 | 82,076 | 84,292 | 86,501 |
| | **2029** | **2030** | 73,335 | 75,392 | 77,680 | 79,963 | 82,253 | 84,538 | 86,820 | 89,096 |

| TITLE | CONTRACT YEAR | | STEPS | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | 2024 | 2025 | | 2.82% | 2.79% | 2.71% | 2.66% | 1.54% | 2.50% | 2.50% |
| Contract 2020 Base Beginning Salary | | | 65,720 | | | | | | | |
| **Heavy Motor Equip. Oper.** | | | | | | | | | | |
| | 2025 | 2026 | 67,035 | 68,922 | 70,842 | 72,759 | 74,693 | 75,844 | 77,740 | 79,683 |
| | 2026 | 2027 | 67,705 | 69,611 | 71,551 | 73,486 | 75,440 | 76,602 | 78,517 | 80,480 |
| | 2027 | 2028 | 69,567 | 71,525 | 73,518 | 75,507 | 77,515 | 78,709 | 80,676 | 82,693 |
| | 2028 | 2029 | 71,654 | 73,671 | 75,724 | 77,772 | 79,840 | 81,070 | 83,097 | 85,174 |
| | 2029 | 2030 | 73,803 | 75,881 | 77,996 | 80,106 | 82,236 | 83,502 | 85,590 | 87,729 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | 2024 | 2025 | | 2.75% | 2.67% | 2.66% | 2.71% | 3.21% | 3.62% | 2.54% |
| Contract 2020 Base Beginning Salary | | | 57,610 | | | | | | | |
| **Intermediate Acct. Clk.** | | | | | | | | | | |
| | 2025 | 2026 | 58,762 | 60,377 | 61,987 | 63,636 | 65,358 | 67,459 | 69,902 | 71,675 |
| | 2026 | 2027 | 59,350 | 60,981 | 62,606 | 64,273 | 66,012 | 68,133 | 70,601 | 72,391 |
| | 2027 | 2028 | 60,982 | 62,658 | 64,328 | 66,040 | 67,827 | 70,007 | 72,542 | 74,382 |
| | 2028 | 2029 | 62,811 | 64,537 | 66,258 | 68,021 | 69,862 | 72,107 | 74,719 | 76,613 |
| | 2029 | 2030 | 64,696 | 66,473 | 68,246 | 70,062 | 71,958 | 74,270 | 76,960 | 78,912 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | 2024 | 2025 | | 2.75% | 2.67% | 2.66% | 2.71% | 3.21% | 3.62% | 2.54% |
| Contract 2020 Base Beginning Salary | | | 57,610 | | | | | | | |
| **Intermediate Acct. Clk. Typist** | | | | | | | | | | |
| | 2025 | 2026 | 58,762 | 60,377 | 61,987 | 63,636 | 65,358 | 67,459 | 69,902 | 71,675 |
| | 2026 | 2027 | 59,350 | 60,981 | 62,606 | 64,273 | 66,012 | 68,133 | 70,601 | 72,391 |
| | 2027 | 2028 | 60,982 | 62,658 | 64,328 | 66,040 | 67,827 | 70,007 | 72,542 | 74,382 |
| | 2028 | 2029 | 62,811 | 64,537 | 66,258 | 68,021 | 69,862 | 72,107 | 74,719 | 76,613 |
| | 2029 | 2030 | 64,696 | 66,473 | 68,246 | 70,062 | 71,958 | 74,270 | 76,960 | 78,912 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | 2024 | 2025 | | 2.37% | 2.32% | 2.27% | 2.22% | 2.18% | 2.11% | 3.28% |
| Contract 2020 Base Beginning Salary | | | 54,587 | | | | | | | |
| **Intermediate Clerk** | | | | | | | | | | |
| | 2025 | 2026 | 55,679 | 57,000 | 58,324 | 59,649 | 60,971 | 62,300 | 63,616 | 65,702 |
| | 2026 | 2027 | 56,235 | 57,570 | 58,907 | 60,246 | 61,581 | 62,923 | 64,252 | 66,359 |
| | 2027 | 2028 | 57,782 | 59,153 | 60,527 | 61,903 | 63,275 | 64,653 | 66,019 | 68,184 |
| | 2028 | 2029 | 59,515 | 60,927 | 62,343 | 63,760 | 65,173 | 66,593 | 68,000 | 70,229 |
| | 2029 | 2030 | 61,301 | 62,755 | 64,213 | 65,673 | 67,128 | 68,591 | 70,040 | 72,336 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | 2024 | 2025 | | 2.75% | 2.67% | 2.66% | 2.71% | 3.21% | 3.62% | 2.54% |
| Contract 2020 Base Beginning Salary | | | 57,610 | | | | | | | |
| **Intermediate Steno** | | | | | | | | | | |
| | 2025 | 2026 | 58,762 | 60,377 | 61,987 | 63,636 | 65,358 | 67,459 | 69,902 | 71,675 |
| | 2026 | 2027 | 59,350 | 60,981 | 62,606 | 64,273 | 66,012 | 68,133 | 70,601 | 72,391 |
| | 2027 | 2028 | 60,982 | 62,658 | 64,328 | 66,040 | 67,827 | 70,007 | 72,542 | 74,382 |
| | 2028 | 2029 | 62,811 | 64,537 | 66,258 | 68,021 | 69,862 | 72,107 | 74,719 | 76,613 |
| | 2029 | 2030 | 64,696 | 66,473 | 68,246 | 70,062 | 71,958 | 74,270 | 76,960 | 78,912 |
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | 2024 | 2025 | | 2.37% | 2.32% | 2.27% | 2.22% | 2.18% | 2.11% | 3.28% |
| Contract 2020 Base Beginning Salary | | | 54,587 | | | | | | | |
| **Intermediate Typist** | | | | | | | | | | |
| | 2025 | 2026 | 55,679 | 57,000 | 58,324 | 59,649 | 60,971 | 62,300 | 63,616 | 65,702 |
| | 2026 | 2027 | 56,235 | 57,570 | 58,907 | 60,246 | 61,581 | 62,923 | 64,252 | 66,359 |
| | 2027 | 2028 | 57,782 | 59,153 | 60,527 | 61,903 | 63,275 | 64,653 | 66,019 | 68,184 |
| | 2028 | 2029 | 59,515 | 60,927 | 62,343 | 63,760 | 65,173 | 66,593 | 68,000 | 70,229 |
| | 2029 | 2030 | 61,301 | 62,755 | 64,213 | 65,673 | 67,128 | 68,591 | 70,040 | 72,336 |

| TITLE | CONTRACT YEAR | | STEPS | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | 2024 | 2025 | | 8.33% | 7.69% | 13.64% | 2.86% | 2.77% | 2.70% | 2.64% |
| Contract 2020 Base Beginning Salary | | | 40,499 | | | | | | | |
| **Laborer** | | | | | | | | | | |
| | 2025 | 2026 | 41,309 | 44,749 | 48,191 | 54,766 | 56,333 | 57,896 | 59,459 | 61,026 |
| | 2026 | 2027 | 41,722 | 45,197 | 48,673 | 55,314 | 56,896 | 58,475 | 60,054 | 61,636 |
| | 2027 | 2028 | 42,869 | 46,440 | 50,012 | 56,835 | 58,461 | 60,083 | 61,705 | 63,331 |
| | 2028 | 2029 | 44,155 | 47,833 | 51,512 | 58,540 | 60,215 | 61,886 | 63,556 | 65,231 |
| | 2029 | 2030 | 45,480 | 49,268 | 53,057 | 60,296 | 62,021 | 63,742 | 65,463 | 67,188 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.67% | 3.44% | 3.10% | 2.97% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 71,577 | | | | | | | |
| **Lead Maint Mechanic (Automotive)** | | | | | | | | | | |
| | 2025 | 2026 | 73,008 | 74,960 | 77,537 | 79,943 | 82,320 | 83,966 | 85,646 | 87,359 |
| | 2026 | 2027 | 73,738 | 75,709 | 78,313 | 80,742 | 83,143 | 84,806 | 86,502 | 88,232 |
| | 2027 | 2028 | 75,766 | 77,792 | 80,466 | 82,963 | 85,430 | 87,138 | 88,881 | 90,659 |
| | 2028 | 2029 | 78,039 | 80,125 | 82,880 | 85,452 | 87,993 | 89,752 | 91,547 | 93,378 |
| | 2029 | 2030 | 80,380 | 82,529 | 85,367 | 88,015 | 90,632 | 92,445 | 94,294 | 96,180 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.67% | 3.44% | 3.10% | 2.97% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 71,577 | | | | | | | |
| **Lead Maint Mechanic (Painter)** | | | | | | | | | | |
| | 2025 | 2026 | 73,008 | 74,960 | 77,537 | 79,943 | 82,320 | 83,966 | 85,646 | 87,359 |
| | 2026 | 2027 | 73,738 | 75,709 | 78,313 | 80,742 | 83,143 | 84,806 | 86,502 | 88,232 |
| | 2027 | 2028 | 75,766 | 77,792 | 80,466 | 82,963 | 85,430 | 87,138 | 88,881 | 90,659 |
| | 2028 | 2029 | 78,039 | 80,125 | 82,880 | 85,452 | 87,993 | 89,752 | 91,547 | 93,378 |
| | 2029 | 2030 | 80,380 | 82,529 | 85,367 | 88,015 | 90,632 | 92,445 | 94,294 | 96,180 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.67% | 3.44% | 3.10% | 2.97% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 71,577 | | | | | | | |
| **Lead Maint Mechanic (Sanitation)** | | | | | | | | | | |
| | 2025 | 2026 | 73,008 | 74,960 | 77,537 | 79,943 | 82,320 | 83,966 | 85,646 | 87,359 |
| | 2026 | 2027 | 73,738 | 75,709 | 78,313 | 80,742 | 83,143 | 84,806 | 86,502 | 88,232 |
| | 2027 | 2028 | 75,766 | 77,792 | 80,466 | 82,963 | 85,430 | 87,138 | 88,881 | 90,659 |
| | 2028 | 2029 | 78,039 | 80,125 | 82,880 | 85,452 | 87,993 | 89,752 | 91,547 | 93,378 |
| | 2029 | 2030 | 80,380 | 82,529 | 85,367 | 88,015 | 90,632 | 92,445 | 94,294 | 96,180 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 3.06% | 2.95% | 2.89% | 2.79% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 69,089 | | | | | | | |
| **Maintenance Worker Carpenter** | | | | | | | | | | |
| | 2025 | 2026 | 70,471 | 72,624 | 74,767 | 76,926 | 79,075 | 80,656 | 82,269 | 83,915 |
| | 2026 | 2027 | 71,176 | 73,350 | 75,514 | 77,696 | 79,865 | 81,463 | 83,092 | 84,754 |
| | 2027 | 2028 | 73,133 | 75,367 | 77,591 | 79,832 | 82,062 | 83,703 | 85,377 | 87,084 |
| | 2028 | 2029 | 75,327 | 77,628 | 79,919 | 82,227 | 84,523 | 86,214 | 87,938 | 89,697 |
| | 2029 | 2030 | 77,587 | 79,957 | 82,316 | 84,694 | 87,059 | 88,800 | 90,576 | 92,388 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.67% | 3.44% | 3.10% | 2.97% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 71,577 | | | | | | | |
| **Maintenance Mechanic Electrician** | | | | | | | | | | |
| | 2025 | 2026 | 73,008 | 74,960 | 77,537 | 79,943 | 82,320 | 83,966 | 85,646 | 87,359 |
| | 2026 | 2027 | 73,738 | 75,709 | 78,313 | 80,742 | 83,143 | 84,806 | 86,502 | 88,232 |
| | 2027 | 2028 | 75,766 | 77,792 | 80,466 | 82,963 | 85,430 | 87,138 | 88,881 | 90,659 |
| | 2028 | 2029 | 78,039 | 80,125 | 82,880 | 85,452 | 87,993 | 89,752 | 91,547 | 93,378 |
| | 2029 | 2030 | 80,380 | 82,529 | 85,367 | 88,015 | 90,632 | 92,445 | 94,294 | 96,180 |

| TITLE | CONTRACT YEAR | | STEPS | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | 2024 | 2025 | | 2.67% | 3.44% | 3.10% | 2.97% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 71,577 | | | | | | | |
| **Maintenance Mechanic Repairman** | | | | | | | | | | |
| | 2025 | 2026 | 73,008 | 74,960 | 77,537 | 79,943 | 82,320 | 83,966 | 85,646 | 87,359 |
| | 2026 | 2027 | 73,738 | 75,709 | 78,313 | 80,742 | 83,143 | 84,806 | 86,502 | 88,232 |
| | 2027 | 2028 | 75,766 | 77,792 | 80,466 | 82,963 | 85,430 | 87,138 | 88,881 | 90,659 |
| | 2028 | 2029 | 78,039 | 80,125 | 82,880 | 85,452 | 87,993 | 89,752 | 91,547 | 93,378 |
| | 2029 | 2030 | 80,380 | 82,529 | 85,367 | 88,015 | 90,632 | 92,445 | 94,294 | 96,180 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 3.06% | 2.95% | 2.89% | 2.79% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 69,089 | | | | | | | |
| **Maintenance Mech. Stone Mason** | | | | | | | | | | |
| | 2025 | 2026 | 70,471 | 72,624 | 74,767 | 76,926 | 79,075 | 80,656 | 82,269 | 83,915 |
| | 2026 | 2027 | 71,176 | 73,350 | 75,514 | 77,696 | 79,865 | 81,463 | 83,092 | 84,754 |
| | 2027 | 2028 | 73,133 | 75,367 | 77,591 | 79,832 | 82,062 | 83,703 | 85,377 | 87,084 |
| | 2028 | 2029 | 75,327 | 77,628 | 79,919 | 82,227 | 84,523 | 86,214 | 87,938 | 89,697 |
| | 2029 | 2030 | 77,587 | 79,957 | 82,316 | 84,694 | 87,059 | 88,800 | 90,576 | 92,388 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.98% | 2.87% | 2.81% | 2.72% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 61,012 | | | | | | | |
| **Maintenance Worker (Painter)** | | | | | | | | | | |
| | 2025 | 2026 | 62,232 | 64,086 | 65,925 | 67,776 | 69,621 | 71,013 | 72,433 | 73,882 |
| | 2026 | 2027 | 62,855 | 64,727 | 66,584 | 68,454 | 70,317 | 71,723 | 73,158 | 74,621 |
| | 2027 | 2028 | 64,583 | 66,507 | 68,415 | 70,336 | 72,251 | 73,696 | 75,170 | 76,673 |
| | 2028 | 2029 | 66,521 | 68,503 | 70,467 | 72,446 | 74,418 | 75,907 | 77,425 | 78,973 |
| | 2029 | 2030 | 68,516 | 70,558 | 72,581 | 74,620 | 76,651 | 78,184 | 79,747 | 81,342 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.33% | 2.54% | 2.24% | 2.30% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 64,028 | | | | | | | |
| **Motor Equipment Operator** | | | | | | | | | | |
| | 2025 | 2026 | 65,308 | 66,829 | 68,526 | 70,065 | 71,675 | 73,108 | 74,570 | 76,062 |
| | 2026 | 2027 | 65,962 | 67,497 | 69,211 | 70,765 | 72,392 | 73,839 | 75,316 | 76,822 |
| | 2027 | 2028 | 67,775 | 69,353 | 71,115 | 72,711 | 74,382 | 75,870 | 77,387 | 78,935 |
| | 2028 | 2029 | 69,809 | 71,434 | 73,248 | 74,893 | 76,614 | 78,146 | 79,709 | 81,303 |
| | 2029 | 2030 | 71,903 | 73,577 | 75,446 | 77,139 | 78,912 | 80,490 | 82,100 | 83,742 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.57% | 2.67% | 2.48% | 2.47% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 64,875 | | | | | | | |
| **MEO's W/ HMEO Stipend** | | | | | | | | | | |
| | 2025 | 2026 | 66,172 | 67,875 | 69,685 | 71,414 | 73,181 | 74,645 | 76,138 | 77,661 |
| | 2026 | 2027 | 66,834 | 68,554 | 70,382 | 72,128 | 73,913 | 75,391 | 76,899 | 78,437 |
| | 2027 | 2028 | 68,672 | 70,439 | 72,317 | 74,112 | 75,946 | 77,465 | 79,014 | 80,594 |
| | 2028 | 2029 | 70,732 | 72,552 | 74,487 | 76,335 | 78,224 | 79,789 | 81,384 | 83,012 |
| | 2029 | 2030 | 72,854 | 74,729 | 76,721 | 78,625 | 80,571 | 82,182 | 83,826 | 85,502 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.37% | 2.32% | 2.27% | 2.22% | 2.18% | 2.11% | 3.28% |
| Contract 2020 Base Beginning Salary | | | 68,000 | | | | | | | |
| **Office Asst. Automated Systems** | | | | | | | | | | |
| | 2025 | 2026 | 69,360 | 71,006 | 72,655 | 74,306 | 75,953 | 77,608 | 79,248 | 81,846 |
| | 2026 | 2027 | 70,054 | 71,716 | 73,381 | 75,050 | 76,713 | 78,385 | 80,041 | 82,665 |
| | 2027 | 2028 | 71,980 | 73,688 | 75,399 | 77,113 | 78,822 | 80,540 | 82,242 | 84,938 |
| | 2028 | 2029 | 74,139 | 75,898 | 77,661 | 79,427 | 81,187 | 82,956 | 84,709 | 87,486 |
| | 2029 | 2030 | 76,364 | 78,175 | 79,991 | 81,810 | 83,623 | 85,445 | 87,250 | 90,111 |

| TITLE | CONTRACT YEAR | | STEPS | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | 2024 | 2025 | | 2.37% | 2.32% | 2.27% | 2.22% | 2.18% | 2.11% | 3.28% |
| Contract 2020 Base Beginning Salary | | | 77,925 | | | | | | | |
| **Office Asst. Spanish Speaking** | | | | | | | | | | |
| | 2025 | 2026 | 79,484 | 81,369 | 83,259 | 85,152 | 87,039 | 88,936 | 90,815 | 93,792 |
| | 2026 | 2027 | 80,278 | 82,183 | 84,092 | 86,003 | 87,909 | 89,825 | 91,723 | 94,730 |
| | 2027 | 2028 | 82,486 | 84,443 | 86,404 | 88,369 | 90,327 | 92,295 | 94,245 | 97,335 |
| | 2028 | 2029 | 84,961 | 86,976 | 88,996 | 91,020 | 93,037 | 95,064 | 97,073 | 100,255 |
| | 2029 | 2030 | 87,509 | 89,586 | 91,666 | 93,750 | 95,828 | 97,916 | 99,985 | 103,263 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.42% | 2.37% | 2.31% | 2.41% | 4.04% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 61,656 | | | | | | | |
| **Park Groundsman** | | | | | | | | | | |
| | 2025 | 2026 | 62,889 | 64,408 | 65,934 | 67,459 | 69,081 | 71,872 | 73,310 | 74,776 |
| | 2026 | 2027 | 63,518 | 65,052 | 66,593 | 68,133 | 69,772 | 72,591 | 74,043 | 75,524 |
| | 2027 | 2028 | 65,265 | 66,841 | 68,424 | 70,007 | 71,691 | 74,587 | 76,079 | 77,600 |
| | 2028 | 2029 | 67,222 | 68,847 | 70,477 | 72,107 | 73,842 | 76,825 | 78,361 | 79,928 |
| | 2029 | 2030 | 69,239 | 70,912 | 72,591 | 74,270 | 76,057 | 79,129 | 80,712 | 82,326 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.22% | 2.18% | 2.11% | 3.28% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 54,587 | | | | | | | |
| **Parking Enforcement Oficer** | | | | | | | | | | |
| | 2025 | 2026 | 55,679 | 56,913 | 58,153 | 59,381 | 61,328 | 62,555 | 63,806 | 65,082 |
| | 2026 | 2027 | 56,235 | 57,482 | 58,734 | 59,975 | 61,941 | 63,180 | 64,444 | 65,733 |
| | 2027 | 2028 | 57,782 | 59,062 | 60,349 | 61,624 | 63,645 | 64,918 | 66,216 | 67,540 |
| | 2028 | 2029 | 59,515 | 60,834 | 62,160 | 63,473 | 65,554 | 66,865 | 68,203 | 69,567 |
| | 2029 | 2030 | 61,301 | 62,659 | 64,025 | 65,377 | 67,521 | 68,871 | 70,249 | 71,654 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.67% | 3.44% | 3.10% | 2.97% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 71,577 | | | | | | | |
| **Parks Foreman** | | | | | | | | | | |
| | 2025 | 2026 | 73,008 | 74,960 | 77,537 | 79,943 | 82,320 | 83,966 | 85,646 | 87,359 |
| | 2026 | 2027 | 73,738 | 75,709 | 78,313 | 80,742 | 83,143 | 84,806 | 86,502 | 88,232 |
| | 2027 | 2028 | 75,766 | 77,792 | 80,466 | 82,963 | 85,430 | 87,138 | 88,881 | 90,659 |
| | 2028 | 2029 | 78,039 | 80,125 | 82,880 | 85,452 | 87,993 | 89,752 | 91,547 | 93,378 |
| | 2029 | 2030 | 80,380 | 82,529 | 85,367 | 88,015 | 90,632 | 92,445 | 94,294 | 96,180 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.33% | 2.26% | 1.97% | 2.63% | 2.58% | 2.58% | 2.54% |
| Contract 2020 Base Beginning Salary | | | 80,000 | | | | | | | |
| **Purchasing Clerk** | | | | | | | | | | |
| | 2025 | 2026 | 81,600 | 83,501 | 85,386 | 87,070 | 89,362 | 91,671 | 94,039 | 96,423 |
| | 2026 | 2027 | 82,416 | 84,336 | 86,240 | 87,940 | 90,255 | 92,587 | 94,979 | 97,387 |
| | 2027 | 2028 | 84,682 | 86,655 | 88,612 | 90,359 | 92,737 | 95,134 | 97,591 | 100,066 |
| | 2028 | 2029 | 87,223 | 89,255 | 91,270 | 93,069 | 95,519 | 97,988 | 100,519 | 103,068 |
| | 2029 | 2030 | 89,840 | 91,933 | 94,008 | 95,861 | 98,385 | 100,927 | 103,534 | 106,160 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.33% | 2.54% | 2.24% | 2.30% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 64,028 | | | | | | | |
| **Sanitation Man/Driver** | | | | | | | | | | |
| | 2025 | 2026 | 65,308 | 66,829 | 68,526 | 70,065 | 71,675 | 73,108 | 74,570 | 76,062 |
| | 2026 | 2027 | 65,962 | 67,497 | 69,211 | 70,765 | 72,392 | 73,839 | 75,316 | 76,822 |
| | 2027 | 2028 | 67,775 | 69,353 | 71,115 | 72,711 | 74,382 | 75,870 | 77,387 | 78,935 |
| | 2028 | 2029 | 69,809 | 71,434 | 73,248 | 74,893 | 76,614 | 78,146 | 79,709 | 81,303 |
| | 2029 | 2030 | 71,903 | 73,577 | 75,446 | 77,139 | 78,912 | 80,490 | 82,100 | 83,742 |

| TITLE | CONTRACT YEAR | | STEPS | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Original Step Scale | 2024 | 2025 | | 2.54% | 3.18% | 2.89% | 2.82% | 2.87% | 2.92% | 2.60% |
| Contract 2020 Base Beginning Salary | | | 61,274 | | | | | | | |
| **Senior Account Clerk** | | | | | | | | | | |
| | 2025 | 2026 | 62,499 | 64,090 | 66,128 | 68,040 | 69,960 | 71,971 | 74,072 | 75,999 |
| | 2026 | 2027 | 63,124 | 64,730 | 66,789 | 68,720 | 70,659 | 72,691 | 74,813 | 76,759 |
| | 2027 | 2028 | 64,860 | 66,511 | 68,626 | 70,610 | 72,603 | 74,690 | 76,870 | 78,870 |
| | 2028 | 2029 | 66,806 | 68,506 | 70,684 | 72,728 | 74,781 | 76,930 | 79,176 | 81,236 |
| | 2029 | 2030 | 68,810 | 70,561 | 72,805 | 74,910 | 77,024 | 79,238 | 81,552 | 83,673 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 3.06% | 2.95% | 2.88% | 2.79% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 68,338 | | | | | | | |
| **Senior Auto Mechanic** | | | | | | | | | | |
| | 2025 | 2026 | 69,705 | 71,837 | 73,958 | 76,089 | 78,215 | 79,779 | 81,375 | 83,002 |
| | 2026 | 2027 | 70,402 | 72,556 | 74,698 | 76,849 | 78,997 | 80,577 | 82,189 | 83,832 |
| | 2027 | 2028 | 72,338 | 74,551 | 76,752 | 78,963 | 81,170 | 82,793 | 84,449 | 86,138 |
| | 2028 | 2029 | 74,508 | 76,788 | 79,055 | 81,332 | 83,605 | 85,277 | 86,982 | 88,722 |
| | 2029 | 2030 | 76,744 | 79,091 | 81,426 | 83,772 | 86,113 | 87,835 | 89,592 | 91,384 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.75% | 2.67% | 2.66% | 2.71% | 3.21% | 3.62% | 2.54% |
| Contract 2020 Base Beginning Salary | | | 71,766 | | | | | | | |
| **Sr. Off. Asst. (Automated Systems)** | | | | | | | | | | |
| | 2025 | 2026 | 73,201 | 75,213 | 77,218 | 79,273 | 81,418 | 84,034 | 87,078 | 89,286 |
| | 2026 | 2027 | 73,933 | 75,965 | 77,990 | 80,066 | 82,232 | 84,875 | 87,949 | 90,179 |
| | 2027 | 2028 | 75,966 | 78,054 | 80,135 | 82,267 | 84,494 | 87,209 | 90,367 | 92,659 |
| | 2028 | 2029 | 78,245 | 80,395 | 82,539 | 84,735 | 87,029 | 89,825 | 93,079 | 95,439 |
| | 2029 | 2030 | 80,593 | 82,807 | 85,015 | 87,277 | 89,639 | 92,520 | 95,871 | 98,302 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.80% | 3.03% | 2.95% | 2.86% | 2.78% | 2.70% | 2.62% |
| Contract 2020 Base Beginning Salary | | | 62,491 | | | | | | | |
| **Senior Stenographer** | | | | | | | | | | |
| | 2025 | 2026 | 63,741 | 65,528 | 67,514 | 69,504 | 71,490 | 73,478 | 75,464 | 77,440 |
| | 2026 | 2027 | 64,378 | 66,183 | 68,189 | 70,199 | 72,204 | 74,213 | 76,219 | 78,215 |
| | 2027 | 2028 | 66,149 | 68,003 | 70,064 | 72,129 | 74,190 | 76,254 | 78,315 | 80,366 |
| | 2028 | 2029 | 68,133 | 70,044 | 72,166 | 74,293 | 76,416 | 78,542 | 80,664 | 82,777 |
| | 2029 | 2030 | 70,177 | 72,145 | 74,331 | 76,522 | 78,708 | 80,898 | 83,084 | 85,260 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.75% | 2.67% | 2.66% | 2.71% | 3.21% | 3.62% | 2.54% |
| Contract 2020 Base Beginning Salary | | | 57,610 | | | | | | | |
| **Senior Typist** | | | | | | | | | | |
| | 2025 | 2026 | 58,762 | 60,377 | 61,987 | 63,636 | 65,358 | 67,459 | 69,902 | 71,675 |
| | 2026 | 2027 | 59,350 | 60,981 | 62,606 | 64,273 | 66,012 | 68,133 | 70,601 | 72,391 |
| | 2027 | 2028 | 60,982 | 62,658 | 64,328 | 66,040 | 67,827 | 70,007 | 72,542 | 74,382 |
| | 2028 | 2029 | 62,811 | 64,537 | 66,258 | 68,021 | 69,862 | 72,107 | 74,719 | 76,613 |
| | 2029 | 2030 | 64,696 | 66,473 | 68,246 | 70,062 | 71,958 | 74,270 | 76,960 | 78,912 |

| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|
| Original Step Scale | 2024 | 2025 | | 2.67% | 3.44% | 3.10% | 2.97% | 2.00% | 2.00% | 2.00% |
| Contract 2020 Base Beginning Salary | | | 71,577 | | | | | | | |
| **Sewer Maintenance Foreman** | | | | | | | | | | |
| | 2025 | 2026 | 73,008 | 74,960 | 77,537 | 79,943 | 82,320 | 83,966 | 85,646 | 87,359 |
| | 2026 | 2027 | 73,738 | 75,709 | 78,313 | 80,742 | 83,143 | 84,806 | 86,502 | 88,232 |
| | 2027 | 2028 | 75,766 | 77,792 | 80,466 | 82,963 | 85,430 | 87,138 | 88,881 | 90,659 |
| | 2028 | 2029 | 78,039 | 80,125 | 82,880 | 85,452 | 87,993 | 89,752 | 91,547 | 93,378 |
| | 2029 | 2030 | 80,380 | 82,529 | 85,367 | 88,015 | 90,632 | 92,445 | 94,294 | 96,180 |