

Appendix 1 - 2027 Salary Guidelines

Years of Experience	Minimum Base Salary*	Years of Experience	Minimum Base Salary*
0	\$46,800	18	\$63,048
1	\$47,703	19	\$63,950
2	\$48,605	20	\$64,854
3	\$49,507	21	\$65,756
4	\$50,411	22	\$66,658
5	\$51,312	23	\$67,562
6	\$52,216	24	\$68,464
7	\$53,119	25	\$69,366
8	\$54,020	26	\$70,270
9	\$54,924	27	\$71,172
10	\$55,827	28	\$72,075
11	\$56,729	29	\$72,977
12	\$57,631	30	\$73,881
13	\$58,535	31	\$74,783
14	\$59,437	32	\$75,685
15	\$60,339	33	\$76,587
16	\$61,243	34	\$77,490
17	\$62,145	35	\$78,394

*COLA of 3.4% for 2026 (Midwest Region CPI, March 2026)