

**WAGE RATES FOR EMPLOYEES ON A FIVE-STEP SCALE (Hired before August 22, 2002)**

**APPENDIX B-1  
Effective July 1, 2025 – June 30, 2026**

Salary increase: 3.25%

**Hourly Rate**

**Clerical/Secretarial**

<b>Level</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>C1</b>	<b>16.07</b>	<b>17.04</b>	<b>18.20</b>	<b>19.55</b>	<b>20.32</b>
<b>C2</b>	<b>18.51</b>	<b>19.63</b>	<b>20.96</b>	<b>22.52</b>	<b>23.42</b>
<b>C3</b>	<b>19.23</b>	<b>20.39</b>	<b>21.78</b>	<b>23.40</b>	<b>24.33</b>
<b>C4</b>	<b>21.36</b>	<b>22.63</b>	<b>24.15</b>	<b>25.92</b>	<b>26.94</b>
<b>C5</b>	<b>26.73</b>	<b>28.35</b>	<b>30.28</b>	<b>32.55</b>	<b>33.84</b>
<b>C6</b>	<b>28.26</b>	<b>29.97</b>	<b>32.02</b>	<b>34.41</b>	<b>35.78</b>
<b>C7</b>	<b>29.05</b>	<b>30.81</b>	<b>32.92</b>	<b>35.38</b>	<b>36.78</b>
<b>C8</b>	<b>29.84</b>	<b>31.64</b>	<b>33.81</b>	<b>36.34</b>	<b>37.78</b>

**Technical**

<b>Level</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>T1</b>	<b>16.00</b>	<b>16.96</b>	<b>18.11</b>	<b>19.46</b>	<b>20.23</b>
<b>T2</b>	<b>17.78</b>	<b>18.85</b>	<b>20.13</b>	<b>21.63</b>	<b>22.48</b>
<b>T3</b>	<b>19.47</b>	<b>20.64</b>	<b>22.05</b>	<b>23.69</b>	<b>24.63</b>
<b>T4</b>	<b>21.67</b>	<b>22.98</b>	<b>24.55</b>	<b>26.38</b>	<b>27.42</b>
<b>T5</b>	<b>23.06</b>	<b>24.45</b>	<b>26.12</b>	<b>28.07</b>	<b>29.18</b>
<b>T6</b>	<b>25.32</b>	<b>26.85</b>	<b>28.68</b>	<b>30.82</b>	<b>32.05</b>
<b>T7</b>	<b>27.42</b>	<b>29.08</b>	<b>31.07</b>	<b>33.39</b>	<b>34.71</b>
<b>T8</b>	<b>32.64</b>	<b>34.61</b>	<b>36.98</b>	<b>39.75</b>	<b>41.33</b>
<b>T9</b>	<b>36.75</b>	<b>38.97</b>	<b>41.64</b>	<b>44.76</b>	<b>46.54</b>
<b>T10</b>	<b>38.94</b>	<b>41.30</b>	<b>44.13</b>	<b>47.43</b>	<b>49.32</b>
<b>SIT1</b>	<b>33.29</b>	<b>35.30</b>	<b>37.72</b>	<b>40.54</b>	<b>42.15</b>
<b>SIT2</b>	<b>37.48</b>	<b>39.75</b>	<b>42.48</b>	<b>45.66</b>	<b>47.47</b>
<b>SIT3</b>	<b>39.72</b>	<b>42.12</b>	<b>45.01</b>	<b>48.38</b>	<b>50.30</b>

**APPENDIX B-2**  
**Effective July 1, 2026 – June 30, 2027**

**Salary increase: 3.25%**

**Hourly Rate**

**Clerical/Secretarial**

<b>Level</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>C1</b>	<b>16.60</b>	<b>17.59</b>	<b>18.79</b>	<b>20.18</b>	<b>20.98</b>
<b>C2</b>	<b>19.12</b>	<b>20.27</b>	<b>21.65</b>	<b>23.26</b>	<b>24.18</b>
<b>C3</b>	<b>19.86</b>	<b>21.05</b>	<b>22.49</b>	<b>24.16</b>	<b>25.12</b>
<b>C4</b>	<b>22.05</b>	<b>23.36</b>	<b>24.93</b>	<b>26.77</b>	<b>27.81</b>
<b>C5</b>	<b>27.60</b>	<b>29.27</b>	<b>31.27</b>	<b>33.60</b>	<b>34.94</b>
<b>C6</b>	<b>29.18</b>	<b>30.95</b>	<b>33.06</b>	<b>35.53</b>	<b>36.94</b>
<b>C7</b>	<b>30.00</b>	<b>31.81</b>	<b>33.99</b>	<b>36.53</b>	<b>37.98</b>
<b>C8</b>	<b>30.81</b>	<b>32.67</b>	<b>34.91</b>	<b>37.52</b>	<b>39.01</b>

**Technical**

<b>Level</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>T1</b>	<b>16.52</b>	<b>17.51</b>	<b>18.70</b>	<b>20.09</b>	<b>20.88</b>
<b>T2</b>	<b>18.36</b>	<b>19.46</b>	<b>20.79</b>	<b>22.33</b>	<b>23.21</b>
<b>T3</b>	<b>20.10</b>	<b>21.31</b>	<b>22.76</b>	<b>24.46</b>	<b>25.43</b>
<b>T4</b>	<b>22.38</b>	<b>23.73</b>	<b>25.34</b>	<b>27.23</b>	<b>28.31</b>
<b>T5</b>	<b>23.81</b>	<b>25.25</b>	<b>26.97</b>	<b>28.98</b>	<b>30.13</b>
<b>T6</b>	<b>26.14</b>	<b>27.72</b>	<b>29.62</b>	<b>31.82</b>	<b>33.09</b>
<b>T7</b>	<b>28.31</b>	<b>30.02</b>	<b>32.07</b>	<b>34.47</b>	<b>35.84</b>
<b>T8</b>	<b>33.70</b>	<b>35.74</b>	<b>38.19</b>	<b>41.04</b>	<b>42.67</b>
<b>T9</b>	<b>37.49</b>	<b>40.24</b>	<b>43.00</b>	<b>46.22</b>	<b>48.05</b>
<b>T10</b>	<b>40.20</b>	<b>42.64</b>	<b>45.56</b>	<b>48.97</b>	<b>50.92</b>
<b>SIT1</b>	<b>34.37</b>	<b>36.45</b>	<b>38.95</b>	<b>41.86</b>	<b>43.52</b>
<b>SIT2</b>	<b>38.70</b>	<b>41.04</b>	<b>43.86</b>	<b>47.14</b>	<b>49.01</b>
<b>SIT3</b>	<b>41.01</b>	<b>43.49</b>	<b>46.47</b>	<b>49.95</b>	<b>51.94</b>

**APPENDIX B-3**  
**Effective July 1, 2027 – June 30, 2028**

Salary increase: 3.5%

**Hourly Rate**

**Clerical/Secretarial**

Level	Step 1	Step 2	Step 3	Step 4	Step 5
C1	17.18	18.21	19.45	20.89	21.71
C2	19.78	20.98	22.40	24.07	25.02
C3	20.55	21.79	23.27	25.01	26.00
C4	22.82	24.18	25.81	27.70	28.79
C5	28.57	30.29	32.36	34.78	36.16
C6	30.20	32.03	34.22	36.78	38.24
C7	31.05	32.92	35.18	37.80	39.31
C8	31.89	33.82	36.13	38.83	40.37

**Technical**

Level	Step 1	Step 2	Step 3	Step 4	Step 5
T1	17.10	18.12	19.35	20.79	21.61
T2	19.00	20.14	21.51	23.11	24.03
T3	20.81	22.06	23.56	25.31	26.32
T4	23.16	24.56	26.23	28.19	29.30
T5	24.64	26.13	27.91	30.00	31.18
T6	27.06	28.69	30.65	32.94	34.24
T7	29.30	31.07	33.20	35.68	37.09
T8	34.88	36.99	39.52	42.48	44.16
T9	39.27	41.65	44.50	47.83	49.74
T10	41.61	44.13	47.16	50.69	52.70
SIT1	35.57	37.73	40.31	43.32	45.05
SIT2	40.05	42.48	45.39	48.79	50.73
SIT3	42.44	45.01	48.10	51.70	53.76

**WAGE RATES FOR EMPLOYEES ON A SIX STEP SCALE (Hired on or after August 22, 2002)**

**APPENDIX B-4**  
**Effective July 1, 2025 – June 30, 2026**

Salary increase: 3.25%

**Hourly Rate**

**Clerical/Secretarial**

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C1			16.07	17.81	19.55	20.32
C2			18.51	20.52	22.52	23.42
C3		19.23	20.39	21.78	23.40	24.33
C4	21.36	22.63	23.90	24.91	25.92	26.94
C5	26.73	28.35	29.96	31.25	32.54	33.84
C6	28.26	29.97	31.68	33.05	34.42	35.78
C7	29.05	30.81	32.57	33.97	35.38	36.78
C8	29.84	31.65	33.45	34.89	36.34	37.78

**Technical**

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T1			16.00	17.73	19.46	20.23
T2			17.78	19.70	21.63	22.48
T3			19.47	21.58	23.69	24.63
T4		21.67	22.98	24.55	26.38	27.42
T5	23.06	24.45	25.84	26.96	28.07	29.18
T6	25.32	26.85	28.38	29.60	30.82	32.05
T7	27.42	29.08	30.73	32.06	33.39	34.71
T8	32.64	34.61	36.59	38.17	39.75	41.33
T9	36.75	38.97	41.20	42.98	44.76	46.54
T10	38.94	41.30	43.66	45.54	47.43	49.32
SIT1	33.29	35.30	37.32	38.93	40.54	42.16
SIT2	37.48	39.75	42.02	43.84	45.66	47.47
SIT3	39.72	42.12	44.53	46.45	48.38	50.31

**APPENDIX B-5**  
**Effective July 1, 2026 – June 30, 2027**

Salary increase: 3.25%

Hourly Rate

Clerical/Secretarial

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C1			16.60	18.39	20.18	20.98
C2			19.12	21.19	23.26	24.18
C3		19.86	21.05	22.49	24.16	25.12
C4	22.05	23.36	24.67	25.72	26.77	27.81
C5	27.60	29.27	30.93	32.27	33.60	34.94
C6	29.18	30.95	32.71	34.12	35.53	36.95
C7	30.00	31.81	33.63	35.07	36.53	37.98
C8	30.81	32.67	34.54	36.03	37.52	39.01

Technical

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T1			16.52	18.30	20.09	20.88
T2			18.36	20.34	22.33	23.21
T3			20.10	22.28	24.46	25.43
T4		22.38	23.73	25.34	27.23	28.31
T5	23.81	25.25	26.68	27.83	28.98	30.13
T6	26.14	27.72	29.30	30.56	31.83	33.09
T7	28.31	30.02	31.73	33.10	34.47	35.84
T8	33.70	35.74	37.78	39.41	41.04	42.67
T9	37.94	40.24	42.54	44.38	46.22	48.06
T10	40.20	42.64	45.07	47.02	48.97	50.92
SIT1	34.37	36.45	38.53	40.19	41.86	43.52
SIT2	38.70	41.04	43.39	45.27	47.14	49.02
SIT3	41.01	43.49	45.98	47.96	49.95	51.94

**APPENDIX B-6**  
**Effective July 1, 2027 – June 30, 2028**

Salary increase: 3.5%

Hourly Rate

**Clerical/Secretarial**

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C1			17.18	19.03	20.89	21.71
C2			19.78	21.93	24.07	25.02
C3		20.55	21.79	23.37	25.01	26.00
C4	22.82	24.18	25.54	26.62	27.70	28.79
C5	28.57	30.29	32.02	33.40	34.78	36.16
C6	30.20	32.03	33.86	35.32	36.78	38.24
C7	31.05	32.92	34.80	36.30	37.80	39.31
C8	31.89	33.82	35.75	37.29	38.83	40.38

**Technical**

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T1			17.10	18.94	20.79	21.61
T2			19.00	21.06	23.11	24.03
T3			20.80	23.06	25.31	26.32
T4		23.16	24.56	26.23	28.19	29.30
T5	24.64	26.13	27.62	28.81	30.00	31.19
T6	27.06	28.69	30.33	31.63	32.94	34.25
T7	29.30	31.07	32.84	34.26	35.68	37.09
T8	34.88	36.99	39.10	40.79	42.48	44.17
T9	39.27	41.65	44.03	45.93	47.83	49.74
T10	41.61	44.13	46.65	48.67	50.69	52.70
SIT1	35.58	37.73	39.88	41.60	43.33	45.05
SIT2	40.06	42.48	44.91	46.85	48.79	50.73
SIT3	42.44	45.01	47.59	49.64	51.70	53.76

**APPENDIX C**  
**WAGE RATES FOR RESEARCH CLASSIFICATION FOR FORMER RE PAY PLAN**

**APPENDIX C-1**  
Effective July 1, 2025 – June 30, 2026

Salary increase: 3.25%

Hourly Rate

Research Classification for Former RE Pay Plan

Level	Step 1	Step 2	Step 3
RE 1	23.76	24.80	26.11
RE 2	27.12	28.31	29.80
RE 3	30.48	31.82	33.50
RE 4	33.85	35.33	37.19

**APPENDIX C-2**  
**Effective July 1, 2026 – June 30, 2027**

**Salary increase: 3.25%**

**Hourly Rate**

**Research Classification for Former RE Pay Plan**

<b>Level</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
<b>RE 1</b>	<b>24.53</b>	<b>25.61</b>	<b>26.96</b>
<b>RE 2</b>	<b>28.00</b>	<b>29.23</b>	<b>30.77</b>
<b>RE 3</b>	<b>31.47</b>	<b>32.86</b>	<b>34.59</b>
<b>RE 4</b>	<b>34.95</b>	<b>36.48</b>	<b>38.40</b>

**APPENDIX C-3**  
Effective July 1, 2027 – June 30, 2028

Salary increase: 3.5%

Hourly Rate

Research Classification for Former RE Pay Plan

Level	Step 1	Step 2	Step 3
RE 1	25.39	26.51	27.90
RE 2	28.98	30.26	31.85
RE 3	32.58	34.01	35.80
RE 4	36.17	37.76	39.75

**APPENDIX D**  
**WAGE RATES FOR GRANDPARENTED AGRICULTURAL CAMPUS EMPLOYEES**

**APPENDIX D-1**  
**Effective July 1, 2025 – June 30, 2026**

Salary increase: 3.25%

Grandparented Employee	Hourly Rate					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GACS 1	29.28	30.49	31.69	33.03	34.37	35.85
GACS 2	34.37	35.85	37.32	38.80	40.27	41.88
GACS 3	38.80	40.27	41.88	43.49	45.23	47.11
GACS 4	40.27	41.88	43.49	45.23	47.11	48.99
GACS 5	47.11	48.98	50.55			
GACS 6	33.26	34.54	35.99	37.44	39.08	

**APPENDIX D-2**  
**Effective July 1, 2026 – June 30, 2027**

Salary increase: 3.25%

Grandparented Employee	Hourly Rate					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GACS 1	30.23	31.48	32.72	34.10	35.49	37.01
GACS 2	35.49	37.01	38.53	40.06	41.58	43.24
GACS 3	40.06	41.58	43.24	44.90	46.70	48.64
GACS 4	41.58	43.24	44.90	46.70	48.64	50.58
GACS 5	48.64	50.58	52.20			
GACS 6	34.35	35.66	37.16	38.66	40.35	

**APPENDIX D-3**

**Effective July 1, 2027 – June 30, 2028**

**Salary increase: 3.5%**

**Hourly Rate**

**Grandparented AC Salary Scales**

<b>Level</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>GACS 1</b>	<b>31.28</b>	<b>32.58</b>	<b>33.87</b>	<b>35.30</b>	<b>36.73</b>	<b>38.31</b>
<b>GACS 2</b>	<b>36.73</b>	<b>38.31</b>	<b>39.88</b>	<b>41.46</b>	<b>43.04</b>	<b>44.75</b>
<b>GACS 3</b>	<b>41.46</b>	<b>43.04</b>	<b>44.75</b>	<b>46.47</b>	<b>48.33</b>	<b>50.34</b>
<b>GACS 4</b>	<b>43.03</b>	<b>44.75</b>	<b>46.47</b>	<b>48.34</b>	<b>50.34</b>	<b>52.35</b>
<b>GACS 5</b>	<b>50.34</b>	<b>52.35</b>	<b>54.02</b>			
<b>GACS 6</b>	<b>35.55</b>	<b>36.91</b>	<b>38.46</b>	<b>40.01</b>	<b>41.76</b>	