

2026 AFSCME Longevity Rates

| LENGTH OF SERVICE | LONGEVITY PER MONTH (2025) | 2026 (3% INCREASE) |
|--|----------------------------|--------------------|
| At the beginning of employee's 8th year of service. | \$70.00 | \$72.10 |
| At the beginning of employee's 12th year of service. | \$100.00 | \$103.00 |
| At the beginning of employee's 16th year of service. | \$140.00 | \$144.20 |

CONTRACT LANGUAGE

Effective January 1st, 2026, the longevity scale in effect will be increased by 6%, or 100% of the change in the CPI-W West Region, Size Class B/C when comparing the month of June of 2025 to June of 2024, whichever is lower, with a minimum increase of 3%.