

**BMA Proposal – 03/15/2024**

Wage Scale Placement	
Completed Years of Service	Step
0-9	1
10-14	2
15 and above	3

**Hourly Employees**

GRADE A			
Effective Date	1/1/24 (FY24)	7/1/24 (FY25)	7/1/25 (FY26)
1	\$ 18.25	\$ 19.25	\$ 20.25
2	\$ 18.50	\$ 19.50	\$ 20.50
3	\$ 18.75	\$ 19.75	\$ 20.75

GRADE B			
Effective Date	1/1/24 (FY24)	7/1/24 (FY25)	7/1/25(FY26)
1	\$ 20.49	\$ 21.64	\$ 22.79
2	\$ 20.74	\$ 21.89	\$ 23.04
3	\$ 20.99	\$ 22.14	\$ 23.29

**Salaried Employees**

GRADE A			
Effective Date	Ratification (FY24)	7/1/24 (FY25)	7/1/25 (FY26)
1	\$ 44,500	\$ 45,390	\$ 46,298
2	\$ 45,000	\$ 45,890	\$ 46,798
3	\$ 45,500	\$ 46, 390	\$ 47,298

GRADE B			
Effective Date	Ratification (FY24)	7/1/24 (FY25)	7/1/25 (FY26)
1	\$ 51,175	\$ 52,199	\$ 53,242
2	\$ 51,675	\$ 52,699	\$ 53,742
3	\$ 52,175	\$ 53,199	\$ 54,242

GRADE C			
Effective Date	Ratification (FY24)	7/1/24 (FY25)	7/1/25 (FY26)
1	\$ 57,316	\$ 58,462	\$ 59,632
2	\$ 57,816	\$ 58,962	\$ 60,132
3	\$ 58,316	\$ 59,462	\$ 60,632

GRADE D			
Effective Date	Ratification (FY24)	7/1/24 (FY25)	7/1/25 (FY26)
1	\$ 64,194	\$ 65,478	\$ 66,787
2	\$ 64,694	\$ 65,978	\$ 67,287
3	\$ 65,194	\$ 66,478	\$ 67,787

GRADE E			
Effective Date	Ratification (FY24)	7/1/24 (FY25)	7/1/25 (FY26)
1	\$ 71,897	\$ 73,335	\$ 74,802
2	\$ 72,397	\$ 73,835	\$ 75,302
3	\$ 72,897	\$ 74,335	\$ 75,802

GRADE F			
Effective Date	Ratification (FY24)	7/1/24 (FY25)	7/1/25 (FY26)
1	\$ 80,525	\$ 82,135	\$ 83,778
2	\$ 81,025	\$ 82,135	\$ 83,778
3	\$ 81,525	\$ 83,135	\$ 84,778

#### Notes

- Any employee at or above the applicable wage rate at the beginning of a fiscal year during this CBA will receive a 2.5% increase.
- Effective July 1, 2024 through the end of this CBA, employees, on their anniversary date, shall move up one step in their current wage/salary grade upon reaching the requisite years of service as set forth above in the Wage Scale Placement.