

2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
3	ANNUALIZED	N/A	N/A	N/A	N/A	39,329.57	40,655.24	41,436.57	42,047.52	42,764.54	43,496.17	44,242.42	45,003.71	45,779.82	46,571.59
	PAYROLL YEAR					39,178.88	40,499.47	41,277.81	41,886.42	42,600.69	43,329.52	44,072.91	44,831.28	45,604.42	46,393.15
	70 HOUR					21.5269	22.2525	22.6801	23.0145	23.4070	23.8074	24.2159	24.6326	25.0574	25.4907
	75 HOUR					20.0917	20.7690	21.1681	21.4802	21.8465	22.2203	22.6015	22.9904	23.3869	23.7914
	80 HOUR					18.8360	19.4709	19.8451	20.1377	20.4811	20.8315	21.1889	21.5535	21.9252	22.3044
	BI-WEEKLY					1,506.88	1,557.67	1,587.61	1,611.02	1,638.49	1,666.52	1,695.11	1,724.28	1,754.02	1,784.35
4	ANNUALIZED	N/A	N/A	N/A	N/A	40,369.60	41,737.03	42,447.79	43,173.16	43,912.73	44,667.33	45,436.76	46,221.64	47,022.39	47,839.00
	PAYROLL YEAR					40,214.93	41,577.12	42,285.15	43,007.74	43,744.48	44,496.19	45,262.67	46,044.54	46,842.22	47,655.71
	70 HOUR					22.0961	22.8446	23.2336	23.6306	24.0354	24.4485	24.8696	25.2992	25.7375	26.1845
	75 HOUR					20.6230	21.3216	21.6847	22.0553	22.4331	22.8186	23.2116	23.6126	24.0217	24.4388
	80 HOUR					19.3341	19.9890	20.3294	20.6768	21.0310	21.3924	21.7609	22.1368	22.5203	22.9114
	BI-WEEKLY					1,546.73	1,599.12	1,626.35	1,654.14	1,682.48	1,711.39	1,740.87	1,770.94	1,801.62	1,832.91
5	ANNUALIZED	N/A	N/A	N/A	40,943.59	42,333.57	43,779.10	44,531.19	45,298.12	46,080.28	46,878.11	47,691.80	48,521.99	49,368.67	50,232.06
	PAYROLL YEAR				40,786.72	42,171.38	43,611.36	44,360.58	45,124.56	45,903.73	46,698.50	47,509.07	48,336.08	49,179.52	50,039.60
	70 HOUR				22.4103	23.1711	23.9623	24.3739	24.7937	25.2218	25.6585	26.1039	26.5583	27.0217	27.4943
	75 HOUR				20.9163	21.6263	22.3648	22.7490	23.1408	23.5404	23.9479	24.3636	24.7877	25.2203	25.6613
	80 HOUR				19.6090	20.2747	20.9670	21.3272	21.6945	22.0691	22.4512	22.8409	23.2385	23.6440	24.0575
	BI-WEEKLY				1,568.72	1,621.98	1,677.36	1,706.18	1,735.56	1,765.53	1,796.10	1,827.27	1,859.08	1,891.52	1,924.60
6	ANNUALIZED	N/A	N/A	41,849.78	43,276.72	44,759.83	46,302.65	47,104.86	47,923.36	48,757.72	49,609.21	50,477.61	51,363.55	52,266.82	53,188.25
	PAYROLL YEAR			41,689.44	43,110.91	44,588.34	46,125.25	46,924.38	47,739.74	48,570.91	49,419.14	50,284.21	51,166.75	52,066.56	52,984.46
	70 HOUR			22.9063	23.6873	24.4991	25.3435	25.7826	26.2306	26.6873	27.1534	27.6287	28.1136	28.6080	29.1123
	75 HOUR			21.3792	22.1082	22.8658	23.6540	24.0638	24.4819	24.9082	25.3431	25.7868	26.2394	26.7008	27.1715
	80 HOUR			20.0430	20.7264	21.4367	22.1756	22.5598	22.9518	23.3514	23.7592	24.1751	24.5994	25.0320	25.4733
	BI-WEEKLY			1,603.44	1,658.11	1,714.94	1,774.05	1,804.78	1,836.14	1,868.11	1,900.74	1,934.01	1,967.95	2,002.56	2,037.86
7	ANNUALIZED	N/A	42,430.25	43,879.74	45,387.69	46,955.57	48,586.30	49,433.82	50,298.67	51,181.06	52,080.78	52,999.08	53,935.13	54,889.97	55,864.02
	PAYROLL YEAR		42,267.68	43,711.62	45,213.79	46,775.66	48,400.14	49,244.42	50,105.95	50,984.96	51,881.23	52,796.02	53,728.48	54,679.66	55,649.98
	70 HOUR		23.2240	24.0174	24.8427	25.7009	26.5935	27.0574	27.5307	28.0137	28.5062	29.0088	29.5211	30.0438	30.5769
	75 HOUR		21.6757	22.4162	23.1866	23.9875	24.8206	25.2535	25.6954	26.1461	26.6058	27.0749	27.5531	28.0409	28.5385
	80 HOUR		20.3210	21.0152	21.7374	22.4883	23.2693	23.6752	24.0894	24.5120	24.9429	25.3827	25.8310	26.2883	26.7548
	BI-WEEKLY		1,625.68	1,681.22	1,738.99	1,799.06	1,861.54	1,894.02	1,927.15	1,960.96	1,995.43	2,030.62	2,066.48	2,103.06	2,140.38

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On or after April 15, 2005 hires

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8	ANNUALIZED	43,011.76	44,484.63	46,016.39	47,609.74	49,266.57	50,989.38	51,885.34	52,799.67	53,731.76	54,682.42	55,652.30	56,641.80	57,650.52	58,680.32
	PAYROLL YEAR	42,846.96	44,314.19	45,840.08	47,427.33	49,077.81	50,794.02	51,686.54	52,597.38	53,525.89	54,472.91	55,439.07	56,424.78	57,429.63	58,455.49
	70 HOUR	23.5423	24.3485	25.1869	26.0590	26.9658	27.9088	28.3992	28.8997	29.4098	29.9302	30.4610	31.0026	31.5547	32.1184
	75 HOUR	21.9728	22.7252	23.5077	24.3217	25.1681	26.0482	26.5059	26.9730	27.4492	27.9348	28.4303	28.9358	29.4511	29.9772
	80 HOUR	20.5995	21.3049	22.0385	22.8016	23.5951	24.4202	24.8493	25.2872	25.7336	26.1889	26.6534	27.1273	27.6104	28.1036
	BI-WEEKLY	1,647.96	1,704.39	1,763.08	1,824.13	1,887.61	1,953.62	1,987.94	2,022.98	2,058.69	2,095.11	2,132.27	2,170.18	2,208.83	2,248.29
9	ANNUALIZED	45,283.50	46,847.41	48,473.76	50,165.24	51,924.38	53,753.68	54,704.76	55,675.48	56,664.98	57,674.74	58,704.54	59,754.38	60,825.53	61,918.60
	PAYROLL YEAR	45,110.00	46,667.92	48,288.03	49,973.04	51,725.44	53,547.73	54,495.17	55,462.16	56,447.87	57,453.76	58,479.62	59,525.44	60,592.48	61,681.36
	70 HOUR	24.7857	25.6417	26.5319	27.4577	28.4206	29.4218	29.9424	30.4737	31.0153	31.5680	32.1317	32.7063	33.2926	33.8909
	75 HOUR	23.1333	23.9323	24.7631	25.6272	26.5259	27.4604	27.9462	28.4421	28.9476	29.4635	29.9895	30.5259	31.0731	31.6315
	80 HOUR	21.6875	22.4365	23.2154	24.0255	24.8680	25.7441	26.1996	26.6645	27.1384	27.6220	28.1152	28.6180	29.1310	29.6545
	BI-WEEKLY	1,735.00	1,794.92	1,857.23	1,922.04	1,989.44	2,059.53	2,095.97	2,133.16	2,171.07	2,209.76	2,249.22	2,289.44	2,330.48	2,372.36
10	ANNUALIZED	47,555.04	49,209.78	50,930.50	52,719.91	54,581.57	56,517.15	57,523.56	58,550.44	59,597.58	60,665.80	61,755.11	62,866.55	63,999.91	65,156.46
	PAYROLL YEAR	47,372.83	49,021.23	50,735.36	52,517.92	54,372.45	56,300.61	57,303.17	58,326.11	59,369.23	60,433.36	61,518.50	62,625.68	63,754.70	64,906.82
	70 HOUR	26.0290	26.9347	27.8766	28.8560	29.8750	30.9344	31.4853	32.0473	32.6205	33.2051	33.8014	34.4097	35.0301	35.6631
	75 HOUR	24.2938	25.1391	26.0181	26.9323	27.8833	28.8721	29.3862	29.9108	30.4458	30.9915	31.5479	32.1157	32.6947	33.2855
	80 HOUR	22.7754	23.5679	24.3920	25.2490	26.1406	27.0676	27.5496	28.0414	28.5429	29.0545	29.5762	30.1085	30.6513	31.2052
	BI-WEEKLY	1,822.03	1,885.43	1,951.36	2,019.92	2,091.25	2,165.41	2,203.97	2,243.31	2,283.43	2,324.36	2,366.10	2,408.68	2,452.10	2,496.42
11	ANNUALIZED	50,122.86	51,880.54	53,707.74	55,608.66	57,585.37	59,641.21	60,710.27	61,800.83	62,913.11	64,047.31	65,204.69	66,384.83	67,589.19	68,816.93
	PAYROLL YEAR	49,930.82	51,681.76	53,501.97	55,395.60	57,364.74	59,412.70	60,477.66	61,564.05	62,672.06	63,801.92	64,954.86	66,130.48	67,330.22	68,553.26
	70 HOUR	27.4345	28.3966	29.3967	30.4371	31.5191	32.6443	33.2295	33.8264	34.4352	35.0560	35.6895	36.3354	36.9946	37.6666
	75 HOUR	25.6055	26.5035	27.4369	28.4080	29.4178	30.4681	31.0142	31.5713	32.1395	32.7189	33.3102	33.9131	34.5283	35.1555
	80 HOUR	24.0052	24.8470	25.7221	26.6325	27.5792	28.5638	29.0758	29.5981	30.1308	30.6740	31.2283	31.7935	32.3703	32.9583
	BI-WEEKLY	1,920.42	1,987.76	2,057.77	2,130.60	2,206.34	2,285.10	2,326.06	2,367.85	2,410.46	2,453.92	2,498.26	2,543.48	2,589.62	2,636.66
12	ANNUALIZED	52,789.23	54,653.40	56,592.11	58,608.28	60,704.84	62,885.76	64,019.75	65,176.29	66,356.01	67,559.12	68,786.86	70,038.62	71,315.64	72,618.13
	PAYROLL YEAR	52,586.98	54,444.00	56,375.28	58,383.73	60,472.26	62,644.82	63,774.46	64,926.58	66,101.78	67,300.27	68,523.31	69,770.27	71,042.40	72,339.90
	70 HOUR	28.8939	29.9143	30.9754	32.0790	33.2265	34.4202	35.0409	35.6739	36.3197	36.9782	37.6502	38.3353	39.0343	39.7472
	75 HOUR	26.9677	27.9200	28.9104	29.9404	31.0114	32.1255	32.7049	33.2957	33.8983	34.5130	35.1402	35.7796	36.4320	37.0974
	80 HOUR	25.2822	26.1750	27.1035	28.0691	29.0732	30.1177	30.6608	31.2147	31.7797	32.3559	32.9439	33.5434	34.1550	34.7788
	BI-WEEKLY	2,022.58	2,094.00	2,168.28	2,245.53	2,325.86	2,409.42	2,452.86	2,497.18	2,542.38	2,588.47	2,635.51	2,683.47	2,732.40	2,782.30

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13	ANNUALIZED	55,851.29	57,838.02	59,903.88	62,052.44	64,287.22	66,610.75	67,819.49	69,051.83	70,309.02	71,591.46	72,899.60	74,233.83	75,594.58	76,982.47
	PAYROLL YEAR	55,637.30	57,616.42	59,674.37	61,814.69	64,040.91	66,355.54	67,559.65	68,787.26	70,039.63	71,317.17	72,620.29	73,949.41	75,304.94	76,687.52
	70 HOUR	30.5699	31.6574	32.7881	33.9641	35.1873	36.4591	37.1207	37.7952	38.4833	39.1853	39.9013	40.6315	41.3763	42.1360
	75 HOUR	28.5319	29.5469	30.6022	31.6998	32.8415	34.0285	34.6460	35.2755	35.9178	36.5729	37.2412	37.9228	38.6179	39.3269
	80 HOUR	26.7487	27.7002	28.6896	29.7186	30.7889	31.9017	32.4806	33.0708	33.6729	34.2871	34.9136	35.5526	36.2043	36.8690
	BI-WEEKLY	2,139.90	2,216.02	2,295.17	2,377.49	2,463.11	2,552.14	2,598.45	2,645.66	2,693.83	2,742.97	2,793.09	2,844.21	2,896.34	2,949.52
14	ANNUALIZED	59,209.62	61,330.20	63,536.17	65,830.05	68,215.38	70,696.13	71,986.51	73,302.79	74,644.75	76,014.27	77,410.72	78,835.15	80,287.98	81,769.84
	PAYROLL YEAR	58,982.77	61,095.22	63,292.74	65,577.82	67,954.02	70,425.26	71,710.70	73,021.94	74,358.75	75,723.02	77,114.13	78,533.10	79,980.37	81,456.54
	70 HOUR	32.4081	33.5688	34.7762	36.0318	37.3374	38.6952	39.4015	40.1219	40.8565	41.6061	42.3704	43.1501	43.9453	44.7563
	75 HOUR	30.2476	31.3309	32.4578	33.6297	34.8482	36.1155	36.7747	37.4471	38.1327	38.8323	39.5457	40.2734	41.0156	41.7726
	80 HOUR	28.3571	29.3727	30.4292	31.5278	32.6702	33.8583	34.4763	35.1067	35.7494	36.4053	37.0741	37.7563	38.4521	39.1618
	BI-WEEKLY	2,268.57	2,349.82	2,434.34	2,522.22	2,613.62	2,708.66	2,758.10	2,808.54	2,859.95	2,912.42	2,965.93	3,020.50	3,076.17	3,132.94
15	ANNUALIZED	63,258.67	65,541.69	67,915.54	70,384.60	72,952.42	75,623.18	77,011.91	78,427.99	79,872.89	81,346.60	82,849.75	84,563.79	86,131.46	87,730.03
	PAYROLL YEAR	63,016.30	65,290.58	67,655.33	70,114.93	72,672.91	75,333.44	76,716.85	78,127.50	79,566.86	81,034.93	82,532.32	84,239.79	85,801.46	87,393.90
	70 HOUR	34.6243	35.8739	37.1733	38.5247	39.9302	41.3920	42.1521	42.9272	43.7181	44.5247	45.3474	46.2856	47.1437	48.0186
	75 HOUR	32.3161	33.4823	34.6950	35.9564	37.2682	38.6325	39.3420	40.0654	40.8035	41.5564	42.3243	43.1999	44.0007	44.8174
	80 HOUR	30.2963	31.3897	32.5266	33.7091	34.9389	36.2180	36.8831	37.5613	38.2533	38.9591	39.6790	40.4999	41.2507	42.0163
	BI-WEEKLY	2,423.70	2,511.18	2,602.13	2,696.73	2,795.11	2,897.44	2,950.65	3,004.90	3,060.26	3,116.73	3,174.32	3,239.99	3,300.06	3,361.30
16	ANNUALIZED	67,308.35	69,753.19	72,295.96	74,939.99	77,690.10	80,550.24	82,037.52	83,554.45	85,101.45	86,680.19	88,289.62	90,243.78	91,925.04	93,639.70
	PAYROLL YEAR	67,050.46	69,485.94	72,018.96	74,652.86	77,392.43	80,241.62	81,723.20	83,234.32	84,775.39	86,348.08	87,951.34	89,898.02	91,572.83	93,280.93
	70 HOUR	36.8409	38.1791	39.5709	41.0181	42.5233	44.0888	44.9029	45.7331	46.5799	47.4440	48.3249	49.3945	50.3147	51.2533
	75 HOUR	34.3849	35.6338	36.9328	38.2835	39.6884	41.1495	41.9093	42.6843	43.4746	44.2811	45.1033	46.1015	46.9604	47.8364
	80 HOUR	32.2358	33.4067	34.6245	35.8908	37.2079	38.5777	39.2900	40.0165	40.7574	41.5135	42.2843	43.2202	44.0254	44.8466
	BI-WEEKLY	2,578.86	2,672.54	2,769.96	2,871.26	2,976.63	3,086.22	3,143.20	3,201.32	3,260.59	3,321.08	3,382.74	3,457.62	3,522.03	3,587.73
35	ANNUALIZED	42,684.20	44,143.97	45,661.95	47,241.00	48,883.21	50,590.94	51,479.12	52,384.79	53,308.73	54,251.20	55,212.46	56,193.04	57,192.93	58,213.18
	PAYROLL YEAR	42,520.66	43,974.84	45,487.00	47,060.00	48,695.92	50,397.10	51,281.88	52,184.08	53,104.48	54,043.34	55,000.92	55,977.74	56,973.80	57,990.14
	70 HOUR	23.3630	24.1620	24.9929	25.8571	26.7560	27.6907	28.1769	28.6726	29.1783	29.6941	30.2203	30.7570	31.3043	31.8627
	80 HOUR	20.4426	21.1417	21.8688	22.6250	23.4115	24.2294	24.6548	25.0885	25.5310	25.9824	26.4427	26.9124	27.3913	27.8799
	BI-WEEKLY	1,635.41	1,691.34	1,749.50	1,810.00	1,872.92	1,938.35	1,972.38	2,007.08	2,042.48	2,078.59	2,115.42	2,152.99	2,191.30	2,230.39

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36	ANNUALIZED	68,107.17	70,584.06	73,159.87	75,838.77	78,624.68	81,522.05	83,028.54	84,565.57	86,132.87	87,731.76	89,362.75	91,026.10	92,723.12	94,453.55
	PAYROLL YEAR	67,846.22	70,313.62	72,879.56	75,548.20	78,323.44	81,209.70	82,710.42	84,241.56	85,802.86	87,395.62	89,020.36	90,677.34	92,367.86	94,091.66
	70 HOUR	37.2781	38.6339	40.0437	41.5100	43.0349	44.6207	45.4453	46.2866	47.1444	48.0196	48.9123	49.8227	50.7516	51.6987
	80 HOUR	32.6184	33.8046	35.0382	36.3212	37.6555	39.0431	39.7646	40.5007	41.2514	42.0171	42.7982	43.5949	44.4076	45.2364
	BI-WEEKLY	2,609.47	2,704.37	2,803.06	2,905.70	3,012.44	3,123.45	3,181.17	3,240.06	3,300.11	3,361.37	3,423.86	3,487.59	3,552.61	3,618.91
37	ANNUALIZED	71,586.66	74,202.72	76,923.59	79,752.83	82,695.45	85,755.41	87,347.30	88,970.10	90,625.26	92,314.45	94,036.84	96,127.55	97,926.36	99,761.09
	PAYROLL YEAR	71,312.38	73,918.42	76,628.86	79,447.26	82,378.61	85,426.85	87,012.64	88,629.22	90,278.03	91,960.75	93,676.54	95,759.25	97,551.17	99,378.86
	70 HOUR	39.1826	40.6145	42.1038	43.6523	45.2630	46.9378	47.8091	48.6974	49.6033	50.5279	51.4706	52.6150	53.5995	54.6038
	75 HOUR	36.5705	37.9069	39.2969	40.7422	42.2454	43.8086	44.6219	45.4509	46.2964	47.1594	48.0393	49.1073	50.0262	50.9635
	80 HOUR	34.2848	35.5377	36.8408	38.1958	39.6051	41.0706	41.8330	42.6102	43.4029	44.2119	45.0368	46.0381	46.8996	47.7783
	BI-WEEKLY	2,742.78	2,843.02	2,947.26	3,055.66	3,168.41	3,285.65	3,346.64	3,408.82	3,472.23	3,536.95	3,602.94	3,683.05	3,751.97	3,822.26
38	ANNUALIZED	44,962.47	46,513.59	48,126.31	49,804.02	51,548.54	53,362.76	54,306.27	55,268.58	56,250.20	57,251.39	58,272.43	59,314.34	60,376.87	61,460.80
	PAYROLL YEAR	44,790.20	46,335.38	47,941.92	49,613.20	51,351.04	53,158.30	54,098.20	55,056.82	56,034.68	57,032.04	58,049.16	59,087.08	60,145.54	61,225.32
	70 HOUR	24.6100	25.4590	26.3417	27.2600	28.2149	29.2079	29.7243	30.2510	30.7883	31.3363	31.8951	32.4654	33.0470	33.6403
	80 HOUR	21.5338	22.2766	23.0490	23.8525	24.6880	25.5569	26.0087	26.4696	26.9397	27.4192	27.9083	28.4073	28.9161	29.4352
	BI-WEEKLY	1,722.70	1,782.13	1,843.92	1,908.20	1,975.04	2,044.55	2,080.70	2,117.57	2,155.18	2,193.54	2,232.66	2,272.58	2,313.29	2,354.82
39	ANNUALIZED	46,263.29	47,866.36	49,533.10	51,267.45	53,070.70	54,945.72	55,920.56	56,915.23	57,929.99	58,964.60	60,020.60	61,096.97	62,195.26	63,315.47
	PAYROLL YEAR	46,086.04	47,682.96	49,343.32	51,071.02	52,867.36	54,735.20	55,706.30	56,697.16	57,708.04	58,738.68	59,790.64	60,862.88	61,956.96	63,072.88
	70 HOUR	25.3220	26.1994	27.1117	28.0610	29.0480	30.0743	30.6079	31.1523	31.7077	32.2740	32.8520	33.4411	34.0423	34.6554
	80 HOUR	22.1568	22.9245	23.7228	24.5534	25.4170	26.3150	26.7819	27.2582	27.7442	28.2397	28.7455	29.2610	29.7870	30.3235
	BI-WEEKLY	1,772.54	1,833.96	1,897.82	1,964.27	2,033.36	2,105.20	2,142.55	2,180.66	2,219.54	2,259.18	2,299.64	2,340.88	2,382.96	2,425.88

*Steps M and N are reserved for specific titles listed in the 2025-2029 CBA