

2026 AFSCME Union Wage Matrix

Wage Matrix Adjustment  
1.03

4% Increase	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%		
Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Position	Union Group
130	\$ 116,394.12	\$ 119,298.72	\$ 122,277.48	\$ 125,330.40	\$ 128,469.84	\$ 131,683.44	\$ 134,971.20	\$ 138,345.48	\$ 141,806.28		
	\$ 9,699.51	\$ 9,941.56	\$ 10,189.79	\$ 10,444.20	\$ 10,705.82	\$ 10,973.62	\$ 11,247.60	\$ 11,528.79	\$ 11,817.19		
	\$ 55.96	\$ 57.36	\$ 58.79	\$ 60.26	\$ 61.76	\$ 63.31	\$ 64.89	\$ 66.51	\$ 68.18		
129	\$ 111,919.80	\$ 114,713.16	\$ 117,580.68	\$ 120,522.36	\$ 123,538.20	\$ 126,628.20	\$ 129,792.36	\$ 133,043.04	\$ 136,367.88		
	\$ 9,326.65	\$ 9,559.43	\$ 9,798.39	\$ 10,043.53	\$ 10,294.85	\$ 10,552.35	\$ 10,816.03	\$ 11,086.92	\$ 11,363.99		
	\$ 53.81	\$ 55.15	\$ 56.53	\$ 57.94	\$ 59.39	\$ 60.88	\$ 62.40	\$ 63.96	\$ 65.56		
128	\$ 107,618.52	\$ 110,313.00	\$ 113,069.28	\$ 115,899.72	\$ 118,791.96	\$ 121,758.36	\$ 124,798.92	\$ 127,913.64	\$ 131,114.88		
	\$ 8,968.21	\$ 9,192.75	\$ 9,422.44	\$ 9,658.31	\$ 9,899.33	\$ 10,146.53	\$ 10,399.91	\$ 10,659.47	\$ 10,926.24		
	\$ 51.74	\$ 53.04	\$ 54.36	\$ 55.72	\$ 57.11	\$ 58.54	\$ 60.00	\$ 61.50	\$ 63.04		
127	\$ 103,477.92	\$ 106,061.16	\$ 108,718.56	\$ 111,437.76	\$ 114,218.76	\$ 117,073.92	\$ 120,003.24	\$ 123,006.72	\$ 126,084.36		
	\$ 8,623.16	\$ 8,838.43	\$ 9,059.88	\$ 9,286.48	\$ 9,518.23	\$ 9,756.16	\$ 10,000.27	\$ 10,250.56	\$ 10,507.03		
	\$ 49.75	\$ 50.99	\$ 52.27	\$ 53.58	\$ 54.91	\$ 56.29	\$ 57.69	\$ 59.14	\$ 60.62		
126	\$ 99,498.00	\$ 101,982.36	\$ 104,528.52	\$ 107,136.48	\$ 109,818.60	\$ 112,562.52	\$ 115,380.60	\$ 118,260.48	\$ 121,214.52		
	\$ 8,291.50	\$ 8,498.53	\$ 8,710.71	\$ 8,928.04	\$ 9,151.55	\$ 9,380.21	\$ 9,615.05	\$ 9,855.04	\$ 10,101.21		
	\$ 47.84	\$ 49.03	\$ 50.25	\$ 51.51	\$ 52.80	\$ 54.12	\$ 55.47	\$ 56.86	\$ 58.28		
125	\$ 95,666.40	\$ 98,064.24	\$ 100,511.52	\$ 103,020.60	\$ 105,591.48	\$ 108,236.52	\$ 110,943.36	\$ 113,712.00	\$ 116,554.80	Appraiser IV - Lead Appraiser	Appraisers
	\$ 7,972.20	\$ 8,172.02	\$ 8,375.96	\$ 8,585.05	\$ 8,799.29	\$ 9,019.71	\$ 9,245.28	\$ 9,476.00	\$ 9,712.90	Appraiser IV - Sales Analyst	Appraisers
	\$ 45.99	\$ 47.15	\$ 48.32	\$ 49.53	\$ 50.77	\$ 52.04	\$ 53.34	\$ 54.67	\$ 56.04		
124	\$ 91,983.12	\$ 94,282.08	\$ 96,642.84	\$ 99,053.04	\$ 101,525.04	\$ 104,058.84	\$ 106,654.44	\$ 109,324.20	\$ 112,055.76		
	\$ 7,665.26	\$ 7,856.84	\$ 8,053.57	\$ 8,254.42	\$ 8,460.42	\$ 8,671.57	\$ 8,887.87	\$ 9,110.35	\$ 9,337.98		
	\$ 44.22	\$ 45.33	\$ 46.46	\$ 47.62	\$ 48.81	\$ 50.03	\$ 51.28	\$ 52.56	\$ 53.87		
123	\$ 88,448.16	\$ 90,660.60	\$ 92,922.48	\$ 95,246.16	\$ 97,627.31	\$ 100,066.56	\$ 102,563.28	\$ 105,121.80	\$ 107,754.48	Sales Analyst III	Appraisers
	\$ 7,370.68	\$ 7,555.05	\$ 7,743.54	\$ 7,937.18	\$ 8,135.61	\$ 8,338.88	\$ 8,546.94	\$ 8,760.15	\$ 8,979.54		
	\$ 42.52	\$ 43.59	\$ 44.67	\$ 45.79	\$ 46.94	\$ 48.11	\$ 49.31	\$ 50.54	\$ 51.81		
122	\$ 85,049.16	\$ 87,175.08	\$ 89,350.44	\$ 91,587.60	\$ 93,874.20	\$ 96,222.60	\$ 98,632.80	\$ 101,104.80	\$ 103,638.60	Accountant III	Courthouse
	\$ 7,087.43	\$ 7,264.59	\$ 7,445.87	\$ 7,632.30	\$ 7,822.85	\$ 8,018.55	\$ 8,219.40	\$ 8,425.40	\$ 8,636.55		
	\$ 40.89	\$ 41.91	\$ 42.96	\$ 44.03	\$ 45.13	\$ 46.26	\$ 47.42	\$ 48.61	\$ 49.83		
121	\$ 81,773.76	\$ 83,813.16	\$ 85,914.36	\$ 88,065.00	\$ 90,265.08	\$ 92,526.96	\$ 94,840.13	\$ 97,211.40	\$ 99,646.32	Appraiser III	Appraisers
	\$ 6,814.48	\$ 6,984.43	\$ 7,159.53	\$ 7,338.75	\$ 7,522.09	\$ 7,710.58	\$ 7,903.34	\$ 8,100.95	\$ 8,303.86	Accountant II	Courthouse
	\$ 39.31	\$ 40.29	\$ 41.31	\$ 42.34	\$ 43.40	\$ 44.48	\$ 45.60	\$ 46.74	\$ 47.91	Fiscal/Technology Specialist	Courthouse
										Lead Mechanic	Road
120	\$ 78,634.32	\$ 80,599.56	\$ 82,614.24	\$ 84,678.36	\$ 86,791.92	\$ 88,967.28	\$ 91,192.08	\$ 93,466.32	\$ 95,802.36	Engineer Technician III	Road
	\$ 6,552.86	\$ 6,716.63	\$ 6,884.52	\$ 7,056.53	\$ 7,232.66	\$ 7,413.94	\$ 7,599.34	\$ 7,788.86	\$ 7,983.53	Lead Operator	Road
	\$ 37.81	\$ 38.75	\$ 39.72	\$ 40.71	\$ 41.73	\$ 42.77	\$ 43.84	\$ 44.94	\$ 46.06		
119	\$ 75,606.12	\$ 77,497.20	\$ 79,437.72	\$ 81,427.68	\$ 83,467.08	\$ 85,555.92	\$ 87,694.20	\$ 89,881.92	\$ 92,131.44	Appraiser II	Appraisers
	\$ 6,300.51	\$ 6,458.10	\$ 6,619.81	\$ 6,785.64	\$ 6,955.59	\$ 7,129.66	\$ 7,307.85	\$ 7,490.16	\$ 7,677.62	Accountant I	Courthouse
	\$ 36.35	\$ 37.26	\$ 38.19	\$ 39.15	\$ 40.13	\$ 41.13	\$ 42.16	\$ 43.21	\$ 44.29	Engineer Technician II	Road
118	\$ 72,701.52	\$ 74,518.44	\$ 76,384.80	\$ 78,300.60	\$ 80,253.48	\$ 82,255.80	\$ 84,307.56	\$ 86,421.12	\$ 88,584.12	Mechanic	Road
	\$ 6,058.46	\$ 6,209.87	\$ 6,365.40	\$ 6,525.05	\$ 6,687.79	\$ 6,854.65	\$ 7,025.63	\$ 7,201.76	\$ 7,382.01	Appraiser I (Steps 1-2 Only)	Appraisers
	\$ 34.95	\$ 35.83	\$ 36.72	\$ 37.64	\$ 38.58	\$ 39.55	\$ 40.53	\$ 41.55	\$ 42.59		
	\$ 69,908.16	\$ 71,650.92	\$ 73,443.12	\$ 75,284.76	\$ 77,163.48	\$ 79,091.64	\$ 81,069.24	\$ 83,096.28	\$ 85,172.76	Engineer Technician I	Road

117	\$ 5,825.68	\$ 5,970.91	\$ 6,120.26	\$ 6,273.73	\$ 6,430.29	\$ 6,590.97	\$ 6,755.77	\$ 6,924.69	\$ 7,097.73	Airport Operator/Mechanic	Road
	\$ 33.61	\$ 34.45	\$ 35.31	\$ 36.19	\$ 37.10	\$ 38.02	\$ 38.98	\$ 39.95	\$ 40.95		
116	\$ 67,213.68	\$ 68,894.64	\$ 70,612.68	\$ 72,380.16	\$ 74,184.72	\$ 76,038.72	\$ 77,942.16	\$ 79,895.04	\$ 81,897.36	Maintenance Technician III	Courthouse
	\$ 5,601.14	\$ 5,741.22	\$ 5,884.39	\$ 6,031.68	\$ 6,182.06	\$ 6,336.56	\$ 6,495.18	\$ 6,657.92	\$ 6,824.78	Equipment Operator	Road
	\$ 32.31	\$ 33.12	\$ 33.95	\$ 34.80	\$ 35.67	\$ 36.56	\$ 37.47	\$ 38.41	\$ 39.37	Solid Waste Operator	Road
										Traffic Technician	Road
115	\$ 64,630.44	\$ 66,249.60	\$ 67,905.84	\$ 69,599.16	\$ 71,341.92	\$ 73,121.76	\$ 74,951.04	\$ 76,829.76	\$ 78,745.56	Accounting Assistant III	Courthouse
	\$ 5,385.87	\$ 5,520.80	\$ 5,658.82	\$ 5,799.93	\$ 5,945.16	\$ 6,093.48	\$ 6,245.92	\$ 6,402.48	\$ 6,562.13	Assessment/Audit Specialist	Courthouse
	\$ 31.07	\$ 31.85	\$ 32.65	\$ 33.46	\$ 34.30	\$ 35.15	\$ 36.03	\$ 36.94	\$ 37.86	Cadastral Technician	Courthouse
										Certified Deputy Auditor II	Courthouse
										Solid Waste Assistant	Courthouse
114	\$ 62,146.08	\$ 63,703.44	\$ 65,297.88	\$ 66,929.40	\$ 68,598.00	\$ 70,316.04	\$ 72,071.16	\$ 73,875.72	\$ 75,717.36	Legal Process Coordinator	Courthouse
	\$ 5,178.84	\$ 5,308.62	\$ 5,441.49	\$ 5,577.45	\$ 5,716.50	\$ 5,859.67	\$ 6,005.93	\$ 6,156.31	\$ 6,309.78	Compliance Specialist	Courthouse
	\$ 29.88	\$ 30.63	\$ 31.39	\$ 32.18	\$ 32.98	\$ 33.81	\$ 34.65	\$ 35.52	\$ 36.40		
113	\$ 59,760.60	\$ 61,256.16	\$ 62,788.80	\$ 64,358.52	\$ 65,965.32	\$ 67,609.20	\$ 69,302.52	\$ 71,032.92	\$ 72,812.76	Program Specialist	Courthouse
	\$ 4,980.05	\$ 5,104.68	\$ 5,232.40	\$ 5,363.21	\$ 5,497.11	\$ 5,634.10	\$ 5,775.21	\$ 5,919.41	\$ 6,067.73	Acct. Asst. II	Courthouse
	\$ 28.73	\$ 29.45	\$ 30.19	\$ 30.94	\$ 31.71	\$ 32.50	\$ 33.32	\$ 34.15	\$ 35.01		
112	\$ 57,461.64	\$ 58,895.40	\$ 60,366.24	\$ 61,874.16	\$ 63,419.16	\$ 65,001.24	\$ 66,620.40	\$ 68,289.00	\$ 69,994.68	Certified Dep. Auditor I	Courthouse
	\$ 4,788.47	\$ 4,907.95	\$ 5,030.52	\$ 5,156.18	\$ 5,284.93	\$ 5,416.77	\$ 5,551.70	\$ 5,690.75	\$ 5,832.89	Deputy Clerk	Courthouse
	\$ 27.63	\$ 28.32	\$ 29.02	\$ 29.75	\$ 30.49	\$ 31.25	\$ 32.03	\$ 32.83	\$ 33.65	Legal Process Assistant	Courthouse
										Maintenance Technician II	Courthouse
										Office Assistant - WSU	Courthouse
										Records Deputy	Courthouse
										Scale House Attendant II	Courthouse
111	\$ 53,640.00	\$ 54,984.00	\$ 56,364.00	\$ 57,768.00	\$ 59,208.00	\$ 60,684.00	\$ 62,196.00	\$ 63,756.00	\$ 65,352.00	Laborer	Road
	\$ 4,604.10	\$ 4,719.46	\$ 4,837.91	\$ 4,958.42	\$ 5,082.02	\$ 5,208.71	\$ 5,338.49	\$ 5,472.39	\$ 5,609.38		
	\$ 26.56	\$ 27.23	\$ 27.91	\$ 28.61	\$ 29.32	\$ 30.05	\$ 30.80	\$ 31.57	\$ 32.36		
110	\$ 53,123.28	\$ 54,445.80	\$ 55,805.40	\$ 57,202.08	\$ 58,635.84	\$ 60,106.68	\$ 61,614.60	\$ 63,159.60	\$ 64,741.68	Accounting Assistant I	Courthouse
	\$ 4,426.94	\$ 4,537.15	\$ 4,650.45	\$ 4,766.84	\$ 4,886.32	\$ 5,008.89	\$ 5,134.55	\$ 5,263.30	\$ 5,395.14		
	\$ 25.54	\$ 26.18	\$ 26.83	\$ 27.50	\$ 28.19	\$ 28.90	\$ 29.62	\$ 30.37	\$ 31.13		
109	\$ 51,083.88	\$ 52,356.96	\$ 53,667.12	\$ 55,014.36	\$ 56,386.32	\$ 57,795.36	\$ 59,241.48	\$ 60,724.68	\$ 62,244.96	Deputy Auditor II	Courthouse
	\$ 4,256.99	\$ 4,363.08	\$ 4,472.26	\$ 4,584.53	\$ 4,698.86	\$ 4,816.28	\$ 4,936.79	\$ 5,060.39	\$ 5,187.08	Event Operations Aide	Courthouse
	\$ 24.56	\$ 25.17	\$ 25.80	\$ 26.45	\$ 27.11	\$ 27.79	\$ 28.48	\$ 29.19	\$ 29.93	Maintenance Technician I	Courthouse
										Misdemeanant Probation Assistant	Courthouse
108	\$ 49,118.64	\$ 50,342.28	\$ 51,603.00	\$ 52,888.44	\$ 54,210.96	\$ 55,570.56	\$ 56,954.88	\$ 58,376.28	\$ 59,834.76	Deputy Auditor I	Courthouse
	\$ 4,093.22	\$ 4,195.19	\$ 4,300.25	\$ 4,407.37	\$ 4,517.58	\$ 4,630.88	\$ 4,746.24	\$ 4,864.69	\$ 4,986.23	Scale House Attendant I	Courthouse
	\$ 23.61	\$ 24.20	\$ 24.81	\$ 25.43	\$ 26.06	\$ 26.72	\$ 27.38	\$ 28.07	\$ 28.77	Receptionist	Courthouse
107	\$ 47,227.56	\$ 48,414.12	\$ 49,625.40	\$ 50,861.40	\$ 52,134.48	\$ 53,432.28	\$ 54,767.16	\$ 56,139.12	\$ 57,548.16		
	\$ 3,935.63	\$ 4,034.51	\$ 4,135.45	\$ 4,238.45	\$ 4,344.54	\$ 4,452.69	\$ 4,563.93	\$ 4,678.26	\$ 4,795.68		
	\$ 22.71	\$ 23.28	\$ 23.86	\$ 24.45	\$ 25.06	\$ 25.69	\$ 26.33	\$ 26.99	\$ 27.67		
106	\$ 45,410.64	\$ 46,547.76	\$ 47,709.60	\$ 48,908.52	\$ 50,132.16	\$ 51,380.52	\$ 52,665.96	\$ 53,988.48	\$ 55,335.72	Office Deputy	Courthouse
	\$ 3,784.22	\$ 3,878.98	\$ 3,975.80	\$ 4,075.71	\$ 4,177.68	\$ 4,281.71	\$ 4,388.83	\$ 4,499.04	\$ 4,611.31		
	\$ 21.83	\$ 22.38	\$ 22.94	\$ 23.51	\$ 24.10	\$ 24.70	\$ 25.32	\$ 25.96	\$ 26.60		
105	\$ 43,667.88	\$ 44,755.56	\$ 45,880.32	\$ 47,029.80	\$ 48,204.00	\$ 49,415.28	\$ 50,651.28	\$ 51,912.00	\$ 53,209.80		
	\$ 3,638.99	\$ 3,729.63	\$ 3,823.36	\$ 3,919.15	\$ 4,017.00	\$ 4,117.94	\$ 4,220.94	\$ 4,326.00	\$ 4,434.15		
	\$ 20.99	\$ 21.52	\$ 22.06	\$ 22.61	\$ 23.18	\$ 23.76	\$ 24.35	\$ 24.96	\$ 25.58		
104	\$ 41,986.92	\$ 43,037.52	\$ 44,112.84	\$ 45,212.88	\$ 46,337.64	\$ 47,499.48	\$ 48,686.04	\$ 49,897.32	\$ 51,145.68		
	\$ 3,498.91	\$ 3,586.46	\$ 3,676.07	\$ 3,767.74	\$ 3,861.47	\$ 3,958.29	\$ 4,057.17	\$ 4,158.11	\$ 4,262.14		
	\$ 20.19	\$ 20.69	\$ 21.21	\$ 21.74	\$ 22.28	\$ 22.84	\$ 23.41	\$ 23.99	\$ 24.59		

103	\$ 40,367.76	\$ 41,381.28	\$ 42,419.52	\$ 43,482.48	\$ 44,570.16	\$ 45,682.56	\$ 46,819.68	\$ 47,993.88	\$ 49,192.80			
	\$ 3,363.98	\$ 3,448.44	\$ 3,534.96	\$ 3,623.54	\$ 3,714.18	\$ 3,806.88	\$ 3,901.64	\$ 3,999.49	\$ 4,099.40			
	\$ 19.41	\$ 19.89	\$ 20.39	\$ 20.91	\$ 21.43	\$ 21.96	\$ 22.51	\$ 23.07	\$ 23.65			
102	\$ 38,810.40	\$ 39,786.84	\$ 40,775.64	\$ 41,789.16	\$ 42,839.76	\$ 43,915.08	\$ 45,015.12	\$ 46,139.88	\$ 47,289.36			
	\$ 3,234.20	\$ 3,315.57	\$ 3,397.97	\$ 3,482.43	\$ 3,569.98	\$ 3,659.59	\$ 3,751.26	\$ 3,844.99	\$ 3,940.78			
	\$ 18.66	\$ 19.13	\$ 19.60	\$ 20.09	\$ 20.60	\$ 21.11	\$ 21.64	\$ 22.18	\$ 22.74			
101	\$ 37,314.84	\$ 38,241.84	\$ 39,193.56	\$ 40,170.00	\$ 41,171.16	\$ 42,197.04	\$ 43,247.64	\$ 44,322.96	\$ 45,435.36			
	\$ 3,109.57	\$ 3,186.82	\$ 3,266.13	\$ 3,347.50	\$ 3,430.93	\$ 3,516.42	\$ 3,603.97	\$ 3,693.58	\$ 3,786.28			
	\$ 17.94	\$ 18.39	\$ 18.84	\$ 19.31	\$ 19.79	\$ 20.29	\$ 20.79	\$ 21.31	\$ 21.84			