

Effective 7.1.2023 Salary Bracket						
Position Title	Pay Grade	7.1.23 Bottom Monthly	7.1.23 Midpoint Monthly	7.1.23 Top Monthly	7.1.23 Bottom Annual	7.1.23 Top Annual
Aircraft Technician I	13	\$5,593	\$7,432	\$9,270	\$67,116	\$111,240
Automotive Shop Supervisor		\$3,230	\$4,917	\$6,604	\$38,760	\$79,248
Cartographer I	3	\$3,281	\$4,437	\$5,593	\$39,372	\$67,116
Cartographer II	6	\$3,749	\$5,171	\$6,592	\$44,988	\$79,104
Cartographer III	11	\$4,908	\$6,726	\$8,544	\$58,896	\$102,528
Chemist I	7	\$4,316	\$5,925	\$7,534	\$51,792	\$90,408
Chemist II	9	\$4,764	\$6,448	\$8,132	\$57,168	\$97,584
Chemist III	12	\$5,191	\$7,076	\$8,961	\$62,292	\$107,532
Chemist IV	15	\$5,629	\$7,568	\$9,507	\$67,548	\$114,084
Chemist V	17	\$6,468	\$8,492	\$10,516	\$77,616	\$126,192
Civil Engineer I	8	\$4,774	\$5,997	\$7,220	\$57,288	\$86,640
Civil Engineer II	11	\$5,093	\$6,685	\$8,276	\$61,116	\$99,312
Civil Engineer III	13	\$5,593	\$7,432	\$9,270	\$67,116	\$111,240
Civil Engineer IV	15	\$6,098	\$7,803	\$9,507	\$73,176	\$114,084
Civil Engineer Trainee	7	\$4,496	\$5,318	\$6,139	\$53,952	\$73,668
Civil Engineer V	17	\$6,638	\$8,577	\$10,516	\$79,656	\$126,192
Civil Engineer VI	18	\$7,298	\$9,325	\$11,351	\$87,576	\$136,212
Civil Engineer VII	19	\$8,029	\$10,020	\$12,010	\$96,348	\$144,120
Electrical Engineer I	8	\$4,774	\$5,997	\$7,220	\$57,288	\$86,640
Electrical Engineer II	11	\$5,093	\$6,685	\$8,276	\$61,116	\$99,312
Electrical Engineer III	13	\$5,593	\$7,432	\$9,270	\$67,116	\$111,240
Electrical Engineer IV	15	\$6,098	\$7,803	\$9,507	\$73,176	\$114,084
Electrical Engineer V	17	\$6,638	\$8,577	\$10,516	\$79,656	\$126,192
End User Computer Serv Spec I	DoIT	\$4,316	\$5,925	\$7,534	\$51,792	\$90,408
End User Computer Serv Spec II	DoIT	\$4,908	\$6,726	\$8,544	\$58,896	\$102,528
End User Computer Systems Analyst	DoIT	\$5,274	\$7,352	\$9,430	\$63,288	\$113,160
Engineering Technician I	2	\$2,776	\$3,827	\$4,877	\$33,312	\$58,524
Engineering Technician II	4	\$3,332	\$4,597	\$5,861	\$39,984	\$70,332
Engineering Technician III	7	\$4,038	\$5,508	\$6,978	\$48,456	\$83,736
Engineering Technician IV	12	\$4,934	\$6,986	\$9,038	\$59,208	\$108,456
Engineering Technician V	14	\$5,274	\$7,352	\$9,430	\$63,288	\$113,160
Geologist I	7	\$4,182	\$5,547	\$6,911	\$50,184	\$82,932
Geologist II	9	\$4,661	\$6,327	\$7,993	\$55,932	\$95,916
Geologist III	12	\$5,191	\$7,076	\$8,961	\$62,292	\$107,532
Highway Constr. Supervisor I	10	\$4,475	\$6,154	\$7,833	\$53,700	\$93,996
Highway Constr. Supervisor II	12	\$5,001	\$7,028	\$9,054	\$60,012	\$108,648
Land Surveyor I	7	\$4,132	\$5,623	\$7,114	\$49,584	\$85,368
Land Surveyor II	10	\$4,856	\$6,573	\$8,290	\$58,272	\$99,480
Land Surveyor III	12	\$5,292	\$7,214	\$9,135	\$63,504	\$109,620
Land Surveyor IV	14	\$5,376	\$7,495	\$9,613	\$64,512	\$115,356
Landscape Architect I	6	\$3,790	\$5,191	\$6,592	\$45,480	\$79,104
Landscape Architect II	8	\$4,316	\$5,925	\$7,534	\$51,792	\$90,408

Landscape Architect III	11	\$4,908	\$6,726	\$8,544	\$58,896	\$102,528
Landscape Architect IV	14	\$5,274	\$7,352	\$9,430	\$63,288	\$113,160
Line Technician I	4	\$3,281	\$4,571	\$5,861	\$39,372	\$70,332
Line Technician II	7	\$4,053	\$5,516	\$6,978	\$48,636	\$83,736
Management Technician I	2	\$2,776	\$3,827	\$4,877	\$33,312	\$58,524
Management Technician II	4	\$3,332	\$4,597	\$5,861	\$39,984	\$70,332
Management Technician III	7	\$4,053	\$5,516	\$6,978	\$48,636	\$83,736
Management Technician IV	11	\$4,594	\$6,435	\$8,276	\$55,128	\$99,312
Oper. Comm. Specialist I	4	\$3,644	\$3,812	\$3,980	\$43,728	\$47,760
Oper. Comm. Specialist II	7	\$3,948	\$5,531	\$7,114	\$47,376	\$85,368
Oper. Comm. Specialist Tr.	2	\$3,171	\$3,429	\$3,686	\$38,052	\$44,232
Photogrammetrist I	6	\$3,790	\$5,191	\$6,592	\$45,480	\$79,104
Photogrammetrist II	8	\$4,316	\$5,925	\$7,534	\$51,792	\$90,408
Photogrammetrist III	11	\$4,908	\$6,726	\$8,544	\$58,896	\$102,528
Photogrammetrist IV	14	\$5,274	\$7,352	\$9,430	\$63,288	\$113,160
Realty Specialist I	6	\$3,790	\$5,191	\$6,592	\$45,480	\$79,104
Realty Specialist II	8	\$4,316	\$5,925	\$7,534	\$51,792	\$90,408
Realty Specialist III	11	\$4,908	\$6,726	\$8,544	\$58,896	\$102,528
Realty Specialist IV	14	\$5,274	\$7,352	\$9,430	\$63,288	\$113,160
Realty Specialist V	17	\$6,329	\$8,423	\$10,516	\$75,948	\$126,192
Technical Advisor I	5	\$3,497	\$4,692	\$5,886	\$41,964	\$70,632
Technical Advisor II	7	\$4,053	\$5,482	\$6,911	\$48,636	\$82,932
Technical Advisor III	10	\$4,764	\$6,448	\$8,132	\$57,168	\$97,584
Technical Advisor IV	12	\$4,934	\$6,948	\$8,961	\$59,208	\$107,532
Technical Advisor V	16	\$5,917	\$8,026	\$10,135	\$71,004	\$121,620
Technical Manager I	6	\$3,790	\$5,191	\$6,592	\$45,480	\$79,104
Technical Manager II	8	\$4,316	\$5,925	\$7,534	\$51,792	\$90,408
Technical Manager III	11	\$4,908	\$6,726	\$8,544	\$58,896	\$102,528
Technical Manager IV	14	\$5,274	\$7,352	\$9,430	\$63,288	\$113,160
Technical Manager V	17	\$6,329	\$8,423	\$10,516	\$75,948	\$126,192
Technical Manager VI	18	\$6,870	\$9,111	\$11,351	\$82,440	\$136,212
Technical Manager VII	19	\$7,380	\$9,695	\$12,010	\$88,560	\$144,120
Urban Planner I	7	\$4,182	\$5,547	\$6,911	\$50,184	\$82,932
Urban Planner II	9	\$4,661	\$6,327	\$7,993	\$55,932	\$95,916
Urban Planner III	12	\$5,191	\$7,076	\$8,961	\$62,292	\$107,532

Effective July 1, 2024

Position Title	Pay Grade	7.01.24 Bottom Monthly	7.01.24 Midpoint Monthly	7.01.24 Top Monthly	7.1.24 Bottom Annual	7.1.24 Top Annual
Aircraft Technician I	13	\$5,761	\$7,655	\$9,548	\$69,132	\$114,576
Automotive Shop Supervisor		\$3,327	\$5,065	\$6,802	\$39,924	\$81,624
Cartographer I	3	\$3,379	\$4,570	\$5,761	\$40,548	\$69,132
Cartographer II	6	\$3,861	\$5,326	\$6,790	\$46,332	\$81,480
Cartographer III	11	\$5,055	\$6,928	\$8,800	\$60,660	\$105,600
Chemist I	7	\$4,445	\$6,103	\$7,760	\$53,340	\$93,120
Chemist II	9	\$4,907	\$6,642	\$8,376	\$58,884	\$100,512
Chemist III	12	\$5,347	\$7,289	\$9,230	\$64,164	\$110,760
Chemist IV	15	\$5,798	\$7,795	\$9,792	\$69,576	\$117,504
Chemist V	17	\$6,662	\$8,747	\$10,831	\$79,944	\$129,972
Civil Engineer I	8	\$4,917	\$6,177	\$7,437	\$59,004	\$89,244
Civil Engineer II	11	\$5,246	\$6,885	\$8,524	\$62,952	\$102,288
Civil Engineer III	13	\$5,761	\$7,655	\$9,548	\$69,132	\$114,576
Civil Engineer IV	15	\$6,281	\$8,037	\$9,792	\$75,372	\$117,504
Civil Engineer Trainee	7	\$4,631	\$5,477	\$6,323	\$55,572	\$75,876
Civil Engineer V	17	\$6,837	\$8,834	\$10,831	\$82,044	\$129,972
Civil Engineer VI	18	\$7,517	\$9,605	\$11,692	\$90,204	\$140,304
Civil Engineer VII	19	\$8,270	\$10,320	\$12,370	\$99,240	\$148,440
Electrical Engineer I	8	\$4,917	\$6,177	\$7,437	\$59,004	\$89,244
Electrical Engineer II	11	\$5,246	\$6,885	\$8,524	\$62,952	\$102,288
Electrical Engineer III	13	\$5,761	\$7,655	\$9,548	\$69,132	\$114,576
Electrical Engineer IV	15	\$6,281	\$8,037	\$9,792	\$75,372	\$117,504
Electrical Engineer V	17	\$6,837	\$8,834	\$10,831	\$82,044	\$129,972
End User Computer Serv Spec I	DoIT	\$4,445	\$6,103	\$7,760	\$53,340	\$93,120
End User Computer Serv Spec II	DoIT	\$5,055	\$6,928	\$8,800	\$60,660	\$105,600
End User Computer Systems Analyst	DoIT	\$5,432	\$7,573	\$9,713	\$65,184	\$116,556
Engineering Technician I	2	\$2,859	\$3,941	\$5,023	\$34,308	\$60,276
Engineering Technician II	4	\$3,432	\$4,735	\$6,037	\$41,184	\$72,444
Engineering Technician III	7	\$4,159	\$5,673	\$7,187	\$49,908	\$86,244
Engineering Technician IV	12	\$5,082	\$7,196	\$9,309	\$60,984	\$111,708
Engineering Technician V	14	\$5,432	\$7,573	\$9,713	\$65,184	\$116,556
Geologist I	7	\$4,307	\$5,713	\$7,118	\$51,684	\$85,416
Geologist II	9	\$4,801	\$6,517	\$8,233	\$57,612	\$98,796
Geologist III	12	\$5,347	\$7,289	\$9,230	\$64,164	\$110,760
Highway Constr. Supervisor I	10	\$4,609	\$6,339	\$8,068	\$55,308	\$96,816
Highway Constr. Supervisor II	12	\$5,151	\$7,239	\$9,326	\$61,812	\$111,912
Land Surveyor I	7	\$4,256	\$5,792	\$7,327	\$51,072	\$87,924
Land Surveyor II	10	\$5,002	\$6,771	\$8,539	\$60,024	\$102,468
Land Surveyor III	12	\$5,451	\$7,430	\$9,409	\$65,412	\$112,908
Land Surveyor IV	14	\$5,537	\$7,719	\$9,901	\$66,444	\$118,812

Landscape Architect I	6	\$3,904	\$5,347	\$6,790	\$46,848	\$81,480
Landscape Architect II	8	\$4,445	\$6,103	\$7,760	\$53,340	\$93,120
Landscape Architect III	11	\$5,055	\$6,928	\$8,800	\$60,660	\$105,600
Landscape Architect IV	14	\$5,432	\$7,573	\$9,713	\$65,184	\$116,556
Line Technician I	4	\$3,379	\$4,708	\$6,037	\$40,548	\$72,444
Line Technician II	7	\$4,175	\$5,681	\$7,187	\$50,100	\$86,244
Management Technician I	2	\$2,859	\$3,941	\$5,023	\$34,308	\$60,276
Management Technician II	4	\$3,432	\$4,735	\$6,037	\$41,184	\$72,444
Management Technician III	7	\$4,175	\$5,681	\$7,187	\$50,100	\$86,244
Management Technician IV	11	\$4,732	\$6,628	\$8,524	\$56,784	\$102,288
Oper. Comm. Specialist I	4	\$3,753	\$3,926	\$4,099	\$45,036	\$49,188
Oper. Comm. Specialist II	7	\$4,066	\$5,697	\$7,327	\$48,792	\$87,924
Oper. Comm. Specialist Tr.	2	\$3,266	\$3,532	\$3,797	\$39,192	\$45,564
Photogrammetrist I	6	\$3,904	\$5,347	\$6,790	\$46,848	\$81,480
Photogrammetrist II	8	\$4,445	\$6,103	\$7,760	\$53,340	\$93,120
Photogrammetrist III	11	\$5,055	\$6,928	\$8,800	\$60,660	\$105,600
Photogrammetrist IV	14	\$5,432	\$7,573	\$9,713	\$65,184	\$116,556
Realty Specialist I	6	\$3,904	\$5,347	\$6,790	\$46,848	\$81,480
Realty Specialist II	8	\$4,445	\$6,103	\$7,760	\$53,340	\$93,120
Realty Specialist III	11	\$5,055	\$6,928	\$8,800	\$60,660	\$105,600
Realty Specialist IV	14	\$5,432	\$7,573	\$9,713	\$65,184	\$116,556
Realty Specialist V	17	\$6,519	\$8,675	\$10,831	\$78,228	\$129,972
Technical Advisor I	5	\$3,602	\$4,833	\$6,063	\$43,224	\$72,756
Technical Advisor II	7	\$4,175	\$5,647	\$7,118	\$50,100	\$85,416
Technical Advisor III	10	\$4,907	\$6,642	\$8,376	\$58,884	\$100,512
Technical Advisor IV	12	\$5,082	\$7,156	\$9,230	\$60,984	\$110,760
Technical Advisor V	16	\$6,095	\$8,267	\$10,439	\$73,140	\$125,268
Technical Manager I	6	\$3,904	\$5,347	\$6,790	\$46,848	\$81,480
Technical Manager II	8	\$4,445	\$6,103	\$7,760	\$53,340	\$93,120
Technical Manager III	11	\$5,055	\$6,928	\$8,800	\$60,660	\$105,600
Technical Manager IV	14	\$5,432	\$7,573	\$9,713	\$65,184	\$116,556
Technical Manager V	17	\$6,519	\$8,675	\$10,831	\$78,228	\$129,972
Technical Manager VI	18	\$7,076	\$9,384	\$11,692	\$84,912	\$140,304
Technical Manager VII	19	\$7,601	\$9,986	\$12,370	\$91,212	\$148,440
Urban Planner I	7	\$4,307	\$5,713	\$7,118	\$51,684	\$85,416
Urban Planner II	9	\$4,801	\$6,517	\$8,233	\$57,612	\$98,796
Urban Planner III	12	\$5,347	\$7,289	\$9,230	\$64,164	\$110,760

ARTICLE XXV WAGES

Effective January 1, 2024, all bargaining unit employees shall receive an increase in base pay of two and one-half percent (2.5%).

Effective July 1, 2024, all bargaining unit employees shall receive an increase in base pay of 4.00% (4%).

Effective July 1, 2025, all bargaining unit employees shall receive an increase in base pay of 3.95% (3.95%).

Effective July 1, 2026, all bargaining unit employees shall receive an increase in base pay of 3.5% (3.5%) .

The wage provisions provided for in this article shall be pro-rated for permanent part-time employees.