

Contract Year 3 – July 1, 2026 to June 30, 2027

Step	Scale I	Scale H1(K)	Scale F	Scale E	Scale D	Scale C	Scale A	Law Grad
1	62,000	62,000	64,133	66,963	69,796	72,626	88,181	88,181
2	63,949	63,949	66,150	69,316	72,488	75,655	90,028	
3	65,898	65,898	68,164	71,672	75,181	78,684	92,974	
4	67,479	67,479	69,799	73,775	77,745	81,716	96,801	
5	69,056	69,056	71,429	75,870	80,311	84,744	100,729	
6	70,637	70,637	73,067	77,971	82,878	87,778	103,331	
7	72,215	72,215	74,699	80,070	85,439	90,804	105,933	
8	73,673	73,673	76,206	81,921	87,627	93,331	108,533	
9	75,131	75,131	77,715	83,769	89,813	95,855	111,136	
10	76,596	76,596	79,228	85,633	92,027	98,419	113,736	
11	77,826	77,826	80,500	87,309	94,108	100,901	116,336	
12	79,061	79,061	81,779	89,002	96,216	103,426	118,938	
13	80,300	80,300	83,058	90,698	98,329	105,950	121,552	
14	81,535	81,535	84,338	92,393	100,438	108,475	124,169	
15	82,771	82,771	85,615	94,088	102,549	111,000	126,788	
16	83,884	83,884	86,769	95,528	104,281	113,020	128,896	
17	85,003	85,003	87,925	96,971	106,012	115,042	131,010	
18	86,111	86,111	89,074	98,417	107,744	117,062	133,123	
19	87,225	87,225	90,224	99,854	109,471	119,076	135,237	
20	88,338	88,338	91,376	101,295	111,203	121,097	137,347	
21	91,686	91,686	94,838	105,624	116,396	127,157	143,685	
22	93,061	93,061	96,261	107,207	118,143	129,065	145,840	
23	93,992	93,992	97,224	108,278	119,324	130,356	147,298	
24	94,931	94,931	98,196	109,361	120,517	131,659	148,771	
25	95,766	95,766	99,058	110,366	121,657	132,934	150,164	
26	97,203	97,203	100,546	112,021	123,482	134,926	152,416	
27	98,175	98,175	101,551	113,141	124,717	136,275	153,941	
28	99,156	99,156	102,566	114,272	125,964	137,638	155,480	
29	100,148	100,148	103,591	115,416	127,224	139,015	157,035	
30	101,872	101,872	105,374	117,402	129,411	141,409	159,738	
31	103,400	103,400	106,954	119,162	131,354	143,529	162,133	
32	104,433	104,433	108,024	120,353	132,667	144,964	163,755	
33	105,478	105,478	109,105	121,556	133,994	146,415	165,392	
34	106,533	106,533	110,196	122,773	135,334	147,878	167,046	
35	108,320	108,320	112,042	124,831	137,600	150,355	169,845	

Year 3 Raise Amounts

Step	Scale I	Scale H1(K)	Scale F	Scale E	Scale D	Scale C	Scale A	Law Grad
1	2,000	2,000	1,868	1,950	2,033	2,115	2,568	2,568
2	2,063	2,063	1,927	2,019	2,111	2,204	2,622	
3	2,126	2,126	1,985	2,088	2,190	2,292	2,708	
4	2,177	2,177	2,033	2,149	2,264	2,380	2,819	
5	2,228	2,228	2,080	2,210	2,339	2,468	2,934	
6	2,279	2,279	2,128	2,271	2,414	2,557	3,010	
7	2,330	2,330	2,176	2,332	2,489	2,645	3,085	
8	2,377	2,377	2,220	2,386	2,552	2,718	3,161	
9	2,424	2,424	2,264	2,440	2,616	2,792	3,237	
10	2,471	2,471	2,308	2,494	2,680	2,867	3,313	
11	2,511	2,511	2,345	2,543	2,741	2,939	3,388	
12	2,551	2,551	2,382	2,592	2,802	3,012	3,464	
13	2,591	2,591	2,419	2,642	2,864	3,086	3,540	
14	2,631	2,631	2,456	2,691	2,925	3,159	3,617	
15	2,671	2,671	2,494	2,740	2,987	3,233	3,693	
16	2,706	2,706	2,527	2,782	3,037	3,292	3,754	
17	2,743	2,743	2,561	2,824	3,088	3,351	3,816	
18	2,778	2,778	2,594	2,867	3,138	3,410	3,877	
19	2,814	2,814	2,628	2,908	3,188	3,468	3,939	
20	2,850	2,850	2,661	2,950	3,239	3,527	4,000	
21	2,958	2,958	2,762	3,076	3,390	3,704	4,185	
22	3,003	3,003	2,804	3,123	3,441	3,759	4,248	
23	3,033	3,033	2,832	3,154	3,475	3,797	4,290	
24	3,063	3,063	2,860	3,185	3,510	3,835	4,333	
25	3,090	3,090	2,885	3,215	3,543	3,872	4,374	
26	3,136	3,136	2,929	3,263	3,597	3,930	4,439	
27	3,168	3,168	2,958	3,295	3,633	3,969	4,484	
28	3,199	3,199	2,987	3,328	3,669	4,009	4,529	
29	3,231	3,231	3,017	3,362	3,706	4,049	4,574	
30	3,287	3,287	3,069	3,419	3,769	4,119	4,653	
31	3,336	3,336	3,115	3,471	3,826	4,180	4,722	
32	3,369	3,369	3,146	3,505	3,864	4,222	4,770	
33	3,403	3,403	3,178	3,540	3,903	4,265	4,817	
34	3,437	3,437	3,210	3,576	3,942	4,307	4,865	
35	3,495	3,495	3,263	3,636	4,008	4,379	4,947	

Year 3 Raise Percentages

Step	Scale I	Scale H1(K)	Scale F	Scale E	Scale D	Scale C	Scale A	Law Grad
1	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
2	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
3	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
4	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
5	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
6	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
7	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
8	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
9	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
10	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
11	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
12	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
13	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
14	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
15	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
16	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
17	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
18	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
19	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
20	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
21	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
22	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
23	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
24	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
25	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
26	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
27	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
28	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
29	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
30	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
31	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
32	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
33	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
34	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	
35	3.33%	3.33%	3.00%	3.00%	3.00%	3.00%	3.00%	