

Appendix 1 – 2026 Salary Guidelines

Years of Experience	Minimum Base Salary*	Years of Experience	Minimum Base Salary*
0	\$45,261	18	\$60,975
1	\$46,143	19	\$61,847
2	\$47,007	20	\$62,721
3	\$47,879	21	\$63,594
4	\$48,753	22	\$64,466
5	\$49,625	23	\$65,340
6	\$50,499	24	\$66,213
7	\$51,372	25	\$67,085
8	\$52,244	26	\$67,959
9	\$53,118	27	\$68,832
10	\$53,991	28	\$69,705
11	\$54,864	29	\$70,577
12	\$55,736	30	\$71,452
13	\$56,610	31	\$72,324
14	\$57,483	32	\$73,196
15	\$58,355	33	\$74,069
16	\$59,229	34	\$74,942
17	\$60,102	35	\$75,816

*COLA of 3.2% for 2025