



PAY SCALE AS OF 1/01/2026

WITH COST OF LIVING ADJUSTMENTS

	2026	2027	2028	2029
HIRE IN / LEVEL ONE	\$18.00	\$18.00	\$20.00	\$20.00
LEVEL TWO	\$21.00	\$22.00	\$23.50	\$25.00
LEVEL THREE	\$25.00	\$26.00	\$27.50	\$29.00
LEVEL FOUR	\$29.00	\$30.00	\$31.50	\$33.00
LEVEL FIVE	\$31.00	\$32.00	\$33.50	\$35.00
JOURNEYMAN	\$36.00	\$37.00	\$38.50	\$40.00
PROJECT MANAGER	\$41.00	\$42.00	\$43.50	\$45.00

