

Introduced _____
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2025 Legislative Session

Legislative Day No. 15

Bill No. 73 -2025

Introduced by: The Chairperson at the request of the County Executive

Short Title: Pay Plan Amendment – Payscale for Local 3085, Local 3888 and Local 1810

Title: AN ACT amending the Pay Plan for Howard County to insert pay scales for members of Local 3085 of the American Federation of State, Local and Municipal Employees, members of Local 3888 of the American Federation of State, Local and Municipal Employees, and members of Local 1810 of the American Federation of State, Local and Municipal Employees; and generally relating to the Pay Plan for Howard County.

Introduced and read first time _____, 2025. Ordered posted and hearing scheduled.

By order _____
Michelle Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on _____, 2025.

By order _____
Michelle Harrod, Administrator

This Bill was read the third time on _____, 2025 and Passed ___, Passed with amendments ___, Failed ____.

By order _____
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ___ day of _____, 2025 at ___ a.m./p.m.

By order _____
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2025

Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment.

1 **WHEREAS**, Sections 706 and 707 of the Howard County Charter and Section 1.301 of
2 the Howard County Code provide for the adoption of and amendment to the Pay Plan for
3 Howard County, which allocates each class of positions to the appropriate pay grade, and which
4 establishes rules for administration of the Pay Plan for positions within County government; and
5

6 **WHEREAS**, under Section 1.301(c) of the County Code the Pay Plan, and any
7 amendments thereto, are adopted by the County Council as attachments to the Council Bill
8 through which the County Council exercises its legislative action on the Pay Plan; and
9

10 **WHEREAS**, the County and members of Local 3085 of the American Federation of
11 State, Local and Municipal Employees (“Local 3085”), members of Local 3888 of the American
12 Federation of State, Local and Municipal Employees (“Local 3888”), and members of Local
13 1810 of the American Federation of State, Local and Municipal Employees (“Local 1810”) have
14 reached agreement that contains certain pay scales to be effective during Fiscal Year 2026, and
15 these scales need to be inserted into the Pay Plan.
16

17 **NOW, THEREFORE,**
18

19 ***Section 1. Be It Enacted** by the County Council of Howard County, Maryland that the H*
20 *Schedule, applicable to members of Local 3085 of the American Federation of State, Local and*
21 *Municipal Employees, are amended as provided in Exhibit A to this Bill.*
22

23 ***Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland that*
24 *the OS Schedule, applicable to members of Local 3888 of the American Federation of State,*
25 *Local and Municipal Employees, are amended as provided in Exhibit A to this Bill.*
26

27 ***Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland that*
28 *the OT Schedule, applicable to members of Local 1810 of the American Federation of State,*
29 *Local and Municipal Employees, are amended as provided in Exhibit A to this Bill.*

1 ***Section 4. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
2 *that all other provisions of the Pay Plan, as adopted by Council Bill No. 34-2025 and as*
3 *amended by Council Bill No. 48-2025 and Council Bill No. 62-2025, shall remain in full force*
4 *and effect.*

5
6 ***Section 5. And Be It Further Enacted*** by the County Council of Howard County, Maryland that
7 *the provisions of this Act shall apply beginning with the pay period in which January 1, 2026*
8 *falls.*

9
10 ***Section 6. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
11 *that this Act shall become effective 61 days after enactment.*

II H SCHEDULE:
SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective January 1, 2025*

	ENTRY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
H3	\$19.45	\$19.94	\$20.45	\$20.95	\$21.49	\$22.01	\$22.57	\$23.12	\$23.71	\$24.29	\$24.91	\$25.54	\$26.17	\$26.82	\$27.49	\$28.19	\$28.89	\$29.77	\$30.65	\$31.58
	\$40,456	\$41,475	\$42,536	\$43,576	\$44,699	\$45,781	\$46,946	\$48,090	\$49,317	\$50,523	\$51,813	\$53,123	\$54,434	\$55,786	\$57,179	\$58,635	\$60,091	\$61,922	\$63,752	\$65,686
H4	\$20.42	\$20.93	\$21.45	\$21.99	\$22.54	\$23.10	\$23.69	\$24.27	\$24.87	\$25.51	\$26.13	\$26.79	\$27.46	\$28.16	\$28.86	\$29.58	\$30.32	\$31.23	\$32.17	\$33.14
	\$42,474	\$43,534	\$44,616	\$45,739	\$46,883	\$48,048	\$49,275	\$50,482	\$51,730	\$53,061	\$54,350	\$55,723	\$57,117	\$58,573	\$60,029	\$61,526	\$63,066	\$64,958	\$66,914	\$68,931
H5	\$21.44	\$21.98	\$22.53	\$23.09	\$23.68	\$24.26	\$24.86	\$25.50	\$26.12	\$26.78	\$27.45	\$28.15	\$28.85	\$29.57	\$30.31	\$31.06	\$31.85	\$32.80	\$33.78	\$34.79
	\$44,595	\$45,718	\$46,862	\$48,027	\$49,254	\$50,461	\$51,709	\$53,040	\$54,330	\$55,702	\$57,096	\$58,552	\$60,008	\$61,506	\$63,045	\$64,605	\$66,248	\$68,224	\$70,262	\$72,363
H6	\$22.52	\$23.08	\$23.67	\$24.25	\$24.85	\$25.49	\$26.11	\$26.77	\$27.44	\$28.14	\$28.84	\$29.56	\$30.30	\$31.05	\$31.84	\$32.62	\$33.44	\$34.44	\$35.47	\$36.53
	\$46,842	\$48,006	\$49,234	\$50,440	\$51,688	\$53,019	\$54,309	\$55,682	\$57,075	\$58,531	\$59,987	\$61,485	\$63,024	\$64,584	\$66,227	\$67,850	\$69,555	\$71,635	\$73,778	\$75,982
H7	\$23.65	\$24.23	\$24.83	\$25.46	\$26.09	\$26.75	\$27.42	\$28.12	\$28.82	\$29.54	\$30.27	\$31.03	\$31.82	\$32.60	\$33.42	\$34.25	\$35.11	\$36.16	\$37.24	\$38.36
	\$49,192	\$50,398	\$51,646	\$52,957	\$54,267	\$55,640	\$57,034	\$58,490	\$59,946	\$61,443	\$62,962	\$64,542	\$66,186	\$67,808	\$69,514	\$71,240	\$73,029	\$75,213	\$77,459	\$79,789
H8	\$25.29	\$25.93	\$26.58	\$27.24	\$27.91	\$28.61	\$29.33	\$30.07	\$30.82	\$31.59	\$32.38	\$33.19	\$34.02	\$34.87	\$35.73	\$36.64	\$37.53	\$38.67	\$39.82	\$41.01
	\$52,603	\$53,934	\$55,286	\$56,659	\$58,053	\$59,509	\$61,006	\$62,546	\$64,106	\$65,707	\$67,350	\$69,035	\$70,762	\$72,530	\$74,318	\$76,211	\$78,062	\$80,434	\$82,826	\$85,301
H9	\$26.55	\$27.21	\$27.89	\$28.59	\$29.31	\$30.05	\$30.80	\$31.57	\$32.36	\$33.17	\$34.00	\$34.84	\$35.71	\$36.61	\$37.51	\$38.46	\$39.41	\$40.59	\$41.82	\$43.06
	\$55,224	\$56,597	\$58,011	\$59,467	\$60,965	\$62,504	\$64,064	\$65,666	\$67,309	\$68,994	\$70,720	\$72,467	\$74,277	\$76,149	\$78,021	\$79,997	\$81,973	\$84,427	\$86,986	\$89,565
H10	\$28.41	\$29.12	\$29.85	\$30.59	\$31.36	\$32.15	\$32.95	\$33.77	\$34.62	\$35.49	\$36.38	\$37.29	\$38.23	\$39.19	\$40.16	\$41.17	\$42.20	\$43.48	\$44.77	\$46.12
	\$59,093	\$60,570	\$62,088	\$63,627	\$65,229	\$66,872	\$68,536	\$70,242	\$72,010	\$73,819	\$75,670	\$77,563	\$79,518	\$81,515	\$83,533	\$85,634	\$87,776	\$90,438	\$93,122	\$95,930
HW	\$28.94	\$29.65	\$30.39	\$31.13	\$31.90	\$32.68	\$33.49	\$34.30	\$35.15	\$36.03	\$36.90	\$37.83	\$38.76	\$39.73	\$40.72	\$41.70	\$42.72	\$44.00	\$45.32	\$46.68
	\$60,195	\$61,672	\$63,211	\$64,750	\$66,352	\$67,974	\$69,659	\$71,344	\$73,112	\$74,942	\$76,752	\$78,686	\$80,621	\$82,638	\$84,698	\$86,736	\$88,858	\$91,520	\$94,266	\$97,094

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.]]

H SCHEDULE:
SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JANUARY 1, 2026*

	ENTRY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
H3	\$20.03	\$20.54	\$21.06	\$21.58	\$22.13	\$22.67	\$23.25	\$23.81	\$24.42	\$25.02	\$25.66	\$26.31	\$26.96	\$27.62	\$28.31	\$29.04	\$29.76	\$30.66	\$31.57	\$32.53
	\$41,670	\$42,719	\$43,812	\$44,883	\$46,040	\$47,154	\$48,354	\$49,532	\$50,796	\$52,039	\$53,367	\$54,717	\$56,067	\$57,459	\$58,895	\$60,394	\$61,894	\$63,779	\$65,665	\$67,657
H4	\$21.03	\$21.56	\$22.09	\$22.65	\$23.22	\$23.79	\$24.40	\$25.00	\$25.62	\$26.28	\$26.91	\$27.59	\$28.28	\$29.00	\$29.73	\$30.47	\$31.23	\$32.17	\$33.14	\$34.13
	\$43,748	\$44,840	\$45,954	\$47,111	\$48,290	\$49,489	\$50,753	\$51,996	\$53,281	\$54,653	\$55,981	\$57,395	\$58,830	\$60,330	\$61,830	\$63,372	\$64,958	\$66,907	\$68,921	\$70,999
H5	\$22.08	\$22.64	\$23.21	\$23.78	\$24.39	\$24.99	\$25.61	\$26.27	\$26.90	\$27.58	\$28.27	\$28.99	\$29.72	\$30.46	\$31.22	\$31.99	\$32.81	\$33.78	\$34.79	\$35.83
	\$45,933	\$47,090	\$48,268	\$49,468	\$50,732	\$51,975	\$53,260	\$54,631	\$55,959	\$57,373	\$58,809	\$60,309	\$61,808	\$63,351	\$64,936	\$66,543	\$68,235	\$70,271	\$72,370	\$74,534
H6	\$23.20	\$23.77	\$24.38	\$24.98	\$25.60	\$26.25	\$26.89	\$27.57	\$28.26	\$28.98	\$29.71	\$30.45	\$31.21	\$31.98	\$32.80	\$33.60	\$34.44	\$35.47	\$36.53	\$37.63
	\$48,247	\$49,447	\$50,711	\$51,953	\$53,239	\$54,610	\$55,938	\$57,352	\$58,787	\$60,287	\$61,787	\$63,329	\$64,915	\$66,522	\$68,214	\$69,885	\$71,642	\$73,784	\$75,991	\$78,262
H7	\$24.36	\$24.96	\$25.57	\$26.22	\$26.87	\$27.55	\$28.24	\$28.96	\$29.68	\$30.43	\$31.18	\$31.96	\$32.77	\$33.58	\$34.42	\$35.28	\$36.16	\$37.24	\$38.36	\$39.51
	\$50,668	\$51,910	\$53,196	\$54,546	\$55,895	\$57,309	\$58,745	\$60,244	\$61,744	\$63,286	\$64,850	\$66,479	\$68,171	\$69,842	\$71,599	\$73,377	\$75,220	\$77,469	\$79,783	\$82,182
H8	\$26.05	\$26.71	\$27.38	\$28.06	\$28.75	\$29.47	\$30.21	\$30.97	\$31.74	\$32.54	\$33.35	\$34.19	\$35.04	\$35.92	\$36.80	\$37.74	\$38.66	\$39.83	\$41.01	\$42.24
	\$54,181	\$55,552	\$56,945	\$58,359	\$59,794	\$61,294	\$62,837	\$64,422	\$66,029	\$67,678	\$69,371	\$71,106	\$72,884	\$74,705	\$76,548	\$78,498	\$80,404	\$82,847	\$85,310	\$87,860
H9	\$27.35	\$28.03	\$28.73	\$29.45	\$30.19	\$30.95	\$31.72	\$32.52	\$33.33	\$34.17	\$35.02	\$35.89	\$36.78	\$37.71	\$38.64	\$39.61	\$40.59	\$41.81	\$43.07	\$44.35
	\$56,881	\$58,295	\$59,752	\$61,251	\$62,794	\$64,379	\$65,986	\$67,636	\$69,328	\$71,063	\$72,842	\$74,641	\$76,505	\$78,433	\$80,361	\$82,397	\$84,432	\$86,960	\$89,595	\$92,252
H10	\$29.26	\$29.99	\$30.75	\$31.51	\$32.30	\$33.11	\$33.94	\$34.78	\$35.66	\$36.55	\$37.47	\$38.41	\$39.38	\$40.37	\$41.36	\$42.41	\$43.47	\$44.78	\$46.11	\$47.50
	\$60,866	\$62,387	\$63,951	\$65,536	\$67,186	\$68,878	\$70,592	\$72,349	\$74,170	\$76,034	\$77,941	\$79,890	\$81,904	\$83,961	\$86,039	\$88,203	\$90,409	\$93,152	\$95,915	\$98,807
HW	\$29.74	\$30.47	\$31.23	\$31.99	\$32.78	\$33.60	\$34.42	\$35.26	\$36.14	\$37.04	\$37.95	\$38.89	\$39.86	\$40.85	\$41.85	\$42.89	\$43.95	\$45.27	\$46.59	\$47.98
	\$61,866	\$63,387	\$64,951	\$66,536	\$68,186	\$69,878	\$71,592	\$73,349	\$75,170	\$77,034	\$78,941	\$80,890	\$82,904	\$84,961	\$87,039	\$89,203	\$91,409	\$94,152	\$96,915	\$99,807

NOTE:

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2026, FALLS.

NOTE: HW = INCLUDES WELDER PREMIUM

**II OS SCHEDULE:
OPERATIONS SUPERVISOR - LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
I		\$31.10	\$32.03	\$33.03	\$34.00	\$35.05	\$36.10	\$37.16	\$38.31	\$39.51	\$40.70	\$41.93	\$43.19	\$44.51	\$45.86	\$47.23	\$48.67	\$50.12	\$51.62	\$53.17	\$54.77	\$56.40
		\$64,688	\$66,622	\$68,702	\$70,720	\$72,904	\$75,088	\$77,293	\$79,685	\$82,181	\$84,656	\$87,214	\$89,835	\$92,581	\$95,389	\$98,238	\$101,234	\$104,250	\$107,370	\$110,594	\$113,922	\$117,312
J		\$34.43	\$35.46	\$36.53	\$37.66	\$38.76	\$39.98	\$41.19	\$42.43	\$43.75	\$45.09	\$46.44	\$47.84	\$49.32	\$50.79	\$52.32	\$53.88	\$55.49	\$57.14	\$58.85	\$60.62	\$62.44
		\$71,614	\$73,757	\$75,982	\$78,333	\$80,621	\$83,158	\$85,675	\$88,254	\$91,000	\$93,787	\$96,595	\$99,507	\$102,586	\$105,643	\$108,826	\$112,070	\$115,419	\$118,851	\$122,408	\$126,090	\$129,875

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls. II

**OS SCHEDULE:
OPERATIONS SUPERVISOR - LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JANUARY 1, 2026***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
I		\$32.03	\$32.99	\$34.02	\$35.02	\$36.10	\$37.18	\$38.27	\$39.46	\$40.70	\$41.92	\$43.19	\$44.49	\$45.85	\$47.24	\$48.65	\$50.13	\$51.62	\$53.17	\$54.77	\$56.41	\$58.09
		\$66,629	\$68,621	\$70,763	\$72,842	\$75,091	\$77,341	\$79,612	\$82,075	\$84,646	\$87,196	\$89,831	\$92,530	\$95,358	\$98,250	\$101,186	\$104,271	\$107,377	\$110,591	\$113,911	\$117,339	\$120,831
J		\$35.46	\$36.52	\$37.63	\$38.79	\$39.92	\$41.18	\$42.43	\$43.70	\$45.06	\$46.44	\$47.83	\$49.28	\$50.80	\$52.31	\$53.89	\$55.50	\$57.15	\$58.85	\$60.62	\$62.44	\$64.31
		\$73,763	\$75,970	\$78,262	\$80,683	\$83,039	\$85,653	\$88,245	\$90,902	\$93,730	\$96,601	\$99,493	\$102,492	\$105,663	\$108,812	\$112,090	\$115,433	\$118,882	\$122,417	\$126,080	\$129,872	\$133,771

NOTE:

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2026, FALLS.

OT SCHEDULE:
OFFICE/TECHNICAL - LOCAL 1810 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective January 1, 2025*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C	\$18.66	\$18.82	\$18.96	\$19.13	\$19.29	\$19.54	\$19.73	\$19.94	\$20.16	\$20.73	\$21.41	\$22.01	\$22.70	\$23.40	\$24.09	\$24.82	\$25.59	\$26.34	\$27.12	\$27.93	\$28.78	\$29.63	\$30.52
	\$38,813	\$39,146	\$39,437	\$39,790	\$40,123	\$40,643	\$41,038	\$41,475	\$41,933	\$43,118	\$44,533	\$45,781	\$47,216	\$48,672	\$50,107	\$51,626	\$53,227	\$54,787	\$56,410	\$58,094	\$59,862	\$61,630	\$63,482
D	\$18.95	\$19.12	\$19.29	\$19.39	\$19.79	\$20.39	\$21.01	\$21.62	\$22.30	\$23.00	\$23.67	\$24.41	\$25.14	\$25.91	\$26.70	\$27.49	\$28.35	\$29.21	\$30.07	\$30.97	\$31.90	\$32.86	\$33.84
	\$39,416	\$39,770	\$40,123	\$40,331	\$41,163	\$42,411	\$43,701	\$44,970	\$46,384	\$47,840	\$49,234	\$50,773	\$52,291	\$53,893	\$55,536	\$57,179	\$58,968	\$60,757	\$62,546	\$64,418	\$66,352	\$68,349	\$70,387
E	\$19.45	\$20.00	\$20.65	\$21.28	\$21.92	\$22.59	\$23.27	\$23.98	\$24.69	\$25.51	\$26.27	\$27.01	\$27.84	\$28.70	\$29.56	\$30.45	\$31.36	\$32.31	\$33.26	\$34.26	\$35.29	\$36.35	\$37.43
	\$40,456	\$41,600	\$42,952	\$44,262	\$45,594	\$46,987	\$48,402	\$49,878	\$51,355	\$53,061	\$54,642	\$56,181	\$57,907	\$59,696	\$61,485	\$63,336	\$65,229	\$67,205	\$69,181	\$71,261	\$73,403	\$75,608	\$77,854
F	\$21.55	\$22.20	\$22.90	\$23.58	\$24.31	\$25.05	\$25.80	\$26.56	\$27.39	\$28.24	\$29.07	\$29.95	\$30.85	\$31.81	\$32.75	\$33.75	\$34.77	\$35.83	\$36.89	\$38.00	\$39.15	\$40.31	\$41.53
	\$44,824	\$46,176	\$47,632	\$49,046	\$50,565	\$52,104	\$53,664	\$55,245	\$56,971	\$58,739	\$60,466	\$62,296	\$64,168	\$66,165	\$68,120	\$70,200	\$72,322	\$74,526	\$76,731	\$79,040	\$81,432	\$83,845	\$86,382
G	\$23.87	\$24.60	\$25.35	\$26.11	\$26.92	\$27.74	\$28.56	\$29.45	\$30.36	\$31.26	\$32.21	\$33.19	\$34.18	\$35.24	\$36.32	\$37.40	\$38.53	\$39.69	\$40.88	\$42.11	\$43.37	\$44.67	\$46.01
	\$49,650	\$51,168	\$52,728	\$54,309	\$55,994	\$57,699	\$59,405	\$61,256	\$63,149	\$65,021	\$66,997	\$69,035	\$71,094	\$73,299	\$75,546	\$77,792	\$80,142	\$82,555	\$85,030	\$87,589	\$90,210	\$92,914	\$95,701
H	\$26.44	\$27.24	\$28.06	\$28.95	\$29.82	\$30.74	\$31.67	\$32.63	\$33.65	\$34.64	\$35.70	\$36.79	\$37.89	\$39.06	\$40.24	\$41.45	\$42.71	\$44.00	\$45.31	\$46.68	\$48.08	\$49.51	\$51.00
	\$54,995	\$56,659	\$58,365	\$60,216	\$62,026	\$63,939	\$65,874	\$67,870	\$69,992	\$72,051	\$74,256	\$76,523	\$78,811	\$81,245	\$83,699	\$86,216	\$88,837	\$91,520	\$94,245	\$97,094	\$100,006	\$102,981	\$106,080
I	\$29.29	\$30.21	\$31.14	\$32.07	\$33.05	\$34.07	\$35.09	\$36.12	\$37.22	\$38.39	\$39.54	\$40.76	\$41.98	\$43.26	\$44.58	\$45.91	\$47.29	\$48.70	\$50.17	\$51.68	\$53.22	\$54.82	\$56.47
	\$60,923	\$62,837	\$64,771	\$66,706	\$68,744	\$70,866	\$72,987	\$75,130	\$77,418	\$79,851	\$82,243	\$84,781	\$87,318	\$89,981	\$92,726	\$95,493	\$98,363	\$101,296	\$104,354	\$107,494	\$110,698	\$114,026	\$117,458
J	\$32.49	\$33.46	\$34.47	\$35.51	\$36.61	\$37.69	\$38.86	\$40.05	\$41.25	\$42.54	\$43.83	\$45.13	\$46.51	\$47.93	\$49.36	\$50.86	\$52.37	\$53.93	\$55.56	\$57.23	\$58.94	\$60.72	\$62.53
	\$67,579	\$69,597	\$71,698	\$73,861	\$76,149	\$78,395	\$80,829	\$83,304	\$85,800	\$88,483	\$91,166	\$93,870	\$96,741	\$99,694	\$102,669	\$105,789	\$108,930	\$112,174	\$115,565	\$119,038	\$122,595	\$126,298	\$130,062
K	\$35.97	\$37.05	\$38.18	\$39.34	\$40.58	\$41.80	\$43.08	\$44.37	\$45.72	\$47.10	\$48.52	\$49.99	\$51.50	\$53.05	\$54.66	\$56.30	\$58.00	\$59.75	\$61.54	\$63.40	\$65.29	\$67.25	\$69.27
	\$74,818	\$77,064	\$79,414	\$81,827	\$84,406	\$86,944	\$89,606	\$92,290	\$95,098	\$97,968	\$100,922	\$103,979	\$107,120	\$110,344	\$113,693	\$117,104	\$120,640	\$124,280	\$128,003	\$131,872	\$135,803	\$139,880	\$144,082

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls. ||

OT SCHEDULE:
OFFICE/TECHNICAL - LOCAL 1810 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JANUARY 1, 2026*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C	\$19.22	\$19.38	\$19.53	\$19.70	\$19.87	\$20.13	\$20.32	\$20.54	\$20.76	\$21.35	\$22.05	\$22.67	\$23.38	\$24.10	\$24.81	\$25.56	\$26.36	\$27.13	\$27.93	\$28.77	\$29.64	\$30.52	\$31.44
	\$39,977	\$40,320	\$40,620	\$40,984	\$41,327	\$41,862	\$42,270	\$42,719	\$43,191	\$44,412	\$45,869	\$47,154	\$48,632	\$50,132	\$51,610	\$53,174	\$54,824	\$56,431	\$58,102	\$59,837	\$61,658	\$63,479	\$65,386
D	\$19.52	\$19.69	\$19.87	\$19.97	\$20.38	\$21.00	\$21.64	\$22.27	\$22.97	\$23.69	\$24.38	\$25.14	\$25.89	\$26.69	\$27.50	\$28.31	\$29.20	\$30.09	\$30.97	\$31.90	\$32.86	\$33.85	\$34.86
	\$40,598	\$40,963	\$41,327	\$41,541	\$42,398	\$43,684	\$45,012	\$46,319	\$47,776	\$49,275	\$50,711	\$52,296	\$53,860	\$55,510	\$57,202	\$58,895	\$60,737	\$62,580	\$64,422	\$66,350	\$68,343	\$70,399	\$72,499
E	\$20.03	\$20.60	\$21.27	\$21.92	\$22.58	\$23.27	\$23.97	\$24.70	\$25.43	\$26.28	\$27.06	\$27.82	\$28.68	\$29.56	\$30.45	\$31.36	\$32.30	\$33.28	\$34.26	\$35.29	\$36.35	\$37.44	\$38.55
	\$41,670	\$42,848	\$44,241	\$45,590	\$46,961	\$48,397	\$49,854	\$51,375	\$52,896	\$54,653	\$56,281	\$57,866	\$59,644	\$61,487	\$63,329	\$65,236	\$67,186	\$69,221	\$71,256	\$73,399	\$75,605	\$77,876	\$80,190
F	\$22.20	\$22.87	\$23.59	\$24.29	\$25.04	\$25.80	\$26.57	\$27.36	\$28.21	\$29.09	\$29.94	\$30.85	\$31.78	\$32.76	\$33.73	\$34.76	\$35.81	\$36.90	\$38.00	\$39.14	\$40.32	\$41.52	\$42.78
	\$46,169	\$47,561	\$49,061	\$50,518	\$52,082	\$53,667	\$55,274	\$56,902	\$58,680	\$60,501	\$62,280	\$64,165	\$66,093	\$68,150	\$70,164	\$72,306	\$74,491	\$76,762	\$79,033	\$81,411	\$83,875	\$86,360	\$88,974
G	\$24.59	\$25.34	\$26.11	\$26.89	\$27.73	\$28.57	\$29.42	\$30.33	\$31.27	\$32.20	\$33.18	\$34.19	\$35.21	\$36.30	\$37.41	\$38.52	\$39.69	\$40.88	\$42.11	\$43.37	\$44.67	\$46.01	\$47.39
	\$51,139	\$52,703	\$54,310	\$55,938	\$57,673	\$59,430	\$61,187	\$63,094	\$65,043	\$66,971	\$69,007	\$71,106	\$73,227	\$75,498	\$77,812	\$80,126	\$82,547	\$85,032	\$87,581	\$90,216	\$92,916	\$95,701	\$98,572
H	\$27.23	\$28.06	\$28.90	\$29.82	\$30.71	\$31.66	\$32.62	\$33.61	\$34.66	\$35.68	\$36.77	\$37.89	\$39.03	\$40.23	\$41.45	\$42.69	\$43.99	\$45.32	\$46.67	\$48.08	\$49.52	\$51.00	\$52.53
	\$56,645	\$58,359	\$60,116	\$62,022	\$63,886	\$65,857	\$67,850	\$69,907	\$72,092	\$74,213	\$76,484	\$78,819	\$81,176	\$83,682	\$86,210	\$88,802	\$91,502	\$94,266	\$97,072	\$100,007	\$103,007	\$106,070	\$109,262
I	\$30.17	\$31.12	\$32.07	\$33.03	\$34.04	\$35.09	\$36.14	\$37.20	\$38.34	\$39.54	\$40.73	\$41.98	\$43.24	\$44.56	\$45.92	\$47.29	\$48.71	\$50.16	\$51.68	\$53.23	\$54.82	\$56.46	\$58.16
	\$62,751	\$64,722	\$66,714	\$68,707	\$70,806	\$72,992	\$75,177	\$77,383	\$79,740	\$82,247	\$84,710	\$87,324	\$89,938	\$92,680	\$95,508	\$98,358	\$101,314	\$104,335	\$107,484	\$110,719	\$114,019	\$117,446	\$120,981
J	\$33.46	\$34.46	\$35.50	\$36.58	\$37.71	\$38.82	\$40.03	\$41.25	\$42.49	\$43.82	\$45.14	\$46.48	\$47.91	\$49.37	\$50.84	\$52.39	\$53.94	\$55.55	\$57.23	\$58.95	\$60.71	\$62.54	\$64.41
	\$69,607	\$71,685	\$73,849	\$76,077	\$78,433	\$80,747	\$83,254	\$85,803	\$88,374	\$91,138	\$93,901	\$96,687	\$99,643	\$102,685	\$105,749	\$108,962	\$112,197	\$115,540	\$119,032	\$122,610	\$126,273	\$130,087	\$133,964
K	\$37.05	\$38.16	\$39.33	\$40.52	\$41.80	\$43.05	\$44.37	\$45.70	\$47.09	\$48.51	\$49.98	\$51.49	\$53.05	\$54.64	\$56.30	\$57.99	\$59.74	\$61.54	\$63.39	\$65.30	\$67.25	\$69.27	\$71.35
	\$77,062	\$79,376	\$81,797	\$84,282	\$86,939	\$89,552	\$92,295	\$95,058	\$97,951	\$100,907	\$103,949	\$107,099	\$110,334	\$113,654	\$117,104	\$120,617	\$124,259	\$128,008	\$131,843	\$135,828	\$139,877	\$144,076	\$148,404

NOTE:

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2026, FALLS.