

**FY2026 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**(Base Rates - No Longevity Applied)**

Grade	Frequency	Effective July 3, 2025	
		Minimum	Maximum
LM-01	Annual	\$32,864	\$52,624
	Hourly	\$15.80	\$25.30
LM-02	Annual	\$34,486	\$55,390
	Hourly	\$16.58	\$26.63
LM-03	Annual	\$36,234	\$58,074
	Hourly	\$17.42	\$27.92
LM-04	Annual	\$38,043	\$61,048
	Hourly	\$18.29	\$29.35
LM-05	Annual	\$39,036	\$64,064
	Hourly	\$19.20	\$30.80
LM-06	Annual	\$41,933	\$67,330
	Hourly	\$20.16	\$32.37
LM-07	Annual	\$44,034	\$70,741
	Hourly	\$21.17	\$34.01
LM-08	Annual	\$46,238	\$74,339
	Hourly	\$22.23	\$35.74
LM-09	Annual	\$48,547	\$78,042
	Hourly	\$23.34	\$37.52
LM-10	Annual	\$50,981	\$82,035
	Hourly	\$24.51	\$39.44
LM-11	Annual	\$53,539	\$86,237
	Hourly	\$25.74	\$41.46
LM-12	Annual	\$56,222	\$90,542
	Hourly	\$27.03	\$43.53

**NOTES**

This pay schedule applies to all employees covered by the AFSCME Local 582 collective bargaining agreement, except in "Flexible Worker" classifications affiliated with the EXCEL or Maintenance Career Path programs in the Department of Public Works - Utilities Division who are covered by the FW pay scale.

Implements negotiated pay schedule effective with the pay period beginning July 3, 2025: added 2% to the minimum and 3.75% to the maximum of the pay scale effective July 4, 2024, 2% across the board adjustment for employees, not to exceed maximum for the grade.

Employees who achieve a satisfactory performance review shall receive a 3% merit pay advancement not to exceed the maximum for pay grade; only once every 12 months.

Longevity Pay for employees will continue to be applied to base rate exclusive of any longevity pay:

At completion of 7 years of continuous service employee is entitled to a 5% increase above current base pay.

At completion of 11 years of continuous service employee is entitled to an additional 5% for a total of 10% above current base pay.

At completion of 16 years of continuous service employee is entitled to an additional 5% for a total of 15% above current base pay.

At completion of 25 years of continuous service employee is entitled to an additional 3% for a total of 18% above current base pay.

Hourly pay rate is determined by dividing annual pay by 2080 hours, rounded to 2 decimal places.