

2025 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	35,206.81	36,481.54	37,232.80	37,820.36	38,509.82	39,213.27	39,930.70	40,662.76	41,409.01	42,170.29
	PAYROLL YEAR					35,071.92	36,341.76	37,090.14	37,675.46	38,362.27	39,063.02	39,777.71	40,506.96	41,250.35	42,008.72
	70 HOUR					19.2703	19.9680	20.3792	20.7008	21.0782	21.4632	21.8559	22.2566	22.6650	23.0817
	75 HOUR					17.9856	18.6368	19.0206	19.3207	19.6730	20.0323	20.3988	20.7728	21.1540	21.5429
	80 HOUR					16.8615	17.4720	17.8318	18.1132	18.4434	18.7803	19.1239	19.4745	19.8319	20.1965
	BI-WEEKLY					1,348.92	1,397.76	1,426.54	1,449.06	1,475.47	1,502.42	1,529.91	1,557.96	1,586.55	1,615.72
4	ANNUALIZED	N/A	N/A	N/A	N/A	36,206.96	37,521.78	38,205.18	38,902.57	39,613.74	40,339.32	41,079.10	41,833.92	42,603.76	43,389.06
	PAYROLL YEAR					36,068.24	37,378.02	38,058.80	38,753.52	39,461.97	40,184.77	40,921.71	41,673.63	42,440.53	43,222.82
	70 HOUR					19.8177	20.5374	20.9114	21.2931	21.6824	22.0795	22.4845	22.8976	23.3190	23.7488
	75 HOUR					18.4965	19.1682	19.5173	19.8736	20.2369	20.6076	20.9855	21.3711	21.7644	22.1655
	80 HOUR					17.3405	17.9702	18.2975	18.6315	18.9721	19.3196	19.6739	20.0354	20.4041	20.7802
	BI-WEEKLY					1,387.24	1,437.62	1,463.80	1,490.52	1,517.77	1,545.57	1,573.91	1,602.83	1,632.33	1,662.42
5	ANNUALIZED	N/A	N/A	N/A	36,758.82	38,095.35	39,485.33	40,208.41	40,945.89	41,697.99	42,465.12	43,247.49	44,045.73	44,859.84	45,690.03
	PAYROLL YEAR				36,617.98	37,949.39	39,334.05	40,054.35	40,789.01	41,538.22	42,302.42	43,081.79	43,876.98	44,687.97	45,514.98
	70 HOUR				20.1198	20.8513	21.6121	22.0079	22.4115	22.8232	23.2431	23.6713	24.1082	24.5538	25.0082
	75 HOUR				18.7785	19.4612	20.1713	20.5407	20.9174	21.3017	21.6935	22.0932	22.5010	22.9169	23.3410
	80 HOUR				17.6048	18.2449	18.9106	19.2569	19.6101	19.9703	20.3377	20.7124	21.0947	21.4846	21.8822
	BI-WEEKLY				1,408.38	1,459.59	1,512.85	1,540.55	1,568.81	1,597.62	1,627.02	1,656.99	1,687.58	1,718.77	1,750.58
6	ANNUALIZED	N/A	N/A	37,630.14	39,002.17	40,428.27	41,911.80	42,683.10	43,470.07	44,272.49	45,091.20	45,926.19	46,778.09	47,646.49	48,532.64
	PAYROLL YEAR			37,485.97	38,852.74	40,273.38	41,751.22	42,519.57	43,303.52	44,102.86	44,918.43	45,750.22	46,598.86	47,463.94	48,346.69
	70 HOUR			20.5967	21.3477	22.1282	22.9402	23.3624	23.7931	24.2323	24.6805	25.1375	25.6038	26.0791	26.5641
	75 HOUR			19.2236	19.9245	20.6530	21.4109	21.8049	22.2069	22.6169	23.0351	23.4617	23.8969	24.3405	24.7932
	80 HOUR			18.0221	18.6792	19.3622	20.0727	20.4421	20.8190	21.2033	21.5954	21.9953	22.4033	22.8192	23.2436
	BI-WEEKLY			1,441.77	1,494.34	1,548.98	1,605.82	1,635.37	1,665.52	1,696.26	1,727.63	1,759.62	1,792.26	1,825.54	1,859.49
7	ANNUALIZED	N/A	38,188.27	39,582.01	41,031.91	42,539.66	44,107.54	44,922.48	45,754.14	46,602.49	47,467.76	48,350.56	49,250.70	50,168.79	51,105.47
	PAYROLL YEAR		38,041.95	39,430.35	40,874.70	42,376.67	43,938.54	44,750.37	45,578.83	46,423.94	47,285.89	48,165.31	49,062.00	49,976.58	50,909.66
	70 HOUR		20.9022	21.6650	22.4586	23.2839	24.1421	24.5881	25.0433	25.5077	25.9813	26.4645	26.9571	27.4597	27.9723
	75 HOUR		19.5087	20.2207	20.9614	21.7316	22.5326	22.9489	23.3738	23.8071	24.2492	24.7002	25.1600	25.6290	26.1075
	80 HOUR		18.2894	18.9569	19.6513	20.3734	21.1243	21.5146	21.9129	22.3192	22.7336	23.1564	23.5875	24.0272	24.4758
	BI-WEEKLY		1,463.15	1,516.55	1,572.10	1,629.87	1,689.94	1,721.17	1,753.03	1,785.54	1,818.69	1,852.51	1,887.00	1,922.18	1,958.06

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8	ANNUALIZED	38,747.43	40,163.72	41,636.60	43,168.56	44,761.71	46,418.33	47,279.84	48,158.88	49,055.05	49,969.18	50,901.89	51,853.18	52,823.27	53,813.40
	PAYROLL YEAR	38,598.98	40,009.84	41,477.07	43,003.17	44,590.21	46,240.48	47,098.69	47,974.37	48,867.10	49,777.73	50,706.86	51,654.51	52,620.88	53,607.22
	70 HOUR	21.2082	21.9834	22.7896	23.6281	24.5001	25.4069	25.8784	26.3595	26.8501	27.3504	27.8609	28.3816	28.9126	29.4545
	75 HOUR	19.7943	20.5179	21.2703	22.0529	22.8668	23.7131	24.1532	24.6022	25.0601	25.5270	26.0035	26.4895	26.9851	27.4909
	80 HOUR	18.5572	19.2355	19.9409	20.6746	21.4376	22.2310	22.6436	23.0646	23.4938	23.9316	24.3783	24.8339	25.2985	25.7727
	BI-WEEKLY	1,484.58	1,538.84	1,595.27	1,653.97	1,715.01	1,778.48	1,811.49	1,845.17	1,879.50	1,914.53	1,950.26	1,986.71	2,023.88	2,061.82
9	ANNUALIZED	40,931.90	42,435.68	43,999.38	45,625.72	47,317.21	49,076.14	49,990.69	50,924.02	51,875.52	52,846.44	53,836.57	54,846.12	55,876.13	56,927.02
	PAYROLL YEAR	40,775.07	42,273.09	43,830.80	45,450.91	47,135.92	48,888.11	49,799.15	50,728.91	51,676.77	52,643.97	53,630.30	54,635.98	55,662.05	56,708.91
	70 HOUR	22.4039	23.2270	24.0829	24.9730	25.8989	26.8616	27.3622	27.8730	28.3938	28.9253	29.4672	30.0198	30.5835	31.1587
	75 HOUR	20.9103	21.6785	22.4773	23.3082	24.1723	25.0708	25.5380	26.0148	26.5009	26.9969	27.5027	28.0185	28.5446	29.0815
	80 HOUR	19.6034	20.3236	21.0725	21.8514	22.6615	23.5039	23.9419	24.3889	24.8446	25.3096	25.7838	26.2673	26.7606	27.2639
	BI-WEEKLY	1,568.27	1,625.89	1,685.80	1,748.11	1,812.92	1,880.31	1,915.35	1,951.11	1,987.57	2,024.77	2,062.70	2,101.38	2,140.85	2,181.11
10	ANNUALIZED	43,115.95	44,707.00	46,361.53	48,082.26	49,872.30	51,733.33	52,701.12	53,688.54	54,695.37	55,722.46	56,770.01	57,838.64	58,928.37	60,040.44
	PAYROLL YEAR	42,950.75	44,535.71	46,183.90	47,898.03	49,681.22	51,535.12	52,499.20	53,482.83	54,485.81	55,508.96	56,552.50	57,617.04	58,702.59	59,810.40
	70 HOUR	23.5993	24.4702	25.3758	26.3176	27.2974	28.3160	28.8457	29.3862	29.9373	30.4994	31.0728	31.6577	32.2542	32.8629
	75 HOUR	22.0260	22.8388	23.6841	24.5631	25.4775	26.4283	26.9227	27.4271	27.9414	28.4661	29.0013	29.5472	30.1039	30.6720
	80 HOUR	20.6494	21.4114	22.2038	23.0279	23.8852	24.7765	25.2400	25.7129	26.1951	26.6870	27.1887	27.7005	28.2224	28.7550
	BI-WEEKLY	1,651.95	1,712.91	1,776.30	1,842.23	1,910.82	1,982.12	2,019.20	2,057.03	2,095.61	2,134.96	2,175.10	2,216.04	2,257.79	2,300.40
11	ANNUALIZED	45,585.01	47,275.03	49,032.09	50,859.92	52,760.63	54,737.34	55,765.26	56,813.85	57,883.33	58,973.89	60,086.79	61,221.62	62,379.63	63,560.18
	PAYROLL YEAR	45,410.35	47,093.90	48,844.22	50,665.06	52,558.48	54,527.62	55,551.60	56,596.18	57,661.55	58,747.94	59,856.58	60,987.06	62,140.62	63,316.66
	70 HOUR	24.9507	25.8758	26.8375	27.8379	28.8783	29.9602	30.5229	31.0968	31.6822	32.2791	32.8882	33.5094	34.1432	34.7894
	75 HOUR	23.2874	24.1507	25.0483	25.9821	26.9531	27.9629	28.4880	29.0237	29.5700	30.1271	30.6957	31.2754	31.8670	32.4701
	80 HOUR	21.8319	22.6413	23.4828	24.3582	25.2685	26.2152	26.7075	27.2097	27.7219	28.2442	28.7772	29.3207	29.8753	30.4407
	BI-WEEKLY	1,746.55	1,811.30	1,878.62	1,948.66	2,021.48	2,097.22	2,136.60	2,176.78	2,217.75	2,259.54	2,302.18	2,345.66	2,390.02	2,435.26
12	ANNUALIZED	48,148.86	49,941.41	51,805.58	53,744.08	55,760.04	57,857.02	58,947.37	60,059.44	61,193.85	62,350.60	63,531.16	64,734.89	65,962.63	67,215.23
	PAYROLL YEAR	47,964.38	49,750.06	51,607.09	53,538.16	55,546.40	57,635.34	58,721.52	59,829.33	60,959.39	62,111.71	63,287.74	64,486.86	65,709.90	66,957.70
	70 HOUR	26.3541	27.3352	28.3555	29.4166	30.5200	31.6678	32.2646	32.8733	33.4942	34.1273	34.7735	35.4323	36.1043	36.7899
	75 HOUR	24.5971	25.5129	26.4652	27.4555	28.4853	29.5566	30.1136	30.6817	31.2612	31.8522	32.4553	33.0702	33.6974	34.3373
	80 HOUR	23.0598	23.9183	24.8111	25.7395	26.7050	27.7093	28.2315	28.7641	29.3074	29.8614	30.4268	31.0033	31.5913	32.1912
	BI-WEEKLY	1,844.78	1,913.46	1,984.89	2,059.16	2,136.40	2,216.74	2,258.52	2,301.13	2,344.59	2,388.91	2,434.14	2,480.26	2,527.30	2,575.30

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13	ANNUALIZED	51,093.15	53,003.46	54,989.99	57,055.85	59,204.61	61,438.77	62,600.95	63,785.89	64,994.85	66,228.02	67,485.83	68,768.70	70,077.04	71,411.69
	PAYROLL YEAR	50,897.39	52,800.38	54,779.30	56,837.25	58,977.78	61,203.38	62,361.10	63,541.50	64,745.82	65,974.27	67,227.26	68,505.22	69,808.54	71,138.08
	70 HOUR	27.9656	29.0112	30.0985	31.2293	32.4054	33.6282	34.2643	34.9129	35.5746	36.2496	36.9381	37.6402	38.3563	39.0869
	75 HOUR	26.1012	27.0771	28.0919	29.1473	30.2450	31.3863	31.9801	32.5854	33.2030	33.8330	34.4755	35.1309	35.7993	36.4811
	80 HOUR	24.4699	25.3848	26.3362	27.3256	28.3547	29.4247	29.9813	30.5488	31.1278	31.7184	32.3208	32.9352	33.5618	34.2010
	BI-WEEKLY	1,957.59	2,030.78	2,106.90	2,186.05	2,268.38	2,353.98	2,398.50	2,443.90	2,490.22	2,537.47	2,585.66	2,634.82	2,684.94	2,736.08
14	ANNUALIZED	54,322.24	56,361.38	58,482.37	60,688.14	62,981.81	65,367.14	66,607.83	67,873.36	69,163.75	70,480.65	71,823.44	73,192.96	74,590.04	76,014.89
	PAYROLL YEAR	54,114.11	56,145.44	58,258.30	60,455.62	62,740.50	65,116.69	66,352.62	67,613.31	68,898.75	70,210.61	71,548.26	72,912.53	74,304.26	75,723.65
	70 HOUR	29.7330	30.8491	32.0101	33.2174	34.4728	35.7784	36.4575	37.1502	37.8565	38.5773	39.3122	40.0618	40.8265	41.6064
	75 HOUR	27.7508	28.7925	29.8761	31.0029	32.1746	33.3932	34.0270	34.6735	35.3327	36.0054	36.6914	37.3910	38.1047	38.8326
	80 HOUR	26.0164	26.9930	28.0088	29.0652	30.1637	31.3061	31.9003	32.5064	33.1244	33.7551	34.3982	35.0541	35.7232	36.4056
	BI-WEEKLY	2,081.31	2,159.44	2,240.70	2,325.22	2,413.10	2,504.49	2,552.02	2,600.51	2,649.95	2,700.41	2,751.86	2,804.33	2,857.86	2,912.45
15	ANNUALIZED	58,215.74	60,410.85	62,693.45	65,067.51	67,536.57	70,104.60	71,439.88	72,801.46	74,190.82	75,607.94	77,053.26	78,701.31	80,208.64	81,745.83
	PAYROLL YEAR	57,992.69	60,179.39	62,453.25	64,818.21	67,277.81	69,836.00	71,166.16	72,522.53	73,906.56	75,318.26	76,758.03	78,399.78	79,901.33	81,432.62
	70 HOUR	31.8641	33.0656	34.3150	35.6144	36.9658	38.3714	39.1023	39.8475	40.6080	41.3837	42.1747	43.0769	43.9018	44.7432
	75 HOUR	29.7398	30.8612	32.0273	33.2401	34.5014	35.8133	36.4955	37.1910	37.9008	38.6247	39.3631	40.2050	40.9750	41.7603
	80 HOUR	27.8811	28.9324	30.0256	31.1626	32.3451	33.5750	34.2145	34.8666	35.5320	36.2107	36.9029	37.6922	38.4141	39.1503
	BI-WEEKLY	2,230.49	2,314.59	2,402.05	2,493.01	2,587.61	2,686.00	2,737.16	2,789.33	2,842.56	2,896.86	2,952.23	3,015.38	3,073.13	3,132.02
16	ANNUALIZED	62,109.65	64,460.32	66,905.37	69,447.72	72,091.96	74,842.06	76,272.13	77,730.81	79,218.30	80,736.28	82,283.90	84,162.90	85,779.42	87,428.11
	PAYROLL YEAR	61,871.68	64,213.34	66,649.02	69,181.63	71,815.74	74,555.31	75,979.90	77,432.99	78,914.78	80,426.94	81,968.64	83,840.43	85,450.77	87,093.14
	70 HOUR	33.9954	35.2821	36.6203	38.0119	39.4592	40.9645	41.7472	42.5456	43.3598	44.1906	45.0377	46.0662	46.9510	47.8534
	75 HOUR	31.7291	32.9299	34.1790	35.4778	36.8286	38.2335	38.9641	39.7092	40.4691	41.2446	42.0352	42.9951	43.8209	44.6631
	80 HOUR	29.7460	30.8718	32.0428	33.2604	34.5268	35.8439	36.5288	37.2274	37.9398	38.6668	39.4080	40.3079	41.0821	41.8717
	BI-WEEKLY	2,379.68	2,469.74	2,563.42	2,660.83	2,762.14	2,867.51	2,922.30	2,978.19	3,035.18	3,093.34	3,152.64	3,224.63	3,286.57	3,349.74
35	ANNUALIZED	38,432.25	39,836.17	41,295.94	42,813.92	44,393.23	46,035.18	46,889.17	47,760.13	48,648.31	49,554.77	50,478.97	51,421.70	52,383.22	53,364.32
	PAYROLL YEAR	38,285.00	39,683.54	41,137.72	42,649.88	44,223.14	45,858.80	46,709.52	47,577.14	48,461.92	49,364.90	50,285.56	51,224.68	52,182.52	53,159.86
	70 HOUR	21.0357	21.8041	22.6031	23.4340	24.2984	25.1971	25.6646	26.1413	26.6274	27.1236	27.6294	28.1454	28.6717	29.2087
	80 HOUR	18.4063	19.0786	19.7777	20.5048	21.2611	22.0475	22.4565	22.8736	23.2990	23.7331	24.1757	24.6273	25.0878	25.5576
	BI-WEEKLY	1,472.50	1,526.29	1,582.22	1,640.38	1,700.89	1,763.80	1,796.52	1,829.89	1,863.92	1,898.65	1,934.06	1,970.18	2,007.02	2,044.61

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36	ANNUALIZED	62,877.51	65,259.14	67,736.03	70,311.83	72,990.74	75,776.39	77,225.20	78,702.98	80,210.00	81,747.55	83,315.64	84,915.31	86,546.82	88,210.69
	PAYROLL YEAR	62,636.60	65,009.10	67,476.50	70,042.44	72,711.08	75,486.06	76,929.32	78,401.44	79,902.68	81,434.34	82,996.42	84,589.96	86,215.22	87,872.72
	70 HOUR	34.4157	35.7193	37.0750	38.4849	39.9511	41.4759	42.2689	43.0777	43.9026	44.7441	45.6024	46.4780	47.3710	48.2817
	80 HOUR	30.1138	31.2544	32.4406	33.6742	34.9572	36.2914	36.9852	37.6930	38.4148	39.1511	39.9021	40.6682	41.4496	42.2465
	BI-WEEKLY	2,409.10	2,500.35	2,595.25	2,693.94	2,796.58	2,903.31	2,958.82	3,015.44	3,073.18	3,132.09	3,192.17	3,253.46	3,315.97	3,379.72
37	ANNUALIZED	66,223.43	68,738.84	71,354.89	74,075.35	76,904.80	79,847.21	81,377.71	82,938.07	84,529.76	86,153.80	87,810.00	89,820.33	91,550.03	93,314.18
	PAYROLL YEAR	65,969.70	68,475.47	71,081.50	73,791.54	76,610.14	79,541.28	81,065.92	82,620.30	84,205.89	85,823.71	87,473.57	89,476.19	91,199.26	92,956.66
	70 HOUR	36.2471	37.6239	39.0558	40.5448	42.0935	43.7040	44.5417	45.3958	46.2670	47.1559	48.0624	49.1627	50.1095	51.0751
	75 HOUR	33.8306	35.1156	36.4521	37.8418	39.2873	40.7904	41.5723	42.3694	43.1825	44.0122	44.8582	45.8852	46.7689	47.6701
	80 HOUR	31.7162	32.9209	34.1738	35.4767	36.8318	38.2410	38.9740	39.7213	40.4836	41.2614	42.0546	43.0174	43.8458	44.6907
	BI-WEEKLY	2,537.30	2,633.67	2,733.90	2,838.14	2,946.54	3,059.28	3,117.92	3,177.70	3,238.69	3,300.91	3,364.37	3,441.39	3,507.66	3,575.26
38	ANNUALIZED	40,623.35	42,114.44	43,665.30	45,278.54	46,955.99	48,700.25	49,607.49	50,532.73	51,476.77	52,439.34	53,421.22	54,423.20	55,444.49	56,486.93
	PAYROLL YEAR	40,467.70	41,953.08	43,498.00	45,105.06	46,776.08	48,513.66	49,417.42	50,339.12	51,279.54	52,238.42	53,216.54	54,214.68	55,232.06	56,270.50
	70 HOUR	22.2350	23.0511	23.9000	24.7830	25.7011	26.6559	27.1524	27.6589	28.1756	28.7024	29.2399	29.7883	30.3473	30.9179
	80 HOUR	19.4556	20.1698	20.9125	21.6851	22.4885	23.3239	23.7584	24.2015	24.6536	25.1146	25.5849	26.0647	26.5539	27.0531
	BI-WEEKLY	1,556.45	1,613.58	1,673.00	1,734.81	1,799.08	1,865.91	1,900.67	1,936.12	1,972.29	2,009.17	2,046.79	2,085.18	2,124.31	2,164.25
39	ANNUALIZED	41,874.06	43,415.26	45,018.06	46,685.59	48,419.42	50,222.40	51,159.65	52,115.96	53,091.84	54,086.77	55,102.06	56,137.19	57,192.93	58,270.34
	PAYROLL YEAR	41,713.62	43,248.92	44,845.58	46,506.72	48,233.90	50,029.98	50,963.64	51,916.28	52,888.42	53,879.54	54,890.94	55,922.10	56,973.80	58,047.08
	70 HOUR	22.9196	23.7631	24.6404	25.5531	26.5021	27.4890	28.0020	28.5254	29.0596	29.6041	30.1599	30.7264	31.3043	31.8940
	80 HOUR	20.0546	20.7928	21.5604	22.3590	23.1894	24.0529	24.5018	24.9598	25.4271	25.9036	26.3899	26.8856	27.3913	27.9072
	BI-WEEKLY	1,604.37	1,663.42	1,724.83	1,788.72	1,855.15	1,924.23	1,960.14	1,996.78	2,034.17	2,072.29	2,111.19	2,150.85	2,191.30	2,232.58

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