

Increment \$1,275.00 Chng to Step 1 1.04 Ave. Increase 2.88%					Increment \$1,326.13 Chng to Step 1 1.04 Ave. Increase 2.91%					Increment \$1,376.60 Chng to Step 1 1.04 Ave. Increase 2.91%					Increment \$1,429.23 Chng to Step 1 1.04 Ave. Increase 2.92%					Increment \$1,484.08 Chng to Step 1 1.04 Ave. Increase 2.92%									
Lane 1					Lane 2					Lane 3					Lane 4					Lane 5									
Bachelor's Degree with Certificate					Bachelor's + *30 Qtr Hours or *20 Semester Hours					Master's or BS + *75 Qtr Hours or *50 Semester Hours					Master's + *45 Qtr Hours or *30 Semester Hours					Doctorate									
Step	FY26 Base	FY27 Base	% Chng	ESA	New Salary FY27	Step	FY26 Base	FY27 Base	% Chng	ESA	New Salary FY27	Step	FY26 Base	FY27 Base	% Chng	ESA	New Salary FY27	Step	FY26 Base	FY27 Base	% Chng	ESA	New Salary FY27	Step	FY26 Base	FY27 Base	% Chng	ESA	New Salary FY27
1	51,332	53,385	4.00%	10,661	64,046	1	53,814	55,967	4.00%	10,661	66,627	1	56,148	58,394	4.00%	10,661	69,055	1	58,584	60,927	4.00%	10,661	71,588	1	61,109	63,553	4.00%	10,661	74,214
2	52,607	54,660	3.90%	10,661	65,321	2	55,140	57,293	3.90%	10,661	67,953	2	57,525	59,771	3.90%	10,661	70,432	2	60,013	62,356	3.90%	10,661	73,017	2	62,593	65,037	3.91%	10,661	75,698
3	53,882	55,935	3.81%	10,661	66,596	3	56,467	58,619	3.81%	10,661	69,280	3	58,902	61,148	3.81%	10,661	71,808	3	61,442	63,786	3.81%	10,661	74,446	3	64,077	66,521	3.81%	10,661	77,182
4	55,157	57,210	3.72%	10,661	67,871	4	57,793	59,945	3.72%	10,661	70,606	4	60,278	62,524	3.73%	10,661	73,185	4	62,871	65,215	3.73%	10,661	75,875	4	65,561	68,006	3.73%	10,661	78,666
5	56,432	58,485	3.64%	10,661	69,146	5	59,119	61,271	3.64%	10,661	71,932	5	61,655	63,901	3.64%	10,661	74,561	5	64,301	66,644	3.64%	10,661	77,305	5	67,045	69,490	3.65%	10,661	80,150
6	57,707	59,760	3.56%	10,661	70,421	6	60,445	62,597	3.56%	10,661	73,258	6	63,031	65,277	3.56%	10,661	75,938	6	65,730	68,073	3.57%	10,661	78,734	6	68,529	70,974	3.57%	10,661	81,634
7	58,982	61,035	3.48%	10,661	71,696	7	61,771	63,924	3.48%	10,661	74,584	7	64,408	66,654	3.49%	10,661	77,315	7	67,159	69,502	3.49%	10,661	80,163	7	70,014	72,458	3.49%	10,661	83,118
8	60,257	62,310	3.41%	10,661	72,971	8	63,097	65,250	3.41%	10,661	75,910	8	65,785	68,031	3.41%	10,661	78,691	8	68,588	70,932	3.42%	10,661	81,592	8	71,498	73,942	3.42%	10,661	84,602
9	61,532	63,585	3.34%	10,661	74,246	9	64,423	66,576	3.34%	10,661	77,236	9	67,161	69,407	3.34%	10,661	80,068	9	70,018	72,361	3.35%	10,661	83,021	9	72,982	75,426	3.35%	10,661	86,087
10	62,807	64,860	3.27%	10,661	75,521	10	65,749	67,902	3.27%	10,661	78,563	10	68,538	70,784	3.28%	10,661	81,444	10	71,447	73,790	3.28%	10,661	84,451	10	74,466	76,910	3.28%	10,661	87,571
11	64,082	66,135	3.20%	10,661	76,796	11	67,076	69,228	3.21%	10,661	79,889	11	69,914	72,160	3.21%	10,661	82,821	11	72,876	75,219	3.22%	10,661	85,880	11	75,950	78,394	3.22%	10,661	89,055
12	65,357	67,410	3.14%	10,661	78,071	12	68,402	70,554	3.15%	10,661	81,215	12	71,291	73,537	3.15%	10,661	84,198	12	74,305	76,649	3.15%	10,661	87,309	12	77,434	79,878	3.16%	10,661	90,539
13	66,632	68,685	3.08%	10,661	79,346	13	69,728	71,880	3.09%	10,661	82,541	13	72,668	74,914	3.09%	10,661	85,574	13	75,735	78,078	3.09%	10,661	88,738	13	78,918	81,362	3.10%	10,661	92,023
14	67,907	69,960	3.02%	10,661	80,621	14	71,054	73,207	3.03%	10,661	83,867	14	74,044	76,290	3.03%	10,661	86,951	14	77,164	79,507	3.04%	10,661	90,168	14	80,402	82,846	3.04%	10,661	93,507
15	69,182	71,235	2.97%	10,661	81,896	15	72,380	74,533	2.97%	10,661	85,193	15	75,421	77,667	2.98%	10,661	88,327	15	78,593	80,936	2.98%	10,661	91,597	15	81,886	84,331	2.98%	10,661	94,991
16	70,457	72,510	2.91%	10,661	83,171	16	73,706	75,859	2.92%	10,661	86,519	16	76,797	79,043	2.92%	10,661	89,704	16	80,022	82,366	2.93%	10,661	93,026	16	83,370	85,815	2.93%	10,661	96,475
17	71,732	73,785	2.86%	10,661	84,446	17	75,032	77,185	2.87%	10,661	87,845	17	78,174	80,420	2.87%	10,661	91,080	17	81,452	83,795	2.88%	10,661	94,455	17	84,854	87,299	2.88%	10,661	97,959
18	73,007	75,060	2.81%	10,661	85,721	18	76,359	78,511	2.82%	10,661	89,172	18	79,550	81,797	2.82%	10,661	92,457	18	82,881	85,224	2.83%	10,661	95,884	18	86,338	88,783	2.83%	10,661	99,443
19	74,282	76,335	2.76%	10,661	86,996	19	77,685	79,837	2.77%	10,661	90,498	19	80,927	83,173	2.78%	10,661	93,834	19	84,310	86,653	2.78%	10,661	97,314	19	87,823	90,267	2.78%	10,661	100,927
20	75,557	77,610	2.72%	10,661	88,271	20	79,011	81,163	2.72%	10,661	91,824	20	82,304	84,550	2.73%	10,661	95,210	20	85,739	88,082	2.73%	10,661	98,743	20	89,307	91,751	2.74%	10,661	102,411
21	76,832	78,885	2.67%	10,661	89,546	21	80,337	82,489	2.68%	10,661	93,150	21	83,680	85,926	2.68%	10,661	96,587	21	87,168	89,512	2.69%	10,661	100,172	21	90,791	93,235	2.69%	10,661	103,896
22	78,107	80,160	2.63%	10,661	90,821	22	81,663	83,816	2.64%	10,661	94,476	22	85,057	87,303	2.64%	10,661	97,963	22	88,598	90,941	2.64%	10,661	101,601	22	92,275	94,719	2.65%	10,661	105,380
23	79,382	81,435	2.59%	10,661	92,096	23	82,989	85,142	2.59%	10,661	95,802	23	86,433	88,680	2.60%	10,661	99,340	23	90,027	92,370	2.60%	10,661	103,031	23	93,759	96,203	2.61%	10,661	106,864
24	80,657	82,710	2.55%	10,661	93,371	24	84,315	86,468	2.55%	10,661	97,128	24	87,810	90,056	2.56%	10,661	100,717	24	91,456	93,799	2.56%	10,661	104,460	24	95,243	97,687	2.57%	10,661	108,348
25	81,932	83,985	2.51%	10,661	94,646	25	85,642	87,794	2.51%	10,661	98,454	25	89,187	91,433	2.52%	10,661	102,093	25	92,885	95,229	2.52%	10,661	105,889	25	96,727	99,171	2.53%	10,661	109,832
26	83,207	85,260	2.47%	10,661	95,921	26	86,968	89,120	2.48%	10,661	99,781	26	90,563	92,809	2.48%	10,661	103,470	26	94,315	96,658	2.48%	10,661	107,318	26	98,211	100,655	2.49%	10,661	111,316
27	84,482	86,535	2.43%	10,661	97,196	27	88,294	90,446	2.44%	10,661	101,107	27	91,940	94,186	2.44%	10,661	104,846	27	95,744	98,087	2.45%	10,661	108,748	27	99,695	102,140	2.45%	10,661	112,800
28	85,757	87,810	2.39%	10,661	98,471	28	89,620	91,772	2.40%	10,661	102,433	28	93,316	95,563	2.41%	10,661	106,223	28	97,173	99,516	2.41%	10,661	110,177	28	101,179	103,624	2.42%	10,661	114,284
29	87,032	89,085	2.36%	10,661	99,746	29	90,946	93,099	2.37%	10,661	103,759	29	94,693	96,939	2.37%	10,661	107,600	29	98,602	100,946	2.38%	10,661	111,606	29	102,663	105,108	2.38%	10,661	115,768
30	88,307	90,360	2.33%	10,661	101,021	30	92,272	94,425	2.33%	10,661	105,085	30	96,069	98,316	2.34%	10,661	108,976	30	100,032	102,375	2.34%	10,661	113,035	30	104,148	106,592	2.35%	10,661	117,252
31	89,582	91,635	2.29%	10,661	102,296	31	93,598	95,751	2.30%	10,661	106,411	31	97,446	99,692	2.31%	10,661	110,353	31	101,461	103,804	2.31%	10,661	114,464	31	105,632	108,076	2.31%	10,661	118,736
32	90,857	92,910	2.26%	10,661	103,571	32	94,924	97,077	2.27%	10,661	107,737	32	98,823	101,069	2.27%	10,661	111,729	32	102,890	105,233	2.28%	10,661	115,894	32	107,116	109,560	2.28%	10,661	120,220
33	92,132	94,185	2.23%	10,661	104,846	33	96,251	98,403	2.24%	10,661	109,064	33	100,199	102,446	2.24%	10,661	113,106	33	104,319	106,662	2.25%	10,661	117,323	33	108,600	111,044	2.25%	10,661	121,705
34	93,407	95,460	2.20%	10,661	106,121	34	97,577	99,729	2.21%	10,661	110,390	34	101,576	103,822	2.21%	10,661	114,483	34	105,749	108,092	2.22%	10,661	118,752	34	110,084	112,528	2.22%	10,661	123,189
35	94,682	96,735	2.17%	10,661	107,396	35	98,903	101,055	2.18%	10,661	111,716	35	102,952	105,199	2.18%	10,661	115,859	35	107,178	109,521	2.19%	10,661	120,181	35	111,568	114,012	2.19%	10,661	124,673
36	95,957	98,010	2.14%	10,661	108,671	36	100,229	102,381	2.15%	10,661	113,042	36	104,329	106,575	2.15%	10,661	117,236	36	108,607	110,950	2.16%	10,661	121,611	36	113,052	115,496	2.16%	10,661	126,157
37	97,232	99,285	2.11%	10,661	109,946	37	101,555	103,708	2.12%	10,661	114,368	37	105,706	107,952	2.12%	10,661	118,612	37	110,036	112,379	2.13%	10,661	123,040	37	114,536	116,980	2.13%	10,661	127,641