Naperville 203
Community Unit School District

Board of Education Most Recent Offer to NUEA

Thursday, July 31, 2025

naperville203.org

Our Commitment to Fiscal Responsibility

This posting is accompanied by multiple appendices that can be found at the end of the document.

- **Appendix A** - Board of Education's Most Recent Offer Presented on July 29, 2025
- **Appendix B** - Individualized Salary Increases Based on the Board of Education's Most Recent Offer
- **Appendix C** - Individualized Salary Increases Based on the NUEA's Most Recent Offer
- **Appendix D** - Historical Data on Salary Increases

Current Status of the Negotiations

- While bargaining discussions continue to make progress, the NUEA has **initiated the “posting” process** to potentially disrupt the school calendar.
- The first day of the 2025-26 school year is August 14 and the previous NUEA contract expired on June 30, 2025. The parties continue to honor the expired contract while bargaining is ongoing.
- We believe the **majority of our educators do not wish to disrupt** the school calendar.

Our Goals for the Negotiation Process

- Maintain competitive salaries and benefits
- Maintain the long-term financial health of district
- Improve and innovate the school experience for students and staff

Maintain Competitive Salaries & Benefits

We believe educators in Naperville 203 **deserve to be compensated at competitive rates of pay** for the high-quality instruction and support they provide to students.

We are proud that educators in Naperville 203 are **among some of the highest-paid educators** in Illinois.

- In fiscal year 2024, Naperville 203 educator salaries were in the ***top 3%*** of large unit districts in the entire state of Illinois.*

We are proud that the **benefits we offer are among the highest rates of board-paid health insurance** compared to other unit districts.

**Data derived from the most recently provided ISBE salary file for the entire state from the Illinois School Report Card.*

Summary of BOE Current Financial Offer

Raises for every educator over every year of the four-year contract:

4.24%

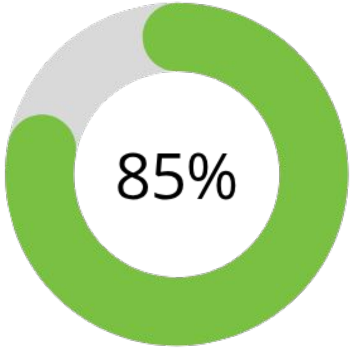
Average increase in 2025-26

3.78%

Average increase in 2026-27

Increase of the CPI (with a base of 2% and a max of 5%) **+0.5% in 2027-28 & 2028-29**

Maintain benefits:



Maintain 85% of board-paid insurance premiums for single & family coverage

Maintain retirement health insurance benefit for eligible employees

Raise hourly rates of pay:

Increase hourly rates of pay for all extra work opportunities inside and outside of the school day

A full copy of the Board of Education's contract offer can be found in Appendix A.

**CPI according to the Property Tax Extension Limitation Law (PTELL) CPI as reported by the Illinois Department of Revenue for December of the applicable year identified. Note, the Property Tax Extension Limitation Law CPI is capped annually at 5%.*

Maintain the District's Long-Term Financial Health

If the Board of Education agreed to the NUEA proposal, the **district would assume a substantial budget deficit**. There would only be two options to balance the budget:

- Increase revenue through **property tax increases**, resulting in a direct impact to residents
- **Substantial staff reductions**, resulting in a direct impact to students, staff, and families

Maintain Competitive Salaries & Benefits

In most American teacher compensation systems, including in Naperville 203, teacher salaries follow a "base and steps and lanes" schedule. As teachers return to the district (base), gain more years in the classroom (steps) or earn higher credentials (lanes), their salary increases accordingly.

Base

Educator salary schedules have a percentage raise increase on the base salary, which is applied to all salaries on the schedule.

Steps

Steps reflect pay increases based on years of experience, each year of experience, brings an average of a 2% raise.

Lanes

Lanes provide pay increases for engaging in lifelong learning experiences such as earning advanced degrees, engaging in professional learning or other unique experiences through our Career203 program.

Maintain Competitive Salaries & Benefits

*In fiscal year 2024, Naperville 203 educator salaries were in the **top 3%** of large unit districts in the entire state of Illinois.**

BoE Proposed Salary Schedule Increases	
School Year	**Base & Step Increase**
2025-2026	**4.24%**
2026-2027	**3.78%**
2027-2028*	**CPI + 0.5%**
2028-2029*	**CPI + 0.5%**
Compounded*	***To Be Determined***

Compounded Raises of **8.17%** for Y1& Y2

NUEA Proposed Salary Schedule Increases	
School Year	**Base & Step Increase**
2025-2026	**7.20%**
2026-2027	**7.04%**
2027-2028	**6.94%**
2028-2029	**6.76%**
Compounded	**31.01%**

A full copy of the BoE proposed salary increases by employee can be found in Appendix B.

A full copy of the NUEA proposed salary increases by employee can be found in Appendix C.

**CPI according to the Property Tax Extension Limitation Law (PTELL) CPI as reported by the Illinois Department of Revenue for December of the applicable year identified. Note, the Property Tax Extension Limitation Law CPI is capped annually at 5%.*

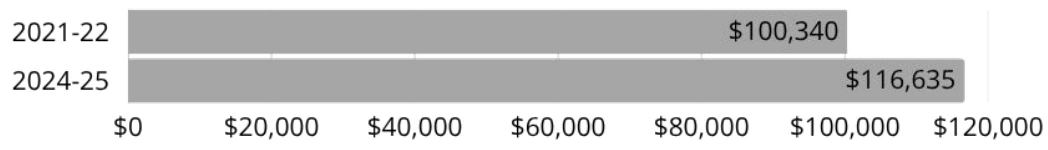
**Data derived from the most recently provided ISBE salary file for the entire state from the Illinois School Report Card.*

Maintain Competitive Salaries & Benefits

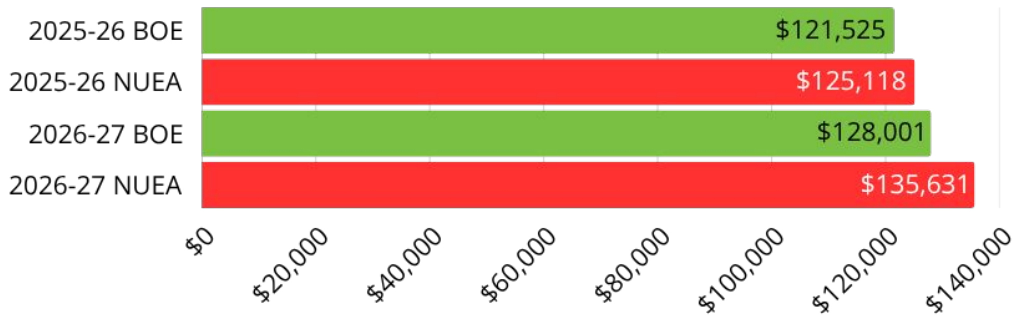
Naperville 203 Educators work 183 days/year per their contract

Example: MS Exploratory Teacher

Salary growth over **previous three years** led to compounded raise of **16.2%**



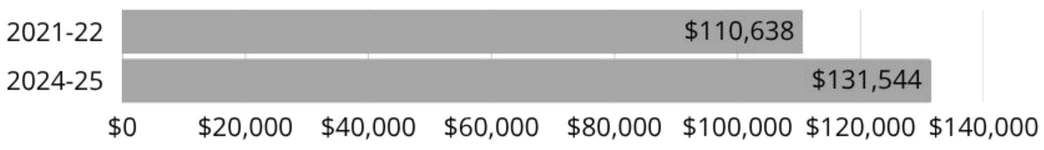
Proposed salary growth with current BoE offer over first two years is **9.74%.** Proposed salary growth with current NUEA offer over first two years is **16.29%**.



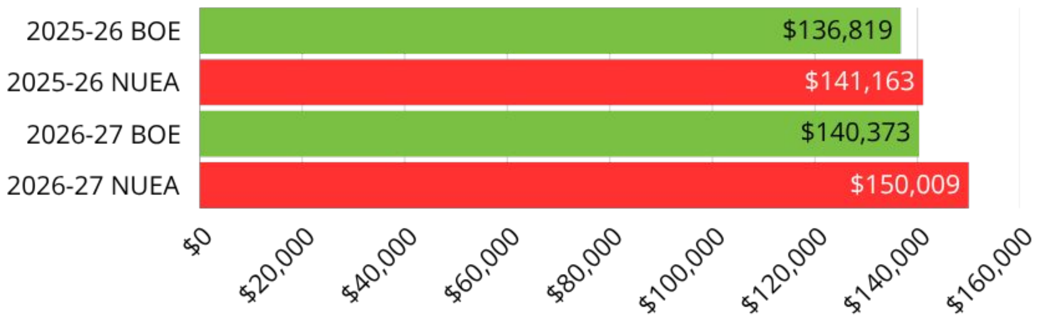
(Educator with MA + 54 and 18 years of experience)

Example: HS Related Services Provider

Salary growth over **previous three years** led to compounded raise of **18.9%**



Proposed salary growth with current BoE offer over first two years is **6.71%**. Proposed salary growth with current NUEA offer over first two years is **14.04%.**



(Educator with MA + 54 and 22 years of experience)

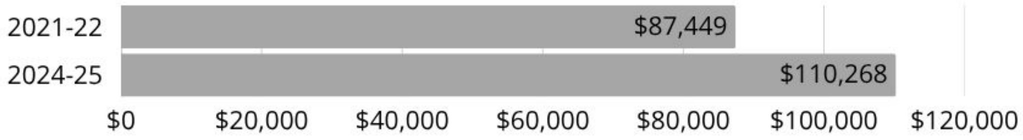
Over <u>475</u> Naperville 203 educators have a MA + 54 placement on our salary schedule.

Maintain Competitive Salaries & Benefits

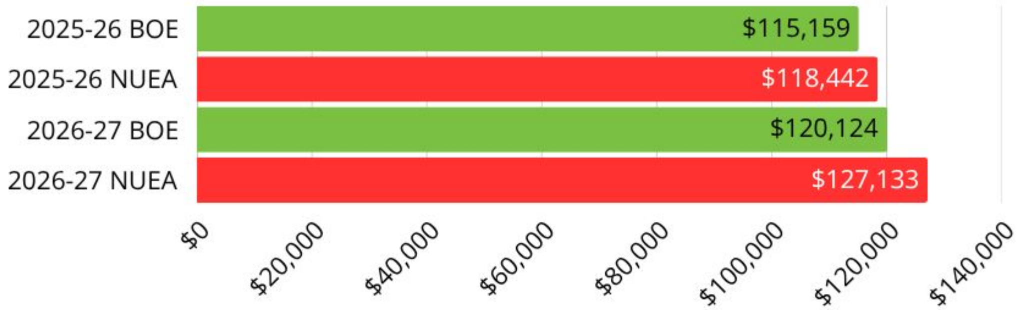
Naperville 203 Educators work 183 days/year per their contract

Example: Elementary Teacher

Salary growth over **previous three years** led to compounded raise of **26.1%**



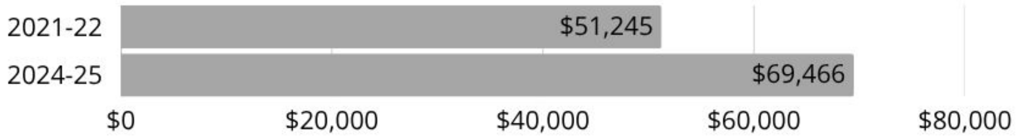
Proposed salary growth with current BoE offer over first two years is **8.94%.** Proposed salary growth with current NUEA offer over first two years is **15.29%**.



(Educator with MA + 12 with 20 years experience who moved lanes over the past three years; proposed salaries do not take into account any possible future lane movement)

Example: Elementary Teacher

Salary growth over **previous three years** led to compounded raise of **35.6%**

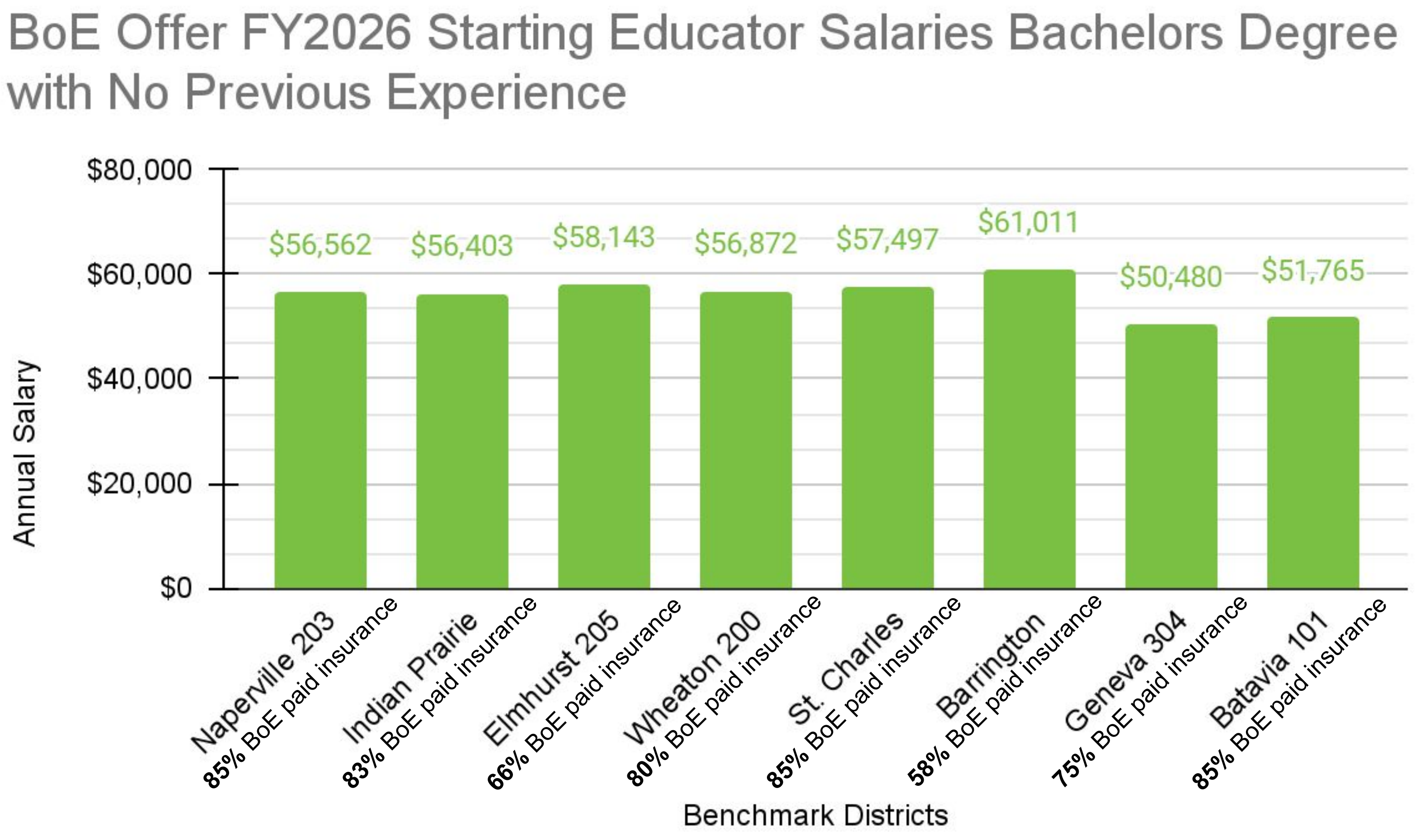


Proposed salary growth with current BoE offer over first two years is **11.79%**. Proposed salary growth with current NUEA offer over first two years is **17.05%**.

(Educator with MA+0 with 4 years experience who moved lanes by earning a MA degree over the past three years; proposed salaries do not take into account any possible future lane movement)

Over <u>two-thirds</u> of Naperville 203 educators fall at or above MA+0 with 10 years experience on our salary schedule.

Maintain Competitive Salaries & Benefits

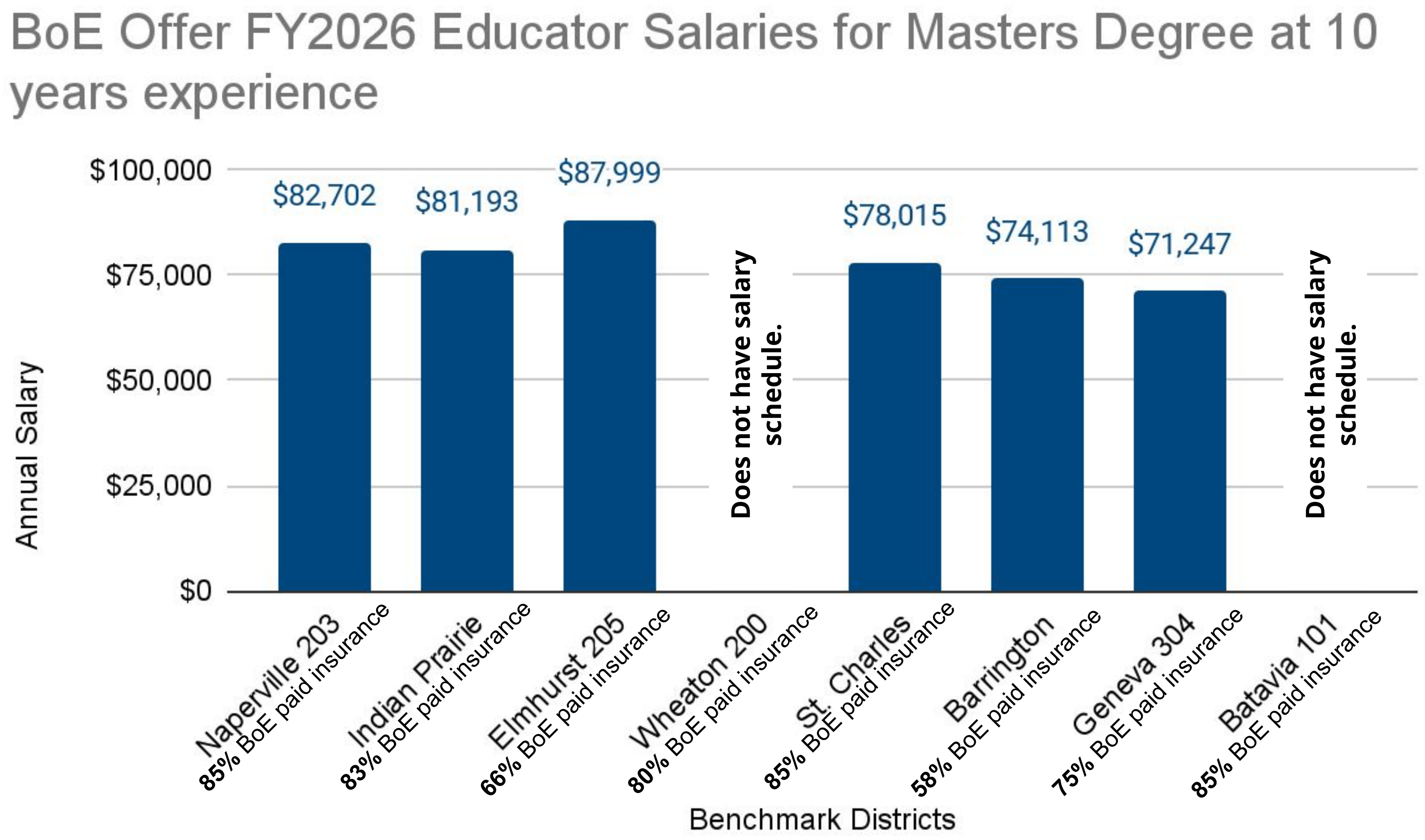


The Board of Education offer **raises the starting salary by 4.1%** and keeps Naperville 203's starting salary for **educators with a bachelor's degree and no prior teaching experience** competitive with benchmark districts.

BoE paid insurance benefits derived from each district's most recent self-reported rates to the ISBE Teacher Salary Study Report.

Salary data derived from the publicly available Union Contracts from all benchmark districts; Insurance benefits data derived from Teacher Salary Study on ISBE.

Maintain Competitive Salaries & Benefits



Over **two-thirds** of Naperville 203 educators fall at or above this placement on our salary schedule.

BoE paid insurance benefits derived from each district's most recent self-reported rates to the ISBE Teacher Salary Study Report.

Salary data derived from the publicly available Union Contracts from all benchmark districts; Insurance benefits data derived from Teacher Salary Study on ISBE.

Maintain Competitive Salaries & Benefits

Naperville 203 Educator Average Raises & Salaries over Lifespan of Previous Contract (Chart represents staff who were in the agreed data set pulled in February 2025)		
School Year	**Base % Increase in NUEA Contract**	**Approximate Average Raise (%) Including Base, Step, and Lane**
2021-2022	**1.54%**	**4.29%**
2022-2023	**0.94%**	**3.69%**
2023-2024	**3.35%**	**6.10%**
2024-2025	**3.35%**	**6.10%**

*In fiscal year 2024, Naperville 203 educator salaries were in the **top 3%** of large unit districts in the entire state of Illinois.**

**Data derived from the most recently provided ISBE salary file for the entire state from the Illinois School Report Card.*

Please see appendix D for details regarding actual salary increases for individual NUEA educators over the life of the previous contract.

Maintain Competitive Salaries & Benefits

Naperville 203 teachers **have received overall raises** (base + step + lane) **that exceed the Consumer Price Index** (capped at 5% for schools) for **every year** over the last 10+ years.

Fiscal Year	Base Increase	Approximate Step Increase	Approximate Lane Increase	CPI (capped at 5% for schools)	Approximate Overall Percent Raise
FY2016	1.40%	2.0%	0.75%	1.50%	4.15%
FY2017	1.40%	2.0%	0.75%	0.80%	4.15%
FY2018	1.40%	2.0%	0.75%	0.70%	4.15%
FY2019	1.41%	2.0%	0.75%	2.10%	4.16%
FY2020	1.75%	2.0%	0.75%	2.10%	4.50%
FY2021	1.27%	2.0%	0.75%	1.90%	4.02%
FY2022	1.54%	2.0%	0.75%	2.30%	4.29%
FY2023	0.94%	2.0%	0.75%	1.40%	3.69%
FY2024	3.35%	2.0%	0.75%	5.00%	6.10%
FY2025	3.35%	2.0%	0.75%	5.00%	6.10%

Please see appendix D for the details regarding actual salary increases for NUEA staff over the life of the previous contract.

Maintain Competitive Salaries & Benefits

Over 99.5% of Naperville 203 NUEA educators are insurance eligible.

District	Percent of BoE paid insurance premiums for family coverage
Naperville 203	85%
Indian Prairie 204	83%
Wheaton 200	80%
St. Charles 303	85%
Elmhurst 205	66%
Barrington 220	58%
Geneva 304	75%
Batavia 101	85%

Board of Education offer also maintains **retirement health insurance benefit of up to a maximum of $48,000 for reimbursement for post-retirement health insurance premiums** for those hired before July 1, 2025.

Insurance benefits data derived from Teacher Salary Study on ISBE.

The cost to the district for only NUEA Certified Staff Board of Education's insurance contributions in fiscal year 2025 was over $22.4 million* dollars. *The family insurance benefit ranges between $12,865-$25,263 per employee.

Maintain Competitive Salaries & Benefits

Naperville 203 Educators earn hourly wages for work outside of their typical responsibilities. The BoE proposal **increases every one** of these hourly rates.

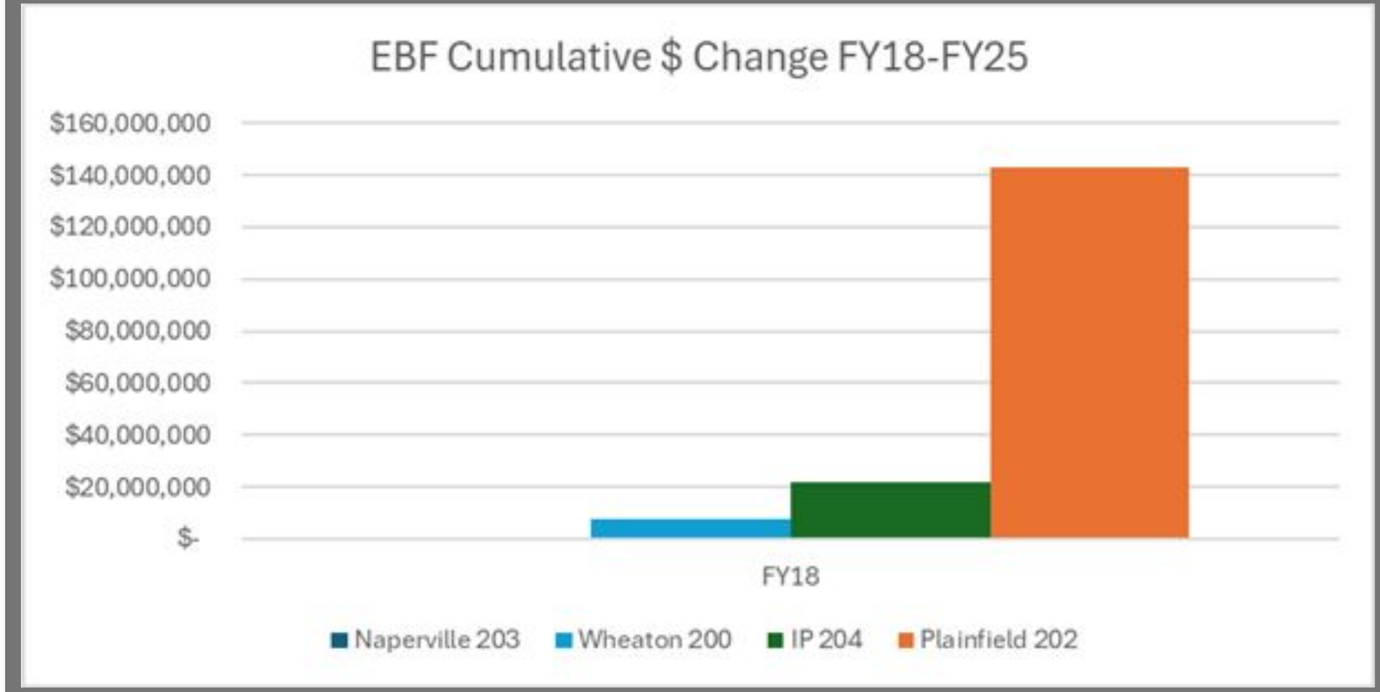
Responsibility	Previous Contract Rate	BoE Proposed Rate	Percentage Increase
Attend Professional Learning	$29.00	$33.00	**13.8%**
Curriculum or Program Development	$31.00	$36.00	**16.1%**
Professional Preparation and Proctoring	$29.00	$35.00	**20.7%**
Summer Teaching or Facilitation of Professional Learning	$40.00	$45.00	**12.5%**
Summer Diagnostic Work	$40.00	$50.00	**25.0%**
Internal Substitution	$29.00/period	$46.00/hour	**11% - 32.2%** varies by level
Lunchroom Supervision	$29.00	$32.00	**10.3%**
Supervision of Detention	$29.00	$33.00	**13.8%**

Maintain Long-Term Financial Health of the District

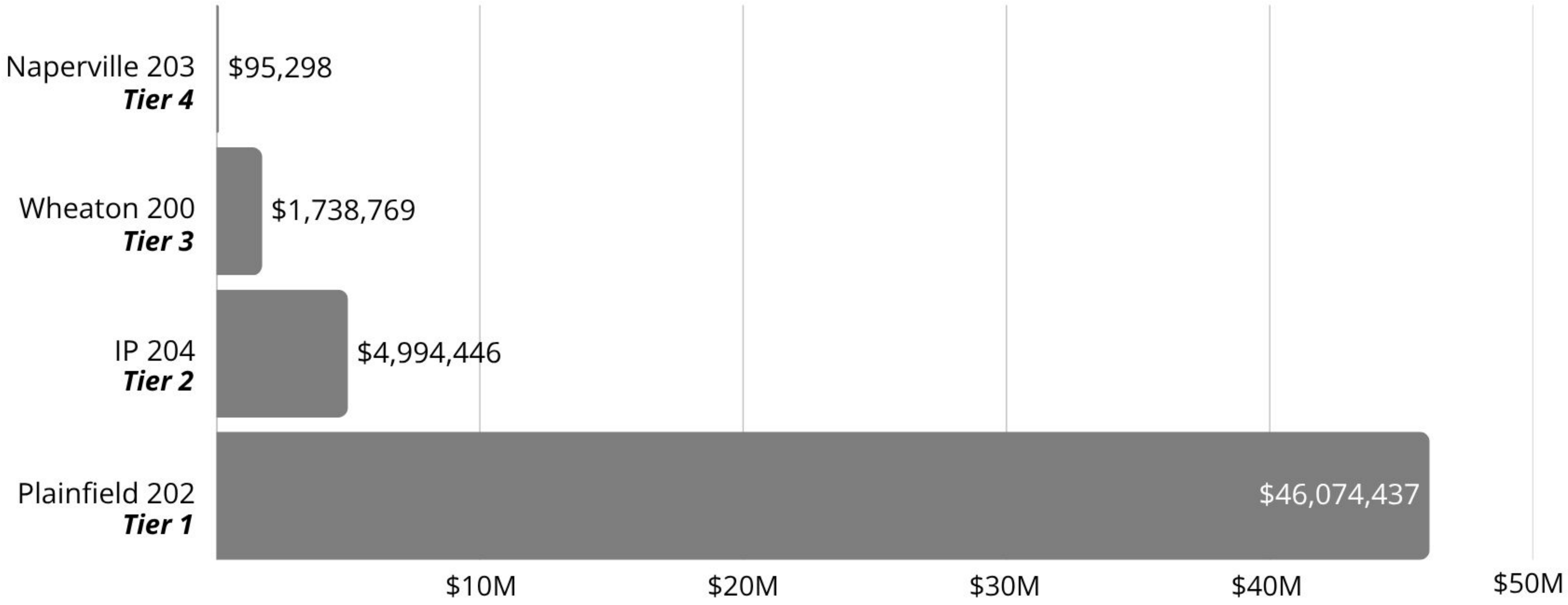
- We must **recognize the fiscal realities we face.**
- Illinois law limits how much we can raise local property taxes to cover increased costs.
  - **Property Tax Extension Limitation Law (PTELL)**: Restricts the annual increase in the total amount of property taxes billed for non-home rule taxing districts.
    - The law restricts the growth of property tax revenues to either 5% or the increase in the Consumer Price Index (CPI) for the previous year—whichever is lower.

Evidence-Based Funding

- Illinois school districts receive Evidence Based Funding, determined by its percentage of adequacy.
- As a Tier 4 district (greater than adequacy), **Naperville 203 receives the least amount of state funding** under this model.
- We **only receive 4%** of our overall revenue through this source.



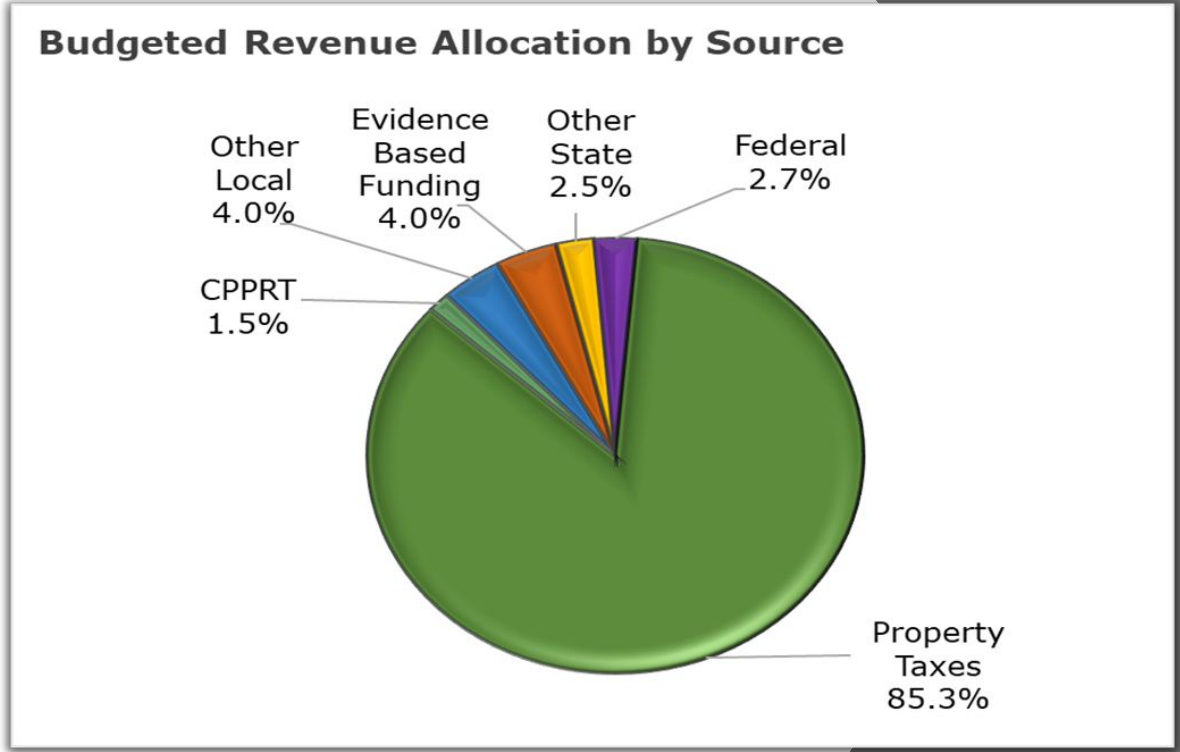
Comparison: Total EBF Increase Since 2018



Naperville 203's funding from EBF has grown **less than 1%** since 2018. In comparison, Plainfield's EBF funding has grown **nearly 53%** in the same time period.

District Funding

- **85%** of our revenue comes from **local property taxes.** Any spending increases will largely be paid for by Naperville taxpayers.
- Over **52%** of our budget goes to NUEA certified educators' salaries and benefits.
- Naperville 203 only receives **2.7%** of our overall funding from the **federal** government and **2.5%** from state sources outside of Evidenced Based Funding.

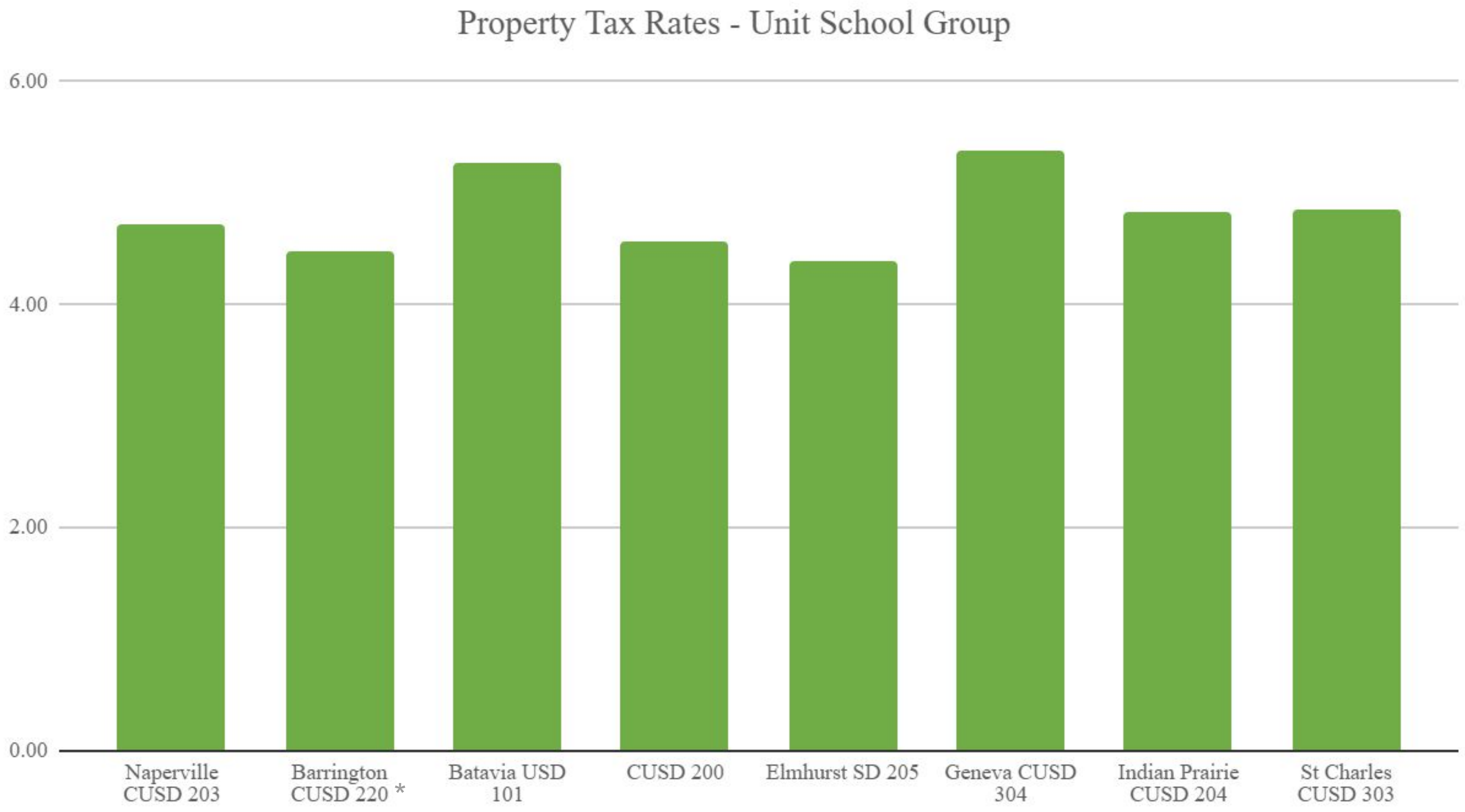


District Funding

- As **85%** of district revenue comes from **local property taxes,** it is important to budget for expenses aligned to projected tax revenue increases.
- For **fiscal year 2026**, projected revenue increases for ALL district expenditures are **$11.5 million**.
- The largest portion of district expenses are educator salaries and benefits.
  - However, **the additional $11.5M must cover ALL increased expenses**, including increases in salaries and benefits for **all staff** (transportation, maintenance, educational support professionals, non-union and administrators), curricular resources, technology advancements, transportation costs, infrastructure maintenance, utilities**, etc**.

District Funding

In comparison to other local unit districts, **the tax rate for Naperville 203 residents is at the median**, with four districts having higher tax rates and three districts having lower tax rates.

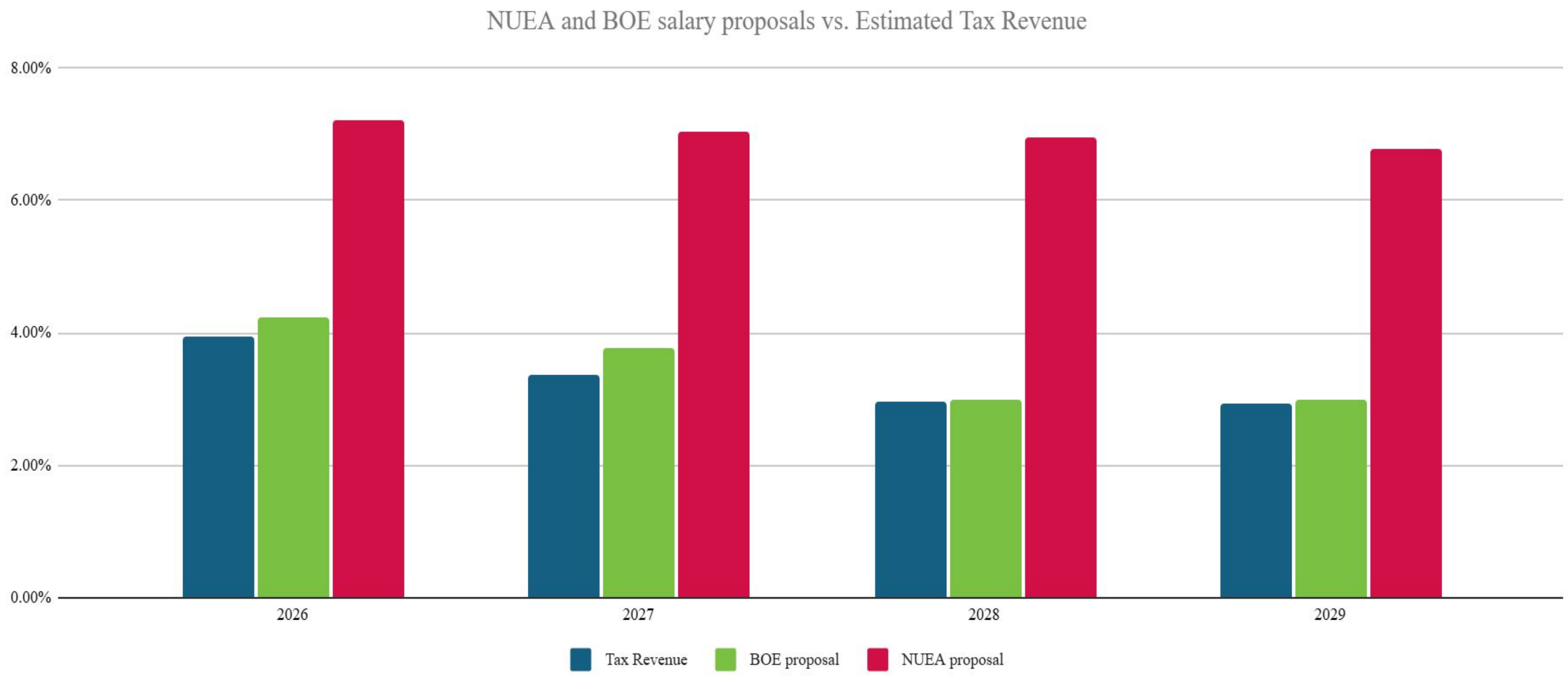


**This visual utilizes Lake County for Barrington 220 since they serve students across four separate counties.*

Maintain the District's Long-Term Financial Health

To maintain the long-term financial health of the district, salary increases must be tied to property tax revenues.

The BoE salary offer is already above the projected revenue increases.



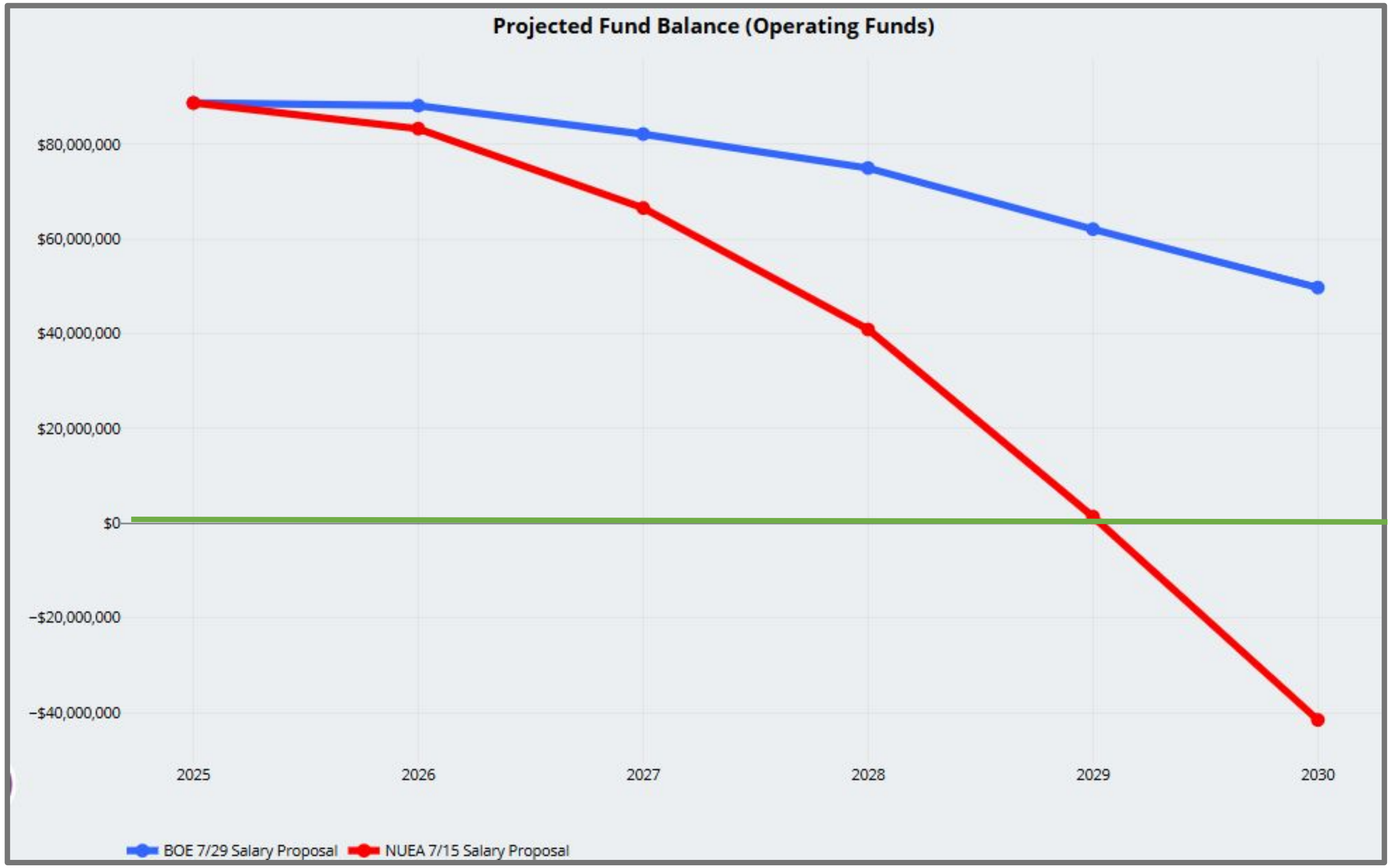
For the purposes of this visual only, we are estimating CPI to be at 2.5% in years 3 and 4 of this proposal.

Maintain the District's Long-Term Financial Health

The district fund balance acts as a "checking account" to provide the district the ability to make payroll and pay bills between tax cycles.

Fund balance usage beyond what is required by needed cash flow (*aka savings account*) is subject to Board Policy 4:20.

This graph shows the depletion of the fund balance account with the BoE's proposal in comparison to the NUEA proposal.



This budget forecast was estimated based off of the 2025 fiscal year for demonstration purposes.

The district's fund balance can change daily based upon spending, it is reported in the district's annual financial report each June.

Maintain the District's Long-Term Financial Health

To maintain the long-term financial health of the district, salary increases must be tied to property tax revenues.

NUEA educator salaries and benefits consume 52% of our overall budget.

Thus, to maintain our financial health, NUEA educator salary and benefits increases should correlate with the increases in our property tax revenue.

Cost Discrepancy Between Annual Additional Budget Dollars of BoE and NUEA Offers

	Expected TOTAL Tax Revenue Increase	BoE Proposal	BoE Proposal % of Total Tax Revenue Increase	NUEA Proposal	NUEA Proposal % of Total Tax Revenue Increase
2025-2026	**$11. 5 Million**	**$6.4 Million**	**55.7%**	**$10.9 Million**	**94.8%**
2026-2027	**$10.2 Million** (estimated)	**$5.9 Million**	**57.8%**	**$11.5 Million**	**112.7%**
2027-2028	**$9.2 Million** (estimated)	**TBD**	**TBD**	**$12.1 Million**	**131.5%**
2028-2029	**$9.4 Million** (estimated)	**TBD**	**TBD**	**$12.6 Million**	**134.0%**

This visual displays the costs for ONLY salary increases and not any other financial impacts from this contract or other union contracts.

Improve & Innovate the School Experience

- Every decision we make in this process is in careful and balanced consideration of the instructional needs of students, the wellbeing of our staff, and our responsibility to our local taxpayers.
- The district has proposed improvements to the school day through the Innovating the School Experience (ISE) initiative to better align with student needs, research, and practices in surrounding districts.
  - Proposed changes for ISE include modifying the school schedules at all levels to improve wellness, engagement, and overall experience for students and staff.

Improve & Innovate the School Experience

The current proposal allows for flexibility *with the possible approval of ISE* and the ability to enhance the school experience for students and educators:

- Early Childhood educators would receive weekly, dedicated time for professional learning, collaboration and self-directed planning time.
- Elementary educators duty-free lunch would increase by 10 minutes and maintain their self directed and professional collaboration throughout the day. Educator instructional minutes reflect the actual minutes being used which is a decrease from prior contracts.
- Middle school educators self-directed planning minutes would increase by 28%. Supervision minutes for core teachers would decrease by 38%. All middle school educators would now have equitable instructional minutes and a common PLC time with their content areas.
- High school educators would receive an increase of 125% in weekly professional collaboration time.
- All educators have equitable and clear “professional workday day” expectations at the level they serve.

Improve & Innovate the School Experience

NUEA Proposal

Increase the number of sick days staff are provided from 15 to 20 per year when they have been employed by the district for 16 or more years.

BoE Proposal

Maintain number of sick days at 15 per year for all certified staff.

Rationale:

This proposal ***would provide 20 sick days for our educators who work 183 days per year, equating to over 10% of their contract days***. Students learn best when they are taught by their classroom teacher and substitutes should be reserved for illness or emergency absences. As of today, **the average balance of sick days NUEA members have is more than 100 days.** Tenured staff also have access to a Sick Leave Bank for use for continuous, long-term major disability or illness when an individual employee does not have enough sick days.

Student-Focused Staff Growth

Claim:

The NUEA public posting states that while that several new district level-positions have been created since the pandemic, support at the building level has remained minimal and inconsistent.

Fact:

Since 2019, the district has added **105** licensed staff assigned at the school level in response to the pandemic and other needs.

Educator Raises Have Consistently Exceeded the CPI

Claim:

The NUEA public posting claims that educators have not received raises that have kept up with inflation.

Fact:

For more than the past 10 years, NUEA educators have received raises (base + step + lane) that exceed the CPI (with a 5% cap for school districts).

Shared Data Provides Sensible Comparative Cost Information

Claim:

The NUEA public posting states that using the data set from January (which was mutually agreed upon) to cost each team's proposal is misleading, as some educators will have retired and new educators will be hired at lower salaries.

Fact:

The method of a shared data set of actual employees on a given date is used in all negotiations and the method was agreed to by the NUEA. The proposals only include base and step and don't account for any lane changes made by educators, which cannot be predicted, which typically offset any potential savings by retirees being replaced by earlier career teachers.

Our Commitment to Fiscal Responsibility

- The district **always** ties teacher compensation increases to factors like inflation and current/projected revenue increases.
- This approach has led to competitive educator salaries and benefits **and** strong financial ratings.
- We firmly value our educators — **and** we must meet our fiduciary responsibilities to our students, families, and community.

Thank You!

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Naperville 203
Community Unit School District

Board's Comprehensive Proposal

All Board proposals are depicted using redline and strikeout against current 2021-2025 contract language, with the exception of Article 3 language as indicated on page 4 of this document.

Collective Bargaining Agreement

Between

Naperville Unit Education Association – IEA/NEA

And

Naperville Community Unit School District 203

Board's Comprehensive Proposal

Board of Education's Proposals and All Tentative Agreements as of July 29, 2025

Article	Title	Status
1.1	Recognition	Pending as of 7/29/2025
2.5	Dues Deduction	Tentative agreement - signed 3/26/2025
2.9	Student Discipline	Tentative agreement - signed 3/26/2025
2.10(A)	Complaints Against Employees	Tentative agreement – signed 2/26/2025
2.11	Parent Observation	Tentative agreement – signed 2/26/2025
2.13 [New]	Freedom of Information Act	Tentative agreement – signed 2/26/2025
3.1	General Terms	Pending as of 7/29/2025
3.2	Employee Work Week	Pending as of 7/29/2025
3.3	Employee Lunch Period	Pending as of 7/29/2025
3.4	Personal Property Loss	Pending as of 7/29/2025
3.4	Professional Responsibilities	Pending as of 7/29/2025
3.5	Travel Time	Pending as of 7/29/2025
3.7	Aide Time	Pending as of 7/29/2025
3.8	Parent Conference	Tentative agreement – signed 2/26/2025
5.2	Determination and Notice of Dismissal	Tentative agreement – signed 2/26/2025
6.1	Experience Credit	Tentative agreement – signed 2/26/2025
6.2	Compensation Schedule	Verbal tentative agreement – 5/13/2025
6.6	Hospitalization, Major Medical and Dental Insurance	Verbal tentative agreement – 5/13/2025
6.10	Payroll Installments	Tentative agreement – signed 3/26/2025
6.13	Teacher Retirement Insurance Program (TRIP) (IMRF)	Pending as of 7295/2025
7.1C	Sick Leave Bank	Tentative agreement - signed 3/26/2025
7.1(D) [New]	Staff Injury	Pending as of 7/29/2025
7.4(C)	Association Leave	Verbal tentative agreement – 7/14/2025
7.6	Intent to Return	Tentative agreement – signed 2/26/2025
7.10	Leaves of Absence	Pending as of 7/29/2025
Article 8	Grievance Procedure	Board's proposal withdrawn and proposal to go back to 2021-2025 contract language for Article 8 in full.
9.2	Notification of Assignment	Pending as of 7/29/2025
9.3	Voluntary Transfer	Tentative agreement - signed 3/26/2025
12.2	Negotiation Procedure	Tentative agreement – signed 2/26/2025
12.3	Stipend Committee	Pending as of 7/29/2025
12.5	Instructional and Professional Concerns Committee	Tentative agreement – signed 2/26/2025
13.2	Procedure for Alleged Violations (Academic Freedom)	Withdrawn by District on 2/26/2025
App. A	Compensation Schedule	Pending as of 7/29/2025
App. B.3	Rates of Pay	Pending as of 7/29/2025
App. B.4	Internal Substitution and Lunchroom Supervision	Pending as of 7/29/2025

Board's Comprehensive Proposal

1.1 Recognition

The Board of Education of Naperville Community Unit School District 203, DuPage and Will Counties, Naperville, Illinois, hereinafter referred to as the "Board," recognizes the Naperville Unit Education Association, hereinafter referred to as the "Association," as the sole and exclusive negotiating agent for all full- time and part-time (25% or more) regularly employed certificated personnel for which a professional educators license is required including coordinators, hearing and vision itinerants, student advocacy specialists, learning commons directors, learning support coaches, student services coordinators, assistive technology specialists, student success interventionists, project managers, certified school nurses, and physical and occupational therapists, and high school department chairs, ~~instructional coordinators,~~ hereinafter referred to as employee(s) or teacher(s) excluding supervisory, managerial, confidential and short-term employees as defined by the Illinois Educational Labor Relations Act and ~~except for~~ the Superintendent, central office administrative personnel, building administrative personnel, deans, high school athletic directors, paraprofessionals, teacher aides, health technicians and those persons holding administrative or supervisory certificates or endorsements as specified by the State Teachers' Certification Board, and who are employed greater than half-time by the District in an administrative or supervisory position. ~~requiring an administrative or supervisory certificate.~~

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Due to significant changes to all of Article 3, any proposal on an Article 3 section is red-lined and struck against prior language proposed by the District. Any Article 3 language from the 2021-2025 contract not included or addressed in a proposal is deemed to be removed.

Article 3 Section 1 – ~~Work Year~~General Terms

The employee work year shall not exceed 188 days including 5 emergency days authorized by law. At least one workday will occur before the first day of student attendance and shall be designated as a non-structured ~~teacher~~ employee workday. No meetings shall be conducted during this day.

For days outside of the employee work year, Administration will work collaboratively with employees in the event of emergency circumstances which may require the use of flexible scheduling where applicable.

The basis for the calculation of an employee's per diem rate of pay shall be the actual number of days in that employee's work year. **[Consider moving this to Appendix A]**

A. Length of Work Day

~~1.~~ Employees shall be available at reasonable times before and after the student attendance day to meet their professional responsibilities to students and to parents and for participation in professional meetings in their buildings. Reasonable, for the purposes of this contract, shall mean to be twenty (20) minutes before the beginning of the student attendance day. All staff are also responsible for their Administration-assigned supervision minutes.

B. Responsibilities for Time Before and After the Student Attendance Day

1. Employees will accommodate reasonable expectations in regard to content, length, and frequency of professional responsibilities with colleagues, students, parents, and administrators.
2. Administration will accommodate reasonable expectations for the time spent by employees on professional responsibilities and will accept employee participation in the determination of the content, length, and frequency of meetings.
3. The Association will work cooperatively with administrators and employees to promote a positive, professional perspective on the nature and extent of professional responsibilities and will assist in the resolution of any disputes which arise over such professional responsibilities.

C. Planning and Preparation and Meetings. At least once yearly, building leadership and employees will discuss issues related to preparation time and meeting time and frequency before, during, and after the school day. These discussions may occur within the context of a previously established meeting.

D. Related Services Filings and Reports. Special education employees, early childhood employees, school psychologists, social workers, speech language pathologists, PTs, OTs, adapted PE, hearing/vision/O&M, and dual language employees may work collaboratively with Administration to be approved for up to ten (10) hours annually for related services filings and reports. These hours shall be completed outside of the student attendance day and paid at the Professional Preparation rate in Appendix B.3.

Article 3 Section 2 – Employee Work Week

Admin-Directed preparation time may consist of grade/team/department level meetings, faculty meetings, committees, professional learning community (PLC) meetings and professional learning and development. The following meetings are not included within the limitations of this paragraph: (1) special education meetings as required by law and regulations; (2) meetings requested by a student's parent/guardian; (3) individual student planning meetings; (4) teacher evaluation meetings.

Self-directed preparation time is defined as continuous uninterrupted individual plan time and shall consist of no fewer than twenty (20) consecutive minute intervals.

Special education meetings as required by law shall take place within the student attendance day as much as possible. Any such meetings that extend beyond twenty (20) minutes past the student attendance day shall be compensated at the internal substitution rate in Appendix B.4.

The work week is as follows per level:

A. Early Childhood

The required minutes per week shall include (except lunch, which is daily):

Instruction	Self-Directed Preparation Time	Admin-Directed Preparation Time	Student Non-Attendance Times	Supervision	Lunch
Up to 1,500 minutes inclusive of recess.	Minimum of 150 minutes within the full student AM/PM attendance day.	Up to 60 minutes within the student attendance day (excludes student non-attendance days/times). Up to two 45 minute meetings per month outside the student attendance day.	Up to 180 minutes of admin-directed time for full student non-attendance days. Up to 150 minutes of admin-directed time for half-day	Up to 175 minutes before or after student arrival and/or dismissal.	Each employee shall have a duty-free lunch of a minimum of forty (40) minutes per day.

			student non-attendance days.		

Preparation time shall consist of no fewer than twenty (20) consecutive minutes exclusive of lunch and travel time. ~~EC teachers in the Extended Day program may have some preparation time occur after the dismissal of students in the Extended Day program.~~

Administration-directed team meetings will be limited to no more than one within the student attendance day per week and shall not exceed 45 minutes.

Employees of the ECC shall be given first right of refusal to volunteer for summer diagnostic work. Preference shall be given to those employees who regularly engage in such diagnostic work for the EC Program. If summer diagnostic work is still available after EC employees have had an opportunity to volunteer, the work shall then be offered to any bargaining unit member qualified to do the work. Once current bargaining unit members have had an opportunity to volunteer for summer diagnostic work, the Board may offer the work to any person of their choosing. Summer diagnostic work cannot be required of members of the bargaining unit. In the event a bargaining unit member is selected to do summer diagnostic work, such work must be done at the school site, unless approved by the supervisor to be accomplished "off-site".

EC teachers will attend orientation, district parent/teacher conference dates, and open house. If those teachers do not need to be in attendance on those evenings, they may check with their administrator to determine a different evening they will work.

~~B.~~ Elementary

The required minutes per week shall include (except lunch, which is daily):

Instruction	Self-Directed Preparation Time	Admin-Directed Preparation Time	Supervision	Lunch
Up to 1,425 minutes. *If ISE: Up to 1,500 minutes, with no newly created academic courses added.	Minimum of 150 minutes within the student attendance day.	Up to 95 ~~100~~ minutes outside the student attendance day~~150 minutes~~. Up to 45 minutes ~~twice a month~~ within the student attendance day.	Up to 125 minutes before and/or after school.	Each employee shall have a duty-free lunch period equal to that of the students or a minimum of fifty (50) consecutive minutes, whichever is greater.~~.~~

Preparation time shall consist of no fewer than twenty (20) consecutive minute intervals.

The maximum length of any single meeting may be sixty (60) minutes.

~~Administration-called grade-level meetings will be limited to no more than one within the student attendance day per week and shall not exceed 45 minutes. There shall be a limitation of no more than 105 minutes per week of administration-called meeting time held outside the student attendance day. The following meetings are not included within the limitations of this paragraph: (1) special education meetings as required by law and regulations; (2) meetings requested by a student's parent/guardian; (3) individual student planning meetings; (4) teacher evaluation meetings; and (5) teacher-called a teacher-directed team planning meetings.~~

B. Junior High School

The required minutes per week shall include (except lunch, which is daily):

Instruction	Self-Directed Preparation Time	Admin-Directed Preparation Time	Supervision	Lunch
Up to 1,090 minutes, except for employees who teach PE or Exploratory, which shall be up to 1,305. If ISE*: Up to 1,164 minutes inclusive of one (1) weekly advisory period.	Minimum of 210 minutes. If ISE*: Minimum of 292 minutes within the student attendance day.	Up to 240 minutes within the student attendance day. If ISE*: Up to 200 minutes within the student attendance day.	Up to 240 minutes per week during the student attendance day for staff currently teaching up to 1090 instructional minutes, except for employees who teach PE or Exploratory shall have 0 minutes of supervision within the student attendance day. If ISE*: Up to 82 minutes within the student attendance day.	Each employee shall have a duty-free lunch period equal to that of the students or a minimum of 40 consecutive minutes, whichever is greater. *If ISE: Each employee shall have a duty-free lunch period equal to that of the students or a minimum of 35 consecutive minutes, whichever is greater.

***subject to additional discussion on implementation**

A supervision period may include a supervised study period or support of classroom instruction. Supervised study is defined as a period of support, which may include based on student need: differentiated reteaching focused on meeting standards, providing retakes for assessments, social-emotional and executive functioning support, and delivering of targeted supports and extensions. Support of classroom instruction could include support under the direction of a specialist, pushing into classrooms to provide targeted instruction, and provide flexible support for students in various content areas. Supervision shall not require formal lesson preparation or grading beyond the core curriculum and formal assessment.

In addition to the outlined supervision minutes per week during the student attendance day of supervision, e~~E~~mployees shall also be responsible for a reasonable amount of student supervision between classes and before and after school, except traveling junior high ~~teachers~~ employees will not be responsible for before or after school student supervision at their assigned junior high schools.

Administration may implement an advisory period as part of the instructional minutes towards the assigned weekly amount. These minutes will be used to support students in developing non-academic skills as assigned by administration. For days that include an advisory period, the regularly scheduled periods will be reduced by an equal number of minutes per period. The length of an advisory period will be no more than the length of the regularly scheduled periods in the adjusted schedule.

Employees shall be required to attend up to two (2) before-school professional meetings per month, not to exceed forty (40) minutes each. These meetings may include staff meetings, professional learning sessions, or department meetings. The two (2) before-school professional meetings per month are not to begin more than forty-five (45) minutes prior to the start of the student attendance day.

An employee may voluntarily accept a "zero hour" assignment. If such assignment is made, said employee's schedule shall be adjusted to provide the same length of workday.

C. High School

The required minutes per week shall include (except lunch, which is daily):

Instruction	Self-Directed Preparation Time	Admin-Directed Preparation Time	Supervision	Lunch

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Up to 1,256 minutes	Minimum of 320 minutes within the student attendance day.	Up to 60 minutes. *If ISE: Up to 135 minutes.	Up to 125 minutes within the student attendance day.	Each employee shall have a duty-free lunch period equal to that of the students or a minimum of forty (40) minutes, whichever is greater.

Instructional time shall consist of no more than 9 ~~equal~~ class periods, with no more than 5 instructional periods a day, exclusive of advisory and intervention periods. ~~and includes homeroom and interventions periods.~~ Employees will have a minimum of 41 minutes of self-directed preparation time daily within the student attendance day. Employees may elect with Board approval to be assigned 250 minutes of supervision time per week during one semester of the school year and zero minutes of supervision time per week during the other semester of the same school year.

Supervision may include student interaction and/or instructional assistance but shall not require formal instruction, lesson preparation or assessment.

An employee ~~teacher~~ may voluntarily accept a "zero hour" assignment. If such an assignment is made, said ~~teacher's~~ employee's schedule shall be adjusted to provide the same length workday.

Administration may implement an adjusted schedule to include an intervention or ~~homeroom~~ advisory period up to two days per week. Intervention will consist of the following: support for students not meeting essential standards, extension for students already meeting standards, reassessment of students' abilities to meet or exceed essential standards as identified through the PLC or course team process applicable to that employee's ~~teacher's~~ assigned courses. ~~Homeroom~~ Advisory minutes will be used for required drills and surveys as well as to support students in developing executive functioning and social-emotional skills as assigned by administration. These minutes will not require additional preparation outside of the advisory period. For days that include an intervention or ~~homeroom~~ advisory period, the regularly scheduled periods will be reduced by an equal number of minutes per period. Intervention and advisory ~~homeroom~~ shall count as instructional minutes toward the assigned 1256~~1250~~ weekly amount. The length of an intervention period or ~~homeroom~~ advisory period shall be no more than the length of the regularly scheduled periods in the adjusted schedule.

D. Connections

The required minutes per week shall include (except lunch, which is daily):

Instruction	Self-Directed Preparation Time	Admin-Directed Preparation Time	Supervision	Lunch
Up to 1,375 minutes.	Minimum of 200 minutes within the student attendance day. Up to 200 minutes outside of the student attendance day.	Up to 140 minutes outside the student attendance day. The maximum length of any single meeting may be sixty (60) minutes.	Up to 300 minutes. Employees shall also be responsible for student supervision during passing periods, and before and after school.	Each employee shall have a duty-free lunch period equal to that of the students or a minimum of one-half (1/2) hour, whichever is greater.

E. Emergencies - Daily hours may be extended in emergency situations involving the health and welfare of students as determined by the administration. Such extensions will be paid at the internal substitution rate.

~~Article 3 Section 3 – Employee Lunch Period~~

~~Each employee shall have a duty-free lunch of no less than 30 daily consecutive minutes.~~

[consider moving this provision to Article 6 Section 16]

Article 3 Section 4 - Personal Property Loss

The District will pay for glasses, personal assistive devices needed to perform essential life activities, and other personal electronic devices customarily carried and used in the workplace such as cell phones, broken or damaged while an employee is on the job, so long as the damage or loss is not attributable to the employee's negligence. (Damage shall be interpreted as to include dropping of glasses, personal devices, or personal items into any place where the location is known but from which the glasses or item/s cannot be retrieved). Notification of damage or breakage must be made to the District Business Office by the employee's supervisor, prior to the employee securing the necessary repairs. The District reserves the right to select the institution that makes the repairs. The District will reimburse up to $500 per occurrence for repair of a covered item or towards an individual's insurance deductible.

Board's Comprehensive Proposal

Article 3 Section 4 – Professional Responsibilities

A. Conflict Resolution

Employees, administrators, and the NUEA will work cooperatively to prevent and resolve conflicts regarding professional responsibilities. ~~Conflicts over the before and after school time necessary for completion of professional responsibilities may be referred to the Instructional and Professional Concerns Committee (IPC), which may make recommendations to the parties for resolution.~~

~~The IPC may delegate this conflict resolution role to any other committee or body, which it deems appropriate.~~

B. Other Responsibilities

Nothing in Article 3 shall be construed as altering the right of the Board to require employee participation in outdoor education, field trips, parent and/or student conferences, staffings, open houses, parent orientation/curriculum night, and student programs. Employees who serve as school counselors in the District shall attend and participate in a maximum of twelve (12) hours of evening meetings that are specifically related to and are a necessary part of the employee's school counselor assignment.

Participation in any other after school events or extracurricular duties shall be entirely voluntary.

C. Unbalanced Workload Schedule

In consultation with the employee, and w~~W~~hen essential to maintain full time assignments and only to the extent necessary for the scheduling of students, the Administration may assign unbalanced workloads. The Association will be advised of such unbalanced workloads. This provision shall not preclude unbalanced workloads for part time employees~~teachers~~.

Article 3 Section 5 – Travel Time

Travel time for employees ~~instructional staff~~ required to commute between two or more buildings shall be realistic in light of professional responsibilities and time requirements that do not interfere with the duty-free time of employees. There shall be adequate parking designated for traveling employees~~teachers~~.

Article 3 Section 6 – Meetings Outside the Instructional Day

Friday, after school, is excluded as a meeting day requiring employee attendance. The administration is encouraged to give sufficient notice of all meetings and any adjustments to meeting dates and/or times.

Board's Comprehensive Proposal

Article 3 Section 7 – Aide Time

A. High Schools - If the average student/~~teacher~~ employee load for students enrolled during instructional time in any high school department (excluding physical education/health, driver's education, performance music and ~~homeroom/~~advisory) shall exceed one hundred eighty (180) ~~one hundred sixty (160)~~, such department shall be provided with a clerical aide for at least four (4) hours each ~~teacher~~ employee employment day. The average student/~~teacher~~ employee load shall be computed as provided in subsection D below. Employees who teach less than five classes in a department will be counted pro-rata in computing student/teacher load.

B. Junior High Schools - If the average student/~~teacher~~ employee load for students enrolled during instructional time in any junior high school department (excluding physical education/health, performance music, and ~~homeroom/~~advisory) shall exceed one hundred sixty-eight (168) ~~one hundred sixty (160)~~ students enrolled during the ~~teacher's~~ employee's instructional time per day, thirty (30) minutes plus five (5) minutes per student in excess of one hundred sixty-eight (168) ~~one hundred sixty-seven (167)~~ of aide time will be allotted.

C. Elementary- K-5 instructional aide time will be provided, utilizing the following guidelines:

Special education students ~~and E.L.L. students mainstreamed~~ included in a minimum of two (2) general education academic classes will be counted in the enrollment figures for aide time calculation.

Any class section receiving paraprofessional support based on enrollment will have the same paraprofessional assigned to the specials classroom if the specials class occurs during that assigned paraprofessional's workday.

Grade K - 1 – Three and one-half (3 1/2) hours per day during periods of basic instruction when enrollments reach 28.

~~**Grade 1** – Three and one-half (3 1/2) hours per day during periods of basic instruction when enrollments reach 28.~~

Grades 2-5 - Three and one-half (3 1/2) hours per day during periods of basic instruction when enrollments reach 30.

D. General – The assignment may be adjusted based upon student and employee ~~teacher~~ needs. The initial determination of the number of students shall be made on the 6th day of school pupil enrollment, and again on the last day of the month, which is closest to the end of a quarter. The allotted aide time will be provided within five (5) school days after the application review date. The Board shall make every effort to provide a substitute for an absent aide.

Article 3 Section 8 – Parent Conference

Notwithstanding any other section of this Agreement, there shall be twice annual parent conferences, the schedule for which is not required to conform with the normal workday schedule, the length of which shall conform to the Guidelines established by the Regional Superintendent of Schools. Employees shall confer with parents from 5:00 p.m. until 8:30 p.m. On the day immediately following, employees shall confer with parents from 8:00 a.m. until 12:00 p.m., at which time employees are dismissed.

Parents may make arrangements with the ~~teacher~~ employee to confer by video conference during the scheduled conference time. In the event of an extenuating circumstance requiring an in-person conference, ~~teachers~~ employees shall make a reasonable attempt to schedule a conference outside of scheduled conference times.

Principals will make a reasonable attempt to allow employees who are parents or legal guardians of students within the district to attend their students' conference(s) by video conference.

Article 3 Section 9 – Use of Recordings

Audio and/or video security surveillance recordings of common areas will not be used for evaluative purposes. The recording of instruction for evaluation purposes may occur by mutual agreement of the employee and the evaluator.

When any audio or video recording received or obtained by the District contains information that may be used in a disciplinary proceeding, the District will provide notice to the Union and the employee of the information and a reasonable opportunity to review and respond to the information before a discipline decision is rendered. In instances where the District must release such a recording to a third party (other than law enforcement), the District will provide such notice to the Union and the employee before releasing.

Any use of livestreaming instruction in the classroom is subject to agreement by both the Board and the Association.

Article 6 Section 2

6.2 Compensation Schedule - The compensation schedule shall be as set forth in Appendix A, which is attached to and incorporated in this agreement. Further, school social workers, school psychologists, speech-language pathologists, occupational therapists, ~~and~~ physical therapists, and school counselors ~~with forty-five (45) or more semester hours including those earned toward a master's degree~~ shall be placed at the MA+15 level of the current teacher's salary schedule, effective starting with employees hired after July 1, 2025. Those who have earned a master's degree in a state approved master's program requiring sixty (60) or more semester hours shall be placed at the M.A. +36 level.

Article 6 Section 6 – Hospitalization, Major Medical and Dental Insurance

The Board Proposes as a part of this Economic Package Proposal to maintain the current percent of premium costs underwritten by the Board for individual and family coverage at 85%; with the employee contribution at 15%. The Board reserves the right to modify the percentage premium costs underwritten in future proposals relative to the total costing of the Economic Package Proposal.

In addition, the Board accepts NUEA's language proposal #31 to add vision to the insurance provided as follows.

Hospitalization, Major Medical, Vision, and Dental Insurance – The cost of the hospital- medical- surgical, vision, and dental insurance program are shared through Board and employee contributions.

Article 6 Section 13 - Retirement and Retirement Insurance Coverage

A. Teacher Retirement Insurance Program (TRIP) (IMRF) - An employee hired to begin employment with the District prior to July 1, 2025 and who, after twelve (12) years (full-time equivalent) service to the District, retires to receive a retirement annuity from the Illinois Teachers' Retirement System (TRS) under the regular retirement option and who has participated in the District's medical, hospital, and dental insurance plans for at least the nine (9) years immediately prior to retirement, shall be reimbursed, upon verification of such payments by the Board. This amount shall be paid up to a maximum of $48,000 or for the actual premiums for up to ten (10) years immediately subsequent to retirement, whichever shall first occur, for premiums paid for participation in the TRS health insurance program (or for the Retirement System's Medicare supplement program, if the employee is eligible for that program upon retirement or becomes eligible during the specified period) and for participation in the District's group dental insurance program.

The reimbursement shall be for individual or dependent coverage, dependent upon whichever coverage was in effect for that employee in the 9 years immediately prior to retirement. An employee wishing to qualify under this provision shall notify the Human Resources Office by February 1 of the year of retirement, which shall be effective at the end of the school year.

The amount of the benefit shall be linked to the number of years prior to retirement that an employee notifies the District of his or her intent to retire. In order to receive the benefit, an employee must file an irrevocable notice of retirement with the District, in writing, as described below.

In order to receive the full $48,000 benefit, an employee must provide the irrevocable notice of retirement by February 1 of the year prior to the employee's final four years of employment prior to retirement. In order to receive a $36,000 benefit, an employee must provide the irrevocable notice of retirement by February 1 of the year prior the employee's final three years of employment prior to retirement. In order to receive a $24,000 benefit, an employee must provide the irrevocable notice of retirement by February l of the year prior to the employee's final two years of employment prior to retirement. In order to receive a $12,000 benefit, an employee must provide an irrevocable notice of retirement by February 1 of the year prior to the employee' s final year of employment prior to retirement. An employee providing less than the notice stated above shall not be eligible for the above referenced benefit.

~~Any employee who is eligible for the above referenced benefit as of 6-30-16 and provides or has provided irrevocable notice of retirement no later than the 2019/2020 school year to the District by September 30, 2016, shall qualify for the full $48,000 benefit.~~

Any employee who provides notice under this Section shall not be eligible to receive an increase in TRS creditable earnings that may subject the Board to TRS penalties or additional payments to TRS in excess of what is normally paid for TRS creditable earnings. At the time of this writing, the limit for such earnings is 3% in the years used to calculate the TRS pension. In the event the limit is increased, the contractual limit on earnings for this section shall increase to the statutory limit, but will not exceed 6%.

The irrevocable notice may be revoked subject to the following:

a. Death of spouse or child;

b. Life threatening illness of educator, spouse, or child as certified by physician;

c. Other unforeseen circumstances subject to the sole discretion of the Board. The decision of the Board involving unforeseen circumstances is not subject to the grievance process.

Article 7 Section 1 D

7.1D. Staff Injury – If an employee is injured while at work, an accident report form must be filled out immediately and submitted to the employee's supervisor. During the first three (3) days, the employee shall receive his/her normal pay and no deductions will be taken from the employee's earned vacation or sick leave days and the worker's compensation reimbursements must be returned to the District. After the third day, the employee shall receive workers' compensation to the extent he/she is eligible. If an employee who received workers' compensation desires to use 1/3 sick days to receive a full day's pay, the employee may do so to the extent that he/she has available sick days.

Work time lost to the teacher because of a subpoena to appear as a witness in connection with an assault or battery from a student, shall result in no loss of wages to the teacher and shall not be charged to the teacher's sick leave account.

Board's Comprehensive Proposal

Article 7 Section 4(C)

The NUEA President shall be released from their duty to carry out the business of the Association. The Association will reimburse the district the MA+0, Step 7 equivalent FTE, as well as 35% of the President's actual healthcare costs. The Association will make its reimbursements twice yearly, at the semester and the end of the year.

7.10 Leaves of Absence

Other provisions of this agreement to the contrary notwithstanding, the Board may grant a tenured employee ~~teacher~~ a part-time or full-time leave of absence. Such leave shall not affect the tenure (contractual continued service) status of the employee~~teacher~~. If the leave is part-time, such employee ~~teacher~~ shall be treated as a part-time teacher for all other purposes. The Board has the discretion to not grant any requests for such leaves and any action taken upon any request shall not be precedential regarding any other requests. Full- time and part-time leaves may be granted for up to two (2) years within a five (5) year period of time, at which time, and at the Board's discretion and without precedential effect, may be extended on a case-by-case basis. Leaves granted under this provision are contingent upon the employee's completion, before the commencement of the leave, of an acceptable scope and sequence for the assigned substitute teacher(s) as determined by the appropriate building principal. Employees on an approved leave of absence shall provide notice of their intent to return for the upcoming school year consistent with Section 7.6 herein.

Board's Comprehensive Proposal

Section 9.2 Notification of Assignment

Employees shall be given notice of any change in their assignments for the forthcoming year no later than sixty (60) calendar days preceding the first attendance day of the new school term if then known, and there after as soon as possible, except that social workers and psychologists shall be given notice no later than ~~thirty (30) calendar days preceding~~ the last attendance day of the school term. In no event shall changes in the employees' assignments be made later than thirty (30) calendar days preceding the commencement of the next school term unless such change is necessitated by elimination of the employee's current position or an unforeseen vacancy which cannot be filled with a candidate acceptable to the Board, provided the Board shall not arbitrarily characterize a candidate as unacceptable. In such event, the employee shall be notified, and the employee be allowed to resign if such change is not acceptable to him/her, such resignation to be effective as soon as a suitable replacement can be employed, but in no event more than thirty (30) calendar days following the submission of the resignation, and provided any such resignation shall not be subject to the terms of any liquidated damages policy which the Board may have adopted. This section shall not apply to occupational and physical therapists

.

Article 12 Section 3

Stipend Committee - A stipend committee of ~~ten (10)~~ twelve (12) persons will be appointed no later than ~~October 1st~~ January 10th of each year. The committee will consist of ~~five (5)~~ six (6) members appointed by the Association President and ~~five (5)~~ six (6) appointed by the Board of Education. In addition, the Association and the Board may appoint two (2) additional members each at their discretion to the committee should they deem additional input would be appropriate.

The Association and the Board will each appoint the following members to the committee:

2 High school representatives (one athletic and one non-athletic);

1 Junior high representative;

1 Elementary representative; and

1 General Representative (e.g. Association Officer and a Central Administrator).

The committee:

a) shall have a budget equal to one-half of the stipend base for each year.

b) make recommendations to the Association and Board for adjustments in stipends which are within their budget parameters;

c) shall periodically review evaluative criteria for placement of stipends on the schedule;

d) may make recommendations that include requests for new stipends within the Committee's negotiated budget, and

e) may initiate a project to gather job descriptions of the various stipend positions.

f) develop posting guidelines and selection criteria with first preference to bargaining unit members.

g) develop an evaluation process ~~and make recommendations to the IPC~~.

h) shall develop criteria by which new stipends are proposed and reviewed.

The above guidelines do not preclude the Board from creating or funding new positions on its own, provided the Committee has the responsibility for determining placement of positions on the schedule and that the cost of such positions are not deducted from the committee's negotiated budget.

Appendix A

C. **The Compensation Schedule** - The Compensation Schedules for 2025/26~~2021/22~~ through 2026/27~~2022/23~~ shall be as attached. As of the 2004/05 school year, the BA 36 and BA 48 columns will no longer be accessible for those who have not already attained either of these columns. As of the 2009-10 school year, the BA>Step 6, BA l 2>Step 8, BA 24> Step 10 will no longer be accessible for those who have not already attained these columns. As of the 2013-14 school year, the BA 12 >Step6, BA24> 6, will no longer be accessible for those who have not already attained these columns. Those who have attained these columns by this school year may remain in them.

Educators on Step 22 during the 2020/21 school year will move to Step 23 for the 2021/22 school year. After the 2021/22 school year, any educator who reached Step 23 in a previous school year will also receive an annual longevity base salary increase of up to $900~~, but no more than 100% CPI as reported by the Illinois Department of Revenue for December of the applicable year as identified in the chart below,~~ for each year worked after the first year in which the ~~educator~~ teacher reached Step 23. Longevity shall end at step L3. Longevity steps will be depicted on the salary schedule.

For the 2027~~3~~/28~~4~~ ~~and 2024/25~~ school year~~s~~, the salary schedule will be increased by 100% plus 0.5%~~67%~~ of the Property Tax Extension Limitation Law CPI, inclusive of step and base, with a minimum of 2% and a maximum of 5% as reported by the Illinois Department of Revenue for December of the applicable year as identified in the chart below. For the 2028/2029 school year, the salary schedule will be increased by 100% of the Property Tax Extension Limitation Law CPI with a minimum of 2% and a maximum of 5%, inclusive of step and base, as reported by the Illinois Department of Revenue for December of the applicable year as identified in the chart below, plus 0.5%.

Calendar Year CPI for 2025*~~1~~	FY 27~~3~~-28~~4~~ SalarySchedule
Calendar Year CPI for 2026*~~2~~	FY 28~~4~~-29~~5~~ SalarySchedule

**CPI according to the Property Tax Extension Limitation Law CPI as reported by the Illinois Department of Revenue for December of the applicable year identified in the chart below. Note, the Property Tax Extension Limitation Law CPI is capped annually at 5%.*

Board's Comprehensive Proposal

Appendix B Section B.3

B.3 Rates of Pay ~~Teachers' Summer School, Curriculum Development, and Supervision Pay~~

A. Attend Professional Learning or Training. Participant who attends professional learning or training outside of the school day is paid at $33.00 per hour. ~~The rate of pay for certified teaching staff for teaching summer school shall be $40.00 per hour.~~

B. Curriculum or Program Development. The rate of pay for creating curriculum work, developing professional learning modules, and school improvement planning ~~and program development work~~ that does not constitute Career 203 work shall be paid at ~~$31.00~~ $37.00 per hour.

C. Professional Preparation and Proctoring. ~~The rate of pay for non-teaching summer school work shall be~~ Time spent preparing for instruction for learning outside of the school day, summer assessment proctoring (including gifted testing and music auditions) and summer planning work that does not constitute Career 203 work, is paid at ~~$29.00~~ $37.00 per hour.

D. Facilitation of Professional Learning or Teaching. Facilitating or teaching summer school, boot camps, tutoring or teaching outside of contract hours, or facilitation to educators which does not constitute Career 203 work is paid at $45.00 per hour.

E. Summer Diagnostic Work. All bargaining unit members participating in summer diagnostic work (including special education and multilingual learner diagnostic work) shall be compensated at the rate of $50.00 per hour.

Appendix B Section B.4

B. Internal Substitution - Occasionally, teachers are requested to serve as internal substitutes because a regular, qualified substitute is not available. In these situations, the rate will be ~~$29.00~~ $46.00 per hour ~~or per period, whichever is applicable~~.

C. Lunchroom Supervision - ~~$29.00~~ $32.00 per hour or the rate established by the Board for non-bargaining unit members, whichever is greater. Teachers have the option of not being assigned more than one-half hour.

D. Detention. Teachers who choose to supervise a detention assignment shall be paid at the rate of ~~$29.00~~ $33.00 per hour.

Board's Comprehensive Proposal

Compensation and Benefits

Combined Step and Base increases:

Contract Year	Flat Rate Increase	Resulting Combined Step and Base Increase
2025-2026	Add $2,250 per cell	4.24% (100% of CPI* plus 0.84%)

Contract Year	Combined Step and Base increase
2026-2027	3.78% (100% of the CPI* plus 0.88%)
2027-2028	100% of CPI* plus 0.5%, with a minimum of 2% and a maximum of 5%
2028-2029	100% of CPI* plus 0.5%, with a minimum of 2% and a maximum of 5%

As Compared to CPI:

Contract Year	Combined Step and Base (all in)	CPI*
2025-2026	4.24%	3.4% plus 0.84%
2026-2027	3.78%	2.9% plus 0.88%
2027-2028	100% of CPI* plus 0.5% with a minimum of 2% and a maximum of 5%	TBD
2028-2029	100% of CPI* plus 0.5% with a minimum of 2% and a maximum of 5%	TBD

**CPI according to the Property Tax Extension Limitation Law CPI as reported by the Illinois Department of Revenue for December of the applicable year identified in the chart below. Note, the Property Tax Extension Limitation Law CPI is capped annually at 5%.*

Calendar Year PTELL CPI for 2023	FY 2025-26
Calendar Year PTELL CPI for 2024	FY 2026-27
Calendar Year PTELL CPI for 2025	FY 2027-28
Calendar Year PTELL CPI for 2026	FY 2028-29

See Board costing attached as Exhibit A.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	3	$ 67,364	$ 71,716	6.46%	$ 75,437	5.19%	11.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	1	$ 72,141	$ 76,487	6.02%	$ 80,110	4.74%	11.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	20	$ 110,268	$ 115,159	4.44%	$ 120,124	4.31%	8.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	23	$ 129,841	$ 132,991	2.43%	$ 136,454	2.60%	5.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	22	$ 126,922	$ 132,091	4.07%	$ 135,554	2.62%	6.80%	TBD	TBD	TBD	TBD	TBD
	0.36	MA+0	7	$ 27,397	$ 28,988	5.81%	$ 30,350	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	9	$ 94,349	$ 98,772	4.69%	$ 103,064	4.35%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	22	$ 120,418	$ 125,438	4.17%	$ 128,771	2.66%	6.94%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	24	$ 124,088	$ 127,238	2.54%	$ 130,571	2.62%	5.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	8	$ 92,173	$ 96,599	4.80%	$ 100,688	4.23%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	16	$ 101,340	$ 106,229	4.82%	$ 110,981	4.47%	9.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	18	$ 106,619	$ 111,510	4.59%	$ 117,476	5.35%	10.18%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	9	$ 94,349	$ 98,772	4.69%	$ 103,064	4.35%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	22	$ 126,922	$ 132,091	4.07%	$ 135,554	2.62%	6.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	15	$ 97,065	$ 101,961	5.04%	$ 106,630	4.58%	9.85%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	25	$ 120,047	$ 123,197	2.62%	$ 125,535	1.90%	4.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	11	$ 96,680	$ 101,260	4.74%	$ 105,600	4.29%	9.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	18	$ 110,969	$ 115,860	4.41%	$ 122,220	5.49%	10.14%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	0	$ 70,045	$ 74,391	6.20%	$ 77,971	4.81%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	18	$ 104,991	$ 109,880	4.66%	$ 114,701	4.39%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	12	$ 101,183	$ 105,763	4.53%	$ 110,190	4.19%	8.90%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	5	$ 64,217	$ 67,944	5.80%	$ 69,262	1.94%	7.86%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	13	$ 101,340	$ 105,918	4.52%	$ 110,350	4.18%	8.89%	TBD	TBD	TBD	TBD	TBD
	0.8	MA+42	23	$ 103,873	$ 106,393	2.43%	$ 109,163	2.60%	5.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	16	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	1	$ 63,170	$ 67,517	6.88%	$ 70,965	5.11%	12.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	10	$ 94,349	$ 98,930	4.86%	$ 103,224	4.34%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+12	4	$ 72,451	$ 76,798	6.00%	$ 80,502	4.82%	11.11%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	14	$ 96,372	$ 100,950	4.75%	$ 105,600	4.61%	9.58%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	6	$ 87,830	$ 92,249	5.03%	$ 96,255	4.34%	9.59%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	19	$ 113,610	$ 119,894	5.53%	$ 126,339	5.38%	11.20%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	0	$ 61,074	$ 65,420	7.12%	$ 68,827	5.21%	12.69%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	20	$ 120,599	$ 126,884	5.21%	$ 131,678	3.78%	9.19%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	9	$ 84,878	$ 89,302	5.21%	$ 93,408	4.60%	10.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	21	$ 124,634	$ 129,172	3.64%	$ 134,654	4.24%	8.04%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	11	$ 89,380	$ 93,960	5.12%	$ 98,158	4.47%	9.82%	TBD	TBD	TBD	TBD	TBD
	0.5	MA+54	4	$ 41,776	$ 43,950	5.21%	$ 45,914	4.47%	9.91%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	17	$ 102,351	$ 107,241	4.78%	$ 112,012	4.45%	9.44%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	7	$ 84,878	$ 89,302	5.21%	$ 93,248	4.42%	9.86%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	15	$ 106,000	$ 110,888	4.61%	$ 115,731	4.37%	9.18%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	14	$ 91,943	$ 96,525	4.98%	$ 98,398	1.94%	7.02%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	3	$ 79,284	$ 83,630	5.48%	$ 87,390	4.50%	10.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	12	$ 96,061	$ 100,641	4.77%	$ 104,966	4.30%	9.27%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	6	$ 87,830	$ 92,249	5.03%	$ 96,255	4.34%	9.59%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	15	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	14	$ 103,668	$ 108,250	4.42%	$ 113,039	4.42%	9.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	10	$ 65,694	$ 67,944	3.42%	$ 69,262	1.94%	5.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	26	$ 96,975	$ 99,225	2.32%	$ 101,098	1.89%	4.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	8	$ 87,052	$ 91,473	5.08%	$ 95,469	4.37%	9.67%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	0	$ 70,045	$ 74,391	6.20%	$ 77,971	4.81%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	21	$ 112,909	$ 117,838	4.37%	$ 122,835	4.24%	8.79%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	6	$ 65,694	$ 67,944	3.42%	$ 69,262	1.94%	5.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	23	$ 129,841	$ 132,991	2.43%	$ 136,454	2.60%	5.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	23	$ 126,663	$ 129,813	2.49%	$ 133,214	2.62%	5.17%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	0	$ 70,045	$ 74,391	6.20%	$ 77,971	4.81%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	12	$ 96,061	$ 100,641	4.77%	$ 104,966	4.30%	9.27%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	18	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	9	$ 84,878	$ 89,302	5.21%	$ 93,408	4.60%	10.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	20	$ 120,599	$ 126,884	5.21%	$ 131,678	3.78%	9.19%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	16	$ 101,340	$ 106,229	4.82%	$ 110,981	4.47%	9.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	26	$ 129,363	$ 131,613	1.74%	$ 134,114	1.90%	3.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	0.6	MA+54	14	$ 63,506	$ 66,253	4.33%	$ 69,487	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	0.6	MA+54	4	$ 50,131	$ 52,740	5.21%	$ 55,097	4.47%	9.91%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	9	$ 94,349	$ 98,772	4.69%	$ 103,064	4.35%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	8	$ 82,706	$ 87,128	5.35%	$ 91,034	4.48%	10.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	18	$ 104,991	$ 109,880	4.66%	$ 114,701	4.39%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	18	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	12	$ 91,710	$ 96,290	4.99%	$ 100,535	4.41%	9.62%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	15	$ 103,046	$ 107,942	4.75%	$ 112,726	4.43%	9.39%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	7	$ 87,830	$ 92,249	5.03%	$ 96,259	4.35%	9.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	8	$ 92,173	$ 96,599	4.80%	$ 100,688	4.23%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	5	$ 83,477	$ 87,905	5.30%	$ 91,828	4.46%	10.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	0	$ 61,074	$ 65,420	7.12%	$ 68,827	5.21%	12.69%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	1	$ 63,170	$ 67,517	6.88%	$ 70,965	5.11%	12.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	12	$ 101,183	$ 105,763	4.53%	$ 110,190	4.19%	8.90%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	5	$ 83,477	$ 87,905	5.30%	$ 91,828	4.46%	10.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	24	$ 127,563	$ 130,713	2.47%	$ 134,114	2.60%	5.14%	TBD	TBD	TBD	TBD	TBD
	0.5	BA+0	3	$ 28,555	$ 30,143	5.56%	$ 31,206	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	18	$ 110,969	$ 115,860	4.41%	$ 122,220	5.49%	10.14%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	14	$ 91,943	$ 96,525	4.98%	$ 98,398	1.94%	7.02%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+42	7	$ 87,830	$ 92,249	5.03%	$ 96,259	4.35%	9.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	26	$ 125,888	$ 128,138	1.79%	$ 130,571	1.90%	3.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	19	$ 107,630	$ 112,518	4.54%	$ 117,393	4.33%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	18	$ 110,969	$ 115,860	4.41%	$ 122,220	5.49%	10.14%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	20	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	8	$ 87,052	$ 91,473	5.08%	$ 95,469	4.37%	9.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	18	$ 106,619	$ 111,510	4.59%	$ 117,476	5.35%	10.18%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	3	$ 61,344	$ 64,997	5.95%	$ 67,756	4.24%	10.45%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	13	$ 98,391	$ 102,968	4.65%	$ 107,339	4.25%	9.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	7	$ 87,830	$ 92,249	5.03%	$ 96,259	4.35%	9.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	22	$ 123,813	$ 128,913	4.12%	$ 132,314	2.64%	6.87%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	12	$ 101,183	$ 105,763	4.53%	$ 110,190	4.19%	8.90%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	13	$ 98,391	$ 102,968	4.65%	$ 107,339	4.25%	9.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	3	$ 67,364	$ 71,716	6.46%	$ 75,437	5.19%	11.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	17	$ 111,279	$ 116,169	4.39%	$ 121,113	4.26%	8.84%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	8	$ 87,052	$ 91,473	5.08%	$ 95,469	4.37%	9.67%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	3	$ 59,483	$ 63,135	6.14%	$ 65,858	4.31%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	15	$ 106,000	$ 110,888	4.61%	$ 115,731	4.37%	9.18%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	10	$ 96,522	$ 101,103	4.75%	$ 105,440	4.29%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	19	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	5	$ 62,355	$ 66,083	5.98%	$ 67,365	1.94%	8.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	22	$ 120,418	$ 125,438	4.17%	$ 128,771	2.66%	6.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	0.5	BA+0	3	$ 28,555	$ 30,143	5.56%	$ 31,206	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	15	$ 97,065	$ 101,961	5.04%	$ 106,630	4.58%	9.85%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	21	$ 112,909	$ 117,838	4.37%	$ 122,835	4.24%	8.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	19	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	12	$ 91,710	$ 96,290	4.99%	$ 100,535	4.41%	9.62%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	18	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	17	$ 65,694	$ 67,944	3.42%	$ 69,262	1.94%	5.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	7	$ 87,830	$ 92,249	5.03%	$ 96,259	4.35%	9.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	16	$ 105,692	$ 110,581	4.63%	$ 115,415	4.37%	9.20%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	10	$ 96,522	$ 101,103	4.75%	$ 105,440	4.29%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	15	$ 98,700	$ 103,590	4.95%	$ 108,290	4.54%	9.72%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	2	$ 58,086	$ 61,733	6.28%	$ 64,360	4.26%	10.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	14	$ 94,741	$ 99,315	4.83%	$ 103,939	4.66%	9.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	10	$ 94,349	$ 98,930	4.86%	$ 103,224	4.34%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	24	$ 130,741	$ 133,891	2.41%	$ 137,354	2.59%	5.06%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	20	$ 120,599	$ 126,884	5.21%	$ 131,678	3.78%	9.19%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	12	$ 101,183	$ 105,763	4.53%	$ 110,190	4.19%	8.90%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	11	$ 89,380	$ 93,960	5.12%	$ 98,158	4.47%	9.82%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	11	$ 93,732	$ 98,311	4.89%	$ 102,593	4.36%	9.45%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	15	$ 97,065	$ 101,961	5.04%	$ 106,630	4.58%	9.85%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	4	$ 60,885	$ 64,605	6.11%	$ 67,365	4.27%	10.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	21	$ 112,909	$ 117,838	4.37%	$ 122,835	4.24%	8.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	10	$ 96,522	$ 101,103	4.75%	$ 105,440	4.29%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	7	$ 84,878	$ 89,302	5.21%	$ 93,248	4.42%	9.86%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	16	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	7	$ 80,529	$ 84,956	5.50%	$ 88,818	4.55%	10.29%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	9	$ 94,349	$ 98,772	4.69%	$ 103,064	4.35%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	11	$ 93,732	$ 98,311	4.89%	$ 102,593	4.36%	9.45%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	9	$ 94,349	$ 98,772	4.69%	$ 103,064	4.35%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	13	$ 94,040	$ 98,622	4.87%	$ 102,908	4.35%	9.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	14	$ 96,372	$ 100,950	4.75%	$ 105,600	4.61%	9.58%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	20	$ 112,990	$ 118,966	5.29%	$ 125,048	5.11%	10.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	13	$ 98,391	$ 102,968	4.65%	$ 107,339	4.25%	9.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	19	$ 113,610	$ 119,894	5.53%	$ 126,339	5.38%	11.20%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	3	$ 67,364	$ 71,716	6.46%	$ 75,437	5.19%	11.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	10	$ 96,522	$ 101,103	4.75%	$ 105,440	4.29%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	11	$ 98,853	$ 103,433	4.63%	$ 107,815	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	19	$ 107,630	$ 112,518	4.54%	$ 117,393	4.33%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	12	$ 96,061	$ 100,641	4.77%	$ 104,966	4.30%	9.27%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	10	$ 85,421	$ 90,001	5.36%	$ 94,122	4.58%	10.19%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	2	$ 74,237	$ 78,585	5.86%	$ 82,247	4.66%	10.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	16	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	14	$ 96,372	$ 100,950	4.75%	$ 105,600	4.61%	9.58%	TBD	TBD	TBD	TBD	TBD
	0.6	MA+42	3	$ 47,570	$ 50,178	5.48%	$ 52,434	4.50%	10.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	18	$ 106,619	$ 111,510	4.59%	$ 117,476	5.35%	10.18%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	11	$ 96,680	$ 101,260	4.74%	$ 105,600	4.29%	9.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	14	$ 103,668	$ 108,250	4.42%	$ 113,039	4.42%	9.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	6	$ 76,720	$ 81,149	5.77%	$ 84,938	4.67%	10.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	25	$ 96,075	$ 99,225	3.28%	$ 101,098	1.89%	5.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	21	$ 124,634	$ 129,172	3.64%	$ 134,654	4.24%	8.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	20	$ 117,644	$ 123,935	5.35%	$ 128,509	3.69%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	10	$ 94,349	$ 98,930	4.86%	$ 103,224	4.34%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	24	$ 127,563	$ 130,713	2.47%	$ 134,114	2.60%	5.14%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	6	$ 65,694	$ 67,944	3.42%	$ 69,262	1.94%	5.43%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	24	$ 119,147	$ 122,297	2.64%	$ 125,535	2.65%	5.36%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	25	$ 124,988	$ 128,138	2.52%	$ 130,571	1.90%	4.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	10	$ 85,421	$ 90,001	5.36%	$ 94,122	4.58%	10.19%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	14	$ 96,372	$ 100,950	4.75%	$ 105,600	4.61%	9.58%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	11	$ 93,732	$ 98,311	4.89%	$ 102,593	4.36%	9.45%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	19	$ 107,630	$ 112,518	4.54%	$ 117,393	4.33%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	20	$ 110,268	$ 115,159	4.44%	$ 120,124	4.31%	8.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	24	$ 124,088	$ 127,238	2.54%	$ 130,571	2.62%	5.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	4	$ 60,885	$ 64,605	6.11%	$ 67,365	4.27%	10.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	9	$ 83,243	$ 87,671	5.32%	$ 91,747	4.65%	10.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	26	$ 96,975	$ 99,225	2.32%	$ 101,098	1.89%	4.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	22	$ 126,922	$ 132,091	4.07%	$ 135,554	2.62%	6.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	3	$ 67,364	$ 71,716	6.46%	$ 75,437	5.19%	11.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	18	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	3	$ 61,344	$ 64,997	5.95%	$ 67,756	4.24%	10.45%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	0.5	BA+0	2	$ 28,088	$ 29,680	5.67%	$ 30,728	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	9	$ 84,878	$ 89,302	5.21%	$ 93,408	4.60%	10.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	19	$ 109,260	$ 115,240	5.47%	$ 121,274	5.24%	11.00%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	6	$ 65,694	$ 67,944	3.42%	$ 69,262	1.94%	5.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	4	$ 75,438	$ 79,790	5.77%	$ 83,553	4.72%	10.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	26	$ 120,947	$ 123,197	1.86%	$ 125,535	1.90%	3.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	3	$ 76,335	$ 80,682	5.69%	$ 84,385	4.59%	10.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	18	$ 104,991	$ 109,880	4.66%	$ 114,701	4.39%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	26	$ 129,363	$ 131,613	1.74%	$ 134,114	1.90%	3.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	17	$ 111,279	$ 116,169	4.39%	$ 121,113	4.26%	8.84%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	11	$ 93,732	$ 98,311	4.89%	$ 102,593	4.36%	9.45%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	6	$ 76,720	$ 81,149	5.77%	$ 84,938	4.67%	10.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	19	$ 113,610	$ 119,894	5.53%	$ 126,339	5.38%	11.20%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	20	$ 117,644	$ 123,935	5.35%	$ 128,509	3.69%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	23	$ 118,247	$ 121,397	2.66%	$ 124,635	2.67%	5.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	17	$ 102,351	$ 107,241	4.78%	$ 112,012	4.45%	9.44%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	14	$ 91,943	$ 96,525	4.98%	$ 98,398	1.94%	7.02%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	17	$ 111,279	$ 116,169	4.39%	$ 121,113	4.26%	8.84%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	14	$ 100,718	$ 105,296	4.55%	$ 110,036	4.50%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	4	$ 81,380	$ 85,727	5.34%	$ 89,610	4.53%	10.11%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+42	7	$ 87,830	$ 92,249	5.03%	$ 96,259	4.35%	9.60%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	26	$ 125,888	$ 128,138	1.79%	$ 130,571	1.90%	3.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	21	$ 124,634	$ 129,172	3.64%	$ 134,654	4.24%	8.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	20	$ 117,644	$ 123,935	5.35%	$ 128,509	3.69%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	7	$ 78,899	$ 83,322	5.61%	$ 87,152	4.60%	10.46%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	21	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	21	$ 124,634	$ 129,172	3.64%	$ 134,654	4.24%	8.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	18	$ 110,969	$ 115,860	4.41%	$ 122,220	5.49%	10.14%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	3	$ 67,364	$ 71,716	6.46%	$ 75,437	5.19%	11.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	10	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	4	$ 62,747	$ 66,467	5.93%	$ 69,262	4.21%	10.38%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	15	$ 103,046	$ 107,942	4.75%	$ 112,726	4.43%	9.39%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	15	$ 106,000	$ 110,888	4.61%	$ 115,731	4.37%	9.18%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	0.6	MA+54	11	$ 59,312	$ 62,060	4.63%	$ 64,689	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	23	$ 126,663	$ 129,813	2.49%	$ 133,214	2.62%	5.17%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	12	$ 91,710	$ 96,290	4.99%	$ 100,535	4.41%	9.62%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	18	$ 104,991	$ 109,880	4.66%	$ 114,701	4.39%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	1	$ 72,141	$ 76,487	6.02%	$ 80,110	4.74%	11.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	17	$ 108,331	$ 113,219	4.51%	$ 118,108	4.32%	9.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	5	$ 74,548	$ 78,970	5.93%	$ 82,723	4.75%	10.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	9	$ 89,223	$ 93,652	4.96%	$ 97,844	4.48%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	7	$ 84,878	$ 89,302	5.21%	$ 93,248	4.42%	9.86%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	22	$ 123,813	$ 128,913	4.12%	$ 132,314	2.64%	6.87%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	0.5	MA+36	5	$ 40,265	$ 42,475	5.49%	$ 44,409	4.55%	10.29%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	13	$ 101,340	$ 105,918	4.52%	$ 110,350	4.18%	8.89%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	21	$ 112,909	$ 117,838	4.37%	$ 122,835	4.24%	8.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	12	$ 99,010	$ 103,590	4.63%	$ 107,973	4.23%	9.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	0.4	MA+0	1	$ 25,268	$ 27,007	6.88%	$ 28,386	5.11%	12.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	11	$ 89,380	$ 93,960	5.12%	$ 98,158	4.47%	9.82%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	11	$ 93,732	$ 98,311	4.89%	$ 102,593	4.36%	9.45%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	19	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	21	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	8	$ 82,706	$ 87,128	5.35%	$ 91,034	4.48%	10.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	9	$ 83,243	$ 87,671	5.32%	$ 91,747	4.65%	10.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	16	$ 101,340	$ 106,229	4.82%	$ 110,981	4.47%	9.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	14	$ 94,741	$ 99,315	4.83%	$ 103,939	4.66%	9.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	24	$ 124,088	$ 127,238	2.54%	$ 130,571	2.62%	5.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	9	$ 89,223	$ 93,652	4.96%	$ 97,844	4.48%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	22	$ 126,922	$ 132,091	4.07%	$ 135,554	2.62%	6.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	21	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	10	$ 96,522	$ 101,103	4.75%	$ 105,440	4.29%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	5	$ 83,477	$ 87,905	5.30%	$ 91,828	4.46%	10.00%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	17	$ 102,351	$ 107,241	4.78%	$ 112,012	4.45%	9.44%	TBD	TBD	TBD	TBD	TBD
	1	Alt MA+0	26	$ 116,848	$ 116,848	0.00%	$ 119,062	1.89%	1.89%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	10	$ 91,402	$ 95,982	5.01%	$ 100,218	4.41%	9.65%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	6	$ 76,720	$ 81,149	5.77%	$ 84,938	4.67%	10.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	14	$ 94,741	$ 99,315	4.83%	$ 103,939	4.66%	9.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	20	$ 112,990	$ 118,966	5.29%	$ 125,048	5.11%	10.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	10	$ 94,349	$ 98,930	4.86%	$ 103,224	4.34%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	10	$ 91,402	$ 95,982	5.01%	$ 100,218	4.41%	9.65%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	15	$ 98,700	$ 103,590	4.95%	$ 108,290	4.54%	9.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	12	$ 99,010	$ 103,590	4.63%	$ 107,973	4.23%	9.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	15	$ 106,000	$ 110,888	4.61%	$ 115,731	4.37%	9.18%	TBD	TBD	TBD	TBD	TBD
	0.583	MA+12	2	$ 39,818	$ 42,354	6.37%	$ 44,421	4.88%	11.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	11	$ 98,853	$ 103,433	4.63%	$ 107,815	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	23	$ 129,841	$ 132,991	2.43%	$ 136,454	2.60%	5.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	7	$ 87,830	$ 92,249	5.03%	$ 96,259	4.35%	9.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	7	$ 89,999	$ 94,423	4.92%	$ 98,473	4.29%	9.42%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+24	4	$ 75,438	$ 79,790	5.77%	$ 83,553	4.72%	10.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	21	$ 121,685	$ 126,063	3.60%	$ 131,414	4.24%	8.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	18	$ 104,991	$ 109,880	4.66%	$ 114,701	4.39%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	13	$ 94,040	$ 98,622	4.87%	$ 102,908	4.35%	9.43%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	17	$ 65,694	$ 67,944	3.42%	$ 69,262	1.94%	5.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	26	$ 120,947	$ 123,197	1.86%	$ 125,535	1.90%	3.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	26	$ 125,888	$ 128,138	1.79%	$ 130,571	1.90%	3.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	14	$ 96,372	$ 100,950	4.75%	$ 105,600	4.61%	9.58%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	5	$ 74,548	$ 78,970	5.93%	$ 82,723	4.75%	10.97%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	1	$ 63,170	$ 67,517	6.88%	$ 70,965	5.11%	12.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	25	$ 128,463	$ 131,613	2.45%	$ 134,114	1.90%	4.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	21	$ 124,634	$ 129,172	3.64%	$ 134,654	4.24%	8.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	12	$ 99,010	$ 103,590	4.63%	$ 107,973	4.23%	9.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	12	$ 99,010	$ 103,590	4.63%	$ 107,973	4.23%	9.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	13	$ 101,340	$ 105,918	4.52%	$ 110,350	4.18%	8.89%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	9	$ 94,349	$ 98,772	4.69%	$ 103,064	4.35%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	16	$ 108,638	$ 113,529	4.50%	$ 118,423	4.31%	9.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	8	$ 82,706	$ 87,128	5.35%	$ 91,034	4.48%	10.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	17	$ 111,279	$ 116,169	4.39%	$ 121,113	4.26%	8.84%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	9	$ 83,243	$ 87,671	5.32%	$ 91,747	4.65%	10.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	26	$ 96,975	$ 99,225	2.32%	$ 101,098	1.89%	4.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	16	$ 108,638	$ 113,529	4.50%	$ 118,423	4.31%	9.01%	TBD	TBD	TBD	TBD	TBD
	0.5	BA+0	0	$ 27,156	$ 28,748	5.86%	$ 29,780	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	23	$ 126,663	$ 129,813	2.49%	$ 133,214	2.62%	5.17%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	1	$ 63,170	$ 67,517	6.88%	$ 70,965	5.11%	12.34%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	20	$ 110,268	$ 115,159	4.44%	$ 120,124	4.31%	8.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	13	$ 98,391	$ 102,968	4.65%	$ 107,339	4.25%	9.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	13	$ 94,040	$ 98,622	4.87%	$ 102,908	4.35%	9.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	7	$ 89,999	$ 94,423	4.92%	$ 98,473	4.29%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+42	22	$ 126,922	$ 132,091	4.07%	$ 135,554	2.62%	6.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	26	$ 120,947	$ 123,197	1.86%	$ 125,535	1.90%	3.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	17	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	9	$ 83,243	$ 87,671	5.32%	$ 91,747	4.65%	10.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	9	$ 89,223	$ 93,652	4.96%	$ 97,844	4.48%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	6	$ 76,720	$ 81,149	5.77%	$ 84,938	4.67%	10.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	3	$ 67,364	$ 71,716	6.46%	$ 75,437	5.19%	11.98%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	3	$ 59,483	$ 63,135	6.14%	$ 65,858	4.31%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	3	$ 61,344	$ 64,997	5.95%	$ 67,756	4.24%	10.45%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	5	$ 85,650	$ 90,080	5.17%	$ 94,039	4.39%	9.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	11	$ 93,732	$ 98,311	4.89%	$ 102,593	4.36%	9.45%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	4	$ 60,885	$ 64,605	6.11%	$ 67,365	4.27%	10.64%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	7	$ 80,529	$ 84,956	5.50%	$ 88,818	4.55%	10.29%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	13	$ 94,040	$ 98,622	4.87%	$ 102,908	4.35%	9.43%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	6	$ 65,694	$ 67,944	3.42%	$ 69,262	1.94%	5.43%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	17	$ 111,279	$ 116,169	4.39%	$ 121,113	4.26%	8.84%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	23	$ 118,247	$ 121,397	2.66%	$ 124,635	2.67%	5.40%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	0.5	MA+0	8	$ 39,137	$ 41,351	5.66%	$ 43,261	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	15	$ 106,000	$ 110,888	4.61%	$ 115,731	4.37%	9.18%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	20	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	0.8	BA+24	6	$ 52,555	$ 54,355	3.42%	$ 55,410	1.94%	5.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	18	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	16	$ 101,340	$ 106,229	4.82%	$ 110,981	4.47%	9.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	5	$ 74,548	$ 78,970	5.93%	$ 82,723	4.75%	10.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	5	$ 77,540	$ 81,963	5.70%	$ 84,385	2.95%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	16	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	11	$ 93,732	$ 98,311	4.89%	$ 102,593	4.36%	9.45%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	15	$ 97,065	$ 101,961	5.04%	$ 106,630	4.58%	9.85%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	11	$ 96,680	$ 101,260	4.74%	$ 105,600	4.29%	9.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	0.6	MA+54	14	$ 63,506	$ 66,253	4.33%	$ 69,487	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	13	$ 94,040	$ 98,622	4.87%	$ 102,908	4.35%	9.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	15	$ 97,065	$ 101,961	5.04%	$ 106,630	4.58%	9.85%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	11	$ 93,732	$ 98,311	4.89%	$ 102,593	4.36%	9.45%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	10	$ 91,402	$ 95,982	5.01%	$ 100,218	4.41%	9.65%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	11	$ 98,853	$ 103,433	4.63%	$ 107,815	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	5	$ 80,529	$ 84,950	5.49%	$ 88,818	4.55%	10.29%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	Alt BA+24	21	$ 74,163	$ 74,163	0.00%	$ 75,602	1.94%	1.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	12	$ 101,183	$ 105,763	4.53%	$ 110,190	4.19%	8.90%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	20	$ 110,268	$ 115,159	4.44%	$ 120,124	4.31%	8.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	23	$ 118,247	$ 121,397	2.66%	$ 124,635	2.67%	5.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	10	$ 96,522	$ 101,103	4.75%	$ 105,440	4.29%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	24	$ 124,088	$ 127,238	2.54%	$ 130,571	2.62%	5.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	25	$ 124,988	$ 128,138	2.52%	$ 130,571	1.90%	4.47%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	3	$ 59,483	$ 63,135	6.14%	$ 65,858	4.31%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	18	$ 106,619	$ 111,510	4.59%	$ 117,476	5.35%	10.18%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	3	$ 59,483	$ 63,135	6.14%	$ 65,858	4.31%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	5	$ 74,548	$ 78,970	5.93%	$ 82,723	4.75%	10.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	14	$ 94,741	$ 99,315	4.83%	$ 103,939	4.66%	9.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+0	17	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	0.5	MA+24	8	$ 41,353	$ 43,564	5.35%	$ 45,517	4.48%	10.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	10	$ 85,421	$ 90,001	5.36%	$ 94,122	4.58%	10.19%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	11	$ 98,853	$ 103,433	4.63%	$ 107,815	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	23	$ 118,247	$ 121,397	2.66%	$ 124,635	2.67%	5.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	6	$ 65,694	$ 67,944	3.42%	$ 69,262	1.94%	5.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	9	$ 83,243	$ 87,671	5.32%	$ 91,747	4.65%	10.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	14	$ 94,741	$ 99,315	4.83%	$ 103,939	4.66%	9.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	10	$ 94,349	$ 98,930	4.86%	$ 103,224	4.34%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	9	$ 89,223	$ 93,652	4.96%	$ 97,844	4.48%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	2	$ 74,237	$ 78,585	5.86%	$ 82,247	4.66%	10.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	9	$ 84,878	$ 89,302	5.21%	$ 93,408	4.60%	10.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	0	$ 64,067	$ 68,413	6.78%	$ 71,878	5.06%	12.19%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	4	$ 78,432	$ 82,779	5.54%	$ 86,598	4.61%	10.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	10	$ 96,522	$ 101,103	4.75%	$ 105,440	4.29%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	12	$ 96,061	$ 100,641	4.77%	$ 104,966	4.30%	9.27%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	12	$ 91,710	$ 96,290	4.99%	$ 100,535	4.41%	9.62%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	12	$ 99,010	$ 103,590	4.63%	$ 107,973	4.23%	9.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	2	$ 65,267	$ 69,614	6.66%	$ 73,107	5.02%	12.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	0.5	BA+0	3	$ 28,555	$ 30,143	5.56%	$ 31,206	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	7	$ 87,830	$ 92,249	5.03%	$ 96,259	4.35%	9.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	13	$ 101,340	$ 105,918	4.52%	$ 110,350	4.18%	8.89%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	14	$ 94,741	$ 99,315	4.83%	$ 103,939	4.66%	9.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	9	$ 94,349	$ 98,772	4.69%	$ 103,064	4.35%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	15	$ 106,000	$ 110,888	4.61%	$ 115,731	4.37%	9.18%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	3	$ 67,364	$ 71,716	6.46%	$ 75,437	5.19%	11.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	24	$ 124,088	$ 127,238	2.54%	$ 130,571	2.62%	5.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	0.6	BA+0	0	$ 32,587	$ 34,498	5.86%	$ 35,735	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	21	$ 112,909	$ 117,838	4.37%	$ 122,835	4.24%	8.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	16	$ 105,692	$ 110,581	4.63%	$ 115,415	4.37%	9.20%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	14	$ 100,718	$ 105,296	4.55%	$ 110,036	4.50%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	14	$ 91,943	$ 96,525	4.98%	$ 98,398	1.94%	7.02%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	14	$ 103,668	$ 108,250	4.42%	$ 113,039	4.42%	9.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	0	$ 61,074	$ 65,420	7.12%	$ 68,827	5.21%	12.69%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	10	$ 91,402	$ 95,982	5.01%	$ 100,218	4.41%	9.65%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	19	$ 107,630	$ 112,518	4.54%	$ 117,393	4.33%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	10	$ 85,421	$ 90,001	5.36%	$ 94,122	4.58%	10.19%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	16	$ 105,692	$ 110,581	4.63%	$ 115,415	4.37%	9.20%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	17	$ 111,279	$ 116,169	4.39%	$ 121,113	4.26%	8.84%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	25	$ 124,988	$ 128,138	2.52%	$ 130,571	1.90%	4.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	7	$ 78,899	$ 83,322	5.61%	$ 87,152	4.60%	10.46%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	17	$ 102,351	$ 107,241	4.78%	$ 112,012	4.45%	9.44%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	18	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	26	$ 120,947	$ 123,197	1.86%	$ 125,535	1.90%	3.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	13	$ 89,615	$ 94,193	5.11%	$ 98,398	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	9	$ 92,177	$ 96,599	4.80%	$ 100,849	4.40%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	10	$ 91,402	$ 95,982	5.01%	$ 100,218	4.41%	9.65%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	2	$ 65,267	$ 69,614	6.66%	$ 73,107	5.02%	12.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	19	$ 116,558	$ 122,849	5.40%	$ 129,346	5.29%	10.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	26	$ 125,888	$ 128,138	1.79%	$ 130,571	1.90%	3.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	26	$ 125,888	$ 128,138	1.79%	$ 130,571	1.90%	3.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	18	$ 110,969	$ 115,860	4.41%	$ 122,220	5.49%	10.14%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	0.4	MA+36	8	$ 34,821	$ 36,589	5.08%	$ 38,188	4.37%	9.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	13	$ 94,040	$ 98,622	4.87%	$ 102,908	4.35%	9.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	7	$ 87,830	$ 92,249	5.03%	$ 96,259	4.35%	9.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	22	$ 115,588	$ 120,497	4.25%	$ 123,735	2.69%	7.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	11	$ 89,380	$ 93,960	5.12%	$ 98,158	4.47%	9.82%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	14	$ 94,741	$ 99,315	4.83%	$ 103,939	4.66%	9.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	5	$ 74,548	$ 78,970	5.93%	$ 82,723	4.75%	10.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	14	$ 91,943	$ 96,525	4.98%	$ 98,398	1.94%	7.02%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	14	$ 96,372	$ 100,950	4.75%	$ 105,600	4.61%	9.58%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	19	$ 109,260	$ 115,240	5.47%	$ 121,274	5.24%	11.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	14	$ 103,668	$ 108,250	4.42%	$ 113,039	4.42%	9.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	13	$ 101,340	$ 105,918	4.52%	$ 110,350	4.18%	8.89%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	17	$ 111,279	$ 116,169	4.39%	$ 121,113	4.26%	8.84%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	2	$ 79,359	$ 83,707	5.48%	$ 87,466	4.49%	10.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	10	$ 94,349	$ 98,930	4.86%	$ 103,224	4.34%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	21	$ 124,634	$ 129,172	3.64%	$ 134,654	4.24%	8.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	15	$ 97,065	$ 101,961	5.04%	$ 106,630	4.58%	9.85%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	11	$ 96,680	$ 101,260	4.74%	$ 105,600	4.29%	9.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	25	$ 131,641	$ 134,791	2.39%	$ 137,354	1.90%	4.34%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	26	$ 125,888	$ 128,138	1.79%	$ 130,571	1.90%	3.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	5	$ 85,650	$ 90,080	5.17%	$ 94,039	4.39%	9.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	8	$ 92,173	$ 96,599	4.80%	$ 100,688	4.23%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	7	$ 89,999	$ 94,423	4.92%	$ 98,473	4.29%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	19	$ 109,260	$ 115,240	5.47%	$ 121,274	5.24%	11.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	1	$ 58,552	$ 62,198	6.23%	$ 64,828	4.23%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	26	$ 129,363	$ 131,613	1.74%	$ 134,114	1.90%	3.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	0	$ 70,045	$ 74,391	6.20%	$ 77,971	4.81%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	11	$ 96,680	$ 101,260	4.74%	$ 105,600	4.29%	9.23%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	12	$ 96,061	$ 100,641	4.77%	$ 104,966	4.30%	9.27%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	4	$ 78,432	$ 82,779	5.54%	$ 86,598	4.61%	10.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	18	$ 106,619	$ 111,510	4.59%	$ 117,476	5.35%	10.18%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	10	$ 91,402	$ 95,982	5.01%	$ 100,218	4.41%	9.65%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	17	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	19	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	7	$ 89,999	$ 94,423	4.92%	$ 98,473	4.29%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	8	$ 82,706	$ 87,128	5.35%	$ 91,034	4.48%	10.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	9	$ 92,177	$ 96,599	4.80%	$ 100,849	4.40%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	10	$ 96,522	$ 101,103	4.75%	$ 105,440	4.29%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	14	$ 94,741	$ 99,315	4.83%	$ 103,939	4.66%	9.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	14	$ 91,943	$ 96,525	4.98%	$ 98,398	1.94%	7.02%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	5	$ 74,548	$ 78,970	5.93%	$ 82,723	4.75%	10.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	22	$ 120,418	$ 125,438	4.17%	$ 128,771	2.66%	6.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	12	$ 91,710	$ 96,290	4.99%	$ 100,535	4.41%	9.62%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	7	$ 80,529	$ 84,956	5.50%	$ 88,818	4.55%	10.29%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	22	$ 115,588	$ 120,497	4.25%	$ 123,735	2.69%	7.05%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	12	$ 96,061	$ 100,641	4.77%	$ 104,966	4.30%	9.27%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	0.8	MA+54	2	$ 63,487	$ 66,966	5.48%	$ 69,973	4.49%	10.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	7	$ 84,878	$ 89,302	5.21%	$ 93,248	4.42%	9.86%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	20	$ 110,268	$ 115,159	4.44%	$ 120,124	4.31%	8.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	14	$ 100,718	$ 105,296	4.55%	$ 110,036	4.50%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	19	$ 109,260	$ 115,240	5.47%	$ 121,274	5.24%	11.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	2	$ 65,267	$ 69,614	6.66%	$ 73,107	5.02%	12.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	22	$ 123,813	$ 128,913	4.12%	$ 132,314	2.64%	6.87%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	12	$ 101,183	$ 105,763	4.53%	$ 110,190	4.19%	8.90%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	2	$ 74,237	$ 78,585	5.86%	$ 82,247	4.66%	10.79%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	5	$ 62,355	$ 66,083	5.98%	$ 67,365	1.94%	8.03%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	6	$ 76,720	$ 81,149	5.77%	$ 84,938	4.67%	10.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	15	$ 106,000	$ 110,888	4.61%	$ 115,731	4.37%	9.18%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	6	$ 76,720	$ 81,149	5.77%	$ 84,938	4.67%	10.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	9	$ 94,349	$ 98,772	4.69%	$ 103,064	4.35%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	14	$ 100,718	$ 105,296	4.55%	$ 110,036	4.50%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	3	$ 59,483	$ 63,135	6.14%	$ 65,858	4.31%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	20	$ 112,990	$ 118,966	5.29%	$ 125,048	5.11%	10.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	12	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	21	$ 116,716	$ 122,668	5.10%	$ 127,871	4.24%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	21	$ 116,716	$ 122,668	5.10%	$ 127,871	4.24%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	10	$ 94,349	$ 98,930	4.86%	$ 103,224	4.34%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	8	$ 82,706	$ 87,128	5.35%	$ 91,034	4.48%	10.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	OFF	2	$ 136,397	$ 136,397	0.00%	$ 139,043	1.94%	1.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	15	$ 97,065	$ 101,961	5.04%	$ 106,630	4.58%	9.85%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	19	$ 107,630	$ 112,518	4.54%	$ 117,393	4.33%	9.07%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+0	14	$ 91,943	$ 96,525	4.98%	$ 98,398	1.94%	7.02%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	23	$ 129,841	$ 132,991	2.43%	$ 136,454	2.60%	5.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	2	$ 58,086	$ 61,733	6.28%	$ 64,360	4.26%	10.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	12	$ 101,183	$ 105,763	4.53%	$ 110,190	4.19%	8.90%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	10	$ 96,522	$ 101,103	4.75%	$ 105,440	4.29%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	0	$ 57,152	$ 60,802	6.39%	$ 63,405	4.28%	10.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	0	$ 57,152	$ 60,802	6.39%	$ 63,405	4.28%	10.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	5	$ 85,650	$ 90,080	5.17%	$ 94,039	4.39%	9.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	26	$ 120,947	$ 123,197	1.86%	$ 125,535	1.90%	3.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	9	$ 89,223	$ 93,652	4.96%	$ 97,844	4.48%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	7	$ 78,899	$ 83,322	5.61%	$ 87,152	4.60%	10.46%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	22	$ 123,813	$ 128,913	4.12%	$ 132,314	2.64%	6.87%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	23	$ 129,841	$ 132,991	2.43%	$ 136,454	2.60%	5.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	16	$ 101,340	$ 106,229	4.82%	$ 110,981	4.47%	9.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	13	$ 98,391	$ 102,968	4.65%	$ 107,339	4.25%	9.09%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	20	$ 112,990	$ 118,966	5.29%	$ 125,048	5.11%	10.67%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	10	$ 85,421	$ 90,001	5.36%	$ 94,122	4.58%	10.19%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	0.5	MA+12	8	$ 40,536	$ 42,747	5.45%	$ 44,686	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	11	$ 98,853	$ 103,433	4.63%	$ 107,815	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	12	$ 91,710	$ 96,290	4.99%	$ 100,535	4.41%	9.62%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	7	$ 78,899	$ 83,322	5.61%	$ 87,152	4.60%	10.46%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	16	$ 101,340	$ 106,229	4.82%	$ 110,981	4.47%	9.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	24	$ 127,563	$ 130,713	2.47%	$ 134,114	2.60%	5.14%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	8	$ 89,999	$ 94,427	4.92%	$ 98,473	4.28%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	13	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	11	$ 98,853	$ 103,433	4.63%	$ 107,815	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	6	$ 76,720	$ 81,149	5.77%	$ 84,938	4.67%	10.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	9	$ 84,878	$ 89,302	5.21%	$ 93,408	4.60%	10.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	4	$ 78,432	$ 82,779	5.54%	$ 86,598	4.61%	10.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	15	$ 106,000	$ 110,888	4.61%	$ 115,731	4.37%	9.18%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	1	$ 63,170	$ 67,517	6.88%	$ 70,965	5.11%	12.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	15	$ 97,065	$ 101,961	5.04%	$ 106,630	4.58%	9.85%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	14	$ 96,372	$ 100,950	4.75%	$ 105,600	4.61%	9.58%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	15	$ 97,065	$ 101,961	5.04%	$ 106,630	4.58%	9.85%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	12	$ 99,010	$ 103,590	4.63%	$ 107,973	4.23%	9.05%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	3	$ 59,483	$ 63,135	6.14%	$ 65,858	4.31%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	19	$ 107,630	$ 112,518	4.54%	$ 117,393	4.33%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	22	$ 94,275	$ 96,525	2.39%	$ 99,298	2.87%	5.33%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	7	$ 87,830	$ 92,249	5.03%	$ 96,259	4.35%	9.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	23	$ 118,247	$ 121,397	2.66%	$ 124,635	2.67%	5.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	19	$ 109,260	$ 115,240	5.47%	$ 121,274	5.24%	11.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	5	$ 83,477	$ 87,905	5.30%	$ 91,828	4.46%	10.00%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	18	$ 104,991	$ 109,880	4.66%	$ 114,701	4.39%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	20	$ 112,990	$ 118,966	5.29%	$ 125,048	5.11%	10.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	14	$ 94,741	$ 99,315	4.83%	$ 103,939	4.66%	9.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	10	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	13	$ 98,391	$ 102,968	4.65%	$ 107,339	4.25%	9.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	22	$ 126,922	$ 132,091	4.07%	$ 135,554	2.62%	6.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	15	$ 106,000	$ 110,888	4.61%	$ 115,731	4.37%	9.18%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	9	$ 94,349	$ 98,772	4.69%	$ 103,064	4.35%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	13	$ 94,040	$ 98,622	4.87%	$ 102,908	4.35%	9.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	16	$ 108,638	$ 113,529	4.50%	$ 118,423	4.31%	9.01%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	15	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	5	$ 64,217	$ 67,944	5.80%	$ 69,262	1.94%	7.86%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	7	$ 89,999	$ 94,423	4.92%	$ 98,473	4.29%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	4	$ 62,747	$ 66,467	5.93%	$ 69,262	4.21%	10.38%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	3	$ 81,457	$ 85,801	5.33%	$ 89,605	4.43%	10.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	25	$ 131,641	$ 134,791	2.39%	$ 137,354	1.90%	4.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	1	$ 63,170	$ 67,517	6.88%	$ 70,965	5.11%	12.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	Alt BA+0	21	$ 72,800	$ 72,800	0.00%	$ 74,212	1.94%	1.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	19	$ 113,610	$ 119,894	5.53%	$ 126,339	5.38%	11.20%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	11	$ 98,853	$ 103,433	4.63%	$ 107,815	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	23	$ 123,188	$ 126,338	2.56%	$ 129,671	2.64%	5.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	10	$ 85,421	$ 90,001	5.36%	$ 94,122	4.58%	10.19%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	19	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	25	$ 124,988	$ 128,138	2.52%	$ 130,571	1.90%	4.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	24	$ 130,741	$ 133,891	2.41%	$ 137,354	2.59%	5.06%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	26	$ 125,888	$ 128,138	1.79%	$ 130,571	1.90%	3.72%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	5	$ 64,217	$ 67,944	5.80%	$ 69,262	1.94%	7.86%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	6	$ 76,720	$ 81,149	5.77%	$ 84,938	4.67%	10.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	0.44	MA+12	19	$ 47,357	$ 49,508	4.54%	$ 51,653	4.33%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	25	$ 131,641	$ 134,791	2.39%	$ 137,354	1.90%	4.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	26	$ 120,947	$ 123,197	1.86%	$ 125,535	1.90%	3.79%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	8	$ 92,173	$ 96,599	4.80%	$ 100,688	4.23%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	13	$ 98,391	$ 102,968	4.65%	$ 107,339	4.25%	9.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	21	$ 112,909	$ 117,838	4.37%	$ 122,835	4.24%	8.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	26	$ 129,363	$ 131,613	1.74%	$ 134,114	1.90%	3.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	11	$ 96,680	$ 101,260	4.74%	$ 105,600	4.29%	9.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	0	$ 75,165	$ 79,514	5.79%	$ 83,192	4.63%	10.68%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	26	$ 129,363	$ 131,613	1.74%	$ 134,114	1.90%	3.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	6	$ 82,700	$ 87,128	5.35%	$ 91,034	4.48%	10.08%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	1	$ 77,264	$ 81,609	5.62%	$ 85,331	4.56%	10.44%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	11	$ 89,380	$ 93,960	5.12%	$ 98,158	4.47%	9.82%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	9	$ 89,223	$ 93,652	4.96%	$ 97,844	4.48%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	3	$ 59,483	$ 63,135	6.14%	$ 65,858	4.31%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	22	$ 115,588	$ 120,497	4.25%	$ 123,735	2.69%	7.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	14	$ 100,718	$ 105,296	4.55%	$ 110,036	4.50%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	16	$ 105,692	$ 110,581	4.63%	$ 115,415	4.37%	9.20%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	7	$ 78,899	$ 83,322	5.61%	$ 87,152	4.60%	10.46%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	18	$ 106,619	$ 111,510	4.59%	$ 117,476	5.35%	10.18%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	0.4	BA+0	3	$ 22,844	$ 24,114	5.56%	$ 24,964	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	20	$ 110,268	$ 115,159	4.44%	$ 120,124	4.31%	8.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	14	$ 103,668	$ 108,250	4.42%	$ 113,039	4.42%	9.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	20	$ 117,644	$ 123,935	5.35%	$ 128,509	3.69%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	2	$ 68,260	$ 72,607	6.37%	$ 76,150	4.88%	11.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	13	$ 101,340	$ 105,918	4.52%	$ 110,350	4.18%	8.89%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	4	$ 83,551	$ 87,900	5.21%	$ 91,828	4.47%	9.91%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	16	$ 101,340	$ 106,229	4.82%	$ 110,981	4.47%	9.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	7	$ 78,899	$ 83,322	5.61%	$ 87,152	4.60%	10.46%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	12	$ 101,183	$ 105,763	4.53%	$ 110,190	4.19%	8.90%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	3	$ 59,483	$ 63,135	6.14%	$ 65,858	4.31%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	8	$ 87,052	$ 91,473	5.08%	$ 95,469	4.37%	9.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	6	$ 82,700	$ 87,128	5.35%	$ 91,034	4.48%	10.08%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	17	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	4	$ 62,747	$ 66,467	5.93%	$ 69,262	4.21%	10.38%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	16	$ 105,692	$ 110,581	4.63%	$ 115,415	4.37%	9.20%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	2	$ 58,086	$ 61,733	6.28%	$ 64,360	4.26%	10.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	5	$ 80,529	$ 84,950	5.49%	$ 88,818	4.55%	10.29%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	2	$ 74,237	$ 78,585	5.86%	$ 82,247	4.66%	10.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	4	$ 60,885	$ 64,605	6.11%	$ 67,365	4.27%	10.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	13	$ 101,340	$ 105,918	4.52%	$ 110,350	4.18%	8.89%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	BA+12	3	$ 59,483	$ 63,135	6.14%	$ 65,858	4.31%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	6	$ 79,713	$ 82,779	3.85%	$ 86,604	4.62%	8.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	0	$ 72,994	$ 77,341	5.96%	$ 80,979	4.70%	10.94%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	9	$ 92,177	$ 96,599	4.80%	$ 100,849	4.40%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	Alt MA+0	26	$ 116,848	$ 116,848	0.00%	$ 119,062	1.89%	1.89%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	12	$ 101,183	$ 105,763	4.53%	$ 110,190	4.19%	8.90%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	23	$ 118,247	$ 121,397	2.66%	$ 124,635	2.67%	5.40%	TBD	TBD	TBD	TBD	TBD
	0.6	MA+24	12	$ 55,026	$ 57,774	4.99%	$ 60,321	4.41%	9.62%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	7	$ 78,899	$ 83,322	5.61%	$ 87,152	4.60%	10.46%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	12	$ 96,061	$ 100,641	4.77%	$ 104,966	4.30%	9.27%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	12	$ 91,710	$ 96,290	4.99%	$ 100,535	4.41%	9.62%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	15	$ 98,700	$ 103,590	4.95%	$ 108,290	4.54%	9.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	2	$ 65,267	$ 69,614	6.66%	$ 73,107	5.02%	12.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	18	$ 104,991	$ 109,880	4.66%	$ 114,701	4.39%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	20	$ 117,644	$ 123,935	5.35%	$ 128,509	3.69%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	12	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	5	$ 85,650	$ 90,080	5.17%	$ 94,039	4.39%	9.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	10	$ 94,349	$ 98,930	4.86%	$ 103,224	4.34%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	17	$ 113,995	$ 118,885	4.29%	$ 123,882	4.20%	8.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	19	$ 107,630	$ 112,518	4.54%	$ 117,393	4.33%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	9	$ 94,349	$ 98,772	4.69%	$ 103,064	4.35%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	1	$ 63,170	$ 67,517	6.88%	$ 70,965	5.11%	12.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	11	$ 98,853	$ 103,433	4.63%	$ 107,815	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	0.2	BA+0	0	$ 10,862	$ 11,499	5.86%	$ 11,912	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	3	$ 59,483	$ 63,135	6.14%	$ 65,858	4.31%	10.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	3	$ 76,335	$ 80,682	5.69%	$ 84,385	4.59%	10.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	21	$ 127,351	$ 133,794	5.06%	$ 139,473	4.24%	9.52%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	18	$ 110,969	$ 115,860	4.41%	$ 122,220	5.49%	10.14%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	15	$ 97,065	$ 101,961	5.04%	$ 106,630	4.58%	9.85%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	8	$ 89,999	$ 94,427	4.92%	$ 98,473	4.28%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	16	$ 108,638	$ 113,529	4.50%	$ 118,423	4.31%	9.01%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	0.5	MA+0	7	$ 38,051	$ 40,262	5.81%	$ 42,153	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	7	$ 78,899	$ 83,322	5.61%	$ 87,152	4.60%	10.46%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	22	$ 123,813	$ 128,913	4.12%	$ 132,314	2.64%	6.87%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	1	$ 63,170	$ 67,517	6.88%	$ 70,965	5.11%	12.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	4	$ 83,551	$ 87,900	5.21%	$ 91,828	4.47%	9.91%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	0.8	MA+24	7	$ 64,423	$ 67,965	5.50%	$ 71,054	4.55%	10.29%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	16	$ 101,340	$ 106,229	4.82%	$ 110,981	4.47%	9.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	8	$ 89,999	$ 94,427	4.92%	$ 98,473	4.28%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	12	$ 90,081	$ 94,661	5.08%	$ 98,873	4.45%	9.76%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	14	$ 105,843	$ 110,422	4.33%	$ 115,812	4.88%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	17	$ 108,331	$ 113,219	4.51%	$ 118,108	4.32%	9.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	6	$ 76,720	$ 81,149	5.77%	$ 84,938	4.67%	10.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	23	$ 129,841	$ 132,991	2.43%	$ 136,454	2.60%	5.09%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	14	$ 103,668	$ 108,250	4.42%	$ 113,039	4.42%	9.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	9	$ 83,243	$ 87,671	5.32%	$ 91,747	4.65%	10.22%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	15	$ 103,046	$ 107,942	4.75%	$ 112,726	4.43%	9.39%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	11	$ 98,853	$ 103,433	4.63%	$ 107,815	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	17	$ 111,279	$ 116,169	4.39%	$ 121,113	4.26%	8.84%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	26	$ 125,888	$ 128,138	1.79%	$ 130,571	1.90%	3.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	21	$ 112,909	$ 117,838	4.37%	$ 122,835	4.24%	8.79%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	25	$ 120,047	$ 123,197	2.62%	$ 125,535	1.90%	4.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	16	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	20	$ 112,990	$ 118,966	5.29%	$ 125,048	5.11%	10.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	14	$ 96,372	$ 100,950	4.75%	$ 105,600	4.61%	9.58%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	17	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	8	$ 78,273	$ 82,702	5.66%	$ 86,521	4.62%	10.54%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	9	$ 89,223	$ 93,652	4.96%	$ 97,844	4.48%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+24	6	$ 79,713	$ 82,779	3.85%	$ 86,604	4.62%	8.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	12	$ 99,010	$ 103,590	4.63%	$ 107,973	4.23%	9.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	4	$ 78,432	$ 82,779	5.54%	$ 86,598	4.61%	10.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	19	$ 109,260	$ 115,240	5.47%	$ 121,274	5.24%	11.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	26	$ 125,888	$ 128,138	1.79%	$ 130,571	1.90%	3.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	6	$ 85,655	$ 90,080	5.17%	$ 94,039	4.39%	9.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	8	$ 92,173	$ 96,599	4.80%	$ 100,688	4.23%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	20	$ 112,990	$ 118,966	5.29%	$ 125,048	5.11%	10.67%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	21	$ 124,634	$ 129,172	3.64%	$ 134,654	4.24%	8.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	1	$ 63,170	$ 67,517	6.88%	$ 70,965	5.11%	12.34%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	13	$ 94,040	$ 98,622	4.87%	$ 102,908	4.35%	9.43%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	0.9	MA+0	15	$ 84,848	$ 86,873	2.39%	$ 88,558	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	0	$ 61,074	$ 65,420	7.12%	$ 68,827	5.21%	12.69%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	20	$ 120,599	$ 126,884	5.21%	$ 131,678	3.78%	9.19%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	14	$ 96,372	$ 100,950	4.75%	$ 105,600	4.61%	9.58%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	9	$ 89,223	$ 93,652	4.96%	$ 97,844	4.48%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	26	$ 120,947	$ 123,197	1.86%	$ 125,535	1.90%	3.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	16	$ 101,340	$ 106,229	4.82%	$ 110,981	4.47%	9.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	15	$ 103,046	$ 107,942	4.75%	$ 112,726	4.43%	9.39%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	15	$ 106,000	$ 110,888	4.61%	$ 115,731	4.37%	9.18%	TBD	TBD	TBD	TBD	TBD
	0.5	MA+0	7	$ 38,051	$ 40,262	5.81%	$ 42,153	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	19	$ 113,610	$ 119,894	5.53%	$ 126,339	5.38%	11.20%	TBD	TBD	TBD	TBD	TBD
	0.4	MA+0	13	$ 35,846	$ 37,677	5.11%	$ 39,359	4.46%	9.80%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	4	$ 69,466	$ 74,001	6.53%	$ 77,657	4.94%	11.79%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	4	$ 58,036	$ 61,223	5.49%	$ 63,992	4.52%	10.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	15	$ 98,700	$ 103,590	4.95%	$ 108,290	4.54%	9.72%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	10	$ 91,402	$ 95,982	5.01%	$ 100,218	4.41%	9.65%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	11	$ 84,955	$ 89,534	5.39%	$ 93,647	4.59%	10.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	14	$ 100,718	$ 105,296	4.55%	$ 110,036	4.50%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	17	$ 108,331	$ 113,219	4.51%	$ 118,108	4.32%	9.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	1	BA+24	4	$ 62,747	$ 66,467	5.93%	$ 69,262	4.21%	10.38%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+42	19	$ 116,558	$ 122,849	5.40%	$ 129,346	5.29%	10.97%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	3	$ 57,109	$ 60,286	5.56%	$ 62,411	3.52%	9.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	5	$ 62,355	$ 66,083	5.98%	$ 67,365	1.94%	8.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	21	$ 112,909	$ 117,838	4.37%	$ 122,835	4.24%	8.79%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	1	$ 55,246	$ 58,426	5.76%	$ 60,511	3.57%	9.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	14	$ 91,943	$ 96,525	4.98%	$ 98,398	1.94%	7.02%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	17	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	Alt MA+0	24	$ 115,048	$ 115,948	0.78%	$ 119,062	2.69%	3.49%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	8	$ 92,173	$ 96,599	4.80%	$ 100,688	4.23%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	20	$ 123,315	$ 129,601	5.10%	$ 136,390	5.24%	10.60%	TBD	TBD	TBD	TBD	TBD
	0.8	MA+0	12	$ 69,827	$ 73,492	5.25%	$ 76,816	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	8	$ 92,173	$ 96,599	4.80%	$ 100,688	4.23%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	17	$ 108,331	$ 113,219	4.51%	$ 118,108	4.32%	9.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	16	$ 101,340	$ 106,229	4.82%	$ 110,981	4.47%	9.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	18	$ 104,991	$ 109,880	4.66%	$ 114,701	4.39%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	0	$ 61,074	$ 65,420	7.12%	$ 68,827	5.21%	12.69%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	20	$ 110,268	$ 115,159	4.44%	$ 120,124	4.31%	8.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	11	$ 98,853	$ 103,433	4.63%	$ 107,815	4.24%	9.07%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	11	$ 93,732	$ 98,311	4.89%	$ 102,593	4.36%	9.45%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	7	$ 87,830	$ 92,249	5.03%	$ 96,259	4.35%	9.60%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	13	$ 103,513	$ 108,093	4.42%	$ 112,564	4.14%	8.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	18	$ 104,991	$ 109,880	4.66%	$ 114,701	4.39%	9.25%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	0	$ 70,045	$ 74,391	6.20%	$ 77,971	4.81%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	14	$ 103,668	$ 108,250	4.42%	$ 113,039	4.42%	9.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	26	$ 132,541	$ 134,791	1.70%	$ 137,354	1.90%	3.63%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	11	$ 96,680	$ 101,260	4.74%	$ 105,600	4.29%	9.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	10	$ 94,349	$ 98,930	4.86%	$ 103,224	4.34%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	9	$ 84,878	$ 89,302	5.21%	$ 93,408	4.60%	10.05%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	13	$ 92,411	$ 96,991	4.96%	$ 101,242	4.38%	9.56%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	18	$ 113,919	$ 118,808	4.29%	$ 125,232	5.41%	9.93%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	26	$ 125,888	$ 128,138	1.79%	$ 130,571	1.90%	3.72%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	14	$ 103,668	$ 108,250	4.42%	$ 113,039	4.42%	9.04%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	5	$ 83,477	$ 87,905	5.30%	$ 91,828	4.46%	10.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	24	$ 135,469	$ 138,619	2.33%	$ 142,173	2.56%	4.95%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	11	$ 93,732	$ 98,311	4.89%	$ 102,593	4.36%	9.45%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	10	$ 82,624	$ 87,205	5.54%	$ 91,271	4.66%	10.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	11	$ 87,751	$ 92,331	5.22%	$ 96,497	4.51%	9.97%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+0	17	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	17	$ 103,979	$ 108,869	4.70%	$ 113,673	4.41%	9.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	25	$ 124,988	$ 128,138	2.52%	$ 130,571	1.90%	4.47%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	2	$ 65,267	$ 69,614	6.66%	$ 73,107	5.02%	12.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	3	$ 73,342	$ 77,688	5.93%	$ 81,338	4.70%	10.90%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	19	$ 119,274	$ 125,565	5.27%	$ 132,115	5.22%	10.77%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	10	$ 96,522	$ 101,103	4.75%	$ 105,440	4.29%	9.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	12	$ 87,284	$ 91,865	5.25%	$ 96,020	4.52%	10.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	18	$ 116,635	$ 121,524	4.19%	$ 128,001	5.33%	9.74%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	22	$ 123,813	$ 128,913	4.12%	$ 132,314	2.64%	6.87%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	0	$ 54,312	$ 57,496	5.86%	$ 59,559	3.59%	9.66%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	9	$ 92,177	$ 96,599	4.80%	$ 100,849	4.40%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	21	$ 112,909	$ 117,838	4.37%	$ 122,835	4.24%	8.79%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	15	$ 94,275	$ 96,525	2.39%	$ 98,398	1.94%	4.37%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	6	$ 73,929	$ 78,352	5.98%	$ 82,085	4.76%	11.03%	TBD	TBD	TBD	TBD	TBD
	1	OFF	1	$ 135,427	$ 135,427	0.00%	$ 138,054	1.94%	1.94%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	17	$ 102,351	$ 107,241	4.78%	$ 112,012	4.45%	9.44%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	23	$ 94,275	$ 97,425	3.34%	$ 100,198	2.85%	6.28%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	0	$ 61,074	$ 65,420	7.12%	$ 68,827	5.21%	12.69%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	16	$ 99,711	$ 104,601	4.90%	$ 109,321	4.51%	9.64%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	5	$ 71,751	$ 76,179	6.17%	$ 79,872	4.85%	11.32%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	7	$ 76,102	$ 80,523	5.81%	$ 84,306	4.70%	10.78%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	11	$ 96,680	$ 101,260	4.74%	$ 105,600	4.29%	9.23%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	19	$ 109,260	$ 115,240	5.47%	$ 121,274	5.24%	11.00%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	17	$ 108,331	$ 113,219	4.51%	$ 118,108	4.32%	9.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	3	$ 67,364	$ 71,716	6.46%	$ 75,437	5.19%	11.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	2	$ 65,267	$ 69,614	6.66%	$ 73,107	5.02%	12.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	26	$ 137,269	$ 139,519	1.64%	$ 142,173	1.90%	3.57%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	23	$ 134,569	$ 137,719	2.34%	$ 141,273	2.58%	4.98%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	23	$ 118,247	$ 121,397	2.66%	$ 124,635	2.67%	5.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	7	$ 89,999	$ 94,423	4.92%	$ 98,473	4.29%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	25	$ 136,369	$ 139,519	2.31%	$ 142,173	1.90%	4.26%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	17	$ 108,331	$ 113,219	4.51%	$ 118,108	4.32%	9.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	10	$ 87,052	$ 91,630	5.26%	$ 95,783	4.53%	10.03%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	7	$ 89,999	$ 94,423	4.92%	$ 98,473	4.29%	9.42%	TBD	TBD	TBD	TBD	TBD
	1	BA+12	6	$ 63,833	$ 66,083	3.52%	$ 67,365	1.94%	5.53%	TBD	TBD	TBD	TBD	TBD
	1	MA+36	22	$ 123,813	$ 128,913	4.12%	$ 132,314	2.64%	6.87%	TBD	TBD	TBD	TBD	TBD
	1	MA+0	9	$ 80,452	$ 84,874	5.50%	$ 88,897	4.74%	10.50%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	12	$ 91,710	$ 96,290	4.99%	$ 100,535	4.41%	9.62%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	22	$ 131,544	$ 136,819	4.01%	$ 140,373	2.60%	6.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	7	$ 80,529	$ 84,956	5.50%	$ 88,818	4.55%	10.29%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	18	$ 106,619	$ 111,510	4.59%	$ 117,476	5.35%	10.18%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	6	$ 60,524	$ 62,774	3.72%	$ 63,992	1.94%	5.73%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	7	$ 84,878	$ 89,302	5.21%	$ 93,248	4.42%	9.86%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	24	$ 119,147	$ 122,297	2.64%	$ 125,535	2.65%	5.36%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	9	$ 92,177	$ 96,599	4.80%	$ 100,849	4.40%	9.41%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	2	$ 56,176	$ 59,359	5.67%	$ 61,456	3.53%	9.40%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	13	$ 101,340	$ 105,918	4.52%	$ 110,350	4.18%	8.89%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	14	$ 94,741	$ 99,315	4.83%	$ 103,939	4.66%	9.71%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	16	$ 108,638	$ 113,529	4.50%	$ 118,423	4.31%	9.01%	TBD	TBD	TBD	TBD	TBD
	1	MA+42	19	$ 116,558	$ 122,849	5.40%	$ 129,346	5.29%	10.97%	TBD	TBD	TBD	TBD	TBD
	1	MA+24	12	$ 91,710	$ 96,290	4.99%	$ 100,535	4.41%	9.62%	TBD	TBD	TBD	TBD	TBD
	1	BA+0	5	$ 58,973	$ 62,774	6.45%	$ 63,992	1.94%	8.51%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	16	$ 111,358	$ 116,245	4.39%	$ 121,191	4.25%	8.83%	TBD	TBD	TBD	TBD	TBD
	1	MA+12	8	$ 81,072	$ 85,493	5.45%	$ 89,372	4.54%	10.24%	TBD	TBD	TBD	TBD	TBD
	1	MA+54	15	$ 108,172	$ 113,608	5.03%	$ 118,500	4.31%	9.55%	TBD	TBD	TBD	TBD	TBD

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+0	3	$ 67,364	$ 72,870	8.17%	$ 78,917	8.30%	17.15%	$ 85,257	8.03%	$ 92,020	7.93%	36.60%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+36	1	$ 72,141	$ 77,875	7.95%	$ 83,959	7.81%	16.38%	$ 90,449	7.73%	$ 97,372	7.65%	34.97%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+12	20	$ 110,268	$ 118,442	7.41%	$ 127,133	7.34%	15.29%	$ 136,365	7.26%	$ 144,979	6.32%	31.48%
	1	MA+42	23	$ 129,841	$ 138,203	6.44%	$ 146,809	6.23%	13.07%	$ 155,735	6.08%	$ 164,997	5.95%	27.08%
	1	MA+42	22	$ 126,922	$ 136,203	7.31%	$ 144,809	6.32%	14.09%	$ 153,735	6.16%	$ 162,997	6.02%	28.42%
	0.36	MA+0	7	$ 27,397	$ 29,559	7.89%	$ 31,855	7.77%	16.27%	$ 34,303	7.68%	$ 36,981	7.81%	34.98%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+54	9	$ 94,349	$ 101,252	7.32%	$ 108,726	7.38%	15.24%	$ 116,687	7.32%	$ 125,163	7.26%	32.66%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	MA+24	22	$ 120,418	$ 129,224	7.31%	$ 137,491	6.40%	14.18%	$ 146,062	6.23%	$ 154,952	6.09%	28.68%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+24	24	$ 124,088	$ 132,124	6.48%	$ 140,391	6.26%	13.14%	$ 148,962	6.11%	$ 157,852	5.97%	27.21%
	1	MA+54	8	$ 92,173	$ 98,972	7.38%	$ 106,163	7.27%	15.18%	$ 113,999	7.38%	$ 122,346	7.32%	32.74%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+24	16	$ 101,340	$ 109,074	7.63%	$ 117,267	7.51%	15.72%	$ 126,001	7.45%	$ 136,623	8.43%	34.82%
	1	MA+24	18	$ 106,619	$ 114,614	7.50%	$ 124,276	8.43%	16.56%	$ 134,599	8.31%	$ 145,603	8.18%	36.56%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	9	$ 94,349	$ 101,252	7.32%	$ 108,726	7.38%	15.24%	$ 116,687	7.32%	$ 125,163	7.26%	32.66%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+42	22	$ 126,922	$ 136,203	7.31%	$ 144,809	6.32%	14.09%	$ 153,735	6.16%	$ 162,997	6.02%	28.42%
	1	MA+12	15	$ 97,065	$ 104,597	7.76%	$ 112,573	7.63%	15.98%	$ 121,079	7.56%	$ 130,141	7.48%	34.08%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+12	25	$ 120,047	$ 127,841	6.49%	$ 135,857	6.27%	13.17%	$ 144,165	6.12%	$ 152,779	5.98%	27.27%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+42	11	$ 96,680	$ 103,861	7.43%	$ 111,462	7.32%	15.29%	$ 119,552	7.26%	$ 128,170	7.21%	32.57%
	1	MA+36	18	$ 110,969	$ 119,177	7.40%	$ 129,394	8.57%	16.60%	$ 140,330	8.45%	$ 149,709	6.68%	34.91%
	1	MA+36	0	$ 70,045	$ 75,676	8.04%	$ 81,652	7.90%	16.57%	$ 88,031	7.81%	$ 94,836	7.73%	35.39%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+12	18	$ 104,991	$ 112,904	7.54%	$ 121,281	7.42%	15.52%	$ 130,209	7.36%	$ 139,764	7.34%	33.12%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+54	12	$ 101,183	$ 108,585	7.32%	$ 116,414	7.21%	15.05%	$ 124,745	7.16%	$ 134,649	7.94%	33.07%
	1	BA+24	5	$ 64,217	$ 68,913	7.31%	$ 72,255	4.85%	12.52%	$ 75,759	4.85%	$ 79,433	4.85%	23.69%
	1	MA+42	13	$ 101,340	$ 108,748	7.31%	$ 116,587	7.21%	15.05%	$ 125,283	7.46%	$ 134,554	7.40%	32.77%
	0.8	MA+42	23	$ 103,873	$ 110,562	6.44%	$ 117,447	6.23%	13.07%	$ 124,588	6.08%	$ 131,998	5.95%	27.08%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	BA+0	16	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	1	$ 63,170	$ 68,465	8.38%	$ 74,092	8.22%	17.29%	$ 80,110	8.12%	$ 86,757	8.30%	37.34%
	1	MA+42	10	$ 94,349	$ 101,417	7.49%	$ 108,898	7.38%	15.42%	$ 116,868	7.32%	$ 125,350	7.26%	32.86%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%

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Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+12	4	$ 72,451	$ 78,201	7.94%	$ 84,382	7.90%	16.47%	$ 90,988	7.83%	$ 98,030	7.74%	35.31%
	1	MA+24	14	$ 96,372	$ 103,536	7.43%	$ 111,462	7.66%	15.66%	$ 119,911	7.58%	$ 128,917	7.51%	33.77%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	6	$ 87,830	$ 94,409	7.49%	$ 101,378	7.38%	15.43%	$ 108,805	7.33%	$ 116,711	7.27%	32.88%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+36	19	$ 113,610	$ 123,409	8.63%	$ 133,839	8.45%	17.81%	$ 142,784	6.68%	$ 153,154	7.26%	34.81%
	1	MA+0	0	$ 61,074	$ 66,265	8.50%	$ 71,786	8.33%	17.54%	$ 77,685	8.22%	$ 83,995	8.12%	37.53%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	MA+42	20	$ 120,599	$ 130,741	8.41%	$ 139,598	6.77%	15.75%	$ 149,735	7.26%	$ 158,997	6.19%	31.84%
	1	MA+24	9	$ 84,878	$ 91,318	7.59%	$ 98,307	7.65%	15.82%	$ 105,762	7.58%	$ 113,708	7.51%	33.97%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%
	1	MA+42	21	$ 124,634	$ 133,141	6.83%	$ 142,809	7.26%	14.58%	$ 151,735	6.25%	$ 160,997	6.10%	29.18%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+24	11	$ 89,380	$ 96,204	7.63%	$ 103,432	7.51%	15.72%	$ 111,138	7.45%	$ 119,342	7.38%	33.52%
	0.5	MA+54	4	$ 41,776	$ 44,924	7.54%	$ 48,301	7.52%	15.62%	$ 51,895	7.44%	$ 55,725	7.38%	33.39%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+12	17	$ 102,351	$ 110,136	7.61%	$ 118,380	7.49%	15.66%	$ 127,163	7.42%	$ 136,524	7.36%	33.39%
	1	MA+36	7	$ 84,878	$ 91,318	7.59%	$ 98,134	7.46%	15.62%	$ 105,407	7.41%	$ 113,337	7.52%	33.53%
	1	MA+42	15	$ 106,000	$ 113,961	7.51%	$ 122,394	7.40%	15.47%	$ 131,374	7.34%	$ 140,936	7.28%	32.96%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+0	14	$ 91,943	$ 98,894	7.56%	$ 103,690	4.85%	12.78%	$ 108,719	4.85%	$ 113,992	4.85%	23.98%
	1	MA+42	3	$ 79,284	$ 85,368	7.67%	$ 91,814	7.55%	15.80%	$ 98,779	7.59%	$ 106,199	7.51%	33.95%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+36	12	$ 96,061	$ 103,212	7.44%	$ 110,777	7.33%	15.32%	$ 118,835	7.27%	$ 127,797	7.54%	33.04%
	1	MA+54	6	$ 87,830	$ 94,409	7.49%	$ 101,378	7.38%	15.43%	$ 108,805	7.33%	$ 116,711	7.27%	32.88%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	BA+12	15	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+42	14	$ 103,668	$ 111,194	7.26%	$ 119,488	7.46%	15.26%	$ 128,330	7.40%	$ 137,746	7.34%	32.87%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	BA+24	10	$ 65,694	$ 68,913	4.90%	$ 72,255	4.85%	9.99%	$ 75,759	4.85%	$ 79,433	4.85%	20.91%
	1	MA+0	26	$ 96,975	$ 103,594	6.83%	$ 110,390	6.56%	13.83%	$ 117,419	6.37%	$ 124,692	6.19%	28.58%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+36	8	$ 87,052	$ 93,595	7.52%	$ 100,531	7.41%	15.48%	$ 108,094	7.52%	$ 116,152	7.45%	33.43%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	0	$ 70,045	$ 75,676	8.04%	$ 81,652	7.90%	16.57%	$ 88,031	7.81%	$ 94,836	7.73%	35.39%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+12	21	$ 112,909	$ 121,252	7.39%	$ 130,057	7.26%	15.19%	$ 138,365	6.39%	$ 146,979	6.23%	30.17%
	1	BA+24	6	$ 65,694	$ 68,913	4.90%	$ 72,255	4.85%	9.99%	$ 75,759	4.85%	$ 79,433	4.85%	20.91%
	1	MA+42	23	$ 129,841	$ 138,203	6.44%	$ 146,809	6.23%	13.07%	$ 155,735	6.08%	$ 164,997	5.95%	27.08%
	1	MA+36	23	$ 126,663	$ 134,869	6.48%	$ 143,313	6.26%	13.15%	$ 152,070	6.11%	$ 161,154	5.97%	27.23%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+36	0	$ 70,045	$ 75,676	8.04%	$ 81,652	7.90%	16.57%	$ 88,031	7.81%	$ 94,836	7.73%	35.39%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+36	12	$ 96,061	$ 103,212	7.44%	$ 110,777	7.33%	15.32%	$ 118,835	7.27%	$ 127,797	7.54%	33.04%
	1	MA+0	18	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+24	9	$ 84,878	$ 91,318	7.59%	$ 98,307	7.65%	15.82%	$ 105,762	7.58%	$ 113,708	7.51%	33.97%
	1	MA+42	20	$ 120,599	$ 130,741	8.41%	$ 139,598	6.77%	15.75%	$ 149,735	7.26%	$ 158,997	6.19%	31.84%
	1	MA+24	16	$ 101,340	$ 109,074	7.63%	$ 117,267	7.51%	15.72%	$ 126,001	7.45%	$ 136,623	8.43%	34.82%
	1	MA+36	26	$ 129,363	$ 137,569	6.34%	$ 146,013	6.14%	12.87%	$ 154,770	6.00%	$ 163,854	5.87%	26.66%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	0.6	MA+54	14	$ 63,506	$ 68,083	7.21%	$ 73,489	7.94%	15.72%	$ 78,877	7.33%	$ 84,618	7.28%	33.24%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	0.6	MA+54	4	$ 50,131	$ 53,908	7.54%	$ 57,961	7.52%	15.62%	$ 62,273	7.44%	$ 66,870	7.38%	33.39%
	1	MA+54	9	$ 94,349	$ 101,252	7.32%	$ 108,726	7.38%	15.24%	$ 116,687	7.32%	$ 125,163	7.26%	32.66%
	1	MA+24	8	$ 82,706	$ 89,037	7.65%	$ 95,747	7.54%	15.77%	$ 103,075	7.65%	$ 110,891	7.58%	34.08%
	1	MA+12	18	$ 104,991	$ 112,904	7.54%	$ 121,281	7.42%	15.52%	$ 130,209	7.36%	$ 139,764	7.34%	33.12%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+0	18	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+24	12	$ 91,710	$ 98,648	7.57%	$ 105,997	7.45%	15.58%	$ 113,822	7.38%	$ 122,536	7.66%	33.61%
	1	MA+36	15	$ 103,046	$ 110,871	7.59%	$ 119,150	7.47%	15.63%	$ 127,972	7.40%	$ 137,371	7.34%	33.31%
	1	MA+42	7	$ 87,830	$ 94,409	7.49%	$ 101,384	7.39%	15.43%	$ 108,805	7.32%	$ 116,900	7.44%	33.10%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+54	8	$ 92,173	$ 98,972	7.38%	$ 106,163	7.27%	15.18%	$ 113,999	7.38%	$ 122,346	7.32%	32.74%
	1	MA+42	5	$ 83,477	$ 89,852	7.64%	$ 96,602	7.51%	15.72%	$ 103,789	7.44%	$ 111,457	7.39%	33.52%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+0	0	$ 61,074	$ 66,265	8.50%	$ 71,786	8.33%	17.54%	$ 77,685	8.22%	$ 83,995	8.12%	37.53%
	1	MA+0	1	$ 63,170	$ 68,465	8.38%	$ 74,092	8.22%	17.29%	$ 80,110	8.12%	$ 86,757	8.30%	37.34%
	1	MA+54	12	$ 101,183	$ 108,585	7.32%	$ 116,414	7.21%	15.05%	$ 124,745	7.16%	$ 134,649	7.94%	33.07%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	MA+42	5	$ 83,477	$ 89,852	7.64%	$ 96,602	7.51%	15.72%	$ 103,789	7.44%	$ 111,457	7.39%	33.52%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+36	24	$ 127,563	$ 135,769	6.43%	$ 144,213	6.22%	13.05%	$ 152,970	6.07%	$ 162,054	5.94%	27.04%
	0.5	BA+0	3	$ 28,555	$ 30,440	6.60%	$ 32,432	6.54%	13.58%	$ 34,899	7.61%	$ 36,592	4.85%	28.15%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+36	18	$ 110,969	$ 119,177	7.40%	$ 129,394	8.57%	16.60%	$ 140,330	8.45%	$ 149,709	6.68%	34.91%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+0	14	$ 91,943	$ 98,894	7.56%	$ 103,690	4.85%	12.78%	$ 108,719	4.85%	$ 113,992	4.85%	23.98%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+42	7	$ 87,830	$ 94,409	7.49%	$ 101,384	7.39%	15.43%	$ 108,805	7.32%	$ 116,900	7.44%	33.10%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+24	26	$ 125,888	$ 133,924	6.38%	$ 142,191	6.17%	12.95%	$ 150,762	6.03%	$ 159,652	5.90%	26.82%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+12	19	$ 107,630	$ 115,671	7.47%	$ 124,186	7.36%	15.38%	$ 133,299	7.34%	$ 142,979	7.26%	32.84%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+36	18	$ 110,969	$ 119,177	7.40%	$ 129,394	8.57%	16.60%	$ 140,330	8.45%	$ 149,709	6.68%	34.91%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+0	20	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 115,992	6.69%	23.04%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+36	8	$ 87,052	$ 93,595	7.52%	$ 100,531	7.41%	15.48%	$ 108,094	7.52%	$ 116,152	7.45%	33.43%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+24	18	$ 106,619	$ 114,614	7.50%	$ 124,276	8.43%	16.56%	$ 134,599	8.31%	$ 145,603	8.18%	36.56%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	BA+24	3	$ 61,344	$ 65,822	7.30%	$ 70,631	7.31%	15.14%	$ 75,759	7.26%	$ 79,433	4.85%	29.49%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+36	13	$ 98,391	$ 105,653	7.38%	$ 113,338	7.27%	15.19%	$ 121,886	7.54%	$ 130,988	7.47%	33.13%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	MA+42	7	$ 87,830	$ 94,409	7.49%	$ 101,384	7.39%	15.43%	$ 108,805	7.32%	$ 116,900	7.44%	33.10%
	1	MA+36	22	$ 123,813	$ 132,869	7.31%	$ 141,313	6.36%	14.13%	$ 150,070	6.20%	$ 159,154	6.05%	28.54%
	1	MA+54	12	$ 101,183	$ 108,585	7.32%	$ 116,414	7.21%	15.05%	$ 124,745	7.16%	$ 134,649	7.94%	33.07%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+36	13	$ 98,391	$ 105,653	7.38%	$ 113,338	7.27%	15.19%	$ 121,886	7.54%	$ 130,988	7.47%	33.13%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	3	$ 67,364	$ 72,870	8.17%	$ 78,917	8.30%	17.15%	$ 85,257	8.03%	$ 92,020	7.93%	36.60%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+42	17	$ 111,279	$ 119,501	7.39%	$ 128,199	7.28%	15.21%	$ 139,077	8.49%	$ 150,701	8.36%	35.43%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+36	8	$ 87,052	$ 93,595	7.52%	$ 100,531	7.41%	15.48%	$ 108,094	7.52%	$ 116,152	7.45%	33.43%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	BA+12	3	$ 59,483	$ 63,868	7.37%	$ 68,582	7.38%	15.30%	$ 73,614	7.34%	$ 77,184	4.85%	29.76%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+42	15	$ 106,000	$ 113,961	7.51%	$ 122,394	7.40%	15.47%	$ 131,374	7.34%	$ 140,936	7.28%	32.96%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+54	10	$ 96,522	$ 103,697	7.43%	$ 111,289	7.32%	15.30%	$ 119,373	7.26%	$ 127,980	7.21%	32.59%
	1	MA+0	19	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	BA+12	5	$ 62,355	$ 66,961	7.39%	$ 70,209	4.85%	12.60%	$ 73,614	4.85%	$ 77,184	4.85%	23.78%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+24	22	$ 120,418	$ 129,224	7.31%	$ 137,491	6.40%	14.18%	$ 146,062	6.23%	$ 154,952	6.09%	28.68%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	0.5	BA+0	3	$ 28,555	$ 30,440	6.60%	$ 32,432	6.54%	13.58%	$ 34,899	7.61%	$ 36,592	4.85%	28.15%
	1	MA+12	15	$ 97,065	$ 104,597	7.76%	$ 112,573	7.63%	15.98%	$ 121,079	7.56%	$ 130,141	7.48%	34.08%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+12	21	$ 112,909	$ 121,252	7.39%	$ 130,057	7.26%	15.19%	$ 138,365	6.39%	$ 146,979	6.23%	30.17%
	1	MA+0	19	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	MA+24	12	$ 91,710	$ 98,648	7.57%	$ 105,997	7.45%	15.58%	$ 113,822	7.38%	$ 122,536	7.66%	33.61%
	1	MA+0	18	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	BA+24	17	$ 65,694	$ 68,913	4.90%	$ 72,255	4.85%	9.99%	$ 75,759	4.85%	$ 79,433	4.85%	20.91%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+42	7	$ 87,830	$ 94,409	7.49%	$ 101,384	7.39%	15.43%	$ 108,805	7.32%	$ 116,900	7.44%	33.10%
	1	MA+36	16	$ 105,692	$ 113,639	7.52%	$ 122,052	7.40%	15.48%	$ 131,017	7.35%	$ 142,250	8.57%	34.59%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+54	10	$ 96,522	$ 103,697	7.43%	$ 111,289	7.32%	15.30%	$ 119,373	7.26%	$ 127,980	7.21%	32.59%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+24	15	$ 98,700	$ 106,306	7.71%	$ 114,364	7.58%	15.87%	$ 122,954	7.51%	$ 132,112	7.45%	33.85%
	1	BA+12	2	$ 58,086	$ 62,398	7.42%	$ 66,966	7.32%	15.29%	$ 71,908	7.38%	$ 77,184	7.34%	32.88%
	1	MA+12	14	$ 94,741	$ 101,821	7.47%	$ 109,670	7.71%	15.76%	$ 118,033	7.63%	$ 126,951	7.56%	34.00%
	1	MA+42	10	$ 94,349	$ 101,417	7.49%	$ 108,898	7.38%	15.42%	$ 116,868	7.32%	$ 125,350	7.26%	32.86%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+42	24	$ 130,741	$ 139,103	6.40%	$ 147,709	6.19%	12.98%	$ 156,635	6.04%	$ 165,897	5.91%	26.89%
	1	MA+42	20	$ 120,599	$ 130,741	8.41%	$ 139,598	6.77%	15.75%	$ 149,735	7.26%	$ 158,997	6.19%	31.84%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+54	12	$ 101,183	$ 108,585	7.32%	$ 116,414	7.21%	15.05%	$ 124,745	7.16%	$ 134,649	7.94%	33.07%
	1	MA+24	11	$ 89,380	$ 96,204	7.63%	$ 103,432	7.51%	15.72%	$ 111,138	7.45%	$ 119,342	7.38%	33.52%
	1	MA+36	11	$ 93,732	$ 100,768	7.51%	$ 108,218	7.39%	15.45%	$ 116,150	7.33%	$ 124,598	7.27%	32.93%
	1	MA+12	15	$ 97,065	$ 104,597	7.76%	$ 112,573	7.63%	15.98%	$ 121,079	7.56%	$ 130,141	7.48%	34.08%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	BA+12	4	$ 60,885	$ 65,410	7.43%	$ 70,209	7.34%	15.31%	$ 73,614	4.85%	$ 77,184	4.85%	26.77%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+12	21	$ 112,909	$ 121,252	7.39%	$ 130,057	7.26%	15.19%	$ 138,365	6.39%	$ 146,979	6.23%	30.17%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	10	$ 96,522	$ 103,697	7.43%	$ 111,289	7.32%	15.30%	$ 119,373	7.26%	$ 127,980	7.21%	32.59%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	7	$ 84,878	$ 91,318	7.59%	$ 98,134	7.46%	15.62%	$ 105,407	7.41%	$ 113,337	7.52%	33.53%
	1	MA+0	16	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+24	7	$ 80,529	$ 86,759	7.74%	$ 93,355	7.60%	15.93%	$ 100,391	7.54%	$ 108,074	7.65%	34.21%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	9	$ 94,349	$ 101,252	7.32%	$ 108,726	7.38%	15.24%	$ 116,687	7.32%	$ 125,163	7.26%	32.66%
	1	MA+36	11	$ 93,732	$ 100,768	7.51%	$ 108,218	7.39%	15.45%	$ 116,150	7.33%	$ 124,598	7.27%	32.93%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+54	9	$ 94,349	$ 101,252	7.32%	$ 108,726	7.38%	15.24%	$ 116,687	7.32%	$ 125,163	7.26%	32.66%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+24	13	$ 94,040	$ 101,094	7.50%	$ 108,557	7.38%	15.44%	$ 116,868	7.66%	$ 125,727	7.58%	33.70%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+24	14	$ 96,372	$ 103,536	7.43%	$ 111,462	7.66%	15.66%	$ 119,911	7.58%	$ 128,917	7.51%	33.77%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+24	20	$ 112,990	$ 122,435	8.36%	$ 132,444	8.17%	17.22%	$ 142,062	7.26%	$ 150,952	6.26%	33.60%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+36	13	$ 98,391	$ 105,653	7.38%	$ 113,338	7.27%	15.19%	$ 121,886	7.54%	$ 130,988	7.47%	33.13%
	1	MA+36	19	$ 113,610	$ 123,409	8.63%	$ 133,839	8.45%	17.81%	$ 142,784	6.68%	$ 153,154	7.26%	34.81%
	1	MA+0	3	$ 67,364	$ 72,870	8.17%	$ 78,917	8.30%	17.15%	$ 85,257	8.03%	$ 92,020	7.93%	36.60%
	1	MA+54	10	$ 96,522	$ 103,697	7.43%	$ 111,289	7.32%	15.30%	$ 119,373	7.26%	$ 127,980	7.21%	32.59%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+54	11	$ 98,853	$ 106,141	7.37%	$ 113,851	7.26%	15.17%	$ 122,060	7.21%	$ 130,795	7.16%	32.31%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+12	19	$ 107,630	$ 115,671	7.47%	$ 124,186	7.36%	15.38%	$ 133,299	7.34%	$ 142,979	7.26%	32.84%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+36	12	$ 96,061	$ 103,212	7.44%	$ 110,777	7.33%	15.32%	$ 118,835	7.27%	$ 127,797	7.54%	33.04%
	1	MA+12	10	$ 85,421	$ 92,051	7.76%	$ 99,078	7.63%	15.99%	$ 106,571	7.56%	$ 114,556	7.49%	34.11%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+36	2	$ 74,237	$ 80,075	7.86%	$ 86,265	7.73%	16.20%	$ 92,868	7.65%	$ 99,996	7.68%	34.70%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	16	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+24	14	$ 96,372	$ 103,536	7.43%	$ 111,462	7.66%	15.66%	$ 119,911	7.58%	$ 128,917	7.51%	33.77%
	0.6	MA+42	3	$ 47,570	$ 51,221	7.67%	$ 55,088	7.55%	15.80%	$ 59,267	7.59%	$ 63,719	7.51%	33.95%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+24	18	$ 106,619	$ 114,614	7.50%	$ 124,276	8.43%	16.56%	$ 134,599	8.31%	$ 145,603	8.18%	36.56%
	1	MA+42	11	$ 96,680	$ 103,861	7.43%	$ 111,462	7.32%	15.29%	$ 119,552	7.26%	$ 128,170	7.21%	32.57%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+42	14	$ 103,668	$ 111,194	7.26%	$ 119,488	7.46%	15.26%	$ 128,330	7.40%	$ 137,746	7.34%	32.87%
	1	MA+12	6	$ 76,720	$ 82,765	7.88%	$ 89,170	7.74%	16.23%	$ 95,998	7.66%	$ 103,288	7.59%	34.63%
	1	MA+0	25	$ 96,075	$ 102,694	6.89%	$ 109,490	6.62%	13.96%	$ 116,519	6.42%	$ 123,792	6.24%	28.85%
	1	MA+42	21	$ 124,634	$ 133,141	6.83%	$ 142,809	7.26%	14.58%	$ 151,735	6.25%	$ 160,997	6.10%	29.18%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+36	20	$ 117,644	$ 127,648	8.50%	$ 136,179	6.68%	15.76%	$ 146,070	7.26%	$ 155,154	6.22%	31.88%
	1	MA+42	10	$ 94,349	$ 101,417	7.49%	$ 108,898	7.38%	15.42%	$ 116,868	7.32%	$ 125,350	7.26%	32.86%
	1	MA+36	24	$ 127,563	$ 135,769	6.43%	$ 144,213	6.22%	13.05%	$ 152,970	6.07%	$ 162,054	5.94%	27.04%
	1	BA+24	6	$ 65,694	$ 68,913	4.90%	$ 72,255	4.85%	9.99%	$ 75,759	4.85%	$ 79,433	4.85%	20.91%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+12	24	$ 119,147	$ 126,941	6.54%	$ 134,957	6.31%	13.27%	$ 143,265	6.16%	$ 151,879	6.01%	27.47%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+24	25	$ 124,988	$ 133,024	6.43%	$ 141,291	6.21%	13.04%	$ 149,862	6.07%	$ 158,752	5.93%	27.01%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+12	10	$ 85,421	$ 92,051	7.76%	$ 99,078	7.63%	15.99%	$ 106,571	7.56%	$ 114,556	7.49%	34.11%
	1	MA+24	14	$ 96,372	$ 103,536	7.43%	$ 111,462	7.66%	15.66%	$ 119,911	7.58%	$ 128,917	7.51%	33.77%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+36	11	$ 93,732	$ 100,768	7.51%	$ 108,218	7.39%	15.45%	$ 116,150	7.33%	$ 124,598	7.27%	32.93%
	1	MA+12	19	$ 107,630	$ 115,671	7.47%	$ 124,186	7.36%	15.38%	$ 133,299	7.34%	$ 142,979	7.26%	32.84%
	1	MA+12	20	$ 110,268	$ 118,442	7.41%	$ 127,133	7.34%	15.29%	$ 136,365	7.26%	$ 144,979	6.32%	31.48%
	1	MA+24	24	$ 124,088	$ 132,124	6.48%	$ 140,391	6.26%	13.14%	$ 148,962	6.11%	$ 157,852	5.97%	27.21%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	BA+12	4	$ 60,885	$ 65,410	7.43%	$ 70,209	7.34%	15.31%	$ 73,614	4.85%	$ 77,184	4.85%	26.77%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+12	9	$ 83,243	$ 89,607	7.65%	$ 96,515	7.71%	15.94%	$ 103,883	7.63%	$ 111,740	7.56%	34.23%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	26	$ 96,975	$ 103,594	6.83%	$ 110,390	6.56%	13.83%	$ 117,419	6.37%	$ 124,692	6.19%	28.58%
	1	MA+42	22	$ 126,922	$ 136,203	7.31%	$ 144,809	6.32%	14.09%	$ 153,735	6.16%	$ 162,997	6.02%	28.42%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+0	3	$ 67,364	$ 72,870	8.17%	$ 78,917	8.30%	17.15%	$ 85,257	8.03%	$ 92,020	7.93%	36.60%
	1	MA+0	18	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	BA+24	3	$ 61,344	$ 65,822	7.30%	$ 70,631	7.31%	15.14%	$ 75,759	7.26%	$ 79,433	4.85%	29.49%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	0.5	BA+0	2	$ 28,088	$ 29,954	6.64%	$ 31,917	6.55%	13.63%	$ 34,005	6.54%	$ 36,592	7.61%	30.27%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	MA+24	9	$ 84,878	$ 91,318	7.59%	$ 98,307	7.65%	15.82%	$ 105,762	7.58%	$ 113,708	7.51%	33.97%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+24	19	$ 109,260	$ 118,527	8.48%	$ 128,373	8.31%	17.49%	$ 138,868	8.18%	$ 148,952	7.26%	36.33%
	1	BA+24	6	$ 65,694	$ 68,913	4.90%	$ 72,255	4.85%	9.99%	$ 75,759	4.85%	$ 79,433	4.85%	20.91%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%
	1	MA+24	4	$ 75,438	$ 81,339	7.82%	$ 87,675	7.79%	16.22%	$ 92,868	5.92%	$ 100,005	7.69%	32.57%
	1	MA+12	26	$ 120,947	$ 128,741	6.44%	$ 136,757	6.23%	13.07%	$ 145,065	6.08%	$ 153,679	5.94%	27.06%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	MA+36	3	$ 76,335	$ 82,275	7.78%	$ 88,572	7.65%	16.03%	$ 95,371	7.68%	$ 102,630	7.61%	34.45%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+12	18	$ 104,991	$ 112,904	7.54%	$ 121,281	7.42%	15.52%	$ 130,209	7.36%	$ 139,764	7.34%	33.12%
	1	MA+36	26	$ 129,363	$ 137,569	6.34%	$ 146,013	6.14%	12.87%	$ 154,770	6.00%	$ 163,854	5.87%	26.66%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+42	17	$ 111,279	$ 119,501	7.39%	$ 128,199	7.28%	15.21%	$ 139,077	8.49%	$ 150,701	8.36%	35.43%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+36	11	$ 93,732	$ 100,768	7.51%	$ 108,218	7.39%	15.45%	$ 116,150	7.33%	$ 124,598	7.27%	32.93%
	1	MA+12	6	$ 76,720	$ 82,765	7.88%	$ 89,170	7.74%	16.23%	$ 95,998	7.66%	$ 103,288	7.59%	34.63%
	1	MA+36	19	$ 113,610	$ 123,409	8.63%	$ 133,839	8.45%	17.81%	$ 142,784	6.68%	$ 153,154	7.26%	34.81%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+36	20	$ 117,644	$ 127,648	8.50%	$ 136,179	6.68%	15.76%	$ 146,070	7.26%	$ 155,154	6.22%	31.88%
	1	MA+12	23	$ 118,247	$ 126,041	6.59%	$ 134,057	6.36%	13.37%	$ 142,365	6.20%	$ 150,979	6.05%	27.68%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+12	17	$ 102,351	$ 110,136	7.61%	$ 118,380	7.49%	15.66%	$ 127,163	7.42%	$ 136,524	7.36%	33.39%
	1	MA+0	14	$ 91,943	$ 98,894	7.56%	$ 103,690	4.85%	12.78%	$ 108,719	4.85%	$ 113,992	4.85%	23.98%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+42	17	$ 111,279	$ 119,501	7.39%	$ 128,199	7.28%	15.21%	$ 139,077	8.49%	$ 150,701	8.36%	35.43%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	MA+36	14	$ 100,718	$ 108,095	7.32%	$ 116,248	7.54%	15.42%	$ 124,929	7.47%	$ 134,179	7.40%	33.22%
	1	MA+42	4	$ 81,380	$ 87,567	7.60%	$ 94,210	7.59%	15.77%	$ 101,287	7.51%	$ 108,823	7.44%	33.72%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+42	7	$ 87,830	$ 94,409	7.49%	$ 101,384	7.39%	15.43%	$ 108,805	7.32%	$ 116,900	7.44%	33.10%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+24	26	$ 125,888	$ 133,924	6.38%	$ 142,191	6.17%	12.95%	$ 150,762	6.03%	$ 159,652	5.90%	26.82%
	1	MA+42	21	$ 124,634	$ 133,141	6.83%	$ 142,809	7.26%	14.58%	$ 151,735	6.25%	$ 160,997	6.10%	29.18%
	1	MA+36	20	$ 117,644	$ 127,648	8.50%	$ 136,179	6.68%	15.76%	$ 146,070	7.26%	$ 155,154	6.22%	31.88%
	1	MA+12	7	$ 78,899	$ 85,045	7.79%	$ 91,557	7.66%	16.04%	$ 98,510	7.59%	$ 106,104	7.71%	34.48%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+0	21	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 110,719	6.78%	$ 117,992	6.57%	25.16%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+42	21	$ 124,634	$ 133,141	6.83%	$ 142,809	7.26%	14.58%	$ 151,735	6.25%	$ 160,997	6.10%	29.18%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+36	18	$ 110,969	$ 119,177	7.40%	$ 129,394	8.57%	16.60%	$ 140,330	8.45%	$ 149,709	6.68%	34.91%
	1	MA+0	3	$ 67,364	$ 72,870	8.17%	$ 78,917	8.30%	17.15%	$ 85,257	8.03%	$ 92,020	7.93%	36.60%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	BA+12	10	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	BA+24	4	$ 62,747	$ 67,364	7.36%	$ 72,255	7.26%	15.15%	$ 75,759	4.85%	$ 79,433	4.85%	26.59%
	1	MA+36	15	$ 103,046	$ 110,871	7.59%	$ 119,150	7.47%	15.63%	$ 127,972	7.40%	$ 137,371	7.34%	33.31%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+42	15	$ 106,000	$ 113,961	7.51%	$ 122,394	7.40%	15.47%	$ 131,374	7.34%	$ 140,936	7.28%	32.96%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	0.6	MA+54	11	$ 59,312	$ 63,685	7.37%	$ 68,311	7.26%	15.17%	$ 73,236	7.21%	$ 78,477	7.16%	32.31%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+36	23	$ 126,663	$ 134,869	6.48%	$ 143,313	6.26%	13.15%	$ 152,070	6.11%	$ 161,154	5.97%	27.23%
	1	MA+24	12	$ 91,710	$ 98,648	7.57%	$ 105,997	7.45%	15.58%	$ 113,822	7.38%	$ 122,536	7.66%	33.61%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	MA+12	18	$ 104,991	$ 112,904	7.54%	$ 121,281	7.42%	15.52%	$ 130,209	7.36%	$ 139,764	7.34%	33.12%
	1	MA+36	1	$ 72,141	$ 77,875	7.95%	$ 83,959	7.81%	16.38%	$ 90,449	7.73%	$ 97,372	7.65%	34.97%
	1	MA+36	17	$ 108,331	$ 116,406	7.45%	$ 124,957	7.35%	15.35%	$ 135,670	8.57%	$ 147,136	8.45%	35.82%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+12	5	$ 74,548	$ 80,479	7.96%	$ 86,779	7.83%	16.41%	$ 93,495	7.74%	$ 100,654	7.66%	35.02%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	MA+36	9	$ 89,223	$ 95,881	7.46%	$ 103,094	7.52%	15.55%	$ 110,779	7.45%	$ 118,970	7.39%	33.34%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+36	7	$ 84,878	$ 91,318	7.59%	$ 98,134	7.46%	15.62%	$ 105,407	7.41%	$ 113,337	7.52%	33.53%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+36	22	$ 123,813	$ 132,869	7.31%	$ 141,313	6.36%	14.13%	$ 150,070	6.20%	$ 159,154	6.05%	28.54%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	0.5	MA+36	5	$ 40,265	$ 43,376	7.73%	$ 46,678	7.61%	15.93%	$ 50,196	7.54%	$ 53,942	7.46%	33.97%
	1	MA+42	13	$ 101,340	$ 108,748	7.31%	$ 116,587	7.21%	15.05%	$ 125,283	7.46%	$ 134,554	7.40%	32.77%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+12	21	$ 112,909	$ 121,252	7.39%	$ 130,057	7.26%	15.19%	$ 138,365	6.39%	$ 146,979	6.23%	30.17%
	1	MA+42	12	$ 99,010	$ 106,306	7.37%	$ 114,022	7.26%	15.16%	$ 122,241	7.21%	$ 131,359	7.46%	32.67%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	0.4	MA+0	1	$ 25,268	$ 27,386	8.38%	$ 29,637	8.22%	17.29%	$ 32,044	8.12%	$ 34,703	8.30%	37.34%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+24	11	$ 89,380	$ 96,204	7.63%	$ 103,432	7.51%	15.72%	$ 111,138	7.45%	$ 119,342	7.38%	33.52%
	1	MA+36	11	$ 93,732	$ 100,768	7.51%	$ 108,218	7.39%	15.45%	$ 116,150	7.33%	$ 124,598	7.27%	32.93%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	19	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+0	21	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 110,719	6.78%	$ 117,992	6.57%	25.16%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+24	8	$ 82,706	$ 89,037	7.65%	$ 95,747	7.54%	15.77%	$ 103,075	7.65%	$ 110,891	7.58%	34.08%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+12	9	$ 83,243	$ 89,607	7.65%	$ 96,515	7.71%	15.94%	$ 103,883	7.63%	$ 111,740	7.56%	34.23%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+24	16	$ 101,340	$ 109,074	7.63%	$ 117,267	7.51%	15.72%	$ 126,001	7.45%	$ 136,623	8.43%	34.82%
	1	MA+12	14	$ 94,741	$ 101,821	7.47%	$ 109,670	7.71%	15.76%	$ 118,033	7.63%	$ 126,951	7.56%	34.00%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+24	24	$ 124,088	$ 132,124	6.48%	$ 140,391	6.26%	13.14%	$ 148,962	6.11%	$ 157,852	5.97%	27.21%
	1	MA+36	9	$ 89,223	$ 95,881	7.46%	$ 103,094	7.52%	15.55%	$ 110,779	7.45%	$ 118,970	7.39%	33.34%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+42	22	$ 126,922	$ 136,203	7.31%	$ 144,809	6.32%	14.09%	$ 153,735	6.16%	$ 162,997	6.02%	28.42%
	1	MA+0	21	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 110,719	6.78%	$ 117,992	6.57%	25.16%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	10	$ 96,522	$ 103,697	7.43%	$ 111,289	7.32%	15.30%	$ 119,373	7.26%	$ 127,980	7.21%	32.59%
	1	MA+42	5	$ 83,477	$ 89,852	7.64%	$ 96,602	7.51%	15.72%	$ 103,789	7.44%	$ 111,457	7.39%	33.52%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%
	1	MA+12	17	$ 102,351	$ 110,136	7.61%	$ 118,380	7.49%	15.66%	$ 127,163	7.42%	$ 136,524	7.36%	33.39%
	1	Alt MA+0	26	$ 116,848	$ 124,441	6.50%	$ 132,249	6.27%	13.18%	$ 140,338	6.12%	$ 146,722	4.55%	25.57%
	1	MA+36	10	$ 91,402	$ 98,325	7.57%	$ 105,655	7.45%	15.59%	$ 113,467	7.39%	$ 121,783	7.33%	33.24%
	1	MA+12	6	$ 76,720	$ 82,765	7.88%	$ 89,170	7.74%	16.23%	$ 95,998	7.66%	$ 103,288	7.59%	34.63%
	1	MA+12	14	$ 94,741	$ 101,821	7.47%	$ 109,670	7.71%	15.76%	$ 118,033	7.63%	$ 126,951	7.56%	34.00%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+24	20	$ 112,990	$ 122,435	8.36%	$ 132,444	8.17%	17.22%	$ 142,062	7.26%	$ 150,952	6.26%	33.60%
	1	MA+42	10	$ 94,349	$ 101,417	7.49%	$ 108,898	7.38%	15.42%	$ 116,868	7.32%	$ 125,350	7.26%	32.86%
	1	MA+36	10	$ 91,402	$ 98,325	7.57%	$ 105,655	7.45%	15.59%	$ 113,467	7.39%	$ 121,783	7.33%	33.24%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	MA+24	15	$ 98,700	$ 106,306	7.71%	$ 114,364	7.58%	15.87%	$ 122,954	7.51%	$ 132,112	7.45%	33.85%
	1	MA+42	12	$ 99,010	$ 106,306	7.37%	$ 114,022	7.26%	15.16%	$ 122,241	7.21%	$ 131,359	7.46%	32.67%
	1	MA+42	15	$ 106,000	$ 113,961	7.51%	$ 122,394	7.40%	15.47%	$ 131,374	7.34%	$ 140,936	7.28%	32.96%
	0.583	MA+12	2	$ 39,818	$ 43,052	8.12%	$ 46,484	7.97%	16.74%	$ 50,149	7.89%	$ 54,113	7.90%	35.90%
	1	MA+54	11	$ 98,853	$ 106,141	7.37%	$ 113,851	7.26%	15.17%	$ 122,060	7.21%	$ 130,795	7.16%	32.31%
	1	MA+42	23	$ 129,841	$ 138,203	6.44%	$ 146,809	6.23%	13.07%	$ 155,735	6.08%	$ 164,997	5.95%	27.08%
	1	MA+42	7	$ 87,830	$ 94,409	7.49%	$ 101,384	7.39%	15.43%	$ 108,805	7.32%	$ 116,900	7.44%	33.10%
	1	MA+54	7	$ 89,999	$ 96,689	7.43%	$ 103,772	7.33%	15.30%	$ 111,312	7.27%	$ 119,528	7.38%	32.81%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+24	4	$ 75,438	$ 81,339	7.82%	$ 87,675	7.79%	16.22%	$ 92,868	5.92%	$ 100,005	7.69%	32.57%
	1	MA+36	21	$ 121,685	$ 129,880	6.73%	$ 139,313	7.26%	14.49%	$ 148,070	6.29%	$ 157,154	6.13%	29.15%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+12	18	$ 104,991	$ 112,904	7.54%	$ 121,281	7.42%	15.52%	$ 130,209	7.36%	$ 139,764	7.34%	33.12%
	1	MA+24	13	$ 94,040	$ 101,094	7.50%	$ 108,557	7.38%	15.44%	$ 116,868	7.66%	$ 125,727	7.58%	33.70%
	1	BA+24	17	$ 65,694	$ 68,913	4.90%	$ 72,255	4.85%	9.99%	$ 75,759	4.85%	$ 79,433	4.85%	20.91%
	1	MA+12	26	$ 120,947	$ 128,741	6.44%	$ 136,757	6.23%	13.07%	$ 145,065	6.08%	$ 153,679	5.94%	27.06%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+24	26	$ 125,888	$ 133,924	6.38%	$ 142,191	6.17%	12.95%	$ 150,762	6.03%	$ 159,652	5.90%	26.82%
	1	MA+24	14	$ 96,372	$ 103,536	7.43%	$ 111,462	7.66%	15.66%	$ 119,911	7.58%	$ 128,917	7.51%	33.77%
	1	MA+12	5	$ 74,548	$ 80,479	7.96%	$ 86,779	7.83%	16.41%	$ 93,495	7.74%	$ 100,654	7.66%	35.02%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+0	1	$ 63,170	$ 68,465	8.38%	$ 74,092	8.22%	17.29%	$ 80,110	8.12%	$ 86,757	8.30%	37.34%
	1	MA+36	25	$ 128,463	$ 136,669	6.39%	$ 145,113	6.18%	12.96%	$ 153,870	6.03%	$ 162,954	5.90%	26.85%
	1	MA+42	21	$ 124,634	$ 133,141	6.83%	$ 142,809	7.26%	14.58%	$ 151,735	6.25%	$ 160,997	6.10%	29.18%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+42	12	$ 99,010	$ 106,306	7.37%	$ 114,022	7.26%	15.16%	$ 122,241	7.21%	$ 131,359	7.46%	32.67%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+42	12	$ 99,010	$ 106,306	7.37%	$ 114,022	7.26%	15.16%	$ 122,241	7.21%	$ 131,359	7.46%	32.67%
	1	MA+42	13	$ 101,340	$ 108,748	7.31%	$ 116,587	7.21%	15.05%	$ 125,283	7.46%	$ 134,554	7.40%	32.77%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+54	9	$ 94,349	$ 101,252	7.32%	$ 108,726	7.38%	15.24%	$ 116,687	7.32%	$ 125,163	7.26%	32.66%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+42	16	$ 108,638	$ 116,732	7.45%	$ 125,297	7.34%	15.33%	$ 134,417	7.28%	$ 145,822	8.48%	34.23%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+24	8	$ 82,706	$ 89,037	7.65%	$ 95,747	7.54%	15.77%	$ 103,075	7.65%	$ 110,891	7.58%	34.08%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+42	17	$ 111,279	$ 119,501	7.39%	$ 128,199	7.28%	15.21%	$ 139,077	8.49%	$ 150,701	8.36%	35.43%
	1	MA+12	9	$ 83,243	$ 89,607	7.65%	$ 96,515	7.71%	15.94%	$ 103,883	7.63%	$ 111,740	7.56%	34.23%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+0	26	$ 96,975	$ 103,594	6.83%	$ 110,390	6.56%	13.83%	$ 117,419	6.37%	$ 124,692	6.19%	28.58%
	1	MA+42	16	$ 108,638	$ 116,732	7.45%	$ 125,297	7.34%	15.33%	$ 134,417	7.28%	$ 145,822	8.48%	34.23%
	0.5	BA+0	0	$ 27,156	$ 28,977	6.70%	$ 30,894	6.62%	13.76%	$ 32,929	6.59%	$ 35,088	6.56%	29.21%
	1	MA+36	23	$ 126,663	$ 134,869	6.48%	$ 143,313	6.26%	13.15%	$ 152,070	6.11%	$ 161,154	5.97%	27.23%
	1	MA+0	1	$ 63,170	$ 68,465	8.38%	$ 74,092	8.22%	17.29%	$ 80,110	8.12%	$ 86,757	8.30%	37.34%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	MA+12	20	$ 110,268	$ 118,442	7.41%	$ 127,133	7.34%	15.29%	$ 136,365	7.26%	$ 144,979	6.32%	31.48%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+36	13	$ 98,391	$ 105,653	7.38%	$ 113,338	7.27%	15.19%	$ 121,886	7.54%	$ 130,988	7.47%	33.13%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+24	13	$ 94,040	$ 101,094	7.50%	$ 108,557	7.38%	15.44%	$ 116,868	7.66%	$ 125,727	7.58%	33.70%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+54	7	$ 89,999	$ 96,689	7.43%	$ 103,772	7.33%	15.30%	$ 111,312	7.27%	$ 119,528	7.38%	32.81%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+42	22	$ 126,922	$ 136,203	7.31%	$ 144,809	6.32%	14.09%	$ 153,735	6.16%	$ 162,997	6.02%	28.42%
	1	MA+12	26	$ 120,947	$ 128,741	6.44%	$ 136,757	6.23%	13.07%	$ 145,065	6.08%	$ 153,679	5.94%	27.06%
	1	MA+0	17	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+12	9	$ 83,243	$ 89,607	7.65%	$ 96,515	7.71%	15.94%	$ 103,883	7.63%	$ 111,740	7.56%	34.23%
	1	MA+36	9	$ 89,223	$ 95,881	7.46%	$ 103,094	7.52%	15.55%	$ 110,779	7.45%	$ 118,970	7.39%	33.34%
	1	MA+12	6	$ 76,720	$ 82,765	7.88%	$ 89,170	7.74%	16.23%	$ 95,998	7.66%	$ 103,288	7.59%	34.63%
	1	MA+0	3	$ 67,364	$ 72,870	8.17%	$ 78,917	8.30%	17.15%	$ 85,257	8.03%	$ 92,020	7.93%	36.60%
	1	BA+12	3	$ 59,483	$ 63,868	7.37%	$ 68,582	7.38%	15.30%	$ 73,614	7.34%	$ 77,184	4.85%	29.76%
	1	BA+24	3	$ 61,344	$ 65,822	7.30%	$ 70,631	7.31%	15.14%	$ 75,759	7.26%	$ 79,433	4.85%	29.49%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	5	$ 85,650	$ 92,134	7.57%	$ 98,988	7.44%	15.57%	$ 106,295	7.38%	$ 114,082	7.33%	33.20%
	1	MA+36	11	$ 93,732	$ 100,768	7.51%	$ 108,218	7.39%	15.45%	$ 116,150	7.33%	$ 124,598	7.27%	32.93%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	BA+12	4	$ 60,885	$ 65,410	7.43%	$ 70,209	7.34%	15.31%	$ 73,614	4.85%	$ 77,184	4.85%	26.77%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+24	7	$ 80,529	$ 86,759	7.74%	$ 93,355	7.60%	15.93%	$ 100,391	7.54%	$ 108,074	7.65%	34.21%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+24	13	$ 94,040	$ 101,094	7.50%	$ 108,557	7.38%	15.44%	$ 116,868	7.66%	$ 125,727	7.58%	33.70%
	1	BA+24	6	$ 65,694	$ 68,913	4.90%	$ 72,255	4.85%	9.99%	$ 75,759	4.85%	$ 79,433	4.85%	20.91%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+42	17	$ 111,279	$ 119,501	7.39%	$ 128,199	7.28%	15.21%	$ 139,077	8.49%	$ 150,701	8.36%	35.43%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	MA+12	23	$ 118,247	$ 126,041	6.59%	$ 134,057	6.36%	13.37%	$ 142,365	6.20%	$ 150,979	6.05%	27.68%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	0.5	MA+0	8	$ 39,137	$ 42,197	7.82%	$ 45,439	7.68%	16.10%	$ 48,986	7.81%	$ 52,770	7.72%	34.84%
	1	MA+42	15	$ 106,000	$ 113,961	7.51%	$ 122,394	7.40%	15.47%	$ 131,374	7.34%	$ 140,936	7.28%	32.96%
	1	MA+0	20	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 115,992	6.69%	23.04%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	0.8	BA+24	6	$ 52,555	$ 55,130	4.90%	$ 57,804	4.85%	9.99%	$ 60,607	4.85%	$ 63,546	4.85%	20.91%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	18	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+24	16	$ 101,340	$ 109,074	7.63%	$ 117,267	7.51%	15.72%	$ 126,001	7.45%	$ 136,623	8.43%	34.82%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+12	5	$ 74,548	$ 80,479	7.96%	$ 86,779	7.83%	16.41%	$ 93,495	7.74%	$ 100,654	7.66%	35.02%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+24	5	$ 77,540	$ 83,619	7.84%	$ 88,572	5.92%	14.23%	$ 95,379	7.69%	$ 102,630	7.60%	32.36%
	1	MA+0	16	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	11	$ 93,732	$ 100,768	7.51%	$ 108,218	7.39%	15.45%	$ 116,150	7.33%	$ 124,598	7.27%	32.93%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+12	15	$ 97,065	$ 104,597	7.76%	$ 112,573	7.63%	15.98%	$ 121,079	7.56%	$ 130,141	7.48%	34.08%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+42	11	$ 96,680	$ 103,861	7.43%	$ 111,462	7.32%	15.29%	$ 119,552	7.26%	$ 128,170	7.21%	32.57%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	0.6	MA+54	14	$ 63,506	$ 68,083	7.21%	$ 73,489	7.94%	15.72%	$ 78,877	7.33%	$ 84,618	7.28%	33.24%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+24	13	$ 94,040	$ 101,094	7.50%	$ 108,557	7.38%	15.44%	$ 116,868	7.66%	$ 125,727	7.58%	33.70%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%
	1	MA+12	15	$ 97,065	$ 104,597	7.76%	$ 112,573	7.63%	15.98%	$ 121,079	7.56%	$ 130,141	7.48%	34.08%
	1	MA+36	11	$ 93,732	$ 100,768	7.51%	$ 108,218	7.39%	15.45%	$ 116,150	7.33%	$ 124,598	7.27%	32.93%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+36	10	$ 91,402	$ 98,325	7.57%	$ 105,655	7.45%	15.59%	$ 113,467	7.39%	$ 121,783	7.33%	33.24%
	1	MA+54	11	$ 98,853	$ 106,141	7.37%	$ 113,851	7.26%	15.17%	$ 122,060	7.21%	$ 130,795	7.16%	32.31%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+36	5	$ 80,529	$ 86,752	7.73%	$ 93,355	7.61%	15.93%	$ 100,391	7.54%	$ 107,883	7.46%	33.97%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	Alt BA+24	21	$ 74,163	$ 77,797	4.90%	$ 81,570	4.85%	9.99%	$ 87,526	7.30%	$ 93,674	7.02%	26.31%
	1	MA+54	12	$ 101,183	$ 108,585	7.32%	$ 116,414	7.21%	15.05%	$ 124,745	7.16%	$ 134,649	7.94%	33.07%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+12	20	$ 110,268	$ 118,442	7.41%	$ 127,133	7.34%	15.29%	$ 136,365	7.26%	$ 144,979	6.32%	31.48%
	1	MA+12	23	$ 118,247	$ 126,041	6.59%	$ 134,057	6.36%	13.37%	$ 142,365	6.20%	$ 150,979	6.05%	27.68%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+54	10	$ 96,522	$ 103,697	7.43%	$ 111,289	7.32%	15.30%	$ 119,373	7.26%	$ 127,980	7.21%	32.59%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+24	24	$ 124,088	$ 132,124	6.48%	$ 140,391	6.26%	13.14%	$ 148,962	6.11%	$ 157,852	5.97%	27.21%
	1	MA+24	25	$ 124,988	$ 133,024	6.43%	$ 141,291	6.21%	13.04%	$ 149,862	6.07%	$ 158,752	5.93%	27.01%
	1	BA+12	3	$ 59,483	$ 63,868	7.37%	$ 68,582	7.38%	15.30%	$ 73,614	7.34%	$ 77,184	4.85%	29.76%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+24	18	$ 106,619	$ 114,614	7.50%	$ 124,276	8.43%	16.56%	$ 134,599	8.31%	$ 145,603	8.18%	36.56%
	1	BA+12	3	$ 59,483	$ 63,868	7.37%	$ 68,582	7.38%	15.30%	$ 73,614	7.34%	$ 77,184	4.85%	29.76%
	1	MA+12	5	$ 74,548	$ 80,479	7.96%	$ 86,779	7.83%	16.41%	$ 93,495	7.74%	$ 100,654	7.66%	35.02%
	1	MA+12	14	$ 94,741	$ 101,821	7.47%	$ 109,670	7.71%	15.76%	$ 118,033	7.63%	$ 126,951	7.56%	34.00%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+0	17	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	0.5	MA+24	8	$ 41,353	$ 44,519	7.65%	$ 47,874	7.54%	15.77%	$ 51,538	7.65%	$ 55,446	7.58%	34.08%
	1	MA+12	10	$ 85,421	$ 92,051	7.76%	$ 99,078	7.63%	15.99%	$ 106,571	7.56%	$ 114,556	7.49%	34.11%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	11	$ 98,853	$ 106,141	7.37%	$ 113,851	7.26%	15.17%	$ 122,060	7.21%	$ 130,795	7.16%	32.31%
	1	MA+12	23	$ 118,247	$ 126,041	6.59%	$ 134,057	6.36%	13.37%	$ 142,365	6.20%	$ 150,979	6.05%	27.68%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	BA+24	6	$ 65,694	$ 68,913	4.90%	$ 72,255	4.85%	9.99%	$ 75,759	4.85%	$ 79,433	4.85%	20.91%
	1	MA+12	9	$ 83,243	$ 89,607	7.65%	$ 96,515	7.71%	15.94%	$ 103,883	7.63%	$ 111,740	7.56%	34.23%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+12	14	$ 94,741	$ 101,821	7.47%	$ 109,670	7.71%	15.76%	$ 118,033	7.63%	$ 126,951	7.56%	34.00%
	1	MA+42	10	$ 94,349	$ 101,417	7.49%	$ 108,898	7.38%	15.42%	$ 116,868	7.32%	$ 125,350	7.26%	32.86%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+36	9	$ 89,223	$ 95,881	7.46%	$ 103,094	7.52%	15.55%	$ 110,779	7.45%	$ 118,970	7.39%	33.34%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+36	2	$ 74,237	$ 80,075	7.86%	$ 86,265	7.73%	16.20%	$ 92,868	7.65%	$ 99,996	7.68%	34.70%
	1	MA+24	9	$ 84,878	$ 91,318	7.59%	$ 98,307	7.65%	15.82%	$ 105,762	7.58%	$ 113,708	7.51%	33.97%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+12	0	$ 64,067	$ 69,405	8.33%	$ 75,078	8.17%	17.19%	$ 81,136	8.07%	$ 87,604	7.97%	36.74%
	1	MA+36	4	$ 78,432	$ 84,475	7.70%	$ 90,959	7.68%	15.97%	$ 97,883	7.61%	$ 105,260	7.54%	34.21%
	1	MA+54	10	$ 96,522	$ 103,697	7.43%	$ 111,289	7.32%	15.30%	$ 119,373	7.26%	$ 127,980	7.21%	32.59%
	1	MA+36	12	$ 96,061	$ 103,212	7.44%	$ 110,777	7.33%	15.32%	$ 118,835	7.27%	$ 127,797	7.54%	33.04%
	1	MA+24	12	$ 91,710	$ 98,648	7.57%	$ 105,997	7.45%	15.58%	$ 113,822	7.38%	$ 122,536	7.66%	33.61%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+42	12	$ 99,010	$ 106,306	7.37%	$ 114,022	7.26%	15.16%	$ 122,241	7.21%	$ 131,359	7.46%	32.67%
	1	MA+0	2	$ 65,267	$ 70,665	8.27%	$ 76,404	8.12%	17.06%	$ 82,744	8.30%	$ 89,392	8.03%	36.96%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	0.5	BA+0	3	$ 28,555	$ 30,440	6.60%	$ 32,432	6.54%	13.58%	$ 34,899	7.61%	$ 36,592	4.85%	28.15%
	1	MA+42	7	$ 87,830	$ 94,409	7.49%	$ 101,384	7.39%	15.43%	$ 108,805	7.32%	$ 116,900	7.44%	33.10%
	1	MA+42	13	$ 101,340	$ 108,748	7.31%	$ 116,587	7.21%	15.05%	$ 125,283	7.46%	$ 134,554	7.40%	32.77%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+12	14	$ 94,741	$ 101,821	7.47%	$ 109,670	7.71%	15.76%	$ 118,033	7.63%	$ 126,951	7.56%	34.00%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+54	9	$ 94,349	$ 101,252	7.32%	$ 108,726	7.38%	15.24%	$ 116,687	7.32%	$ 125,163	7.26%	32.66%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+42	15	$ 106,000	$ 113,961	7.51%	$ 122,394	7.40%	15.47%	$ 131,374	7.34%	$ 140,936	7.28%	32.96%
	1	MA+0	3	$ 67,364	$ 72,870	8.17%	$ 78,917	8.30%	17.15%	$ 85,257	8.03%	$ 92,020	7.93%	36.60%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+24	24	$ 124,088	$ 132,124	6.48%	$ 140,391	6.26%	13.14%	$ 148,962	6.11%	$ 157,852	5.97%	27.21%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	0.6	BA+0	0	$ 32,587	$ 34,772	6.70%	$ 37,072	6.62%	13.76%	$ 39,515	6.59%	$ 42,105	6.56%	29.21%
	1	MA+12	21	$ 112,909	$ 121,252	7.39%	$ 130,057	7.26%	15.19%	$ 138,365	6.39%	$ 146,979	6.23%	30.17%
	1	MA+36	16	$ 105,692	$ 113,639	7.52%	$ 122,052	7.40%	15.48%	$ 131,017	7.35%	$ 142,250	8.57%	34.59%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+36	14	$ 100,718	$ 108,095	7.32%	$ 116,248	7.54%	15.42%	$ 124,929	7.47%	$ 134,179	7.40%	33.22%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	MA+0	14	$ 91,943	$ 98,894	7.56%	$ 103,690	4.85%	12.78%	$ 108,719	4.85%	$ 113,992	4.85%	23.98%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+42	14	$ 103,668	$ 111,194	7.26%	$ 119,488	7.46%	15.26%	$ 128,330	7.40%	$ 137,746	7.34%	32.87%
	1	MA+0	0	$ 61,074	$ 66,265	8.50%	$ 71,786	8.33%	17.54%	$ 77,685	8.22%	$ 83,995	8.12%	37.53%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+36	10	$ 91,402	$ 98,325	7.57%	$ 105,655	7.45%	15.59%	$ 113,467	7.39%	$ 121,783	7.33%	33.24%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+12	19	$ 107,630	$ 115,671	7.47%	$ 124,186	7.36%	15.38%	$ 133,299	7.34%	$ 142,979	7.26%	32.84%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+12	10	$ 85,421	$ 92,051	7.76%	$ 99,078	7.63%	15.99%	$ 106,571	7.56%	$ 114,556	7.49%	34.11%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+36	16	$ 105,692	$ 113,639	7.52%	$ 122,052	7.40%	15.48%	$ 131,017	7.35%	$ 142,250	8.57%	34.59%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+42	17	$ 111,279	$ 119,501	7.39%	$ 128,199	7.28%	15.21%	$ 139,077	8.49%	$ 150,701	8.36%	35.43%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+24	25	$ 124,988	$ 133,024	6.43%	$ 141,291	6.21%	13.04%	$ 149,862	6.07%	$ 158,752	5.93%	27.01%
	1	MA+12	7	$ 78,899	$ 85,045	7.79%	$ 91,557	7.66%	16.04%	$ 98,510	7.59%	$ 106,104	7.71%	34.48%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+12	17	$ 102,351	$ 110,136	7.61%	$ 118,380	7.49%	15.66%	$ 127,163	7.42%	$ 136,524	7.36%	33.39%
	1	MA+0	18	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+12	26	$ 120,947	$ 128,741	6.44%	$ 136,757	6.23%	13.07%	$ 145,065	6.08%	$ 153,679	5.94%	27.06%
	1	MA+0	13	$ 89,615	$ 96,448	7.62%	$ 103,690	7.51%	15.71%	$ 108,719	4.85%	$ 113,992	4.85%	27.20%
	1	MA+42	9	$ 92,177	$ 98,972	7.37%	$ 106,336	7.44%	15.36%	$ 114,180	7.38%	$ 122,536	7.32%	32.94%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+36	10	$ 91,402	$ 98,325	7.57%	$ 105,655	7.45%	15.59%	$ 113,467	7.39%	$ 121,783	7.33%	33.24%
	1	MA+0	2	$ 65,267	$ 70,665	8.27%	$ 76,404	8.12%	17.06%	$ 82,744	8.30%	$ 89,392	8.03%	36.96%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+42	19	$ 116,558	$ 126,508	8.54%	$ 137,082	8.36%	17.61%	$ 146,369	6.77%	$ 156,997	7.26%	34.69%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+24	26	$ 125,888	$ 133,924	6.38%	$ 142,191	6.17%	12.95%	$ 150,762	6.03%	$ 159,652	5.90%	26.82%
	1	MA+24	26	$ 125,888	$ 133,924	6.38%	$ 142,191	6.17%	12.95%	$ 150,762	6.03%	$ 159,652	5.90%	26.82%
	1	MA+36	18	$ 110,969	$ 119,177	7.40%	$ 129,394	8.57%	16.60%	$ 140,330	8.45%	$ 149,709	6.68%	34.91%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	0.4	MA+36	8	$ 34,821	$ 37,438	7.52%	$ 40,212	7.41%	15.48%	$ 43,238	7.52%	$ 46,461	7.45%	33.43%
	1	MA+24	13	$ 94,040	$ 101,094	7.50%	$ 108,557	7.38%	15.44%	$ 116,868	7.66%	$ 125,727	7.58%	33.70%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+42	7	$ 87,830	$ 94,409	7.49%	$ 101,384	7.39%	15.43%	$ 108,805	7.32%	$ 116,900	7.44%	33.10%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+12	22	$ 115,588	$ 124,041	7.31%	$ 132,057	6.46%	14.25%	$ 140,365	6.29%	$ 148,979	6.14%	28.89%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+24	11	$ 89,380	$ 96,204	7.63%	$ 103,432	7.51%	15.72%	$ 111,138	7.45%	$ 119,342	7.38%	33.52%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+12	14	$ 94,741	$ 101,821	7.47%	$ 109,670	7.71%	15.76%	$ 118,033	7.63%	$ 126,951	7.56%	34.00%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+12	5	$ 74,548	$ 80,479	7.96%	$ 86,779	7.83%	16.41%	$ 93,495	7.74%	$ 100,654	7.66%	35.02%
	1	MA+0	14	$ 91,943	$ 98,894	7.56%	$ 103,690	4.85%	12.78%	$ 108,719	4.85%	$ 113,992	4.85%	23.98%
	1	MA+24	14	$ 96,372	$ 103,536	7.43%	$ 111,462	7.66%	15.66%	$ 119,911	7.58%	$ 128,917	7.51%	33.77%
	1	MA+24	19	$ 109,260	$ 118,527	8.48%	$ 128,373	8.31%	17.49%	$ 138,868	8.18%	$ 148,952	7.26%	36.33%
	1	MA+42	14	$ 103,668	$ 111,194	7.26%	$ 119,488	7.46%	15.26%	$ 128,330	7.40%	$ 137,746	7.34%	32.87%
	1	MA+42	13	$ 101,340	$ 108,748	7.31%	$ 116,587	7.21%	15.05%	$ 125,283	7.46%	$ 134,554	7.40%	32.77%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+42	17	$ 111,279	$ 119,501	7.39%	$ 128,199	7.28%	15.21%	$ 139,077	8.49%	$ 150,701	8.36%	35.43%
	1	MA+54	2	$ 79,359	$ 85,448	7.67%	$ 91,896	7.55%	15.80%	$ 98,774	7.48%	$ 106,199	7.52%	33.82%
	1	MA+42	10	$ 94,349	$ 101,417	7.49%	$ 108,898	7.38%	15.42%	$ 116,868	7.32%	$ 125,350	7.26%	32.86%
	1	MA+42	21	$ 124,634	$ 133,141	6.83%	$ 142,809	7.26%	14.58%	$ 151,735	6.25%	$ 160,997	6.10%	29.18%
	1	MA+12	15	$ 97,065	$ 104,597	7.76%	$ 112,573	7.63%	15.98%	$ 121,079	7.56%	$ 130,141	7.48%	34.08%
	1	MA+42	11	$ 96,680	$ 103,861	7.43%	$ 111,462	7.32%	15.29%	$ 119,552	7.26%	$ 128,170	7.21%	32.57%
	1	MA+42	25	$ 131,641	$ 140,003	6.35%	$ 148,609	6.15%	12.89%	$ 157,535	6.01%	$ 166,797	5.88%	26.71%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+24	26	$ 125,888	$ 133,924	6.38%	$ 142,191	6.17%	12.95%	$ 150,762	6.03%	$ 159,652	5.90%	26.82%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	MA+54	5	$ 85,650	$ 92,134	7.57%	$ 98,988	7.44%	15.57%	$ 106,295	7.38%	$ 114,082	7.33%	33.20%
	1	MA+54	8	$ 92,173	$ 98,972	7.38%	$ 106,163	7.27%	15.18%	$ 113,999	7.38%	$ 122,346	7.32%	32.74%
	1	MA+54	7	$ 89,999	$ 96,689	7.43%	$ 103,772	7.33%	15.30%	$ 111,312	7.27%	$ 119,528	7.38%	32.81%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+24	19	$ 109,260	$ 118,527	8.48%	$ 128,373	8.31%	17.49%	$ 138,868	8.18%	$ 148,952	7.26%	36.33%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	BA+24	1	$ 58,552	$ 62,885	7.40%	$ 67,471	7.29%	15.23%	$ 72,361	7.25%	$ 77,649	7.31%	32.62%
	1	MA+36	26	$ 129,363	$ 137,569	6.34%	$ 146,013	6.14%	12.87%	$ 154,770	6.00%	$ 163,854	5.87%	26.66%
	1	MA+36	0	$ 70,045	$ 75,676	8.04%	$ 81,652	7.90%	16.57%	$ 88,031	7.81%	$ 94,836	7.73%	35.39%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+42	11	$ 96,680	$ 103,861	7.43%	$ 111,462	7.32%	15.29%	$ 119,552	7.26%	$ 128,170	7.21%	32.57%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+36	12	$ 96,061	$ 103,212	7.44%	$ 110,777	7.33%	15.32%	$ 118,835	7.27%	$ 127,797	7.54%	33.04%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	4	$ 78,432	$ 84,475	7.70%	$ 90,959	7.68%	15.97%	$ 97,883	7.61%	$ 105,260	7.54%	34.21%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+24	18	$ 106,619	$ 114,614	7.50%	$ 124,276	8.43%	16.56%	$ 134,599	8.31%	$ 145,603	8.18%	36.56%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+36	10	$ 91,402	$ 98,325	7.57%	$ 105,655	7.45%	15.59%	$ 113,467	7.39%	$ 121,783	7.33%	33.24%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+0	17	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	BA+0	19	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+54	7	$ 89,999	$ 96,689	7.43%	$ 103,772	7.33%	15.30%	$ 111,312	7.27%	$ 119,528	7.38%	32.81%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+24	8	$ 82,706	$ 89,037	7.65%	$ 95,747	7.54%	15.77%	$ 103,075	7.65%	$ 110,891	7.58%	34.08%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+42	9	$ 92,177	$ 98,972	7.37%	$ 106,336	7.44%	15.36%	$ 114,180	7.38%	$ 122,536	7.32%	32.94%
	1	MA+54	10	$ 96,522	$ 103,697	7.43%	$ 111,289	7.32%	15.30%	$ 119,373	7.26%	$ 127,980	7.21%	32.59%
	1	MA+12	14	$ 94,741	$ 101,821	7.47%	$ 109,670	7.71%	15.76%	$ 118,033	7.63%	$ 126,951	7.56%	34.00%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+0	14	$ 91,943	$ 98,894	7.56%	$ 103,690	4.85%	12.78%	$ 108,719	4.85%	$ 113,992	4.85%	23.98%
	1	MA+12	5	$ 74,548	$ 80,479	7.96%	$ 86,779	7.83%	16.41%	$ 93,495	7.74%	$ 100,654	7.66%	35.02%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+24	22	$ 120,418	$ 129,224	7.31%	$ 137,491	6.40%	14.18%	$ 146,062	6.23%	$ 154,952	6.09%	28.68%
	1	MA+24	12	$ 91,710	$ 98,648	7.57%	$ 105,997	7.45%	15.58%	$ 113,822	7.38%	$ 122,536	7.66%	33.61%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+24	7	$ 80,529	$ 86,759	7.74%	$ 93,355	7.60%	15.93%	$ 100,391	7.54%	$ 108,074	7.65%	34.21%
	1	MA+12	22	$ 115,588	$ 124,041	7.31%	$ 132,057	6.46%	14.25%	$ 140,365	6.29%	$ 148,979	6.14%	28.89%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+36	12	$ 96,061	$ 103,212	7.44%	$ 110,777	7.33%	15.32%	$ 118,835	7.27%	$ 127,797	7.54%	33.04%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	0.8	MA+54	2	$ 63,487	$ 68,358	7.67%	$ 73,517	7.55%	15.80%	$ 79,019	7.48%	$ 84,959	7.52%	33.82%
	1	MA+36	7	$ 84,878	$ 91,318	7.59%	$ 98,134	7.46%	15.62%	$ 105,407	7.41%	$ 113,337	7.52%	33.53%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+12	20	$ 110,268	$ 118,442	7.41%	$ 127,133	7.34%	15.29%	$ 136,365	7.26%	$ 144,979	6.32%	31.48%
	1	MA+36	14	$ 100,718	$ 108,095	7.32%	$ 116,248	7.54%	15.42%	$ 124,929	7.47%	$ 134,179	7.40%	33.22%
	1	MA+24	19	$ 109,260	$ 118,527	8.48%	$ 128,373	8.31%	17.49%	$ 138,868	8.18%	$ 148,952	7.26%	36.33%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+0	2	$ 65,267	$ 70,665	8.27%	$ 76,404	8.12%	17.06%	$ 82,744	8.30%	$ 89,392	8.03%	36.96%
	1	MA+36	22	$ 123,813	$ 132,869	7.31%	$ 141,313	6.36%	14.13%	$ 150,070	6.20%	$ 159,154	6.05%	28.54%
	1	MA+54	12	$ 101,183	$ 108,585	7.32%	$ 116,414	7.21%	15.05%	$ 124,745	7.16%	$ 134,649	7.94%	33.07%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+36	2	$ 74,237	$ 80,075	7.86%	$ 86,265	7.73%	16.20%	$ 92,868	7.65%	$ 99,996	7.68%	34.70%
	1	BA+12	5	$ 62,355	$ 66,961	7.39%	$ 70,209	4.85%	12.60%	$ 73,614	4.85%	$ 77,184	4.85%	23.78%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+12	6	$ 76,720	$ 82,765	7.88%	$ 89,170	7.74%	16.23%	$ 95,998	7.66%	$ 103,288	7.59%	34.63%
	1	MA+42	15	$ 106,000	$ 113,961	7.51%	$ 122,394	7.40%	15.47%	$ 131,374	7.34%	$ 140,936	7.28%	32.96%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+12	6	$ 76,720	$ 82,765	7.88%	$ 89,170	7.74%	16.23%	$ 95,998	7.66%	$ 103,288	7.59%	34.63%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+54	9	$ 94,349	$ 101,252	7.32%	$ 108,726	7.38%	15.24%	$ 116,687	7.32%	$ 125,163	7.26%	32.66%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+36	14	$ 100,718	$ 108,095	7.32%	$ 116,248	7.54%	15.42%	$ 124,929	7.47%	$ 134,179	7.40%	33.22%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	BA+12	3	$ 59,483	$ 63,868	7.37%	$ 68,582	7.38%	15.30%	$ 73,614	7.34%	$ 77,184	4.85%	29.76%
	1	MA+24	20	$ 112,990	$ 122,435	8.36%	$ 132,444	8.17%	17.22%	$ 142,062	7.26%	$ 150,952	6.26%	33.60%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	BA+12	12	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+24	21	$ 116,716	$ 126,318	8.23%	$ 135,491	7.26%	16.09%	$ 144,062	6.33%	$ 152,952	6.17%	31.05%
	1	MA+24	21	$ 116,716	$ 126,318	8.23%	$ 135,491	7.26%	16.09%	$ 144,062	6.33%	$ 152,952	6.17%	31.05%
	1	MA+42	10	$ 94,349	$ 101,417	7.49%	$ 108,898	7.38%	15.42%	$ 116,868	7.32%	$ 125,350	7.26%	32.86%
	1	MA+24	8	$ 82,706	$ 89,037	7.65%	$ 95,747	7.54%	15.77%	$ 103,075	7.65%	$ 110,891	7.58%	34.08%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	OFF	2	$ 136,397	$ 143,080	4.90%	$ 150,020	4.85%	9.99%	$ 157,296	4.85%	$ 164,925	4.85%	20.92%
	1	MA+12	15	$ 97,065	$ 104,597	7.76%	$ 112,573	7.63%	15.98%	$ 121,079	7.56%	$ 130,141	7.48%	34.08%
	1	MA+12	19	$ 107,630	$ 115,671	7.47%	$ 124,186	7.36%	15.38%	$ 133,299	7.34%	$ 142,979	7.26%	32.84%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+0	14	$ 91,943	$ 98,894	7.56%	$ 103,690	4.85%	12.78%	$ 108,719	4.85%	$ 113,992	4.85%	23.98%
	1	MA+42	23	$ 129,841	$ 138,203	6.44%	$ 146,809	6.23%	13.07%	$ 155,735	6.08%	$ 164,997	5.95%	27.08%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	BA+12	2	$ 58,086	$ 62,398	7.42%	$ 66,966	7.32%	15.29%	$ 71,908	7.38%	$ 77,184	7.34%	32.88%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	12	$ 101,183	$ 108,585	7.32%	$ 116,414	7.21%	15.05%	$ 124,745	7.16%	$ 134,649	7.94%	33.07%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	10	$ 96,522	$ 103,697	7.43%	$ 111,289	7.32%	15.30%	$ 119,373	7.26%	$ 127,980	7.21%	32.59%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	BA+24	0	$ 57,152	$ 61,421	7.47%	$ 65,935	7.35%	15.37%	$ 70,743	7.29%	$ 75,871	7.25%	32.75%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	BA+24	0	$ 57,152	$ 61,421	7.47%	$ 65,935	7.35%	15.37%	$ 70,743	7.29%	$ 75,871	7.25%	32.75%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	MA+54	5	$ 85,650	$ 92,134	7.57%	$ 98,988	7.44%	15.57%	$ 106,295	7.38%	$ 114,082	7.33%	33.20%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+12	26	$ 120,947	$ 128,741	6.44%	$ 136,757	6.23%	13.07%	$ 145,065	6.08%	$ 153,679	5.94%	27.06%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+36	9	$ 89,223	$ 95,881	7.46%	$ 103,094	7.52%	15.55%	$ 110,779	7.45%	$ 118,970	7.39%	33.34%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+12	7	$ 78,899	$ 85,045	7.79%	$ 91,557	7.66%	16.04%	$ 98,510	7.59%	$ 106,104	7.71%	34.48%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+36	22	$ 123,813	$ 132,869	7.31%	$ 141,313	6.36%	14.13%	$ 150,070	6.20%	$ 159,154	6.05%	28.54%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+42	23	$ 129,841	$ 138,203	6.44%	$ 146,809	6.23%	13.07%	$ 155,735	6.08%	$ 164,997	5.95%	27.08%
	1	MA+24	16	$ 101,340	$ 109,074	7.63%	$ 117,267	7.51%	15.72%	$ 126,001	7.45%	$ 136,623	8.43%	34.82%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+36	13	$ 98,391	$ 105,653	7.38%	$ 113,338	7.27%	15.19%	$ 121,886	7.54%	$ 130,988	7.47%	33.13%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+24	20	$ 112,990	$ 122,435	8.36%	$ 132,444	8.17%	17.22%	$ 142,062	7.26%	$ 150,952	6.26%	33.60%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+12	10	$ 85,421	$ 92,051	7.76%	$ 99,078	7.63%	15.99%	$ 106,571	7.56%	$ 114,556	7.49%	34.11%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	0.5	MA+12	8	$ 40,536	$ 43,661	7.71%	$ 46,977	7.59%	15.89%	$ 50,598	7.71%	$ 54,461	7.63%	34.35%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	11	$ 98,853	$ 106,141	7.37%	$ 113,851	7.26%	15.17%	$ 122,060	7.21%	$ 130,795	7.16%	32.31%
	1	MA+24	12	$ 91,710	$ 98,648	7.57%	$ 105,997	7.45%	15.58%	$ 113,822	7.38%	$ 122,536	7.66%	33.61%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+12	7	$ 78,899	$ 85,045	7.79%	$ 91,557	7.66%	16.04%	$ 98,510	7.59%	$ 106,104	7.71%	34.48%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+24	16	$ 101,340	$ 109,074	7.63%	$ 117,267	7.51%	15.72%	$ 126,001	7.45%	$ 136,623	8.43%	34.82%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+36	24	$ 127,563	$ 135,769	6.43%	$ 144,213	6.22%	13.05%	$ 152,970	6.07%	$ 162,054	5.94%	27.04%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+42	8	$ 89,999	$ 96,694	7.44%	$ 103,772	7.32%	15.30%	$ 111,493	7.44%	$ 119,718	7.38%	33.02%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	BA+12	13	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+54	11	$ 98,853	$ 106,141	7.37%	$ 113,851	7.26%	15.17%	$ 122,060	7.21%	$ 130,795	7.16%	32.31%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	MA+12	6	$ 76,720	$ 82,765	7.88%	$ 89,170	7.74%	16.23%	$ 95,998	7.66%	$ 103,288	7.59%	34.63%
	1	MA+24	9	$ 84,878	$ 91,318	7.59%	$ 98,307	7.65%	15.82%	$ 105,762	7.58%	$ 113,708	7.51%	33.97%
	1	MA+36	4	$ 78,432	$ 84,475	7.70%	$ 90,959	7.68%	15.97%	$ 97,883	7.61%	$ 105,260	7.54%	34.21%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+42	15	$ 106,000	$ 113,961	7.51%	$ 122,394	7.40%	15.47%	$ 131,374	7.34%	$ 140,936	7.28%	32.96%
	1	MA+0	1	$ 63,170	$ 68,465	8.38%	$ 74,092	8.22%	17.29%	$ 80,110	8.12%	$ 86,757	8.30%	37.34%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	1	MA+12	15	$ 97,065	$ 104,597	7.76%	$ 112,573	7.63%	15.98%	$ 121,079	7.56%	$ 130,141	7.48%	34.08%
	1	MA+24	14	$ 96,372	$ 103,536	7.43%	$ 111,462	7.66%	15.66%	$ 119,911	7.58%	$ 128,917	7.51%	33.77%
	1	MA+12	15	$ 97,065	$ 104,597	7.76%	$ 112,573	7.63%	15.98%	$ 121,079	7.56%	$ 130,141	7.48%	34.08%
	1	MA+42	12	$ 99,010	$ 106,306	7.37%	$ 114,022	7.26%	15.16%	$ 122,241	7.21%	$ 131,359	7.46%	32.67%
	1	BA+12	3	$ 59,483	$ 63,868	7.37%	$ 68,582	7.38%	15.30%	$ 73,614	7.34%	$ 77,184	4.85%	29.76%
	1	MA+12	19	$ 107,630	$ 115,671	7.47%	$ 124,186	7.36%	15.38%	$ 133,299	7.34%	$ 142,979	7.26%	32.84%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	MA+0	22	$ 94,275	$ 98,894	4.90%	$ 105,690	6.87%	12.11%	$ 112,719	6.65%	$ 119,992	6.45%	27.28%
	1	MA+42	7	$ 87,830	$ 94,409	7.49%	$ 101,384	7.39%	15.43%	$ 108,805	7.32%	$ 116,900	7.44%	33.10%
	1	MA+12	23	$ 118,247	$ 126,041	6.59%	$ 134,057	6.36%	13.37%	$ 142,365	6.20%	$ 150,979	6.05%	27.68%
	1	MA+24	19	$ 109,260	$ 118,527	8.48%	$ 128,373	8.31%	17.49%	$ 138,868	8.18%	$ 148,952	7.26%	36.33%
	1	MA+42	5	$ 83,477	$ 89,852	7.64%	$ 96,602	7.51%	15.72%	$ 103,789	7.44%	$ 111,457	7.39%	33.52%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+12	18	$ 104,991	$ 112,904	7.54%	$ 121,281	7.42%	15.52%	$ 130,209	7.36%	$ 139,764	7.34%	33.12%
	1	MA+24	20	$ 112,990	$ 122,435	8.36%	$ 132,444	8.17%	17.22%	$ 142,062	7.26%	$ 150,952	6.26%	33.60%
	1	MA+12	14	$ 94,741	$ 101,821	7.47%	$ 109,670	7.71%	15.76%	$ 118,033	7.63%	$ 126,951	7.56%	34.00%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	BA+12	10	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+36	13	$ 98,391	$ 105,653	7.38%	$ 113,338	7.27%	15.19%	$ 121,886	7.54%	$ 130,988	7.47%	33.13%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+42	22	$ 126,922	$ 136,203	7.31%	$ 144,809	6.32%	14.09%	$ 153,735	6.16%	$ 162,997	6.02%	28.42%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+42	15	$ 106,000	$ 113,961	7.51%	$ 122,394	7.40%	15.47%	$ 131,374	7.34%	$ 140,936	7.28%	32.96%
	1	MA+54	9	$ 94,349	$ 101,252	7.32%	$ 108,726	7.38%	15.24%	$ 116,687	7.32%	$ 125,163	7.26%	32.66%
	1	MA+24	13	$ 94,040	$ 101,094	7.50%	$ 108,557	7.38%	15.44%	$ 116,868	7.66%	$ 125,727	7.58%	33.70%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	MA+42	16	$ 108,638	$ 116,732	7.45%	$ 125,297	7.34%	15.33%	$ 134,417	7.28%	$ 145,822	8.48%	34.23%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	BA+0	15	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	1	BA+24	5	$ 64,217	$ 68,913	7.31%	$ 72,255	4.85%	12.52%	$ 75,759	4.85%	$ 79,433	4.85%	23.69%
	1	MA+54	7	$ 89,999	$ 96,689	7.43%	$ 103,772	7.33%	15.30%	$ 111,312	7.27%	$ 119,528	7.38%	32.81%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	BA+24	4	$ 62,747	$ 67,364	7.36%	$ 72,255	7.26%	15.15%	$ 75,759	4.85%	$ 79,433	4.85%	26.59%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	3	$ 81,457	$ 87,645	7.60%	$ 94,205	7.48%	15.65%	$ 101,287	7.52%	$ 108,823	7.44%	33.60%
	1	MA+42	25	$ 131,641	$ 140,003	6.35%	$ 148,609	6.15%	12.89%	$ 157,535	6.01%	$ 166,797	5.88%	26.71%
	1	MA+0	1	$ 63,170	$ 68,465	8.38%	$ 74,092	8.22%	17.29%	$ 80,110	8.12%	$ 86,757	8.30%	37.34%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	Alt BA+0	21	$ 72,800	$ 76,367	4.90%	$ 80,071	4.85%	9.99%	$ 85,954	7.35%	$ 92,026	7.06%	26.41%
	1	MA+36	19	$ 113,610	$ 123,409	8.63%	$ 133,839	8.45%	17.81%	$ 142,784	6.68%	$ 153,154	7.26%	34.81%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	MA+54	11	$ 98,853	$ 106,141	7.37%	$ 113,851	7.26%	15.17%	$ 122,060	7.21%	$ 130,795	7.16%	32.31%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+24	23	$ 123,188	$ 131,224	6.52%	$ 139,491	6.30%	13.23%	$ 148,062	6.14%	$ 156,952	6.00%	27.41%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+12	10	$ 85,421	$ 92,051	7.76%	$ 99,078	7.63%	15.99%	$ 106,571	7.56%	$ 114,556	7.49%	34.11%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+0	19	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+24	25	$ 124,988	$ 133,024	6.43%	$ 141,291	6.21%	13.04%	$ 149,862	6.07%	$ 158,752	5.93%	27.01%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+42	24	$ 130,741	$ 139,103	6.40%	$ 147,709	6.19%	12.98%	$ 156,635	6.04%	$ 165,897	5.91%	26.89%
	1	MA+24	26	$ 125,888	$ 133,924	6.38%	$ 142,191	6.17%	12.95%	$ 150,762	6.03%	$ 159,652	5.90%	26.82%
	1	BA+24	5	$ 64,217	$ 68,913	7.31%	$ 72,255	4.85%	12.52%	$ 75,759	4.85%	$ 79,433	4.85%	23.69%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+12	6	$ 76,720	$ 82,765	7.88%	$ 89,170	7.74%	16.23%	$ 95,998	7.66%	$ 103,288	7.59%	34.63%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	0.44	MA+12	19	$ 47,357	$ 50,895	7.47%	$ 54,642	7.36%	15.38%	$ 58,652	7.34%	$ 62,911	7.26%	32.84%
	1	MA+42	25	$ 131,641	$ 140,003	6.35%	$ 148,609	6.15%	12.89%	$ 157,535	6.01%	$ 166,797	5.88%	26.71%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+12	26	$ 120,947	$ 128,741	6.44%	$ 136,757	6.23%	13.07%	$ 145,065	6.08%	$ 153,679	5.94%	27.06%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+54	8	$ 92,173	$ 98,972	7.38%	$ 106,163	7.27%	15.18%	$ 113,999	7.38%	$ 122,346	7.32%	32.74%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%
	1	MA+36	13	$ 98,391	$ 105,653	7.38%	$ 113,338	7.27%	15.19%	$ 121,886	7.54%	$ 130,988	7.47%	33.13%
	1	MA+12	21	$ 112,909	$ 121,252	7.39%	$ 130,057	7.26%	15.19%	$ 138,365	6.39%	$ 146,979	6.23%	30.17%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+36	26	$ 129,363	$ 137,569	6.34%	$ 146,013	6.14%	12.87%	$ 154,770	6.00%	$ 163,854	5.87%	26.66%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+42	11	$ 96,680	$ 103,861	7.43%	$ 111,462	7.32%	15.29%	$ 119,552	7.26%	$ 128,170	7.21%	32.57%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	MA+54	0	$ 75,165	$ 81,050	7.83%	$ 87,286	7.69%	16.13%	$ 93,937	7.62%	$ 101,026	7.55%	34.41%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	26	$ 129,363	$ 137,569	6.34%	$ 146,013	6.14%	12.87%	$ 154,770	6.00%	$ 163,854	5.87%	26.66%
	1	MA+36	6	$ 82,700	$ 89,037	7.66%	$ 95,747	7.54%	15.78%	$ 102,893	7.46%	$ 110,519	7.41%	33.64%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+54	1	$ 77,264	$ 83,248	7.74%	$ 89,592	7.62%	15.96%	$ 96,353	7.55%	$ 103,565	7.48%	34.04%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+24	11	$ 89,380	$ 96,204	7.63%	$ 103,432	7.51%	15.72%	$ 111,138	7.45%	$ 119,342	7.38%	33.52%
	1	MA+36	9	$ 89,223	$ 95,881	7.46%	$ 103,094	7.52%	15.55%	$ 110,779	7.45%	$ 118,970	7.39%	33.34%
	1	BA+12	3	$ 59,483	$ 63,868	7.37%	$ 68,582	7.38%	15.30%	$ 73,614	7.34%	$ 77,184	4.85%	29.76%
	1	MA+12	22	$ 115,588	$ 124,041	7.31%	$ 132,057	6.46%	14.25%	$ 140,365	6.29%	$ 148,979	6.14%	28.89%
	1	MA+36	14	$ 100,718	$ 108,095	7.32%	$ 116,248	7.54%	15.42%	$ 124,929	7.47%	$ 134,179	7.40%	33.22%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+36	16	$ 105,692	$ 113,639	7.52%	$ 122,052	7.40%	15.48%	$ 131,017	7.35%	$ 142,250	8.57%	34.59%
	1	MA+12	7	$ 78,899	$ 85,045	7.79%	$ 91,557	7.66%	16.04%	$ 98,510	7.59%	$ 106,104	7.71%	34.48%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+24	18	$ 106,619	$ 114,614	7.50%	$ 124,276	8.43%	16.56%	$ 134,599	8.31%	$ 145,603	8.18%	36.56%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	0.4	BA+0	3	$ 22,844	$ 24,352	6.60%	$ 25,945	6.54%	13.58%	$ 27,919	7.61%	$ 29,273	4.85%	28.15%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+12	20	$ 110,268	$ 118,442	7.41%	$ 127,133	7.34%	15.29%	$ 136,365	7.26%	$ 144,979	6.32%	31.48%
	1	MA+42	14	$ 103,668	$ 111,194	7.26%	$ 119,488	7.46%	15.26%	$ 128,330	7.40%	$ 137,746	7.34%	32.87%
	1	MA+36	20	$ 117,644	$ 127,648	8.50%	$ 136,179	6.68%	15.76%	$ 146,070	7.26%	$ 155,154	6.22%	31.88%
	1	MA+12	2	$ 68,260	$ 73,804	8.12%	$ 79,687	7.97%	16.74%	$ 85,971	7.89%	$ 92,766	7.90%	35.90%
	1	MA+42	13	$ 101,340	$ 108,748	7.31%	$ 116,587	7.21%	15.05%	$ 125,283	7.46%	$ 134,554	7.40%	32.77%
	1	MA+54	4	$ 83,551	$ 89,847	7.54%	$ 96,602	7.52%	15.62%	$ 103,789	7.44%	$ 111,450	7.38%	33.39%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+24	16	$ 101,340	$ 109,074	7.63%	$ 117,267	7.51%	15.72%	$ 126,001	7.45%	$ 136,623	8.43%	34.82%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+12	7	$ 78,899	$ 85,045	7.79%	$ 91,557	7.66%	16.04%	$ 98,510	7.59%	$ 106,104	7.71%	34.48%
	1	MA+54	12	$ 101,183	$ 108,585	7.32%	$ 116,414	7.21%	15.05%	$ 124,745	7.16%	$ 134,649	7.94%	33.07%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	BA+12	3	$ 59,483	$ 63,868	7.37%	$ 68,582	7.38%	15.30%	$ 73,614	7.34%	$ 77,184	4.85%	29.76%
	1	MA+36	8	$ 87,052	$ 93,595	7.52%	$ 100,531	7.41%	15.48%	$ 108,094	7.52%	$ 116,152	7.45%	33.43%
	1	MA+36	6	$ 82,700	$ 89,037	7.66%	$ 95,747	7.54%	15.78%	$ 102,893	7.46%	$ 110,519	7.41%	33.64%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+0	17	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	BA+24	4	$ 62,747	$ 67,364	7.36%	$ 72,255	7.26%	15.15%	$ 75,759	4.85%	$ 79,433	4.85%	26.59%
	1	MA+36	16	$ 105,692	$ 113,639	7.52%	$ 122,052	7.40%	15.48%	$ 131,017	7.35%	$ 142,250	8.57%	34.59%
	1	BA+12	2	$ 58,086	$ 62,398	7.42%	$ 66,966	7.32%	15.29%	$ 71,908	7.38%	$ 77,184	7.34%	32.88%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+36	5	$ 80,529	$ 86,752	7.73%	$ 93,355	7.61%	15.93%	$ 100,391	7.54%	$ 107,883	7.46%	33.97%
	1	MA+36	2	$ 74,237	$ 80,075	7.86%	$ 86,265	7.73%	16.20%	$ 92,868	7.65%	$ 99,996	7.68%	34.70%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	BA+12	4	$ 60,885	$ 65,410	7.43%	$ 70,209	7.34%	15.31%	$ 73,614	4.85%	$ 77,184	4.85%	26.77%
	1	MA+42	13	$ 101,340	$ 108,748	7.31%	$ 116,587	7.21%	15.05%	$ 125,283	7.46%	$ 134,554	7.40%	32.77%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	BA+12	3	$ 59,483	$ 63,868	7.37%	$ 68,582	7.38%	15.30%	$ 73,614	7.34%	$ 77,184	4.85%	29.76%
	1	MA+24	6	$ 79,713	$ 84,475	5.97%	$ 90,967	7.69%	14.12%	$ 97,883	7.60%	$ 105,260	7.54%	32.05%
	1	MA+42	0	$ 72,994	$ 78,770	7.91%	$ 84,897	7.78%	16.31%	$ 91,432	7.70%	$ 98,401	7.62%	34.81%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+42	9	$ 92,177	$ 98,972	7.37%	$ 106,336	7.44%	15.36%	$ 114,180	7.38%	$ 122,536	7.32%	32.94%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	Alt MA+0	26	$ 116,848	$ 124,441	6.50%	$ 132,249	6.27%	13.18%	$ 140,338	6.12%	$ 146,722	4.55%	25.57%
	1	MA+54	12	$ 101,183	$ 108,585	7.32%	$ 116,414	7.21%	15.05%	$ 124,745	7.16%	$ 134,649	7.94%	33.07%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+12	23	$ 118,247	$ 126,041	6.59%	$ 134,057	6.36%	13.37%	$ 142,365	6.20%	$ 150,979	6.05%	27.68%
	0.6	MA+24	12	$ 55,026	$ 59,189	7.57%	$ 63,598	7.45%	15.58%	$ 68,293	7.38%	$ 73,522	7.66%	33.61%
	1	MA+12	7	$ 78,899	$ 85,045	7.79%	$ 91,557	7.66%	16.04%	$ 98,510	7.59%	$ 106,104	7.71%	34.48%
	1	MA+36	12	$ 96,061	$ 103,212	7.44%	$ 110,777	7.33%	15.32%	$ 118,835	7.27%	$ 127,797	7.54%	33.04%
	1	MA+24	12	$ 91,710	$ 98,648	7.57%	$ 105,997	7.45%	15.58%	$ 113,822	7.38%	$ 122,536	7.66%	33.61%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+24	15	$ 98,700	$ 106,306	7.71%	$ 114,364	7.58%	15.87%	$ 122,954	7.51%	$ 132,112	7.45%	33.85%
	1	MA+0	2	$ 65,267	$ 70,665	8.27%	$ 76,404	8.12%	17.06%	$ 82,744	8.30%	$ 89,392	8.03%	36.96%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+12	18	$ 104,991	$ 112,904	7.54%	$ 121,281	7.42%	15.52%	$ 130,209	7.36%	$ 139,764	7.34%	33.12%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	MA+36	20	$ 117,644	$ 127,648	8.50%	$ 136,179	6.68%	15.76%	$ 146,070	7.26%	$ 155,154	6.22%	31.88%
	1	BA+12	12	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+54	5	$ 85,650	$ 92,134	7.57%	$ 98,988	7.44%	15.57%	$ 106,295	7.38%	$ 114,082	7.33%	33.20%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+42	10	$ 94,349	$ 101,417	7.49%	$ 108,898	7.38%	15.42%	$ 116,868	7.32%	$ 125,350	7.26%	32.86%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+54	17	$ 113,995	$ 122,350	7.33%	$ 131,186	7.22%	15.08%	$ 142,209	8.40%	$ 153,986	8.28%	35.08%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+12	19	$ 107,630	$ 115,671	7.47%	$ 124,186	7.36%	15.38%	$ 133,299	7.34%	$ 142,979	7.26%	32.84%
	1	MA+54	9	$ 94,349	$ 101,252	7.32%	$ 108,726	7.38%	15.24%	$ 116,687	7.32%	$ 125,163	7.26%	32.66%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+0	1	$ 63,170	$ 68,465	8.38%	$ 74,092	8.22%	17.29%	$ 80,110	8.12%	$ 86,757	8.30%	37.34%
	1	MA+54	11	$ 98,853	$ 106,141	7.37%	$ 113,851	7.26%	15.17%	$ 122,060	7.21%	$ 130,795	7.16%	32.31%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	0.2	BA+0	0	$ 10,862	$ 11,591	6.70%	$ 12,357	6.62%	13.76%	$ 13,172	6.59%	$ 14,035	6.56%	29.21%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	BA+12	3	$ 59,483	$ 63,868	7.37%	$ 68,582	7.38%	15.30%	$ 73,614	7.34%	$ 77,184	4.85%	29.76%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	1	MA+36	3	$ 76,335	$ 82,275	7.78%	$ 88,572	7.65%	16.03%	$ 95,371	7.68%	$ 102,630	7.61%	34.45%
	1	MA+54	21	$ 127,351	$ 137,990	8.35%	$ 148,009	7.26%	16.22%	$ 157,187	6.20%	$ 166,714	6.06%	30.91%
	1	MA+36	18	$ 110,969	$ 119,177	7.40%	$ 129,394	8.57%	16.60%	$ 140,330	8.45%	$ 149,709	6.68%	34.91%
	1	MA+12	15	$ 97,065	$ 104,597	7.76%	$ 112,573	7.63%	15.98%	$ 121,079	7.56%	$ 130,141	7.48%	34.08%
	1	MA+42	8	$ 89,999	$ 96,694	7.44%	$ 103,772	7.32%	15.30%	$ 111,493	7.44%	$ 119,718	7.38%	33.02%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+42	16	$ 108,638	$ 116,732	7.45%	$ 125,297	7.34%	15.33%	$ 134,417	7.28%	$ 145,822	8.48%	34.23%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	0.5	MA+0	7	$ 38,051	$ 41,054	7.89%	$ 44,244	7.77%	16.27%	$ 47,643	7.68%	$ 51,362	7.81%	34.98%
	1	MA+12	7	$ 78,899	$ 85,045	7.79%	$ 91,557	7.66%	16.04%	$ 98,510	7.59%	$ 106,104	7.71%	34.48%
	1	MA+36	22	$ 123,813	$ 132,869	7.31%	$ 141,313	6.36%	14.13%	$ 150,070	6.20%	$ 159,154	6.05%	28.54%
	1	MA+0	1	$ 63,170	$ 68,465	8.38%	$ 74,092	8.22%	17.29%	$ 80,110	8.12%	$ 86,757	8.30%	37.34%
	1	MA+54	4	$ 83,551	$ 89,847	7.54%	$ 96,602	7.52%	15.62%	$ 103,789	7.44%	$ 111,450	7.38%	33.39%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	0.8	MA+24	7	$ 64,423	$ 69,407	7.74%	$ 74,684	7.60%	15.93%	$ 80,313	7.54%	$ 86,459	7.65%	34.21%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+24	16	$ 101,340	$ 109,074	7.63%	$ 117,267	7.51%	15.72%	$ 126,001	7.45%	$ 136,623	8.43%	34.82%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+42	8	$ 89,999	$ 96,694	7.44%	$ 103,772	7.32%	15.30%	$ 111,493	7.44%	$ 119,718	7.38%	33.02%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+12	12	$ 90,081	$ 96,939	7.61%	$ 104,203	7.49%	15.68%	$ 111,937	7.42%	$ 120,566	7.71%	33.84%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	14	$ 105,843	$ 113,472	7.21%	$ 122,481	7.94%	15.72%	$ 131,462	7.33%	$ 141,030	7.28%	33.24%
	1	MA+36	17	$ 108,331	$ 116,406	7.45%	$ 124,957	7.35%	15.35%	$ 135,670	8.57%	$ 147,136	8.45%	35.82%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+12	6	$ 76,720	$ 82,765	7.88%	$ 89,170	7.74%	16.23%	$ 95,998	7.66%	$ 103,288	7.59%	34.63%
	1	MA+42	23	$ 129,841	$ 138,203	6.44%	$ 146,809	6.23%	13.07%	$ 155,735	6.08%	$ 164,997	5.95%	27.08%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+42	14	$ 103,668	$ 111,194	7.26%	$ 119,488	7.46%	15.26%	$ 128,330	7.40%	$ 137,746	7.34%	32.87%
	1	MA+12	9	$ 83,243	$ 89,607	7.65%	$ 96,515	7.71%	15.94%	$ 103,883	7.63%	$ 111,740	7.56%	34.23%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+36	15	$ 103,046	$ 110,871	7.59%	$ 119,150	7.47%	15.63%	$ 127,972	7.40%	$ 137,371	7.34%	33.31%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+54	11	$ 98,853	$ 106,141	7.37%	$ 113,851	7.26%	15.17%	$ 122,060	7.21%	$ 130,795	7.16%	32.31%
	1	MA+42	17	$ 111,279	$ 119,501	7.39%	$ 128,199	7.28%	15.21%	$ 139,077	8.49%	$ 150,701	8.36%	35.43%
	1	MA+24	26	$ 125,888	$ 133,924	6.38%	$ 142,191	6.17%	12.95%	$ 150,762	6.03%	$ 159,652	5.90%	26.82%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+12	21	$ 112,909	$ 121,252	7.39%	$ 130,057	7.26%	15.19%	$ 138,365	6.39%	$ 146,979	6.23%	30.17%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+12	25	$ 120,047	$ 127,841	6.49%	$ 135,857	6.27%	13.17%	$ 144,165	6.12%	$ 152,779	5.98%	27.27%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	16	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+24	20	$ 112,990	$ 122,435	8.36%	$ 132,444	8.17%	17.22%	$ 142,062	7.26%	$ 150,952	6.26%	33.60%
	1	MA+24	14	$ 96,372	$ 103,536	7.43%	$ 111,462	7.66%	15.66%	$ 119,911	7.58%	$ 128,917	7.51%	33.77%
	1	MA+0	17	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+0	8	$ 78,273	$ 84,394	7.82%	$ 90,877	7.68%	16.10%	$ 97,972	7.81%	$ 105,540	7.72%	34.84%
	1	MA+36	9	$ 89,223	$ 95,881	7.46%	$ 103,094	7.52%	15.55%	$ 110,779	7.45%	$ 118,970	7.39%	33.34%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+24	6	$ 79,713	$ 84,475	5.97%	$ 90,967	7.69%	14.12%	$ 97,883	7.60%	$ 105,260	7.54%	32.05%
	1	MA+42	12	$ 99,010	$ 106,306	7.37%	$ 114,022	7.26%	15.16%	$ 122,241	7.21%	$ 131,359	7.46%	32.67%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+36	4	$ 78,432	$ 84,475	7.70%	$ 90,959	7.68%	15.97%	$ 97,883	7.61%	$ 105,260	7.54%	34.21%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+24	19	$ 109,260	$ 118,527	8.48%	$ 128,373	8.31%	17.49%	$ 138,868	8.18%	$ 148,952	7.26%	36.33%
	1	MA+24	26	$ 125,888	$ 133,924	6.38%	$ 142,191	6.17%	12.95%	$ 150,762	6.03%	$ 159,652	5.90%	26.82%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+42	6	$ 85,655	$ 92,134	7.56%	$ 98,988	7.44%	15.57%	$ 106,301	7.39%	$ 114,082	7.32%	33.19%
	1	MA+54	8	$ 92,173	$ 98,972	7.38%	$ 106,163	7.27%	15.18%	$ 113,999	7.38%	$ 122,346	7.32%	32.74%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	MA+24	20	$ 112,990	$ 122,435	8.36%	$ 132,444	8.17%	17.22%	$ 142,062	7.26%	$ 150,952	6.26%	33.60%
	1	MA+42	21	$ 124,634	$ 133,141	6.83%	$ 142,809	7.26%	14.58%	$ 151,735	6.25%	$ 160,997	6.10%	29.18%
	1	MA+0	1	$ 63,170	$ 68,465	8.38%	$ 74,092	8.22%	17.29%	$ 80,110	8.12%	$ 86,757	8.30%	37.34%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+24	13	$ 94,040	$ 101,094	7.50%	$ 108,557	7.38%	15.44%	$ 116,868	7.66%	$ 125,727	7.58%	33.70%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	0.9	MA+0	15	$ 84,848	$ 89,005	4.90%	$ 93,321	4.85%	9.99%	$ 97,847	4.85%	$ 102,593	4.85%	20.91%
	1	MA+0	0	$ 61,074	$ 66,265	8.50%	$ 71,786	8.33%	17.54%	$ 77,685	8.22%	$ 83,995	8.12%	37.53%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+42	20	$ 120,599	$ 130,741	8.41%	$ 139,598	6.77%	15.75%	$ 149,735	7.26%	$ 158,997	6.19%	31.84%
	1	MA+24	14	$ 96,372	$ 103,536	7.43%	$ 111,462	7.66%	15.66%	$ 119,911	7.58%	$ 128,917	7.51%	33.77%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+36	9	$ 89,223	$ 95,881	7.46%	$ 103,094	7.52%	15.55%	$ 110,779	7.45%	$ 118,970	7.39%	33.34%
	1	MA+12	26	$ 120,947	$ 128,741	6.44%	$ 136,757	6.23%	13.07%	$ 145,065	6.08%	$ 153,679	5.94%	27.06%
	1	MA+24	16	$ 101,340	$ 109,074	7.63%	$ 117,267	7.51%	15.72%	$ 126,001	7.45%	$ 136,623	8.43%	34.82%
	1	MA+36	15	$ 103,046	$ 110,871	7.59%	$ 119,150	7.47%	15.63%	$ 127,972	7.40%	$ 137,371	7.34%	33.31%
	1	MA+42	15	$ 106,000	$ 113,961	7.51%	$ 122,394	7.40%	15.47%	$ 131,374	7.34%	$ 140,936	7.28%	32.96%
	0.5	MA+0	7	$ 38,051	$ 41,054	7.89%	$ 44,244	7.77%	16.27%	$ 47,643	7.68%	$ 51,362	7.81%	34.98%
	1	MA+36	19	$ 113,610	$ 123,409	8.63%	$ 133,839	8.45%	17.81%	$ 142,784	6.68%	$ 153,154	7.26%	34.81%
	0.4	MA+0	13	$ 35,846	$ 38,579	7.62%	$ 41,476	7.51%	15.71%	$ 43,488	4.85%	$ 45,597	4.85%	27.20%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	MA+0	4	$ 69,466	$ 75,267	8.35%	$ 81,313	8.03%	17.05%	$ 87,763	7.93%	$ 94,643	7.84%	36.24%
	1	BA+0	4	$ 58,036	$ 61,863	6.59%	$ 66,569	7.61%	14.70%	$ 69,798	4.85%	$ 73,183	4.85%	26.10%
	1	MA+24	15	$ 98,700	$ 106,306	7.71%	$ 114,364	7.58%	15.87%	$ 122,954	7.51%	$ 132,112	7.45%	33.85%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+36	10	$ 91,402	$ 98,325	7.57%	$ 105,655	7.45%	15.59%	$ 113,467	7.39%	$ 121,783	7.33%	33.24%
	1	MA+0	11	$ 84,955	$ 91,561	7.78%	$ 98,565	7.65%	16.02%	$ 106,031	7.57%	$ 113,992	7.51%	34.18%
	1	MA+36	14	$ 100,718	$ 108,095	7.32%	$ 116,248	7.54%	15.42%	$ 124,929	7.47%	$ 134,179	7.40%	33.22%
	1	MA+36	17	$ 108,331	$ 116,406	7.45%	$ 124,957	7.35%	15.35%	$ 135,670	8.57%	$ 147,136	8.45%	35.82%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	1	BA+24	4	$ 62,747	$ 67,364	7.36%	$ 72,255	7.26%	15.15%	$ 75,759	4.85%	$ 79,433	4.85%	26.59%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+42	19	$ 116,558	$ 126,508	8.54%	$ 137,082	8.36%	17.61%	$ 146,369	6.77%	$ 156,997	7.26%	34.69%
	1	BA+0	3	$ 57,109	$ 60,880	6.60%	$ 64,863	6.54%	13.58%	$ 69,798	7.61%	$ 73,183	4.85%	28.15%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	BA+12	5	$ 62,355	$ 66,961	7.39%	$ 70,209	4.85%	12.60%	$ 73,614	4.85%	$ 77,184	4.85%	23.78%
	1	MA+12	21	$ 112,909	$ 121,252	7.39%	$ 130,057	7.26%	15.19%	$ 138,365	6.39%	$ 146,979	6.23%	30.17%
	1	BA+0	1	$ 55,246	$ 58,929	6.67%	$ 62,812	6.59%	13.70%	$ 66,929	6.55%	$ 71,307	6.54%	29.07%
	1	MA+0	14	$ 91,943	$ 98,894	7.56%	$ 103,690	4.85%	12.78%	$ 108,719	4.85%	$ 113,992	4.85%	23.98%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+0	17	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	Alt MA+0	24	$ 115,048	$ 122,641	6.60%	$ 130,449	6.37%	13.39%	$ 138,538	6.20%	$ 145,822	5.26%	26.75%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+54	8	$ 92,173	$ 98,972	7.38%	$ 106,163	7.27%	15.18%	$ 113,999	7.38%	$ 122,346	7.32%	32.74%
	1	MA+54	20	$ 123,315	$ 133,591	8.33%	$ 144,683	8.30%	17.33%	$ 155,187	7.26%	$ 164,714	6.14%	33.57%
	0.8	MA+0	12	$ 69,827	$ 75,205	7.70%	$ 80,901	7.57%	15.86%	$ 86,975	7.51%	$ 91,194	4.85%	30.60%
	1	MA+54	8	$ 92,173	$ 98,972	7.38%	$ 106,163	7.27%	15.18%	$ 113,999	7.38%	$ 122,346	7.32%	32.74%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	MA+36	17	$ 108,331	$ 116,406	7.45%	$ 124,957	7.35%	15.35%	$ 135,670	8.57%	$ 147,136	8.45%	35.82%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+24	16	$ 101,340	$ 109,074	7.63%	$ 117,267	7.51%	15.72%	$ 126,001	7.45%	$ 136,623	8.43%	34.82%
	1	MA+12	18	$ 104,991	$ 112,904	7.54%	$ 121,281	7.42%	15.52%	$ 130,209	7.36%	$ 139,764	7.34%	33.12%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+0	0	$ 61,074	$ 66,265	8.50%	$ 71,786	8.33%	17.54%	$ 77,685	8.22%	$ 83,995	8.12%	37.53%
	1	MA+12	20	$ 110,268	$ 118,442	7.41%	$ 127,133	7.34%	15.29%	$ 136,365	7.26%	$ 144,979	6.32%	31.48%
	1	MA+54	11	$ 98,853	$ 106,141	7.37%	$ 113,851	7.26%	15.17%	$ 122,060	7.21%	$ 130,795	7.16%	32.31%
	1	MA+36	11	$ 93,732	$ 100,768	7.51%	$ 108,218	7.39%	15.45%	$ 116,150	7.33%	$ 124,598	7.27%	32.93%
	1	MA+42	7	$ 87,830	$ 94,409	7.49%	$ 101,384	7.39%	15.43%	$ 108,805	7.32%	$ 116,900	7.44%	33.10%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+54	13	$ 103,513	$ 111,029	7.26%	$ 118,975	7.16%	14.94%	$ 128,421	7.94%	$ 137,838	7.33%	33.16%
	1	MA+12	18	$ 104,991	$ 112,904	7.54%	$ 121,281	7.42%	15.52%	$ 130,209	7.36%	$ 139,764	7.34%	33.12%
	1	MA+36	0	$ 70,045	$ 75,676	8.04%	$ 81,652	7.90%	16.57%	$ 88,031	7.81%	$ 94,836	7.73%	35.39%
	1	MA+42	14	$ 103,668	$ 111,194	7.26%	$ 119,488	7.46%	15.26%	$ 128,330	7.40%	$ 137,746	7.34%	32.87%
	1	MA+42	26	$ 132,541	$ 140,903	6.31%	$ 149,509	6.11%	12.80%	$ 158,435	5.97%	$ 167,697	5.85%	26.52%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+42	11	$ 96,680	$ 103,861	7.43%	$ 111,462	7.32%	15.29%	$ 119,552	7.26%	$ 128,170	7.21%	32.57%
	1	MA+42	10	$ 94,349	$ 101,417	7.49%	$ 108,898	7.38%	15.42%	$ 116,868	7.32%	$ 125,350	7.26%	32.86%
	1	MA+24	9	$ 84,878	$ 91,318	7.59%	$ 98,307	7.65%	15.82%	$ 105,762	7.58%	$ 113,708	7.51%	33.97%
	1	MA+12	13	$ 92,411	$ 99,383	7.54%	$ 106,759	7.42%	15.53%	$ 114,989	7.71%	$ 123,758	7.63%	33.92%
	1	MA+42	18	$ 113,919	$ 122,269	7.33%	$ 132,644	8.49%	16.44%	$ 143,730	8.36%	$ 153,468	6.78%	34.72%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+24	26	$ 125,888	$ 133,924	6.38%	$ 142,191	6.17%	12.95%	$ 150,762	6.03%	$ 159,652	5.90%	26.82%
	1	MA+42	14	$ 103,668	$ 111,194	7.26%	$ 119,488	7.46%	15.26%	$ 128,330	7.40%	$ 137,746	7.34%	32.87%
	1	MA+42	5	$ 83,477	$ 89,852	7.64%	$ 96,602	7.51%	15.72%	$ 103,789	7.44%	$ 111,457	7.39%	33.52%
	1	MA+54	24	$ 135,469	$ 144,063	6.34%	$ 152,909	6.14%	12.87%	$ 162,087	6.00%	$ 171,614	5.88%	26.68%
	1	MA+36	11	$ 93,732	$ 100,768	7.51%	$ 108,218	7.39%	15.45%	$ 116,150	7.33%	$ 124,598	7.27%	32.93%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+0	10	$ 82,624	$ 89,118	7.86%	$ 96,002	7.72%	16.19%	$ 103,345	7.65%	$ 111,174	7.58%	34.55%
	1	MA+12	11	$ 87,751	$ 94,495	7.69%	$ 101,641	7.56%	15.83%	$ 109,257	7.49%	$ 117,366	7.42%	33.75%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+0	17	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+24	17	$ 103,979	$ 111,843	7.56%	$ 120,173	7.45%	15.57%	$ 130,303	8.43%	$ 141,127	8.31%	35.73%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+24	25	$ 124,988	$ 133,024	6.43%	$ 141,291	6.21%	13.04%	$ 149,862	6.07%	$ 158,752	5.93%	27.01%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+0	2	$ 65,267	$ 70,665	8.27%	$ 76,404	8.12%	17.06%	$ 82,744	8.30%	$ 89,392	8.03%	36.96%
	1	MA+24	3	$ 73,342	$ 79,134	7.90%	$ 85,284	7.77%	16.28%	$ 91,927	7.79%	$ 97,372	5.92%	32.76%
	1	MA+54	19	$ 119,274	$ 129,357	8.45%	$ 140,070	8.28%	17.44%	$ 151,700	8.30%	$ 162,714	7.26%	36.42%
	1	MA+54	10	$ 96,522	$ 103,697	7.43%	$ 111,289	7.32%	15.30%	$ 119,373	7.26%	$ 127,980	7.21%	32.59%
	1	MA+0	12	$ 87,284	$ 94,006	7.70%	$ 101,126	7.57%	15.86%	$ 108,719	7.51%	$ 113,992	4.85%	30.60%
	1	MA+54	18	$ 116,635	$ 125,118	7.27%	$ 135,631	8.40%	16.29%	$ 146,863	8.28%	$ 159,057	8.30%	36.37%
	1	MA+36	22	$ 123,813	$ 132,869	7.31%	$ 141,313	6.36%	14.13%	$ 150,070	6.20%	$ 159,154	6.05%	28.54%
	1	BA+0	0	$ 54,312	$ 57,953	6.70%	$ 61,787	6.62%	13.76%	$ 65,858	6.59%	$ 70,175	6.56%	29.21%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+42	9	$ 92,177	$ 98,972	7.37%	$ 106,336	7.44%	15.36%	$ 114,180	7.38%	$ 122,536	7.32%	32.94%
	1	MA+12	21	$ 112,909	$ 121,252	7.39%	$ 130,057	7.26%	15.19%	$ 138,365	6.39%	$ 146,979	6.23%	30.17%
	1	MA+0	15	$ 94,275	$ 98,894	4.90%	$ 103,690	4.85%	9.99%	$ 108,719	4.85%	$ 113,992	4.85%	20.91%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+0	6	$ 73,929	$ 79,831	7.98%	$ 86,090	7.84%	16.45%	$ 92,779	7.77%	$ 99,906	7.68%	35.14%
	1	OFF	1	$ 135,427	$ 142,063	4.90%	$ 148,953	4.85%	9.99%	$ 156,177	4.85%	$ 163,752	4.85%	20.92%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+12	17	$ 102,351	$ 110,136	7.61%	$ 118,380	7.49%	15.66%	$ 127,163	7.42%	$ 136,524	7.36%	33.39%
	1	MA+0	23	$ 94,275	$ 100,894	7.02%	$ 107,690	6.74%	14.23%	$ 114,719	6.53%	$ 121,992	6.34%	29.40%
	1	MA+0	0	$ 61,074	$ 66,265	8.50%	$ 71,786	8.33%	17.54%	$ 77,685	8.22%	$ 83,995	8.12%	37.53%
	1	MA+12	16	$ 99,711	$ 107,366	7.68%	$ 115,478	7.56%	15.81%	$ 124,121	7.48%	$ 133,330	7.42%	33.72%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	5	$ 71,751	$ 77,552	8.08%	$ 83,703	7.93%	16.66%	$ 90,265	7.84%	$ 97,279	7.77%	35.58%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+0	7	$ 76,102	$ 82,108	7.89%	$ 88,487	7.77%	16.27%	$ 95,285	7.68%	$ 102,724	7.81%	34.98%
	1	MA+42	11	$ 96,680	$ 103,861	7.43%	$ 111,462	7.32%	15.29%	$ 119,552	7.26%	$ 128,170	7.21%	32.57%
	1	MA+24	19	$ 109,260	$ 118,527	8.48%	$ 128,373	8.31%	17.49%	$ 138,868	8.18%	$ 148,952	7.26%	36.33%
	1	MA+36	17	$ 108,331	$ 116,406	7.45%	$ 124,957	7.35%	15.35%	$ 135,670	8.57%	$ 147,136	8.45%	35.82%
	1	MA+0	3	$ 67,364	$ 72,870	8.17%	$ 78,917	8.30%	17.15%	$ 85,257	8.03%	$ 92,020	7.93%	36.60%
	1	MA+0	2	$ 65,267	$ 70,665	8.27%	$ 76,404	8.12%	17.06%	$ 82,744	8.30%	$ 89,392	8.03%	36.96%
	1	MA+54	26	$ 137,269	$ 145,863	6.26%	$ 154,709	6.06%	12.70%	$ 163,887	5.93%	$ 173,414	5.81%	26.33%
	1	MA+54	23	$ 134,569	$ 143,163	6.39%	$ 152,009	6.18%	12.96%	$ 161,187	6.04%	$ 170,714	5.91%	26.86%
	1	MA+12	23	$ 118,247	$ 126,041	6.59%	$ 134,057	6.36%	13.37%	$ 142,365	6.20%	$ 150,979	6.05%	27.68%
	1	MA+54	7	$ 89,999	$ 96,689	7.43%	$ 103,772	7.33%	15.30%	$ 111,312	7.27%	$ 119,528	7.38%	32.81%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+54	25	$ 136,369	$ 144,963	6.30%	$ 153,809	6.10%	12.79%	$ 162,987	5.97%	$ 172,514	5.85%	26.51%
	1	MA+36	17	$ 108,331	$ 116,406	7.45%	$ 124,957	7.35%	15.35%	$ 135,670	8.57%	$ 147,136	8.45%	35.82%
	1	MA+24	10	$ 87,052	$ 93,760	7.71%	$ 100,870	7.58%	15.87%	$ 108,448	7.51%	$ 116,528	7.45%	33.86%
	1	MA+54	7	$ 89,999	$ 96,689	7.43%	$ 103,772	7.33%	15.30%	$ 111,312	7.27%	$ 119,528	7.38%	32.81%
	1	BA+12	6	$ 63,833	$ 66,961	4.90%	$ 70,209	4.85%	9.99%	$ 73,614	4.85%	$ 77,184	4.85%	20.92%
	1	MA+36	22	$ 123,813	$ 132,869	7.31%	$ 141,313	6.36%	14.13%	$ 150,070	6.20%	$ 159,154	6.05%	28.54%
	1	MA+0	9	$ 80,452	$ 86,673	7.73%	$ 93,440	7.81%	16.14%	$ 100,658	7.72%	$ 108,357	7.65%	34.69%
	1	MA+24	12	$ 91,710	$ 98,648	7.57%	$ 105,997	7.45%	15.58%	$ 113,822	7.38%	$ 122,536	7.66%	33.61%
	1	MA+54	22	$ 131,544	$ 141,163	7.31%	$ 150,009	6.27%	14.04%	$ 159,187	6.12%	$ 168,714	5.98%	28.26%
	1	MA+24	7	$ 80,529	$ 86,759	7.74%	$ 93,355	7.60%	15.93%	$ 100,391	7.54%	$ 108,074	7.65%	34.21%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+24	18	$ 106,619	$ 114,614	7.50%	$ 124,276	8.43%	16.56%	$ 134,599	8.31%	$ 145,603	8.18%	36.56%
	1	BA+0	6	$ 60,524	$ 63,490	4.90%	$ 66,569	4.85%	9.99%	$ 69,798	4.85%	$ 73,183	4.85%	20.92%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	Total FTE	Lane	FY25 Step	FY25 Salary	FY26 Salary	FY26 % Increase	FY27 Salary	FY27 % Increase	2 Year Increase	FY28 Salary	FY28 % Increase	FY29 Salary	FY29 % Increase	4 Year Increase
	1	MA+36	7	$ 84,878	$ 91,318	7.59%	$ 98,134	7.46%	15.62%	$ 105,407	7.41%	$ 113,337	7.52%	33.53%
	1	MA+12	24	$ 119,147	$ 126,941	6.54%	$ 134,957	6.31%	13.27%	$ 143,265	6.16%	$ 151,879	6.01%	27.47%
	1	MA+42	9	$ 92,177	$ 98,972	7.37%	$ 106,336	7.44%	15.36%	$ 114,180	7.38%	$ 122,536	7.32%	32.94%
	1	BA+0	2	$ 56,176	$ 59,907	6.64%	$ 63,833	6.55%	13.63%	$ 68,009	6.54%	$ 73,183	7.61%	30.27%
	1	MA+42	13	$ 101,340	$ 108,748	7.31%	$ 116,587	7.21%	15.05%	$ 125,283	7.46%	$ 134,554	7.40%	32.77%
	1	MA+12	14	$ 94,741	$ 101,821	7.47%	$ 109,670	7.71%	15.76%	$ 118,033	7.63%	$ 126,951	7.56%	34.00%
	1	MA+42	16	$ 108,638	$ 116,732	7.45%	$ 125,297	7.34%	15.33%	$ 134,417	7.28%	$ 145,822	8.48%	34.23%
	1	MA+42	19	$ 116,558	$ 126,508	8.54%	$ 137,082	8.36%	17.61%	$ 146,369	6.77%	$ 156,997	7.26%	34.69%
	1	MA+24	12	$ 91,710	$ 98,648	7.57%	$ 105,997	7.45%	15.58%	$ 113,822	7.38%	$ 122,536	7.66%	33.61%
	1	BA+0	5	$ 58,973	$ 63,490	7.66%	$ 66,569	4.85%	12.88%	$ 69,798	4.85%	$ 73,183	4.85%	24.10%
	1	MA+54	16	$ 111,358	$ 119,581	7.38%	$ 128,284	7.28%	15.20%	$ 137,549	7.22%	$ 149,106	8.40%	33.90%
	1	MA+12	8	$ 81,072	$ 87,322	7.71%	$ 93,953	7.59%	15.89%	$ 101,196	7.71%	$ 108,921	7.63%	34.35%
	1	MA+54	15	$ 108,172	$ 116,815	7.99%	$ 125,381	7.33%	15.91%	$ 134,506	7.28%	$ 144,220	7.22%	33.32%

Staff placement as of 1/22/25. Proposed salaries reflect only base and step increases and do not take into account any possible future lane movement.

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 87,882	$ 90,875	3.41%	$ 96,479	6.17%	$ 103,979	7.77%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
	1	1	1	1	$ 56,652	$ 59,141	4.39%	$ 63,151	6.78%	$ 67,364	6.67%
			1	1			N/A	$ 87,161	N/A	$ 92,411	6.02%
	1	1	1	1	$ 87,882	$ 90,875	3.41%	$ 96,479	6.17%	$ 103,979	7.77%
	1	1	1	1	$ 76,642	$ 82,155	7.19%	$ 87,161	6.09%	$ 92,411	6.02%
		1	1	1		$ 50,849	N/A	$ 53,455	5.12%	$ 56,176	5.09%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 110,268	20.88%
	1	1	1	1	$ 102,285	$ 107,519	5.12%	$ 119,800	11.42%	$ 129,841	8.38%
	1	1	1	1	$ 99,837	$ 105,784	5.96%	$ 117,741	11.30%	$ 126,922	7.80%
	1	1	1	1	$ 79,454	$ 84,259	6.05%	$ 89,185	5.85%	$ 94,349	5.79%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 91,696	$ 94,730	3.31%	$ 100,158	5.73%	$ 105,843	5.68%
	1	1	1	1	$ 101,348	$ 105,784	4.38%	$ 112,933	6.76%	$ 120,418	6.63%
		1	1	1		$ 50,849	N/A	$ 53,455	5.12%	$ 56,176	5.09%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 108,265	$ 112,738	4.13%	$ 119,195	5.73%	$ 124,088	4.11%
	1	0	1	1	$ 75,380	LOA	N/A	$ 84,983	N/A	$ 92,173	8.46%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
		1	1	1		$ 88,699	N/A	$ 93,919	5.89%	$ 101,340	7.90%
	1	1	1	1	$ 90,038	$ 93,352	3.68%	$ 99,033	6.09%	$ 106,619	7.66%
	1	1	1	1	$ 115,610	$ 118,827	2.78%	$ 125,632	5.73%	$ 135,469	7.83%
	1	1	1	1	$ 75,380	$ 80,869	7.28%	$ 87,082	7.68%	$ 94,349	8.35%
	1	1	1	1	$ 109,126	$ 116,685	6.93%	$ 127,280	9.08%	$ 134,569	5.73%
	1	1	1	1	$ 108,119	$ 112,908	4.43%	$ 120,594	6.81%	$ 126,922	5.25%
	1	1	1	1	$ 83,559	$ 86,518	3.54%	$ 91,670	5.95%	$ 97,065	5.89%
		1	1	1		$ 59,762	N/A	$ 61,764	3.35%	$ 63,833	3.35%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 107,219	$ 110,705	3.25%	$ 115,314	4.16%	$ 120,047	4.10%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 78,733	$ 35,538	-54.86%	$ 88,439	148.86%	$ 96,680	9.32%
	1	1	1	1	$ 95,585	$ 98,951	3.52%	$ 104,820	5.93%	$ 110,969	5.87%
	1	1	1	1	$ 55,176	$ 65,035	17.87%	$ 69,425	6.75%	$ 73,929	6.49%
	1	1	1	1	$ 90,038	$ 93,352	3.68%	$ 99,033	6.09%	$ 104,991	6.02%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 85,503	$ 90,366	5.69%	$ 95,649	5.85%	$ 101,183	5.79%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 57,541	7.62%	$ 64,217	11.60%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
	1	1	1	1	$ 80,749	$ 87,754	8.68%	$ 95,801	9.17%	$ 101,340	5.78%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	0.8	0.8	0.8	0.8	$ 83,847	$ 87,418	4.26%	$ 95,840	9.63%	$ 103,873	8.38%
	1	1	1	1	$ 98,325	$ 101,710	3.44%	$ 107,672	5.86%	$ 113,919	5.80%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 117,732	$ 121,560	3.25%	$ 131,107	7.85%	$ 136,369	4.01%
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 58,562	3.35%	$ 60,524	3.35%
	1	1	1	1	$ 80,749	$ 87,754	8.68%	$ 95,801	9.17%	$ 103,513	8.05%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
		1	1	1		$ 46,556	N/A	$ 59,094	26.93%	$ 63,170	6.90%
			1	1			N/A	$ 89,189	N/A	$ 94,349	5.79%
		1	1	1		$ 69,214	N/A	$ 73,635	6.39%	$ 78,273	6.30%
	1	1	1	1	$ 31,428	$ 61,104	94.42%	$ 66,636	9.05%	$ 72,451	8.73%
	1	1	1	1	$ 81,398	$ 84,336	3.61%	$ 90,992	7.89%	$ 96,372	5.91%
	1	1	1	1	$ 91,554	$ 98,951	8.08%	$ 107,672	8.81%	$ 116,635	8.32%
	1		1	1	$ 118,130		-100.00%	$ 130,207	N/A	$ 135,469	4.04%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 77,216	$ 79,973	3.57%	$ 84,907	6.17%	$ 90,081	6.09%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 91,219	3.35%	$ 94,275	3.35%
			1	1			N/A	$ 82,874	N/A	$ 87,830	5.98%
	1	1	1	1	$ 99,371	$ 104,255	4.91%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 98,039	$ 101,422	3.45%	$ 107,372	5.87%	$ 113,610	5.81%
			1	1			N/A	$ 84,455	N/A	$ 89,615	6.11%
	1	1	1	1	$ 103,222	$ 106,653	3.32%	$ 112,780	5.74%	$ 120,599	6.93%
	1	1	1	1	$ 71,165	$ 73,867	3.80%	$ 79,239	7.27%	$ 84,878	7.12%
	1	1	1	1	$ 94,846	$ 101,273	6.78%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 127,432	4.34%	$ 132,541	4.01%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 91,219	5.97%	$ 94,275	3.35%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 91,219	5.97%	$ 99,711	9.31%
	1	1	1	1	$ 98,899	$ 102,291	3.43%	$ 113,831	11.28%	$ 124,634	9.49%
			1	1			N/A	$ 54,355	N/A	$ 57,109	5.07%
	1	1	1	1	$ 73,954	$ 79,465	7.45%	$ 84,230	6.00%	$ 89,380	6.11%
	0.5	0.5	0.5	0.5	$ 35,835	$ 37,149	3.67%	$ 39,409	6.08%	$ 41,776	6.01%
	1	1	1	1	$ 72,606	$ 76,649	5.57%	$ 82,652	7.83%	$ 87,751	6.17%
	1	1	1	1	$ 87,882	$ 90,875	3.41%	$ 96,479	6.17%	$ 102,351	6.09%
	1	1	1	1	$ 64,436	$ 69,794	8.32%	$ 77,129	10.51%	$ 84,878	10.05%
	1	1	1	1	$ 91,842	$ 94,877	3.30%	$ 100,308	5.72%	$ 106,000	5.67%
	1	1	1	1	$ 87,518	$ 90,514	3.42%	$ 96,858	7.01%	$ 103,513	6.87%
			1	1			N/A	$ 86,710	N/A	$ 91,943	6.04%
	1	1	1	1	$ 63,639	$ 68,944	8.34%	$ 74,686	8.33%	$ 79,284	6.16%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 77,216	$ 79,973	3.57%	$ 85,699	7.16%	$ 96,061	12.09%
	1	1	1	1	$ 91,696	$ 94,730	3.31%	$ 100,158	5.73%	$ 105,843	5.68%
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 58,562	3.35%	$ 60,524	3.35%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 59,211	$ 59,762	0.93%	$ 61,764	3.35%	$ 63,833	3.35%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 77,844	6.23%	$ 82,624	6.14%
	1	1	1	1	$ 89,680	$ 92,696	3.36%	$ 98,055	5.78%	$ 103,668	5.72%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 78,273	6.30%
	1	1	1	1	$ 86,634	$ 90,875	4.90%	$ 97,271	7.04%	$ 103,979	6.90%
	1	1	1	1	$ 60,938	$ 61,505	0.93%	$ 63,565	3.35%	$ 65,694	3.35%
	1	1	1	1	$ 87,449	$ 88,673	1.40%	$ 93,019	4.90%	$ 96,511	3.75%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
			1	1			N/A	$ 53,455	N/A	$ 56,176	5.09%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
		1	1	1		$ 55,211	N/A	$ 58,562	6.07%	$ 60,524	3.35%
	1	1	1	1	$ 71,926	$ 74,629	3.76%	$ 77,919	4.41%	$ 87,052	11.72%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 97,389	$ 100,765	3.47%	$ 106,694	5.88%	$ 112,909	5.83%
	1	1	1	1	$ 111,868	$ 116,685	4.31%	$ 122,808	5.25%	$ 129,841	5.73%
	1	1	1	1	$ 109,126	$ 113,925	4.40%	$ 119,800	5.16%	$ 126,663	5.73%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
			1	1			N/A	$ 24,697	N/A	$ 54,312	119.92%
	1	1	1	1	$ 77,216	$ 81,500	5.55%	$ 90,694	11.28%	$ 96,061	5.92%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 59,211	$ 71,248	20.33%	$ 78,444	10.10%	$ 84,878	8.20%
	1	1	1	1	$ 96,451	$ 103,892	7.71%	$ 112,780	8.56%	$ 120,599	6.93%
	1	1	1	1	$ 83,126	$ 88,699	6.70%	$ 94,714	6.78%	$ 101,340	7.00%
	1	1	1	1	$ 109,685	$ 115,868	5.64%	$ 124,357	7.33%	$ 129,363	4.03%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	0.6	0.6	$ 86,945	$ 92,696	6.61%	$ 60,095	-35.17%	$ 63,506	5.68%
	1	1	1	1	$ 64,436	$ 67,175	4.25%	$ 71,533	6.49%	$ 76,102	6.39%
	1	1	1	0.6	$ 66,918	$ 69,503	3.86%	$ 76,714	10.38%	$ 50,131	-34.65%
	1	1	1	1	$ 73,941	$ 79,465	7.47%	$ 87,082	9.59%	$ 94,349	8.35%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 76,342	10.30%	$ 82,706	8.34%
			1	1			N/A	$ 99,033	N/A	$ 104,991	6.02%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 96,479	9.31%	$ 103,979	7.77%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 52,108	$ 54,596	4.78%	$ 63,085	15.55%	$ 71,751	13.74%
	1	1	1	1	$ 78,733	$ 81,500	3.51%	$ 86,483	6.11%	$ 91,710	6.04%
		1	1	1		$ 88,043	N/A	$ 97,453	10.69%	$ 103,046	5.74%
	1	1	1	1	$ 72,753	$ 75,393	3.63%	$ 82,879	9.93%	$ 87,830	5.97%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 74,698	$ 80,193	7.36%	$ 87,082	8.59%	$ 92,173	5.85%
		1	1	1		$ 67,171	N/A	$ 75,890	12.98%	$ 83,477	10.00%
	1	1	1	1	$ 73,186	$ 75,901	3.71%	$ 82,127	8.20%	$ 87,052	6.00%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 85,503	$ 88,332	3.31%	$ 94,603	7.10%	$ 101,183	6.96%
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 84,455	6.18%	$ 89,615	6.11%
	1	1	1	1	$ 63,317	$ 68,655	8.43%	$ 75,890	10.54%	$ 83,477	10.00%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 112,875	$ 115,917	2.70%	$ 122,557	5.73%	$ 127,563	4.08%
			0.5	0.5			N/A	$ 27,178	N/A	$ 28,555	5.07%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 95,585	$ 98,951	3.52%	$ 104,820	5.93%	$ 110,969	5.87%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 54,355	5.09%	$ 57,109	5.07%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
	1	1	1	1	$ 52,974	$ 54,335	2.57%	$ 58,706	8.05%	$ 63,833	8.73%
	1	1	1	1	$ 78,804	$ 81,717	3.70%	$ 86,710	6.11%	$ 91,943	6.04%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 56,413	7.26%	$ 69,466	23.14%
	1	1	1	1	$ 59,211	$ 61,505	3.87%	$ 75,736	23.14%	$ 80,452	6.23%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 75,488	$ 78,153	3.53%	$ 82,879	6.05%	$ 87,830	5.97%
	1	1	1	1	$ 56,142	$ 59,762	6.45%	$ 73,635	23.21%	$ 78,273	6.30%
	1	1	1	1	$ 114,268	$ 115,868	1.40%	$ 120,995	4.42%	$ 125,888	4.04%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 61,947	$ 88,262	42.48%	$ 91,219	3.35%	$ 107,630	17.99%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 80,749	$ 87,754	8.68%	$ 95,801	9.17%	$ 103,513	8.05%
		1	1	1		$ 53,467	N/A	$ 56,155	5.03%	$ 58,973	5.02%
		1	1	1		$ 52,593	N/A	$ 56,413	7.26%	$ 69,466	23.14%
	1	1	1	1	$ 87,449	$ 90,849	3.89%	$ 100,609	10.74%	$ 110,969	10.30%
	1	1	1	1	$ 53,834	$ 55,211	2.56%	$ 71,533	29.56%	$ 76,102	6.39%
			1	1			N/A	$ 77,844	N/A	$ 82,624	6.14%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 54,355	5.09%	$ 57,109	5.07%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 69,151	$ 71,827	3.87%	$ 76,342	6.29%	$ 81,072	6.20%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 55,258	5.07%	$ 58,036	5.03%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 107,050	$ 116,685	9.00%	$ 122,808	5.25%	$ 134,569	9.58%
	1	1	1	1	$ 91,554	$ 94,877	3.63%	$ 100,609	6.04%	$ 106,619	5.97%
	1	1	1	1	$ 59,211	$ 59,762	0.93%	$ 61,764	3.35%	$ 63,833	3.35%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 96,479	9.31%	$ 103,979	7.77%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 56,203	8.66%	$ 61,344	9.15%
		1	1	1		$ 50,849	N/A	$ 53,455	5.12%	$ 56,176	5.09%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 88,737	8.01%	$ 98,391	10.88%
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 84,455	6.18%	$ 89,615	6.11%
			1	1			N/A	$ 39,009	N/A	$ 87,830	125.16%
	1	1	1	1	$ 105,384	$ 110,141	4.51%	$ 117,741	6.90%	$ 123,813	5.16%
	1	1	1	1	$ 85,503	$ 89,366	4.52%	$ 95,649	7.03%	$ 101,183	5.79%
	1	1	1	1	$ 53,834	$ 58,378	8.44%	$ 71,533	22.53%	$ 76,102	6.39%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 88,737	8.01%	$ 98,391	10.88%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 78,273	6.30%
	1	1	1	1	$ 57,840	$ 59,762	3.32%	$ 63,565	6.36%	$ 76,102	19.72%
	1	1	1	1	$ 70,592	$ 75,901	7.52%	$ 80,545	6.12%	$ 87,052	8.08%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
			1	1			N/A	$ 63,151	N/A	$ 67,364	6.67%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 89,394	$ 92,405	3.37%	$ 102,266	10.67%	$ 111,279	8.81%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 77,844	6.23%	$ 82,624	6.14%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 74,698	$ 77,425	3.65%	$ 82,127	6.07%	$ 87,052	6.00%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
			1	1			N/A	$ 84,455	N/A	$ 89,615	6.11%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 78,273	6.30%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 132,007	8.09%	$ 137,269	3.99%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 55,258	5.07%	$ 58,036	5.03%
	1	1	1	1	$ 91,696	$ 94,730	3.31%	$ 100,158	5.73%	$ 105,843	5.68%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 129,732	6.23%	$ 137,269	5.81%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
		1	1	1		$ 92,116	N/A	$ 100,308	8.89%	$ 106,000	5.67%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
			1	1			N/A	$ 73,635	N/A	$ 78,273	6.30%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 56,155	5.03%	$ 58,973	5.02%
	1	1	1	1	$ 83,483	$ 86,294	3.37%	$ 91,291	5.79%	$ 96,522	5.73%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 87,161	6.09%	$ 92,411	6.02%
	1	1	1	1	$ 53,880	$ 55,689	3.36%	$ 58,911	5.79%	$ 62,355	5.85%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 101,348	$ 105,784	4.38%	$ 112,933	6.76%	$ 120,418	6.63%
	1	1	1	1	$ 77,216	$ 79,973	3.57%	$ 84,907	6.17%	$ 90,081	6.09%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 97,065	9.11%
			1	1			N/A	$ 67,214	N/A	$ 71,751	6.75%
	1	1	1	1	$ 97,389	$ 100,765	3.47%	$ 106,694	5.88%	$ 112,909	5.83%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
	1	1	1	1	$ 91,696	$ 94,730	3.31%	$ 100,158	5.73%	$ 105,843	5.68%
	1	1	1	1	$ 78,733	$ 81,500	3.51%	$ 86,483	6.11%	$ 91,710	6.04%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 60,938	$ 61,505	0.93%	$ 63,565	3.35%	$ 65,694	3.35%
	1	1	1	1	$ 56,903	$ 65,035	14.29%	$ 69,425	6.75%	$ 73,929	6.49%
	1	1	1	1	$ 72,753	$ 75,393	3.63%	$ 82,879	9.93%	$ 87,830	5.97%
			1	1			N/A	$ 99,706	N/A	$ 105,692	6.00%
		1	1	1		$ 50,849	N/A	$ 53,455	5.12%	$ 56,176	5.09%
	1	1	1	1	$ 78,733	$ 84,259	7.02%	$ 91,291	8.35%	$ 96,522	5.73%
	1	1	1	1	$ 75,202	$ 77,934	3.63%	$ 82,652	6.05%	$ 87,751	6.17%
	1	1	1	1	$ 117,491	$ 122,126	3.94%	$ 127,432	4.34%	$ 132,541	4.01%
	1	1	1	1	$ 98,546	$ 106,653	8.23%	$ 115,408	8.21%	$ 123,315	6.85%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 83,559	$ 86,518	3.54%	$ 93,248	7.78%	$ 98,700	5.85%
	1	1	1	1	$ 78,804	$ 81,717	3.70%	$ 86,710	6.11%	$ 94,741	9.26%
	1	1	1	1	$ 73,186	$ 77,431	5.80%	$ 86,331	11.49%	$ 94,349	9.29%
	1	1	1	1	$ 73,186	$ 75,901	3.71%	$ 80,545	6.12%	$ 87,052	8.08%
	1	1	1	1	$ 115,610	$ 118,827	2.78%	$ 125,632	5.73%	$ 130,741	4.07%
	1	1	1	1	$ 96,451	$ 103,892	7.71%	$ 112,780	8.56%	$ 120,599	6.93%
	1	1	1	1	$ 54,117	$ 58,745	8.55%	$ 69,425	18.18%	$ 73,929	6.49%
			1	1			N/A	$ 57,061	N/A	$ 60,524	6.07%
	1	1	1	1	$ 70,592	$ 75,901	7.52%	$ 80,545	6.12%	$ 87,052	8.08%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
	1	1	1	1	$ 78,733	$ 85,572	8.69%	$ 93,546	9.32%	$ 101,183	8.16%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 82,652	9.73%	$ 89,380	8.14%
	1	1	1	1	$ 75,202	$ 79,465	5.67%	$ 88,439	11.29%	$ 93,732	5.98%
	1	1	1	1	$ 82,311	$ 86,518	5.11%	$ 91,670	5.95%	$ 97,065	5.89%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 56,413	7.26%	$ 60,885	7.93%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 97,389	$ 100,765	3.47%	$ 106,694	5.88%	$ 112,909	5.83%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 100,773	$ 104,182	3.38%	$ 111,547	7.07%	$ 119,274	6.93%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 78,733	$ 84,259	7.02%	$ 91,291	8.35%	$ 96,522	5.73%
	1	1	1	1	$ 57,840	$ 69,214	19.66%	$ 73,635	6.39%	$ 81,072	10.10%
	1	1	1	1	$ 64,436	$ 69,794	8.32%	$ 77,129	10.51%	$ 84,878	10.05%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 91,219	5.97%	$ 94,275	3.35%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 93,425	$ 99,239	6.22%	$ 105,117	5.92%	$ 113,995	8.45%
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 84,455	6.18%	$ 92,411	9.42%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 75,035	$ 79,465	5.90%	$ 85,664	7.80%	$ 94,349	10.14%
	1	1	1	1	$ 75,202	$ 79,465	5.67%	$ 88,439	11.29%	$ 93,732	5.98%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
			1	1			N/A	$ 82,201	N/A	$ 87,284	6.18%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 59,211	$ 59,762	0.93%	$ 61,764	3.35%	$ 63,833	3.35%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
	1	1	1	1	$ 114,268	$ 119,136	4.26%	$ 125,903	5.68%	$ 132,541	5.27%
			1	1			N/A	$ 87,161	N/A	$ 92,411	6.02%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
			1	1			N/A	$ 107,748	N/A	$ 113,995	5.80%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 73,941	$ 79,465	7.47%	$ 87,082	9.59%	$ 94,349	8.35%
	1	1	1	1	$ 91,267	$ 94,294	3.32%	$ 102,564	8.77%	$ 111,358	8.57%
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 87,161	9.59%	$ 92,411	6.02%
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 87,161	9.59%	$ 94,040	7.89%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 120,440	$ 126,573	5.09%	$ 132,007	4.29%	$ 137,269	3.99%
			1	1			N/A	$ 110,300	N/A	$ 116,635	5.74%
	1	1	1	1	$ 81,398	$ 84,336	3.61%	$ 89,416	6.02%	$ 96,372	7.78%
	1	1	1	1	$ 94,940	$ 99,819	5.14%	$ 105,718	5.91%	$ 112,990	6.88%
	1	1	1	1	$ 111,868	$ 119,229	6.58%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 76,642	$ 80,867	5.51%	$ 88,737	9.73%	$ 98,391	10.88%
	1	1	1	1	$ 98,039	$ 101,422	3.45%	$ 107,372	5.87%	$ 113,610	5.81%
	1	1	0.8	1	$ 51,287	$ 53,076	3.49%	$ 46,404	-12.57%	$ 67,364	45.17%
		1	1	1		$ 86,294	N/A	$ 91,291	5.79%	$ 96,522	5.73%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 66,675	17.67%	$ 76,102	14.14%
	1	1	1	1	$ 75,989	$ 83,533	9.93%	$ 91,291	9.29%	$ 98,853	8.28%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 57,555	9.43%	$ 69,466	20.69%
			1	1			N/A	$ 91,219	N/A	$ 94,275	3.35%
	1	1	1	1	$ 92,492	$ 95,823	3.60%	$ 101,588	6.02%	$ 107,630	5.95%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 84,455	6.18%	$ 89,615	6.11%
	1	1	1	1	$ 51,245	$ 54,388	6.13%	$ 59,356	9.13%	$ 69,466	17.03%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 82,763	$ 85,572	3.39%	$ 90,694	5.99%	$ 96,061	5.92%
		1	1	1		$ 73,274	N/A	$ 77,844	6.24%	$ 85,421	9.73%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 91,219	3.35%	$ 94,275	3.35%
		1	1	1		$ 25,841	N/A	$ 52,552	103.36%	$ 55,246	5.13%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 56,155	5.03%	$ 58,973	5.02%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 59,211	$ 61,505	3.87%	$ 91,219	48.31%	$ 94,275	3.35%
	1	1	1	1	$ 82,909	$ 85,861	3.56%	$ 90,992	5.98%	$ 96,372	5.91%
		0.8	0.6	0.6		$ 54,032	N/A	$ 44,812	-17.06%	$ 47,570	6.16%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 96,163	$ 99,239	3.20%	$ 105,117	5.92%	$ 113,995	8.45%
		1	1	1		$ 79,537	N/A	$ 87,161	9.59%	$ 92,411	6.02%
	1	1	1	1	$ 91,554	$ 94,877	3.63%	$ 100,609	6.04%	$ 106,619	5.97%
	1	1	1	1	$ 80,749	$ 83,533	3.45%	$ 91,291	9.29%	$ 96,680	5.90%
		1	1	1		$ 52,593	N/A	$ 65,180	23.93%	$ 69,466	6.58%
	1	1	1	1	$ 86,945	$ 89,934	3.44%	$ 95,202	5.86%	$ 103,668	8.89%
	1	1	1	1	$ 55,176	$ 58,745	6.47%	$ 69,425	18.18%	$ 76,720	10.51%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 92,119	4.37%	$ 96,075	4.29%
	1	1	1	1	$ 102,935	$ 106,364	3.33%	$ 113,831	7.02%	$ 124,634	9.49%
	1	1	1	1	$ 52,974	$ 57,001	7.60%	$ 69,425	21.80%	$ 73,929	6.49%
	1	1	1	1	$ 96,451	$ 99,819	3.49%	$ 105,718	5.91%	$ 117,644	11.28%
	1	1	1	1	$ 112,875	$ 115,917	2.70%	$ 122,557	5.73%	$ 127,563	4.08%
	1	1	1	1	$ 53,834	$ 55,211	2.56%	$ 60,172	8.99%	$ 65,694	9.18%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 54,355	5.09%	$ 57,109	5.07%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 85,721	$ 88,699	3.47%	$ 93,919	5.89%	$ 99,711	6.17%
	1	1	1	1	$ 104,734	$ 108,216	3.32%	$ 114,414	5.73%	$ 119,147	4.14%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 111,699	$ 115,331	3.25%	$ 120,095	4.13%	$ 124,988	4.07%
			1	1			N/A	$ 73,635	N/A	$ 78,273	6.30%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 77,844	6.23%	$ 85,421	9.73%
			1	1			N/A	$ 90,992	N/A	$ 96,372	5.91%
			1	1			N/A	$ 82,201	N/A	$ 87,284	6.18%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 72,606	$ 76,649	5.57%	$ 84,230	9.89%	$ 93,732	11.28%
	1	1	1	1	$ 92,492	$ 95,823	3.60%	$ 101,588	6.02%	$ 107,630	5.95%
	1	1	1	1	$ 87,449	$ 98,295	12.40%	$ 104,141	5.95%	$ 110,268	5.88%
	1	1	1	1	$ 108,265	$ 112,738	4.13%	$ 119,195	5.73%	$ 124,088	4.11%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 127,432	4.34%	$ 137,269	7.72%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
			1	1			N/A	$ 55,258	N/A	$ 60,885	10.18%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 71,165	$ 73,867	3.80%	$ 78,444	6.20%	$ 83,243	6.12%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 127,432	4.34%	$ 137,269	7.72%
	0.75	1	1	1	$ 65,587	$ 88,673	35.20%	$ 93,019	4.90%	$ 96,975	4.25%
	1	1	1	1	$ 105,384	$ 112,908	7.14%	$ 120,594	6.81%	$ 126,922	5.25%
	1	1	1	1	$ 75,202	$ 77,934	3.63%	$ 82,652	6.05%	$ 87,751	6.17%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 94,275	5.97%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 53,014	$ 54,818	3.40%	$ 58,005	5.81%	$ 61,344	5.76%
			0.5	0.5			N/A	$ 12,623	N/A	$ 28,088	122.51%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	0.9716	1	1	1	$ 51,470	$ 54,330	5.56%	$ 57,061	5.03%	$ 60,524	6.07%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 81,072	10.10%
		1	1	1		$ 77,934	N/A	$ 82,652	6.05%	$ 87,751	6.17%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 90,081	9.59%
	1	1	1	1	$ 73,186	$ 76,679	4.77%	$ 82,127	7.11%	$ 87,052	6.00%
	0.9	1	1	1	$ 52,056	$ 67,175	29.04%	$ 71,533	6.49%	$ 76,102	6.39%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 127,432	4.34%	$ 132,541	4.01%
	1	1	1	1	$ 60,938	$ 71,248	16.92%	$ 78,444	10.10%	$ 84,878	8.20%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 94,275	5.97%
	1	1	1	1	$ 92,492	$ 95,823	3.60%	$ 101,588	6.02%	$ 109,260	7.55%
	1	1	1	1	$ 56,476	$ 58,378	3.37%	$ 61,764	5.80%	$ 65,694	6.36%
	1	1	1	1	$ 57,840	$ 69,214	19.66%	$ 73,635	6.39%	$ 81,072	10.10%
	1	1	1	1	$ 49,005	$ 61,104	24.69%	$ 68,076	11.41%	$ 75,438	10.81%
	1	1	1	1	$ 109,685	$ 111,221	1.40%	$ 116,214	4.49%	$ 120,947	4.07%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 84,455	6.18%	$ 89,615	6.11%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
			1	1			N/A	$ 99,033	N/A	$ 104,991	6.02%
	1	1	1	1	$ 117,491	$ 119,136	1.40%	$ 124,357	4.38%	$ 129,363	4.03%
	1	1	1	1	$ 56,142	$ 58,238	3.73%	$ 63,565	9.15%	$ 76,102	19.72%
	1	1	1	1	$ 95,585	$ 98,951	3.52%	$ 107,672	8.81%	$ 113,919	5.80%
	1	1	1	1	$ 64,436	$ 67,175	4.25%	$ 71,533	6.49%	$ 76,102	6.39%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
		1	1	1		$ 54,335	N/A	$ 57,061	5.02%	$ 60,524	6.07%
			1	1			N/A	$ 105,117	N/A	$ 111,279	5.86%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
	1	1	1	1	$ 68,576	$ 71,248	3.90%	$ 75,736	6.30%	$ 80,452	6.23%
	1	1	1	1	$ 75,202	$ 77,934	3.63%	$ 84,230	8.08%	$ 93,732	11.28%
	1	1	1	1	$ 55,176	$ 65,035	17.87%	$ 69,425	6.75%	$ 76,720	10.51%
	1	1	1	1	$ 98,039	$ 101,422	3.45%	$ 107,372	5.87%	$ 113,610	5.81%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 94,275	5.97%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
			1	1			N/A	$ 105,718	N/A	$ 117,644	11.28%
	1	1	1	1	$ 102,285	$ 105,708	3.35%	$ 111,841	5.80%	$ 118,247	5.73%
	1	1	1	1	$ 75,202	$ 77,934	3.63%	$ 82,652	6.05%	$ 87,751	6.17%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 91,219	3.35%	$ 102,351	12.20%
	1	1	1	1	$ 78,804	$ 81,717	3.70%	$ 86,710	6.11%	$ 91,943	6.04%
	1	1	1	1	$ 117,732	$ 125,986	7.01%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 87,751	9.76%
	1	1	1	1	$ 96,163	$ 99,239	3.20%	$ 105,117	5.92%	$ 111,279	5.86%
	1	1	1	1	$ 91,554	$ 94,877	3.63%	$ 104,820	10.48%	$ 113,919	8.68%
	1	1	1	1	$ 81,398	$ 84,336	3.61%	$ 90,208	6.96%	$ 100,718	11.65%
	1	1	1	1	$ 60,037	$ 65,327	8.81%	$ 73,861	13.06%	$ 81,380	10.18%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
	1	1	1	1	$ 75,488	$ 78,153	3.53%	$ 82,879	6.05%	$ 87,830	5.97%
			1	1			N/A	$ 53,455	N/A	$ 56,176	5.09%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 114,268	$ 115,868	1.40%	$ 120,995	4.42%	$ 125,888	4.04%
	1	1	1	1	$ 105,670	$ 109,124	3.27%	$ 116,690	6.93%	$ 124,634	6.81%
	1	1	1	1	$ 96,451	$ 99,819	3.49%	$ 105,718	5.91%	$ 117,644	11.28%
	1	1	1	1	$ 53,834	$ 58,378	8.44%	$ 71,533	22.53%	$ 78,899	10.30%
	1	1	1	1	$ 64,436	$ 67,175	4.25%	$ 71,533	6.49%	$ 76,102	6.39%
	1	1	1	1	$ 53,834	$ 55,211	2.56%	$ 61,764	11.87%	$ 76,102	23.21%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 105,670	$ 109,124	3.27%	$ 116,690	6.93%	$ 124,634	6.81%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	0	1	1	$ 89,680	LOA	N/A	$ 97,903	N/A	$ 103,513	5.73%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 94,275	5.97%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
	1	1	1	1	$ 95,585	$ 98,951	3.52%	$ 104,820	5.93%	$ 110,969	5.87%
	1	1	1	1	$ 56,652	$ 59,141	4.39%	$ 63,151	6.78%	$ 67,364	6.67%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 117,732	$ 121,560	3.25%	$ 126,532	4.09%	$ 136,369	7.77%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 59,211	$ 59,762	0.93%	$ 61,764	3.35%	$ 63,833	3.35%
	1	1	1	1	$ 52,587	$ 54,381	3.41%	$ 58,460	7.50%	$ 62,747	7.33%
	1	1	1	1	$ 89,105	$ 92,116	3.38%	$ 97,453	5.79%	$ 103,046	5.74%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 76,342	10.30%	$ 81,072	6.20%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
			1	1			N/A	$ 97,453	N/A	$ 106,000	8.77%
		1	1	1		$ 50,849	N/A	$ 53,455	5.12%	$ 56,176	5.09%
	0.8	0.8	0.8	0.6	$ 60,176	$ 70,666	17.43%	$ 74,714	5.73%	$ 59,312	-20.62%
	1	1	1	1	$ 104,809	$ 109,272	4.26%	$ 116,515	6.63%	$ 126,663	8.71%
	1	1	1	1	$ 74,627	$ 79,973	7.16%	$ 84,907	6.17%	$ 91,710	8.01%
	1	1	1	1	$ 82,909	$ 89,934	8.47%	$ 98,055	9.03%	$ 105,843	7.94%
	1	1	1	1	$ 90,038	$ 93,352	3.68%	$ 99,033	6.09%	$ 104,991	6.02%
	1	1	1	1	$ 93,425	$ 96,474	3.26%	$ 102,266	6.00%	$ 108,331	5.93%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
		1	1	1		$ 65,869	N/A	$ 70,103	6.43%	$ 74,548	6.34%
	1	1	1	1	$ 56,142	$ 59,762	6.45%	$ 73,635	23.21%	$ 78,273	6.30%
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 84,455	6.18%	$ 89,615	6.11%
			1	1			N/A	$ 102,412	N/A	$ 108,172	5.62%
	1	1	1	1	$ 76,712	$ 79,465	3.59%	$ 84,230	6.00%	$ 89,223	5.93%
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 84,455	6.18%	$ 89,615	6.11%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 64,436	$ 69,794	8.32%	$ 77,129	10.51%	$ 84,878	10.05%
			1	1			N/A	$ 71,533	N/A	$ 76,102	6.39%
	1	1	1	1	$ 101,348	$ 105,784	4.38%	$ 112,933	6.76%	$ 123,813	9.63%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 84,784	$ 90,514	6.76%	$ 95,801	5.84%	$ 100,778	5.20%
		1	1	1		$ 50,849	N/A	$ 53,455	5.12%	$ 56,176	5.09%
	1	1	1	1	$ 97,389	$ 100,765	3.47%	$ 106,694	5.88%	$ 112,909	5.83%
	1	1	1	1	$ 78,004	$ 83,569	7.14%	$ 90,694	8.53%	$ 99,010	9.17%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 87,518	$ 91,548	4.60%	$ 97,903	6.94%	$ 103,513	5.73%
			0.4	0.4			N/A	$ 15,113	N/A	$ 25,268	67.20%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 75,202	$ 77,934	3.63%	$ 82,652	6.05%	$ 89,380	8.14%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 105,670	$ 109,124	3.27%	$ 119,318	9.34%	$ 127,351	6.73%
	1	1	1	1	$ 68,794	$ 69,434	0.93%	$ 71,760	3.35%	$ 94,275	31.38%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 76,342	10.30%	$ 82,706	8.34%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 122,345	5.97%	$ 129,650	5.97%
	1	1	1	1	$ 71,165	$ 73,867	3.80%	$ 78,444	6.20%	$ 83,243	6.12%
	1	1	1	1	$ 86,505	$ 90,225	4.30%	$ 95,501	5.85%	$ 101,231	6.00%
	1	1	1	1	$ 78,804	$ 81,717	3.70%	$ 86,710	6.11%	$ 94,741	9.26%
	1	1	1	1	$ 53,880	$ 63,067	17.05%	$ 67,214	6.58%	$ 71,751	6.75%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 77,844	6.23%	$ 82,624	6.14%
	1	1	1	1	$ 108,265	$ 112,738	4.13%	$ 119,195	5.73%	$ 124,088	4.11%
	1	1	1	1	$ 93,647	$ 98,951	5.66%	$ 107,672	8.81%	$ 116,635	8.32%
	1	1	1	1	$ 108,119	$ 112,908	4.43%	$ 120,594	6.81%	$ 126,922	5.25%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 70,592	$ 75,901	7.52%	$ 80,545	6.12%	$ 87,052	8.08%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 74,698	$ 79,499	6.43%	$ 89,189	12.19%	$ 96,522	8.22%
	1	1	1	1	$ 68,863	$ 71,467	3.78%	$ 77,324	8.20%	$ 83,477	7.96%
		1	1	1		$ 50,849	N/A	$ 53,455	5.12%	$ 56,176	5.09%
	1	1	1	1	$ 59,211	$ 61,505	3.87%	$ 73,635	19.72%	$ 81,072	10.10%
	1	1	1	1	$ 87,882	$ 90,875	3.41%	$ 96,479	6.17%	$ 102,351	6.09%
	1	1	1	1	$ 105,884	$ 107,366	1.40%	$ 112,249	4.55%	$ 116,848	4.10%
	1	1	1	1	$ 62,486	$ 65,035	4.08%	$ 69,425	6.75%	$ 76,720	10.51%
	0.5	1	1	1	$ 40,482	$ 81,717	101.86%	$ 86,710	6.11%	$ 94,741	9.26%
			1	1			N/A	$ 77,844	N/A	$ 82,624	6.14%
	1	1	1	1	$ 91,338	$ 98,295	7.62%	$ 104,934	6.75%	$ 112,990	7.68%
	1	1	1	1	$ 71,939	$ 76,679	6.59%	$ 86,331	12.59%	$ 94,349	9.29%
	1	1	1	1	$ 74,698	$ 77,431	3.66%	$ 84,240	8.79%	$ 91,402	8.50%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 89,105	$ 92,116	3.38%	$ 100,308	8.89%	$ 108,172	7.84%
	1	1	1	1	$ 85,070	$ 88,043	3.49%	$ 93,248	5.91%	$ 98,700	5.85%
	1	1	1	1	$ 77,216	$ 81,500	5.55%	$ 90,694	11.28%	$ 99,010	9.17%
	1	1	1	1	$ 91,842	$ 94,877	3.30%	$ 100,308	5.72%	$ 106,000	5.67%
	1		0.5	0.583	$ 40,864		-100.00%	$ 32,009	N/A	$ 39,818	24.40%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 80,749	$ 86,298	6.87%	$ 91,291	5.79%	$ 98,853	8.28%
	1	1	1	1	$ 109,126	$ 116,685	6.93%	$ 122,808	5.25%	$ 129,841	5.73%
	1	1	1	1	$ 69,976	$ 75,393	7.74%	$ 81,457	8.04%	$ 87,830	7.82%
	1	1	1	1	$ 75,488	$ 80,188	6.23%	$ 84,983	5.98%	$ 89,999	5.90%
	1	1	1	1	$ 23,374	$ 61,104	161.41%	$ 66,636	9.05%	$ 75,438	13.21%
	1	1	1	1	$ 102,935	$ 106,364	3.33%	$ 113,831	7.02%	$ 121,685	6.90%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 90,038	$ 93,352	3.68%	$ 99,033	6.09%	$ 104,991	6.02%
	1	1	1	1	$ 76,642	$ 82,155	7.19%	$ 88,737	8.01%	$ 94,040	5.98%
	1	1	1	1	$ 60,938	$ 61,505	0.93%	$ 63,565	3.35%	$ 65,694	3.35%
	1	1	1	1	$ 105,884	$ 107,366	1.40%	$ 116,214	8.24%	$ 120,947	4.07%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 132,007	8.09%	$ 137,269	3.99%
	1	1	1	1	$ 114,268	$ 115,868	1.40%	$ 120,995	4.42%	$ 125,888	4.04%
	1	1	1	1	$ 82,909	$ 85,861	3.56%	$ 90,992	5.98%	$ 96,372	5.91%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
			1	1			N/A	$ 59,094	N/A	$ 63,170	6.90%
	1	1	1	1	$ 114,849	$ 118,584	3.25%	$ 123,457	4.11%	$ 128,463	4.05%
	1	1	1	1	$ 102,935	$ 109,124	6.01%	$ 116,690	6.93%	$ 124,634	6.81%
		1	1	1		$ 22,826	N/A	$ 79,946	250.24%	$ 84,955	6.27%
	1	1	1	1	$ 78,733	$ 81,500	3.51%	$ 90,694	11.28%	$ 99,010	9.17%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	0.5	1	1	1	$ 42,392	$ 85,572	101.86%	$ 93,546	9.32%	$ 99,010	5.84%
	1	1	1	1	$ 84,784	$ 87,754	3.50%	$ 94,382	7.55%	$ 101,340	7.37%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 93,919	9.11%	$ 99,711	6.17%
	1	1	1	1	$ 68,576	$ 71,248	3.90%	$ 75,736	6.30%	$ 80,452	6.23%
	1	1	1	1	$ 81,470	$ 84,259	3.42%	$ 89,185	5.85%	$ 94,349	5.79%
	1	1	1	1	$ 117,732	$ 125,986	7.01%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 85,721	$ 90,225	5.25%	$ 99,706	10.51%	$ 108,638	8.96%
	1	1	1	1	$ 54,313	$ 61,104	12.50%	$ 65,180	6.67%	$ 69,466	6.58%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 55,258	5.07%	$ 58,036	5.03%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
			1	1			N/A	$ 76,342	N/A	$ 82,706	8.34%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 89,394	$ 92,405	3.37%	$ 102,266	10.67%	$ 111,279	8.81%
	1	1	1	1	$ 80,749	$ 87,754	8.68%	$ 95,801	9.17%	$ 103,513	8.05%
	1	1	1	1	$ 60,938	$ 71,248	16.92%	$ 78,444	10.10%	$ 83,243	6.12%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 87,449	$ 88,673	1.40%	$ 93,019	4.90%	$ 96,975	4.25%
	1	1	1	1	$ 91,267	$ 94,294	3.32%	$ 99,706	5.74%	$ 108,638	8.96%
	1	1	1	1	$ 109,126	$ 113,925	4.40%	$ 119,800	5.16%	$ 126,663	5.73%
	0.6	1	1	1	$ 30,228	$ 50,849	68.22%	$ 53,455	5.12%	$ 56,176	5.09%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 86,945	$ 92,696	6.61%	$ 100,158	8.05%	$ 105,843	5.68%
	1	1	1	1	$ 94,940	$ 98,295	3.53%	$ 104,141	5.95%	$ 110,268	5.88%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 88,737	8.01%	$ 98,391	10.88%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 64,436	$ 67,175	4.25%	$ 71,533	6.49%	$ 76,102	6.39%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 88,737	8.01%	$ 94,040	5.98%
	1	1	1	1	$ 53,834	$ 55,211	2.56%	$ 60,172	8.99%	$ 76,102	26.47%
	1	1	1	1	$ 77,502	$ 80,188	3.47%	$ 84,983	5.98%	$ 89,999	5.90%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 94,003	$ 97,057	3.25%	$ 104,666	7.84%	$ 111,358	6.39%
		1	1	1		$ 75,321	N/A	$ 79,946	6.14%	$ 87,751	9.76%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 109,685	$ 111,221	1.40%	$ 116,214	4.49%	$ 120,947	4.07%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 68,576	$ 71,248	3.90%	$ 77,097	8.21%	$ 83,243	7.97%
	1	1	1	1	$ 71,165	$ 75,393	5.94%	$ 84,230	11.72%	$ 89,223	5.93%
	1	1	1	1	$ 41,197	$ 65,035	57.86%	$ 69,425	6.75%	$ 76,720	10.51%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 55,284	6.89%	$ 59,483	7.60%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 55,284	6.89%	$ 61,344	10.96%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
			1	1			N/A	$ 80,843	N/A	$ 85,650	5.95%
	1	1	1	1	$ 80,749	$ 83,533	3.45%	$ 88,439	5.87%	$ 93,732	5.98%
	1	1	1	1	$ 54,702	$ 56,664	3.59%	$ 58,562	3.35%	$ 60,524	3.35%
	1	1	1	1	$ 52,587	$ 54,381	3.41%	$ 57,555	5.84%	$ 60,885	5.79%
	1	1	1	1	$ 64,436	$ 67,175	4.25%	$ 74,233	10.51%	$ 80,529	8.48%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 58,562	3.35%	$ 63,833	9.00%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 87,953	7.06%	$ 94,040	6.92%
	1	1	1	1	$ 59,211	$ 59,762	0.93%	$ 63,565	6.36%	$ 65,694	3.35%
		1	1	1		$ 92,405	N/A	$ 102,266	10.67%	$ 111,279	8.81%
	1	1	1	1	$ 117,491	$ 119,136	1.40%	$ 127,432	6.96%	$ 132,541	4.01%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 111,841	26.71%	$ 118,247	5.73%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	0.6	0.6	1	1	$ 51,042	$ 52,826	3.49%	$ 97,453	84.48%	$ 106,000	8.77%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 58,562	3.35%	$ 60,524	3.35%
	1	1	1	0.8	$ 60,938	$ 5,041	-91.73%	$ 63,565	1160.86%	$ 52,555	-17.32%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 87,882	$ 90,875	3.41%	$ 96,479	6.17%	$ 103,979	7.77%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	0.6	0.72	1	1	$ 31,784	$ 38,860	22.26%	$ 56,155	44.51%	$ 58,973	5.02%
	1	1	1	1	$ 58,204	$ 60,121	3.29%	$ 71,533	18.98%	$ 76,102	6.39%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 90,081	9.59%
	1	1	1	1	$ 54,117	$ 61,084	12.87%	$ 69,425	13.66%	$ 73,929	6.49%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
	1	1	1	1	$ 85,721	$ 88,699	3.47%	$ 94,714	6.78%	$ 101,340	7.00%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 105,670	$ 111,667	5.68%	$ 119,318	6.85%	$ 127,351	6.73%
			1	1			N/A	$ 67,214	N/A	$ 74,548	10.91%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 54,355	5.09%	$ 57,109	5.07%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 63,003	$ 88,699	40.79%	$ 93,919	5.89%	$ 99,711	6.17%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 91,219	5.97%	$ 94,275	3.35%
	1	1	1	1	$ 77,216	$ 79,973	3.57%	$ 84,907	6.17%	$ 90,081	6.09%
	1	1	1	1	$ 76,718	$ 83,533	8.88%	$ 88,439	5.87%	$ 93,732	5.98%
	2	1	1	1	$ 147,935	$ 116,685	-21.12%	$ 127,280	9.08%	$ 134,569	5.73%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 89,394	$ 92,405	3.37%	$ 98,055	6.11%	$ 103,979	6.04%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
			1	1			N/A	$ 107,748	N/A	$ 113,995	5.80%
	1	1	1	1	$ 83,559	$ 86,518	3.54%	$ 91,670	5.95%	$ 97,065	5.89%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 75,202	$ 79,465	5.67%	$ 88,439	11.29%	$ 96,680	9.32%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	0.6	0.6	0.6	0.6	$ 52,167	$ 55,618	6.61%	$ 59,467	6.92%	$ 63,506	6.79%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 80,749	$ 83,680	3.63%	$ 88,737	6.04%	$ 94,040	5.98%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 91,219	5.97%	$ 99,711	9.31%
	1	1	1	1	$ 82,311	$ 86,518	5.11%	$ 91,670	5.95%	$ 97,065	5.89%
	1	1	1	1	$ 72,606	$ 77,934	7.34%	$ 84,230	8.08%	$ 93,732	11.28%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 91,219	5.97%	$ 94,275	3.35%
	1	1	1	1	$ 54,702	$ 56,664	3.59%	$ 58,562	3.35%	$ 60,524	3.35%
	1	1	1	1	$ 73,186	$ 75,901	3.71%	$ 82,127	8.20%	$ 91,402	11.29%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
		1	1	1		$ 88,332	N/A	$ 93,393	5.73%	$ 98,853	5.85%
	1	1	1	1	$ 58,596	$ 61,104	4.28%	$ 65,180	6.67%	$ 69,466	6.58%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 68,863	$ 71,467	3.78%	$ 75,890	6.19%	$ 80,529	6.11%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 102,935	$ 109,124	6.01%	$ 118,011	8.14%	$ 127,351	7.91%
	1	1	1	1	$ 68,794	$ 69,434	0.93%	$ 71,760	3.35%	$ 74,163	3.35%
			1	1			N/A	$ 88,963	N/A	$ 94,275	5.97%
	1	1	1	1	$ 87,518	$ 90,366	3.25%	$ 95,649	5.85%	$ 101,183	5.79%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 87,161	6.09%	$ 92,411	6.02%
	1	1	1	1	$ 94,940	$ 98,295	3.53%	$ 104,141	5.95%	$ 110,268	5.88%
	1	1	1	1	$ 102,285	$ 105,708	3.35%	$ 111,841	5.80%	$ 118,247	5.73%
	1	1	1	1	$ 52,974	$ 65,035	22.77%	$ 69,425	6.75%	$ 73,929	6.49%
	1	1	1	1	$ 83,483	$ 86,294	3.37%	$ 91,291	5.79%	$ 96,522	5.73%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 98,039	$ 102,825	4.88%	$ 112,854	9.75%	$ 119,274	5.69%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
		0.6	1	1		$ 46,413	N/A	$ 84,907	82.94%	$ 90,081	6.09%
	1	1	1	1	$ 87,882	$ 92,405	5.15%	$ 98,055	6.11%	$ 103,979	6.04%
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 84,455	6.18%	$ 89,615	6.11%
	1	1	1	1	$ 52,974	$ 54,335	2.57%	$ 57,061	5.02%	$ 60,524	6.07%
	1	1	1	1	$ 108,265	$ 112,738	4.13%	$ 119,195	5.73%	$ 124,088	4.11%
	1	1	1	1	$ 111,699	$ 115,331	3.25%	$ 120,095	4.13%	$ 124,988	4.07%
			1	1			N/A	$ 54,355	N/A	$ 59,483	9.43%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 99,033	12.20%	$ 106,619	7.66%
	1	1	1	1	$ 54,777	$ 63,067	15.13%	$ 70,103	11.16%	$ 74,548	6.34%
	1	1	1	1	$ 81,398	$ 84,336	3.61%	$ 89,416	6.02%	$ 94,741	5.96%
			1	1			N/A	$ 124,357	N/A	$ 132,541	6.58%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 87,751	9.76%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 91,219	3.35%	$ 94,275	3.35%
		1	1	1		$ 73,281	N/A	$ 77,844	6.23%	$ 85,421	9.73%
	1	1	1	1	$ 59,567	$ 69,214	16.20%	$ 73,635	6.39%	$ 78,273	6.30%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 85,499	$ 88,332	3.31%	$ 93,393	5.73%	$ 98,853	5.85%
	1	1	1	1	$ 102,285	$ 105,708	3.35%	$ 111,841	5.80%	$ 118,247	5.73%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	0.8	1	1	1	$ 48,750	$ 61,505	26.16%	$ 63,565	3.35%	$ 65,694	3.35%
		1	1	1		$ 71,248	N/A	$ 75,736	6.30%	$ 83,243	9.91%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 127,432	4.34%	$ 132,541	4.01%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 53,834	$ 55,211	2.56%	$ 71,533	29.56%	$ 76,102	6.39%
	1	1	1	1	$ 81,398	$ 84,336	3.61%	$ 89,416	6.02%	$ 94,741	5.96%
	1	1	1	1	$ 52,974	$ 54,335	2.57%	$ 61,239	12.71%	$ 73,929	20.72%
	1	1	1	1	$ 53,834	$ 55,205	2.55%	$ 62,669	13.52%	$ 76,102	21.43%
	1	1	1	1	$ 71,165	$ 73,867	3.80%	$ 80,025	8.34%	$ 89,223	11.49%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
		1	1	1		$ 65,578	N/A	$ 69,803	6.44%	$ 74,237	6.35%
			1	1			N/A	$ 72,014	N/A	$ 84,878	17.86%
			1	1			N/A	$ 112,854	N/A	$ 119,274	5.69%
	1	1	1	1	$ 66,918	$ 69,503	3.86%	$ 73,861	6.27%	$ 78,432	6.19%
	1	1	1	1	$ 81,470	$ 84,259	3.42%	$ 89,189	5.85%	$ 96,522	8.22%
	1	1	1	1	$ 82,763	$ 85,572	3.39%	$ 90,694	5.99%	$ 96,061	5.92%
	1	1	1	1	$ 78,733	$ 81,500	3.51%	$ 86,483	6.11%	$ 91,710	6.04%
	1	1	1	1	$ 77,216	$ 81,500	5.55%	$ 90,694	11.28%	$ 99,010	9.17%
		1	1	1		$ 39,994	N/A	$ 61,122	52.83%	$ 65,267	6.78%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 80,545	9.91%	$ 87,052	8.08%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 122,332	6.00%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1		1	1	$ 27,051		-100.00%	$ 55,258	N/A	$ 58,036	5.03%
	1	1	1	1	$ 72,753	$ 75,393	3.63%	$ 82,879	9.93%	$ 87,830	5.97%
	1	1	1	1	$ 79,236	$ 83,680	5.61%	$ 90,854	8.57%	$ 101,340	11.54%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
	1	1	1	1	$ 78,804	$ 84,336	7.02%	$ 89,416	6.02%	$ 94,741	5.96%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 79,454	$ 82,228	3.49%	$ 89,185	8.46%	$ 94,349	5.79%
	1	1	1	1	$ 64,436	$ 67,175	4.25%	$ 71,533	6.49%	$ 76,102	6.39%
	1	1	1	1	$ 89,105	$ 92,116	3.38%	$ 100,308	8.89%	$ 106,000	5.67%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 56,203	8.66%	$ 67,364	19.86%
			1	1			N/A	$ 71,533	N/A	$ 76,102	6.39%
	1	1	1	1	$ 108,265	$ 112,738	4.13%	$ 119,195	5.73%	$ 124,088	4.11%
	1	1	1	1	$ 97,389	$ 100,765	3.47%	$ 106,694	5.88%	$ 112,909	5.83%
			1	1			N/A	$ 94,714	N/A	$ 105,692	11.59%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 78,804	$ 83,048	5.39%	$ 90,992	9.57%	$ 100,718	10.69%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 85,721	$ 88,699	3.47%	$ 93,919	5.89%	$ 99,711	6.17%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 53,834	$ 55,211	2.56%	$ 58,562	6.07%	$ 60,524	3.35%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 98,325	$ 101,710	3.44%	$ 107,672	5.86%	$ 113,919	5.80%
	1	0.8	1	1	$ 78,804	$ 65,374	-17.04%	$ 86,710	32.64%	$ 91,943	6.04%
	1	1	1	1	$ 56,142	$ 59,762	6.45%	$ 63,565	6.36%	$ 76,102	19.72%
	1	1	1	1	$ 81,398	$ 85,111	4.56%	$ 95,202	11.86%	$ 103,668	8.89%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 107,630	17.99%
	1	1	1	1	$ 96,163	$ 99,239	3.20%	$ 106,440	7.26%	$ 113,995	7.10%
	1	1	1	1	$ 74,698	$ 81,500	9.11%	$ 86,331	5.93%	$ 91,402	5.87%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 92,492	$ 95,823	3.60%	$ 101,588	6.02%	$ 107,630	5.95%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
		1	1	1		$ 73,281	N/A	$ 77,844	6.23%	$ 85,421	9.73%
	1	1	1	1	$ 108,119	$ 115,450	6.78%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 78,273	6.30%
	1	1	1	1	$ 85,721	$ 88,699	3.47%	$ 95,501	7.67%	$ 105,692	10.67%
	1	1	1	1	$ 75,202	$ 77,926	3.62%	$ 82,652	6.06%	$ 87,751	6.17%
	1	1	1	1	$ 96,163	$ 99,239	3.20%	$ 105,117	5.92%	$ 111,279	5.86%
	1	1	1	1	$ 107,219	$ 110,705	3.25%	$ 117,718	6.33%	$ 124,988	6.18%
	1	1	1	1	$ 64,436	$ 69,794	8.32%	$ 74,233	6.36%	$ 78,899	6.29%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 96,479	9.31%	$ 102,351	6.09%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 109,685	$ 111,221	1.40%	$ 116,214	4.49%	$ 120,947	4.07%
	1	1	1	1	$ 76,642	$ 79,537	3.78%	$ 84,455	6.18%	$ 89,615	6.11%
	1	1	1	1	$ 73,941	$ 77,462	4.76%	$ 84,230	8.74%	$ 92,177	9.43%
			1	1			N/A	$ 82,652	N/A	$ 87,751	6.17%
	1	1	1	1	$ 74,698	$ 77,431	3.66%	$ 82,127	6.06%	$ 87,052	6.00%
	1	1	1	1	$ 73,186	$ 75,901	3.71%	$ 82,127	8.20%	$ 91,402	11.29%
		1	1	1		$ 57,179	N/A	$ 61,122	6.90%	$ 65,267	6.78%
	1	1	1	1	$ 53,834	$ 56,820	5.55%	$ 71,533	25.89%	$ 76,102	6.39%
	1	1	1	1	$ 94,003	$ 97,348	3.56%	$ 105,279	8.15%	$ 116,558	10.71%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 94,275	5.97%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	0.78	0.944	1	1	$ 38,223	$ 48,846	27.79%	$ 53,455	9.44%	$ 56,176	5.09%
			1	1			N/A	$ 120,995	N/A	$ 125,888	4.04%
	1	1	1	1	$ 114,268	$ 115,868	1.40%	$ 120,995	4.42%	$ 125,888	4.04%
	1	1	1	1	$ 95,585	$ 98,951	3.52%	$ 104,820	5.93%	$ 110,969	5.87%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
		0.5	0.6	0.4		$ 38,713	N/A	$ 49,276	27.29%	$ 34,821	-29.34%
	1	1	1	1	$ 80,749	$ 83,680	3.63%	$ 88,737	6.04%	$ 94,040	5.98%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 91,696	$ 94,730	3.31%	$ 100,158	5.73%	$ 105,843	5.68%
			1	1			N/A	$ 55,258	N/A	$ 58,036	5.03%
	1	1	1	1	$ 72,753	$ 78,153	7.42%	$ 82,879	6.05%	$ 87,830	5.97%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 99,837	$ 103,236	3.40%	$ 109,249	5.82%	$ 115,588	5.80%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
		1	1	1		$ 61,104	N/A	$ 65,180	6.67%	$ 69,466	6.58%
	1	1	1	1	$ 72,606	$ 77,934	7.34%	$ 82,652	6.05%	$ 89,380	8.14%
			1	1			N/A	$ 53,455	N/A	$ 56,176	5.09%
	1	1	1	1	$ 78,804	$ 81,717	3.70%	$ 88,070	7.77%	$ 94,741	7.57%
			1	1			N/A	$ 107,672	N/A	$ 116,635	8.32%
	1	1	1	1	$ 30,048	$ 63,067	109.89%	$ 67,214	6.58%	$ 74,548	10.91%
			1	1			N/A	$ 71,074	N/A	$ 91,943	29.36%
	1	1	1	1	$ 92,492	$ 95,823	3.60%	$ 101,588	6.02%	$ 109,260	7.55%
	1	1	1	1	$ 89,680	$ 92,696	3.36%	$ 98,055	5.78%	$ 103,668	5.72%
	1	1	1	1	$ 79,236	$ 83,680	5.61%	$ 90,854	8.57%	$ 101,340	11.54%
	1	1	1	1	$ 56,331	$ 65,423	16.14%	$ 73,635	12.55%	$ 78,273	6.30%
		1	1	1		$ 41,547	N/A	$ 54,355	30.83%	$ 57,109	5.07%
	1	1	1	1	$ 98,325	$ 101,710	3.44%	$ 107,672	5.86%	$ 113,919	5.80%
	1	1	1	1	$ 100,773	$ 104,182	3.38%	$ 110,226	5.80%	$ 119,274	8.21%
			1	1			N/A	$ 56,155	N/A	$ 58,973	5.02%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 85,286	$ 90,875	6.55%	$ 100,172	10.23%	$ 111,279	11.09%
			1	1			N/A	$ 74,760	N/A	$ 79,359	6.15%
	1	1	1	1	$ 74,698	$ 81,500	9.11%	$ 86,331	5.93%	$ 94,349	9.29%
	1	1	1	1	$ 102,935	$ 106,364	3.33%	$ 113,831	7.02%	$ 124,634	9.49%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 97,065	9.11%
	1	1	1	1	$ 75,202	$ 79,465	5.67%	$ 88,439	11.29%	$ 96,680	9.32%
	1	1	1	1	$ 117,732	$ 121,560	3.25%	$ 126,532	4.09%	$ 131,641	4.04%
	1	1	1	1	$ 114,268	$ 115,868	1.40%	$ 120,995	4.42%	$ 125,888	4.04%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 80,545	9.91%	$ 87,052	8.08%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 57,555	9.43%	$ 69,466	20.69%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 86,945	$ 91,338	5.05%	$ 99,112	8.51%	$ 105,843	6.79%
			1	1			N/A	$ 78,742	N/A	$ 85,650	8.77%
	1	1	1	1	$ 74,698	$ 80,193	7.36%	$ 87,082	8.59%	$ 92,173	5.85%
	1	1	1	1	$ 72,753	$ 78,153	7.42%	$ 83,937	7.40%	$ 89,999	7.22%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 92,492	$ 95,823	3.60%	$ 103,163	7.66%	$ 109,260	5.91%
	1	1	1	1	$ 52,108	$ 55,689	6.87%	$ 67,214	20.70%	$ 71,751	6.75%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 91,219	5.97%	$ 99,711	9.31%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 55,258	5.07%	$ 58,036	5.03%
			1	1			N/A	$ 55,299	N/A	$ 58,552	5.88%
	1	1	1	1	$ 114,268	$ 115,868	1.40%	$ 120,995	4.42%	$ 129,363	6.92%
			1	1			N/A	$ 91,219	N/A	$ 94,275	3.35%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 87,751	9.76%
	1	1	1	1	$ 52,974	$ 57,001	7.60%	$ 65,800	15.44%	$ 73,929	12.35%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 98,325	$ 101,710	3.44%	$ 107,672	5.86%	$ 113,919	5.80%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 56,155	5.03%	$ 58,973	5.02%
	1	1	1	1	$ 80,749	$ 83,533	3.45%	$ 91,291	9.29%	$ 96,680	5.90%
	1	1	1	1	$ 57,840	$ 59,762	3.32%	$ 61,764	3.35%	$ 63,833	3.35%
			1	1			N/A	$ 20,963	N/A	$ 54,312	159.08%
	1	1	1	1	$ 53,834	$ 58,378	8.44%	$ 66,675	14.21%	$ 76,102	14.14%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 78,733	$ 81,500	3.51%	$ 88,600	8.71%	$ 96,061	8.42%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 56,155	5.03%	$ 58,973	5.02%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 56,155	5.03%	$ 58,973	5.02%
			1	1			N/A	$ 67,214	N/A	$ 71,751	6.75%
	1	1	1	1	$ 90,038	$ 94,877	5.37%	$ 100,609	6.04%	$ 106,619	5.97%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 54,355	5.09%	$ 57,109	5.07%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 81,306	7.95%	$ 87,751	7.93%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 74,698	$ 77,431	3.66%	$ 82,127	6.06%	$ 91,402	11.29%
	1	1	1	1	$ 117,732	$ 125,986	7.01%	$ 131,107	4.06%	$ 136,369	4.01%
		1	1	1		$ 59,762	N/A	$ 63,565	6.36%	$ 76,102	19.72%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 82,652	9.73%	$ 87,751	6.17%
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 58,562	3.35%	$ 60,524	3.35%
	1	1	1	1	$ 77,502	$ 80,188	3.47%	$ 84,983	5.98%	$ 89,999	5.90%
	1	1	1	1	$ 51,245	$ 53,502	4.40%	$ 58,460	9.27%	$ 69,466	18.83%
	1	1	1	1	$ 66,556	$ 71,827	7.92%	$ 77,919	8.48%	$ 82,706	6.14%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
			1	1			N/A	$ 60,172	N/A	$ 63,833	6.08%
	1	1	1	1	$ 103,222	$ 109,196	5.79%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
		1	1	1		$ 52,593	N/A	$ 55,258	5.07%	$ 58,036	5.03%
	1	1	1	1	$ 53,834	$ 67,175	24.78%	$ 71,533	6.49%	$ 76,102	6.39%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
			1	1			N/A	$ 82,201	N/A	$ 87,284	6.18%
		1	1	1		$ 75,321	N/A	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 71,165	$ 75,393	5.94%	$ 84,230	11.72%	$ 92,177	9.43%
	1	1	1	1	$ 78,733	$ 84,259	7.02%	$ 89,189	5.85%	$ 96,522	8.22%
	1	1	1	1	$ 81,398	$ 84,336	3.61%	$ 89,416	6.02%	$ 94,741	5.96%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 87,751	9.76%
	1	1	1	1	$ 98,325	$ 101,710	3.44%	$ 108,993	7.16%	$ 116,635	7.01%
	1	1	1	1	$ 68,576	$ 71,248	3.90%	$ 75,736	6.30%	$ 80,452	6.23%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 127,432	4.34%	$ 132,541	4.01%
	1	1	1	1	$ 91,842	$ 96,911	5.52%	$ 102,412	5.68%	$ 108,172	5.62%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 115,610	$ 123,154	6.53%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 62,486	$ 65,035	4.08%	$ 69,425	6.75%	$ 73,929	6.49%
	1	1	0.6	1	$ 78,804	$ 81,717	3.70%	$ 52,026	-36.33%	$ 91,943	76.73%
	1	1	1	1	$ 52,108	$ 55,689	6.87%	$ 67,214	20.70%	$ 74,548	10.91%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 99,837	$ 103,236	3.40%	$ 109,249	5.82%	$ 120,418	10.22%
	1	1	1	1	$ 78,733	$ 81,500	3.51%	$ 86,483	6.11%	$ 91,710	6.04%
		1	1	1		$ 38,278	N/A	$ 77,844	103.37%	$ 82,624	6.14%
	1	1	1	1	$ 67,206	$ 69,794	3.85%	$ 75,689	8.45%	$ 80,529	6.39%
	1	1	1	1	$ 99,837	$ 103,236	3.40%	$ 109,249	5.82%	$ 115,588	5.80%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 56,155	5.03%	$ 58,973	5.02%
	1	1	1	1	$ 82,763	$ 85,572	3.39%	$ 90,694	5.99%	$ 96,061	5.92%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
		0.6	1	0.8		$ 43,402	N/A	$ 74,760	72.25%	$ 63,487	-15.08%
		1	1	1		$ 67,175	N/A	$ 75,689	12.67%	$ 84,878	12.14%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 117,732	$ 125,986	7.01%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	0.72	0.833	1	1	$ 55,182	$ 66,280	20.11%	$ 82,201	24.02%	$ 87,284	6.18%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 77,216	$ 79,973	3.57%	$ 84,907	6.17%	$ 90,081	6.09%
	1	1	1	1	$ 62,486	$ 65,035	4.08%	$ 69,425	6.75%	$ 73,929	6.49%
	1	1	1	1	$ 87,882	$ 90,875	3.41%	$ 96,479	6.17%	$ 103,979	7.77%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 110,268	20.88%
	1	1	1	1	$ 86,945	$ 89,934	3.44%	$ 95,202	5.86%	$ 100,718	5.79%
	1	1	1	1	$ 94,003	$ 97,348	3.56%	$ 103,163	5.97%	$ 109,260	5.91%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	0.8	1	1	1	$ 45,322	$ 57,179	26.16%	$ 61,122	6.90%	$ 65,267	6.78%
	1	1	1	1	$ 101,348	$ 105,784	4.38%	$ 112,933	6.76%	$ 123,813	9.63%
	1	1	1	1	$ 87,518	$ 90,366	3.25%	$ 95,649	5.85%	$ 101,183	5.79%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 54,355	5.09%	$ 57,109	5.07%
			1	1			N/A	$ 69,803	N/A	$ 74,237	6.35%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 58,911	10.18%	$ 62,355	5.85%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 54,355	5.09%	$ 57,109	5.07%
	1	1	1	1	$ 55,176	$ 65,035	17.87%	$ 69,425	6.75%	$ 76,720	10.51%
	1	1	0.71	1	$ 89,105	$ 94,877	6.48%	$ 71,531	-24.61%	$ 106,000	48.19%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 64,436	$ 67,175	4.25%	$ 71,533	6.49%	$ 76,102	6.39%
	1	1	1	1	$ 55,176	$ 57,887	4.91%	$ 69,425	19.93%	$ 76,720	10.51%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
			1	1			N/A	$ 63,565	N/A	$ 76,102	19.72%
	1	1	1	1	$ 78,135	$ 82,228	5.24%	$ 88,139	7.19%	$ 94,349	7.05%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 77,844	6.23%	$ 82,624	6.14%
	1	1	1	1	$ 117,732	$ 125,986	7.01%	$ 131,107	4.06%	$ 136,369	4.01%
			1	1			N/A	$ 37,761	N/A	$ 60,524	60.28%
	1	1	1	1	$ 85,721	$ 88,699	3.47%	$ 93,919	5.89%	$ 99,711	6.17%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 60,541	$ 63,067	4.17%	$ 67,214	6.58%	$ 71,751	6.75%
	1	1	1	1	$ 82,909	$ 85,861	3.56%	$ 93,109	8.44%	$ 100,718	8.17%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 127,432	4.34%	$ 132,541	4.01%
	1	1	1	1	$ 95,724	$ 99,819	4.28%	$ 105,718	5.91%	$ 112,990	6.88%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 80,749	$ 87,754	8.68%	$ 95,801	9.17%	$ 103,513	8.05%
	1	1	1	1	$ 89,394	$ 92,405	3.37%	$ 98,055	6.11%	$ 102,184	4.21%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 54,355	5.09%	$ 57,109	5.07%
	1	1	1	1	$ 59,211	$ 59,762	0.93%	$ 61,764	3.35%	$ 63,833	3.35%
	1	1	1	1	$ 87,518	$ 92,549	5.75%	$ 97,903	5.79%	$ 103,513	5.73%
	1	1	1	1	$ 97,389	$ 102,291	5.03%	$ 109,328	6.88%	$ 116,716	6.76%
	1	1	1	1	$ 97,389	$ 100,765	3.47%	$ 109,328	8.50%	$ 116,716	6.76%
	1	1	1	1	$ 74,698	$ 81,500	9.11%	$ 89,189	9.43%	$ 94,349	5.79%
	1	1	1	1	$ 66,556	$ 71,827	7.92%	$ 77,135	7.39%	$ 82,706	7.22%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 55,258	5.07%	$ 58,036	5.03%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 125,935	$ 127,698	1.40%	$ 131,976	3.35%	$ 136,397	3.35%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 91,670	9.26%	$ 97,065	5.89%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 96,432	9.26%	$ 107,630	11.61%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 59,211	$ 61,505	3.87%	$ 86,710	40.98%	$ 91,943	6.04%
	1	1	1	1	$ 111,868	$ 116,685	4.31%	$ 122,808	5.25%	$ 129,841	5.73%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
		1	1	1		$ 50,849	N/A	$ 53,455	5.12%	$ 58,086	8.66%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 78,273	6.30%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
			1	1			N/A	$ 95,649	N/A	$ 101,183	5.79%
	1	1	1	1	$ 103,222	$ 106,653	3.32%	$ 114,101	6.98%	$ 123,315	8.08%
	1	1	1	1	$ 74,698	$ 81,500	9.11%	$ 89,189	9.43%	$ 96,522	8.22%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 80,749	$ 83,533	3.45%	$ 91,291	9.29%	$ 96,680	5.90%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
		1	1	1		$ 106,725	N/A	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 90,038	$ 94,877	5.37%	$ 104,820	10.48%	$ 113,919	8.68%
	1	1	1	1	$ 73,613	$ 76,262	3.60%	$ 80,843	6.01%	$ 85,650	5.95%
	1	1	1	1	$ 87,518	$ 92,549	5.75%	$ 97,903	5.79%	$ 103,513	5.73%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 60,108	$ 71,248	18.53%	$ 75,736	6.30%	$ 80,452	6.23%
	1	1	1	1	$ 109,685	$ 111,221	1.40%	$ 116,214	4.49%	$ 120,947	4.07%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 76,712	$ 79,465	3.59%	$ 84,230	6.00%	$ 89,223	5.93%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 87,751	9.76%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 85,499	$ 88,332	3.31%	$ 93,393	5.73%	$ 98,853	5.85%
	1	1	1	1	$ 101,348	$ 105,784	4.38%	$ 112,933	6.76%	$ 123,813	9.63%
		1	1	1		$ 123,154	N/A	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 109,126	$ 116,685	6.93%	$ 122,808	5.25%	$ 129,841	5.73%
	1	1	1	1	$ 85,721	$ 90,225	5.25%	$ 95,501	5.85%	$ 101,340	6.11%
	1	1	1	1	$ 68,044	$ 77,355	13.68%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 87,953	7.06%	$ 98,391	11.87%
	1	1	1	1	$ 96,451	$ 99,819	3.49%	$ 105,718	5.91%	$ 112,990	6.88%
			1	1			N/A	$ 58,562	N/A	$ 60,524	3.35%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 79,202	8.08%	$ 85,421	7.85%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 94,275	5.97%
	1	1	1	1	$ 77,216	$ 79,973	3.57%	$ 84,907	6.17%	$ 90,081	6.09%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 76,718	$ 83,533	8.88%	$ 91,291	9.29%	$ 98,853	8.28%
		1	1	1		$ 79,973	N/A	$ 84,907	6.17%	$ 91,710	8.01%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 67,206	$ 69,794	3.85%	$ 74,233	6.36%	$ 78,899	6.29%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 87,232	$ 90,225	3.43%	$ 95,501	5.85%	$ 101,340	6.11%
	1	1	1	1	$ 120,440	$ 126,573	5.09%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 112,875	$ 115,917	2.70%	$ 122,557	5.73%	$ 127,563	4.08%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
			1	1			N/A	$ 55,258	N/A	$ 58,036	5.03%
	1	1	1	1	$ 71,926	$ 77,425	7.65%	$ 83,563	7.93%	$ 89,999	7.70%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 81,072	10.10%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 95,585	$ 101,710	6.41%	$ 107,672	5.86%	$ 113,919	5.80%
	1	1	1	1	$ 59,211	$ 59,762	0.93%	$ 61,764	3.35%	$ 63,833	3.35%
	1	1	1	1	$ 76,718	$ 83,533	8.88%	$ 91,291	9.29%	$ 98,853	8.28%
	1	1	1	1	$ 91,696	$ 94,730	3.31%	$ 100,158	5.73%	$ 105,843	5.68%
	1	1	1	1	$ 55,176	$ 65,035	17.87%	$ 69,425	6.75%	$ 76,720	10.51%
		1	1	1		$ 73,867	N/A	$ 78,444	6.20%	$ 84,878	8.20%
	1	1	1	1	$ 66,918	$ 69,503	3.86%	$ 73,861	6.27%	$ 78,432	6.19%
	1	1	1	1	$ 56,142	$ 59,762	6.45%	$ 75,736	26.73%	$ 80,452	6.23%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 83,559	$ 88,043	5.37%	$ 97,453	10.69%	$ 106,000	8.77%
	1	1	1	1	$ 83,126	LOA	N/A	$ 91,219	N/A	$ 99,711	9.31%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 90,081	9.59%
	1	1	1	1	$ 42,921	$ 86,518	101.57%	$ 91,670	5.95%	$ 97,065	5.89%
	1	1	1	1	$ 82,909	$ 85,861	3.56%	$ 90,992	5.98%	$ 96,372	5.91%
	1	1	1	1	$ 83,559	$ 86,518	3.54%	$ 91,670	5.95%	$ 97,065	5.89%
	1	1	1	1	$ 78,733	$ 83,569	6.14%	$ 93,546	11.94%	$ 99,010	5.84%
		1	1	1		$ 53,076	N/A	$ 56,203	5.89%	$ 59,483	5.84%
	1	1	1	1	$ 92,492	$ 95,823	3.60%	$ 101,588	6.02%	$ 107,630	5.95%
	1	1	1	1	$ 91,696	$ 94,730	3.31%	$ 100,158	5.73%	$ 105,843	5.68%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 67,206	$ 72,595	8.02%	$ 80,019	10.23%	$ 87,830	9.76%
	1	1	1	1	$ 102,285	$ 105,708	3.35%	$ 111,841	5.80%	$ 118,247	5.73%
	1	1	1	1	$ 94,003	$ 97,348	3.56%	$ 103,163	5.97%	$ 109,260	5.91%
		1	1	1		$ 71,467	N/A	$ 78,742	10.18%	$ 83,477	6.01%
			1	1			N/A	$ 54,355	N/A	$ 57,109	5.07%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 99,033	12.20%	$ 104,991	6.02%
	1	1	1	1	$ 96,451	$ 99,819	3.49%	$ 105,718	5.91%	$ 110,676	4.69%
	1	1	1	1	$ 81,398	$ 84,336	3.61%	$ 89,416	6.02%	$ 94,741	5.96%
	1	1	1	1	$ 30,738	$ 60,648	97.31%	$ 63,565	4.81%	$ 76,102	19.72%
	1	1	1	1	$ 108,119	$ 112,908	4.43%	$ 120,594	6.81%	$ 131,544	9.08%
	1	1	1	1	$ 52,108	$ 55,689	6.87%	$ 67,214	20.70%	$ 71,751	6.75%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 59,211	$ 59,762	0.93%	$ 61,764	3.35%	$ 63,833	3.35%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 79,236	$ 83,680	5.61%	$ 92,947	11.07%	$ 98,391	5.86%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
			1	1			N/A	$ 53,455	N/A	$ 56,176	5.09%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 108,119	$ 112,908	4.43%	$ 120,594	6.81%	$ 126,922	5.25%
		1	1	1		$ 65,035	N/A	$ 69,425	6.75%	$ 73,929	6.49%
	1	1	1	1	$ 83,559	$ 87,293	4.47%	$ 97,453	11.64%	$ 106,000	8.77%
	1	1	1	1	$ 81,470	$ 84,259	3.42%	$ 89,185	5.85%	$ 94,349	5.79%
	1	1	1	1	$ 79,236	$ 82,930	4.66%	$ 88,737	7.00%	$ 94,040	5.98%
	1	1	1	1	$ 91,554	$ 98,951	8.08%	$ 104,820	5.93%	$ 113,919	8.68%
	1	1	1	1	$ 91,267	$ 94,294	3.32%	$ 101,143	7.26%	$ 108,638	7.41%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 58,562	3.35%	$ 60,524	3.35%
			1	1			N/A	$ 67,214	N/A	$ 71,751	6.75%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 58,446	9.31%	$ 64,217	9.87%
	1	1	1	1	$ 69,976	$ 74,017	5.77%	$ 81,457	10.05%	$ 89,999	10.49%
		1	1	1		$ 73,281	N/A	$ 80,545	9.91%	$ 87,052	8.08%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 55,258	5.07%	$ 62,747	13.55%
	1	1	1	1	$ 69,724	$ 72,337	3.75%	$ 76,787	6.15%	$ 81,457	6.08%
	1	1	1	1	$ 114,849	$ 118,584	3.25%	$ 123,457	4.11%	$ 131,641	6.63%
			1	1			N/A	$ 59,094	N/A	$ 63,170	6.90%
	1	1	1	1	$ 91,696	$ 94,730	3.31%	$ 100,158	5.73%	$ 105,843	5.68%
	1	1	1	1	$ 67,529	$ 68,158	0.93%	$ 70,441	3.35%	$ 72,800	3.35%
	1	1	1	1	$ 94,003	$ 97,348	3.56%	$ 103,163	5.97%	$ 113,610	10.13%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 91,554	$ 96,947	5.89%	$ 104,820	8.12%	$ 113,919	8.68%
	1	1	1	1	$ 80,749	$ 86,298	6.87%	$ 93,393	8.22%	$ 98,853	5.85%
	1	1	1	1	$ 108,265	$ 114,354	5.62%	$ 124,103	8.53%	$ 135,469	9.16%
	0.8	1	1	1	$ 40,996	$ 51,717	26.15%	$ 54,355	5.10%	$ 57,109	5.07%
	1	1	1	1	$ 102,285	$ 109,272	6.83%	$ 116,515	6.63%	$ 123,188	5.73%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 87,161	6.09%	$ 92,411	6.02%
			1	1			N/A	$ 130,207	N/A	$ 135,469	4.04%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 70,592	$ 74,612	5.70%	$ 80,545	7.95%	$ 85,421	6.05%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 54,355	5.09%	$ 57,109	5.07%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 94,003	$ 101,422	7.89%	$ 110,226	8.68%	$ 119,274	8.21%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 111,699	$ 115,331	3.25%	$ 120,095	4.13%	$ 124,988	4.07%
	0.5	0.5	1	1	$ 41,563	$ 43,040	3.55%	$ 88,963	106.70%	$ 94,275	5.97%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 112,875	$ 115,917	2.70%	$ 125,632	8.38%	$ 130,741	4.07%
	1	1	1	1	$ 109,685	$ 113,583	3.55%	$ 120,995	6.53%	$ 125,888	4.04%
		1	1	1		$ 53,467	N/A	$ 58,911	10.18%	$ 64,217	9.01%
		1	1	1		$ 53,467	N/A	$ 56,155	5.03%	$ 58,973	5.02%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
		1	1	1		$ 57,001	N/A	$ 69,425	21.80%	$ 76,720	10.51%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
			0.4	0.44			N/A	$ 36,860	N/A	$ 47,357	28.48%
	1	1	1	1	$ 117,732	$ 121,560	3.25%	$ 126,532	4.09%	$ 131,641	4.04%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 100,773	$ 104,182	3.38%	$ 110,226	5.80%	$ 119,274	8.21%
	1	1	1	1	$ 109,685	$ 111,221	1.40%	$ 116,214	4.49%	$ 120,947	4.07%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 55,258	5.07%	$ 58,036	5.03%
			1	1			N/A	$ 84,983	N/A	$ 92,173	8.46%
		1	1	1		$ 86,079	N/A	$ 92,576	7.55%	$ 99,711	7.71%
		1	1	1		$ 87,754	N/A	$ 92,947	5.92%	$ 98,391	5.86%
			1	1			N/A	$ 106,694	N/A	$ 112,909	5.83%
	1	1	1	1	$ 56,142	$ 59,762	6.45%	$ 77,844	30.26%	$ 82,624	6.14%
	1	1	1	1	$ 117,491	$ 119,136	1.40%	$ 124,357	4.38%	$ 129,363	4.03%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 76,718	$ 83,533	8.88%	$ 91,291	9.29%	$ 96,680	5.90%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
			1	1			N/A	$ 36,563	N/A	$ 75,165	105.58%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 87,161	6.09%	$ 92,411	6.02%
	1	1	1	1	$ 117,732	$ 125,986	7.01%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 117,491	$ 119,136	1.40%	$ 124,357	4.38%	$ 129,363	4.03%
		1	1	1		$ 77,355	N/A	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 55,258	5.07%	$ 58,036	5.03%
		1	1	1		$ 79,465	N/A	$ 84,230	6.00%	$ 89,380	6.11%
	1	1	1	1	$ 71,165	$ 75,393	5.94%	$ 84,230	11.72%	$ 89,223	5.93%
	1	1	1	1	$ 50,380	$ 51,722	2.66%	$ 54,355	5.09%	$ 59,483	9.43%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 99,837	$ 103,236	3.40%	$ 109,249	5.82%	$ 115,588	5.80%
	1	1	1	1	$ 82,909	$ 85,861	3.56%	$ 90,992	5.98%	$ 100,718	10.69%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 94,275	5.97%
	1	1	1	1	$ 100,773	$ 104,182	3.38%	$ 112,854	8.32%	$ 119,274	5.69%
	1	1	1	1	$ 91,267	$ 94,294	3.32%	$ 99,706	5.74%	$ 105,692	6.00%
	1	1	1	1	$ 64,436	$ 67,175	4.25%	$ 71,533	6.49%	$ 78,899	10.30%
	1	1	1	1	$ 52,108	$ 58,346	11.97%	$ 67,214	15.20%	$ 71,751	6.75%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 91,554	$ 94,877	3.63%	$ 100,609	6.04%	$ 106,619	5.97%
	1	1	1	1	$ 53,834	$ 55,211	2.56%	$ 58,562	6.07%	$ 60,524	3.35%
			0.4	0.4			N/A	$ 21,742	N/A	$ 22,844	5.07%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 78,273	6.30%
	1	1	1	1	$ 98,039	$ 104,182	6.27%	$ 112,854	8.32%	$ 119,274	5.69%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 82,652	9.73%	$ 87,751	6.17%
			1	1			N/A	$ 71,533	N/A	$ 76,102	6.39%
	1	1	1	1	$ 94,940	$ 98,295	3.53%	$ 104,141	5.95%	$ 110,268	5.88%
			1	1			N/A	$ 98,055	N/A	$ 103,668	5.72%
	1	1	1	1	$ 96,451	$ 99,819	3.49%	$ 105,718	5.91%	$ 117,644	11.28%
			1	1			N/A	$ 61,122	N/A	$ 68,260	11.68%
	1	1	1	1	$ 80,749	$ 83,680	3.63%	$ 90,854	8.57%	$ 101,340	11.54%
	1	1	1	1	$ 63,261	$ 72,265	14.23%	$ 76,714	6.16%	$ 83,551	8.91%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 83,126	$ 88,699	6.70%	$ 95,501	7.67%	$ 101,340	6.11%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	0.83	0.833	1	1	$ 46,755	$ 54,510	16.59%	$ 71,533	31.23%	$ 78,899	10.30%
	1	1	1	1	$ 78,733	$ 85,572	8.69%	$ 93,546	9.32%	$ 101,183	8.16%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
		1	1	1		$ 51,722	N/A	$ 54,355	5.09%	$ 59,483	9.43%
	1	1	1	1	$ 66,556	$ 71,827	7.92%	$ 77,919	8.48%	$ 87,052	11.72%
	1	1	1	1	$ 62,486	$ 66,456	6.35%	$ 73,587	10.73%	$ 82,700	12.38%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 54,313	$ 56,125	3.34%	$ 59,356	5.76%	$ 62,747	5.71%
	1	1	1	1	$ 91,267	$ 94,294	3.32%	$ 99,706	5.74%	$ 105,692	6.00%
			1	1			N/A	$ 54,854	N/A	$ 58,086	5.89%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 94,275	5.97%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
		1	1	1		$ 71,467	N/A	$ 75,890	6.19%	$ 80,529	6.11%
		1	1	1		$ 65,578	N/A	$ 69,803	6.44%	$ 74,237	6.35%
	1	1	1	1	$ 73,186	$ 75,901	3.71%	$ 80,545	6.12%	$ 87,052	8.08%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 51,245	$ 54,381	6.12%	$ 57,555	5.84%	$ 60,885	5.79%
	1	1	1	1	$ 80,749	$ 87,754	8.68%	$ 92,947	5.92%	$ 101,340	9.03%
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 58,562	3.35%	$ 60,524	3.35%
	0.8	1	1	1	$ 40,996	$ 51,722	26.16%	$ 54,355	5.09%	$ 59,483	9.43%
	1	1	1	1	$ 62,486	$ 65,035	4.08%	$ 72,132	10.91%	$ 79,713	10.51%
	1	1	1	1	$ 108,190	$ 111,667	3.21%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 56,155	5.03%	$ 58,973	5.02%
	1	1	1	1	$ 115,610	$ 118,827	2.78%	$ 127,932	7.66%	$ 135,469	5.89%
	1	1	1	1	$ 71,165	$ 75,393	5.94%	$ 84,230	11.72%	$ 92,177	9.43%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 57,840	$ 65,423	13.11%	$ 73,635	12.55%	$ 78,273	6.30%
	1	1	1	1	$ 106,055	$ 107,366	1.24%	$ 112,249	4.55%	$ 116,848	4.10%
	1	1	1	1	$ 85,503	$ 88,332	3.31%	$ 94,603	7.10%	$ 101,183	6.96%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	0.6	1	$ 93,425	$ 99,239	6.22%	$ 64,649	-34.86%	$ 113,995	76.33%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
			1	1			N/A	$ 71,533	N/A	$ 76,102	6.39%
	1	1	1	1	$ 53,834	$ 55,211	2.56%	$ 58,562	6.07%	$ 60,524	3.35%
	1	1	1	1	$ 102,285	$ 105,708	3.35%	$ 111,841	5.80%	$ 118,247	5.73%
	0.5	0.5	0.5	0.6	$ 39,367	$ 40,750	3.51%	$ 43,242	6.11%	$ 55,026	27.25%
	1	1	1	1	$ 64,436	$ 67,175	4.25%	$ 71,533	6.49%	$ 78,899	10.30%
	1	1	1	1	$ 77,216	$ 79,973	3.57%	$ 86,483	8.14%	$ 96,061	11.08%
	1	1	1	1	$ 74,627	$ 79,973	7.16%	$ 84,907	6.17%	$ 91,710	8.01%
	1	1	1	1	$ 79,236	$ 82,155	3.68%	$ 87,161	6.09%	$ 92,411	6.02%
	1	1	1	1	$ 54,313	$ 61,104	12.50%	$ 65,180	6.67%	$ 69,466	6.58%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 83,559	$ 86,518	3.54%	$ 91,670	5.95%	$ 98,700	7.67%
			1	1			N/A	$ 54,854	N/A	$ 65,267	18.98%
	1	1	1	1	$ 56,142	$ 59,762	6.45%	$ 73,635	23.21%	$ 78,273	6.30%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 104,991	15.10%
	1	1	1	1	$ 95,585	$ 98,951	3.52%	$ 104,820	5.93%	$ 113,919	8.68%
	1	1	1	1	$ 96,451	$ 99,819	3.49%	$ 109,927	10.13%	$ 117,644	7.02%
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 58,562	3.35%	$ 63,833	9.00%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1		1	1	$ 51,823		-100.00%	$ 55,258	N/A	$ 58,036	5.03%
	1	1	1	1	$ 71,599	$ 76,262	6.51%	$ 80,843	6.01%	$ 85,650	5.95%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
	1	1	1	1	$ 81,470	$ 84,259	3.42%	$ 89,189	5.85%	$ 94,349	5.79%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 98,179	$ 101,273	3.15%	$ 107,748	6.39%	$ 113,995	5.80%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 92,492	$ 95,823	3.60%	$ 101,588	6.02%	$ 107,630	5.95%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 81,470	$ 84,259	3.42%	$ 89,185	5.85%	$ 94,349	5.79%
	1	1	1	1	$ 80,749	$ 85,750	6.19%	$ 95,801	11.72%	$ 103,513	8.05%
	1	1	1	1	$ 85,499	$ 88,332	3.31%	$ 93,393	5.73%	$ 98,853	5.85%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 78,273	6.30%
	1	1	1	1	$ 117,491	$ 119,136	1.40%	$ 127,432	6.96%	$ 137,269	7.72%
	1	1	1	1	$ 26,624	$ 53,076	99.35%	$ 56,203	5.89%	$ 59,483	5.84%
	1	1	1	1	$ 77,216	$ 79,973	3.57%	$ 84,907	6.17%	$ 90,081	6.09%
			1	1			N/A	$ 71,831	N/A	$ 76,335	6.27%
	1	1	1	1	$ 106,978	$ 111,667	4.38%	$ 119,318	6.85%	$ 127,351	6.73%
	1	1	1	1	$ 95,585	$ 98,951	3.52%	$ 104,820	5.93%	$ 110,969	5.87%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 90,324	7.66%	$ 97,065	7.46%
	1	1	1	1	$ 69,151	$ 74,629	7.92%	$ 82,127	10.05%	$ 89,999	9.59%
	1	1	1	1	$ 68,576	$ 71,248	3.90%	$ 75,736	6.30%	$ 80,452	6.23%
	1	1	1	1	$ 98,325	$ 101,710	3.44%	$ 110,300	8.45%	$ 116,635	5.74%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 85,721	$ 90,225	5.25%	$ 99,706	10.51%	$ 108,638	8.96%
		0.7	1	1		$ 35,594	N/A	$ 52,552	47.64%	$ 55,246	5.13%
			0.4	0.5			N/A	$ 28,613	N/A	$ 37,843	32.26%
	1	1	1	0	$ 52,974	$ 54,335	2.57%	$ 57,061	5.02%	$ 19,513	-65.80%
	1	1	1	1	$ 58,204	$ 67,175	15.41%	$ 71,533	6.49%	$ 78,899	10.30%
	1	1	1	1	$ 101,348	$ 110,141	8.68%	$ 117,741	6.90%	$ 123,813	5.16%
		1	1	1		$ 74,298	N/A	$ 78,817	6.08%	$ 83,551	6.01%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 76,642	$ 82,155	7.19%	$ 87,161	6.09%	$ 92,411	6.02%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 87,232	$ 90,225	3.43%	$ 95,501	5.85%	$ 101,340	6.11%
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 63,565	12.18%	$ 76,102	19.72%
	1	1	1	1	$ 69,151	$ 74,629	7.92%	$ 82,127	10.05%	$ 89,999	9.59%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
		1	1	1		$ 65,035	N/A	$ 69,425	6.75%	$ 73,929	6.49%
		1	1	1		$ 77,347	N/A	$ 82,201	6.28%	$ 90,081	9.59%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 91,696	$ 94,730	3.31%	$ 100,158	5.73%	$ 105,843	5.68%
	1	1	1	1	$ 89,394	$ 92,405	3.37%	$ 98,055	6.11%	$ 108,331	10.48%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 65,262	$ 67,831	3.94%	$ 72,132	6.34%	$ 76,720	6.36%
	1	1	1	1	$ 111,868	$ 116,685	4.31%	$ 122,808	5.25%	$ 129,841	5.73%
	1	1	1	1	$ 94,003	$ 99,418	5.76%	$ 110,226	10.87%	$ 119,274	8.21%
	1	1	1	1	$ 60,541	$ 63,067	4.17%	$ 67,214	6.58%	$ 71,751	6.75%
	1	1	1	1	$ 82,909	$ 85,861	3.56%	$ 95,202	10.88%	$ 103,668	8.89%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 68,576	$ 71,248	3.90%	$ 78,444	10.10%	$ 83,243	6.12%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 64,436	$ 67,175	4.25%	$ 71,533	6.49%	$ 76,102	6.39%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 85,070	$ 92,116	8.28%	$ 97,453	5.79%	$ 103,046	5.74%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 80,545	9.91%	$ 87,052	8.08%
			1	1			N/A	$ 58,562	N/A	$ 60,524	3.35%
	1	1	1	1	$ 85,499	$ 88,332	3.31%	$ 93,393	5.73%	$ 98,853	5.85%
	1	1	1	1	$ 114,268	$ 115,868	1.40%	$ 120,995	4.42%	$ 125,888	4.04%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 97,389	$ 100,765	3.47%	$ 106,694	5.88%	$ 112,909	5.83%
	1	1	1	1	$ 107,219	$ 110,705	3.25%	$ 115,314	4.16%	$ 120,047	4.10%
	1	1	1	1	$ 120,440	$ 126,573	5.09%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 91,219	5.97%	$ 94,275	3.35%
	1	1	1	1	$ 92,687	$ 97,057	4.71%	$ 103,621	6.76%	$ 111,358	7.47%
	1	1	1	1	$ 53,834	$ 55,211	2.56%	$ 60,172	8.99%	$ 63,833	6.08%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 81,072	10.10%
	1	1	1	1	$ 68,576	$ 71,248	3.90%	$ 75,736	6.30%	$ 80,452	6.23%
	1	1	1	1	$ 94,940	$ 98,295	3.53%	$ 104,141	5.95%	$ 112,990	8.50%
	1	1	1	1	$ 82,909	$ 85,861	3.56%	$ 90,992	5.98%	$ 96,372	5.91%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 73,635	6.39%	$ 78,273	6.30%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 75,202	$ 77,934	3.63%	$ 82,652	6.05%	$ 89,380	8.14%
	1	1	1	1	$ 75,971	$ 81,500	7.28%	$ 90,694	11.28%	$ 99,010	9.17%
	1	1	1	1	$ 89,394	$ 92,405	3.37%	$ 98,055	6.11%	$ 103,979	6.04%
			1	1			N/A	$ 73,861	N/A	$ 78,432	6.19%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
	1	1	1	1	$ 90,067	$ 95,823	6.39%	$ 101,588	6.02%	$ 109,260	7.55%
	1	1	1	1	$ 114,268	$ 115,868	1.40%	$ 120,995	4.42%	$ 125,888	4.04%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 87,751	9.76%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 94,003	$ 101,422	7.89%	$ 110,226	8.68%	$ 119,274	8.21%
	1	1	1	1	$ 70,808	$ 73,430	3.70%	$ 77,919	6.11%	$ 85,655	9.93%
	1	1	1	1	$ 68,576	$ 71,248	3.90%	$ 75,736	6.30%	$ 80,452	6.23%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 120,440	$ 122,126	1.40%	$ 127,432	4.34%	$ 65,184	-48.85%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
			1	1			N/A	$ 54,355	N/A	$ 57,109	5.07%
			1	1			N/A	$ 58,562	N/A	$ 60,524	3.35%
	1	1	1	1	$ 94,940	$ 98,295	3.53%	$ 104,141	5.95%	$ 112,990	8.50%
	1	1	1	1	$ 105,670	$ 109,124	3.27%	$ 116,690	6.93%	$ 124,634	6.81%
			1	1			N/A	$ 59,094	N/A	$ 63,170	6.90%
			1	1			N/A	$ 75,736	N/A	$ 80,452	6.23%
	1	1	1	1	$ 105,384	$ 112,908	7.14%	$ 120,594	6.81%	$ 131,544	9.08%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
			1	1			N/A	$ 45,745	N/A	$ 93,012	103.33%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 74,996	8.35%	$ 81,072	8.10%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 100,487	$ 103,892	3.39%	$ 111,361	7.19%	$ 118,043	6.00%
	1	1	1	1	$ 81,398	$ 85,111	4.56%	$ 90,992	6.91%	$ 96,372	5.91%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 96,479	9.31%	$ 103,979	7.77%
	1	1	1	1	$ 71,165	$ 74,643	4.89%	$ 84,230	12.84%	$ 89,223	5.93%
	1	1	1	1	$ 109,685	$ 111,221	1.40%	$ 116,214	4.49%	$ 120,947	4.07%
	1	1	1	1	$ 87,232	$ 90,225	3.43%	$ 95,501	5.85%	$ 101,340	6.11%
	1	1	1	1	$ 80,964	$ 86,518	6.86%	$ 93,248	7.78%	$ 103,046	10.51%
			0.5	0.5			N/A	$ 35,767	N/A	$ 38,051	6.39%
	1	1	1	1	$ 92,492	$ 95,823	3.60%	$ 102,380	6.84%	$ 113,610	10.97%
		1	1	1		$ 109,196	N/A	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 51,245	$ 52,593	2.63%	$ 55,258	5.07%	$ 58,036	5.03%
	1	1	1	1	$ 83,559	$ 88,043	5.37%	$ 93,248	5.91%	$ 98,700	5.85%
	1	1	1	1	$ 56,476	$ 58,378	3.37%	$ 61,764	5.80%	$ 63,833	3.35%
	1	1	1	1	$ 111,868	$ 119,229	6.58%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 78,733	$ 81,500	3.51%	$ 62,932	-22.78%	$ 91,402	45.24%
		1	1	1		$ 75,321	N/A	$ 79,946	6.14%	$ 84,955	6.27%
	1	1	1	1	$ 41,811	$ 85,111	103.56%	$ 95,202	11.86%	$ 100,718	5.79%
	1	1	1	1	$ 87,882	$ 91,653	4.29%	$ 102,266	11.58%	$ 108,331	5.93%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1	1	1	1	$ 52,587	$ 54,381	3.41%	$ 59,356	9.15%	$ 62,747	5.71%
	1	1	1	1	$ 92,492	$ 97,348	5.25%	$ 107,372	10.30%	$ 116,558	8.56%
	1	1	1	1	$ 50,105	$ 51,722	3.23%	$ 54,355	5.09%	$ 57,109	5.07%
	1	1	1	1	$ 91,267	$ 94,294	3.32%	$ 102,564	8.77%	$ 111,358	8.57%
		1	1	1		$ 53,467	N/A	$ 56,155	5.03%	$ 62,355	11.04%
	1	1	1	1	$ 97,389	$ 100,765	3.47%	$ 106,694	5.88%	$ 112,909	5.83%
			1	1			N/A	$ 52,552	N/A	$ 55,246	5.13%
	1	1	1	1	$ 78,804	$ 81,717	3.70%	$ 86,710	6.11%	$ 91,943	6.04%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 91,219	3.35%	$ 94,275	3.35%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
			1	1			N/A	$ 75,736	N/A	$ 80,452	6.23%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
	1	1	1	1	$ 89,533	$ 92,549	3.37%	$ 97,903	5.79%	$ 103,513	5.73%
		0.6	1	1		$ 30,784	N/A	$ 53,455	73.64%	$ 56,176	5.09%
	1	1	1	1	$ 101,425	$ 106,869	5.37%	$ 110,449	3.35%	$ 115,048	4.16%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
	1	1	1	1	$ 100,773	$ 104,182	3.38%	$ 112,854	8.32%	$ 119,274	5.69%
	1	1	1	1	$ 71,926	$ 77,425	7.65%	$ 84,983	9.76%	$ 92,173	8.46%
	1	1	1	1	$ 105,742	$ 109,196	3.27%	$ 115,408	5.69%	$ 123,315	6.85%
	1		0.8	0.8	$ 76,642		-100.00%	$ 65,761	N/A	$ 69,827	6.18%
		1	1	1		$ 77,425	N/A	$ 83,563	7.93%	$ 92,173	10.30%
	1	1	1	1	$ 62,486	$ 65,035	4.08%	$ 69,425	6.75%	$ 73,929	6.49%
	1	1	1	1	$ 89,394	$ 92,405	3.37%	$ 102,266	10.67%	$ 108,331	5.93%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 77,844	6.23%	$ 82,624	6.14%
	1	1	1	1	$ 87,232	$ 90,225	3.43%	$ 95,501	5.85%	$ 101,340	6.11%
		1	1	1		$ 93,352	N/A	$ 99,033	6.09%	$ 104,991	6.02%
	1	1	1	1	$ 80,964	$ 83,899	3.63%	$ 88,963	6.04%	$ 94,275	5.97%
	1	1	1	1	$ 94,940	$ 98,295	3.53%	$ 104,141	5.95%	$ 110,268	5.88%
	1	1	1	1	$ 80,749	$ 86,298	6.87%	$ 93,393	8.22%	$ 98,853	5.85%
	1	1	1	1	$ 76,718	$ 79,465	3.58%	$ 88,439	11.29%	$ 93,732	5.98%
			1	1			N/A	$ 82,879	N/A	$ 87,830	5.97%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 84,784	$ 90,514	6.76%	$ 97,903	8.16%	$ 103,513	5.73%
	1	1	1	1	$ 90,038	$ 93,352	3.68%	$ 99,033	6.09%	$ 104,991	6.02%
	1	1	1	1	$ 114,268	$ 119,136	4.26%	$ 124,357	4.38%	$ 132,541	6.58%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
			1	1			N/A	$ 86,346	N/A	$ 96,680	11.97%
			1	1			N/A	$ 86,331	N/A	$ 94,349	9.29%
	1	1	1	1	$ 56,142	$ 71,248	26.91%	$ 78,444	10.10%	$ 84,878	8.20%
	1	1	1	1	$ 76,642	$ 82,155	7.19%	$ 87,161	6.09%	$ 92,411	6.02%
	1	1	1	1	$ 91,554	$ 98,951	8.08%	$ 107,672	8.81%	$ 113,919	5.80%
	1	1	1	1	$ 110,638	$ 115,450	4.35%	$ 123,223	6.73%	$ 131,544	6.75%
	1	1	1	1	$ 87,449	$ 88,673	1.40%	$ 103,964	17.24%	$ 125,888	21.09%
	1	1	1	1	$ 89,680	$ 92,696	3.36%	$ 98,055	5.78%	$ 103,668	5.72%
	1	1	1	1	$ 70,283	$ 74,227	5.61%	$ 78,742	6.08%	$ 83,477	6.01%
	1	1	1	1	$ 118,130	$ 123,154	4.25%	$ 130,207	5.73%	$ 135,469	4.04%
	1	1	1	1	$ 72,606	$ 77,934	7.34%	$ 84,230	8.08%	$ 93,732	11.28%
	1	1	1	1	$ 56,142	$ 56,664	0.93%	$ 58,562	3.35%	$ 60,524	3.35%
		1	1	1		$ 55,211	N/A	$ 60,172	8.99%	$ 63,833	6.08%
	1	1	1	1	$ 70,592	$ 73,281	3.81%	$ 77,844	6.23%	$ 82,624	6.14%
	1	1	1	1	$ 72,606	$ 75,321	3.74%	$ 79,946	6.14%	$ 87,751	9.76%
	1	1	1	1	$ 85,286	$ 88,262	3.49%	$ 91,219	3.35%	$ 94,275	3.35%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 89,394	$ 92,405	3.37%	$ 98,055	6.11%	$ 103,979	6.04%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 107,219	$ 110,705	3.25%	$ 115,314	4.16%	$ 124,988	8.39%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 55,206	$ 62,849	13.84%	$ 71,533	13.82%	$ 76,102	6.39%
		1	1	1		$ 57,179	N/A	$ 61,122	6.90%	$ 65,267	6.78%
	1	1	1	1	$ 56,652	$ 59,141	4.39%	$ 64,607	9.24%	$ 73,342	13.52%
	1	1	1	1	$ 103,294	$ 106,725	3.32%	$ 112,854	5.74%	$ 119,274	5.69%
	1	1	1	1	$ 81,470	$ 84,259	3.42%	$ 89,189	5.85%	$ 96,522	8.22%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 82,201	6.26%	$ 87,284	6.18%
	1	1	1	1	$ 100,340	$ 104,255	3.90%	$ 110,300	5.80%	$ 116,635	5.74%
	1	1	1	1	$ 105,384	$ 110,141	4.51%	$ 117,741	6.90%	$ 123,813	5.16%
			1	1			N/A	$ 26,132	N/A	$ 27,601	5.62%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%
	1	1	1	1	$ 120,440	$ 126,573	5.09%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 72,606	$ 75,393	3.84%	$ 84,230	11.72%	$ 92,177	9.43%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 106,694	20.88%	$ 112,909	5.83%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 91,219	5.97%	$ 94,275	3.35%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 55,176	$ 65,035	17.87%	$ 69,425	6.75%	$ 73,929	6.49%
	1	1	1	1	$ 125,039	$ 126,790	1.40%	$ 131,037	3.35%	$ 135,427	3.35%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
	1	1	1	1	$ 53,834	$ 58,378	8.44%	$ 63,565	8.89%	$ 76,102	19.72%
	1	1	1	1	$ 87,882	$ 90,875	3.41%	$ 96,479	6.17%	$ 102,351	6.09%
	1	1	1	1	$ 87,449	$ 88,262	0.93%	$ 91,219	3.35%	$ 94,275	3.35%
		0.7	0.5	1		$ 40,025	N/A	$ 29,386	-26.58%	$ 61,074	107.84%
	1	1	1	1	$ 83,126	$ 86,079	3.55%	$ 91,219	5.97%	$ 99,711	9.31%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 52,108	$ 55,689	6.87%	$ 67,214	20.70%	$ 71,751	6.75%
	1	1	1	1	$ 124,825	$ 126,573	1.40%	$ 132,007	4.29%	$ 137,269	3.99%
	1	1	1	1	$ 53,834	$ 59,264	10.09%	$ 63,565	7.26%	$ 76,102	19.72%
	0.6	0.6	1	1	$ 50,090	$ 51,779	3.37%	$ 91,291	76.31%	$ 96,680	5.90%
	1	1	1	1	$ 92,492	$ 97,348	5.25%	$ 103,163	5.97%	$ 109,260	5.91%
	1	1	1	1	$ 87,882	$ 92,405	5.15%	$ 98,055	6.11%	$ 108,331	10.48%
		1	1	1		$ 57,179	N/A	$ 61,122	6.90%	$ 65,267	6.78%
	1	1	1	1	$ 117,491	$ 122,126	3.94%	$ 132,007	8.09%	$ 137,269	3.99%
	1	1	1	1	$ 114,386	$ 119,229	4.23%	$ 127,280	6.75%	$ 134,569	5.73%
	1	1	1	1	$ 102,285	$ 105,708	3.35%	$ 111,841	5.80%	$ 118,247	5.73%
	1	1	1	1	$ 75,488	$ 80,188	6.23%	$ 84,983	5.98%	$ 89,999	5.90%
	1	1	1	1	$ 53,834	$ 55,211	2.56%	$ 58,562	6.07%	$ 60,524	3.35%
		1	1	1		$ 50,849	N/A	$ 53,455	5.12%	$ 56,176	5.09%
	1	1	1	1	$ 122,019	$ 125,986	3.25%	$ 131,107	4.06%	$ 136,369	4.01%
	1	1	1	1	$ 87,882	$ 90,875	3.41%	$ 98,055	7.90%	$ 108,331	10.48%

Employee	FY22 Total FTE	FY23 Total FTE	FY24 Total FTE	FY25 Total FTE	FY22 Total Pay	FY23 Total Pay	FY23 Total % Increase	FY24 Total Pay	FY24 Total % Increase	FY25 Total Pay	FY25 Total % Increase
	1	1	1	1	$ 70,592	$ 75,901	7.52%	$ 80,545	6.12%	$ 87,052	8.08%
			1	1			N/A	$ 81,457	N/A	$ 89,999	10.49%
			1	1			N/A	$ 61,764	N/A	$ 63,833	3.35%
	1	1	1	1	$ 101,348	$ 105,784	4.38%	$ 112,933	6.76%	$ 123,813	9.63%
	1	1	1	1	$ 59,211	$ 71,248	20.33%	$ 75,736	6.30%	$ 80,452	6.23%
	1	1	1	1	$ 74,627	$ 78,685	5.44%	$ 84,907	7.91%	$ 91,710	8.01%
	1	1	1	1	$ 105,384	$ 112,908	7.14%	$ 120,594	6.81%	$ 131,544	9.08%
	1	1	1	1	$ 67,206	$ 69,794	3.85%	$ 77,129	10.51%	$ 80,529	4.41%
	1	1	1	1	$ 90,038	$ 93,352	3.68%	$ 99,033	6.09%	$ 106,619	7.66%
	1	1	1	1	$ 52,974	$ 54,335	2.57%	$ 57,061	5.02%	$ 60,524	6.07%
	1	1	1	1	$ 64,436	$ 69,794	8.32%	$ 77,129	10.51%	$ 84,878	10.05%
	1	1	1	1	$ 104,734	$ 108,216	3.32%	$ 114,414	5.73%	$ 119,147	4.14%
	1	1	1	1	$ 73,778	$ 79,465	7.71%	$ 84,230	6.00%	$ 92,177	9.43%
		1	1	1		$ 50,849	N/A	$ 53,455	5.12%	$ 56,176	5.09%
	1	1	1	1	$ 77,989	$ 83,680	7.30%	$ 92,947	11.07%	$ 101,340	9.03%
	1	1	1	1	$ 81,398	$ 84,336	3.61%	$ 89,416	6.02%	$ 94,741	5.96%
	1	1	1	1	$ 91,267	$ 94,294	3.32%	$ 101,143	7.26%	$ 108,638	7.41%
	1	1	1	1	$ 94,003	$ 101,422	7.89%	$ 110,226	8.68%	$ 116,558	5.74%
	1	1	1	1	$ 74,627	$ 77,355	3.66%	$ 84,907	9.76%	$ 91,710	8.01%
	1	1	1	1	$ 52,108	$ 53,467	2.61%	$ 56,155	5.03%	$ 58,973	5.02%
	1	1	1	1	$ 96,018	$ 99,092	3.20%	$ 104,666	5.63%	$ 111,358	6.39%
	1	1	1	1	$ 66,556	$ 69,214	3.99%	$ 74,996	8.35%	$ 81,072	8.10%
	1	1	1	1	$ 93,857	$ 96,911	3.25%	$ 102,412	5.68%	$ 108,172	5.62%