

SUPERVISORY MANAGEMENT ALLIANCE										
SALARY SCHEDULE										
JULY 1, 2025-JUNE 30, 2026										
GRADE POSITION		Hire - 12 Mo	12 - 24 Mo	24 -36 Mo	36 - 48 Mo	48 - 60 Mo	7.5 years	10 years	15 years	
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
12		Annual	\$ 64,886.05	\$68,130.36	\$71,536.87	\$75,113.72	\$78,869.40	\$79,658.10	\$81,052.11	\$82,673.16
		Bi-Weekly	\$2,495.62	\$2,620.40	\$2,751.42	\$2,888.99	\$3,033.44	\$3,063.77	\$3,117.39	\$3,179.74
		Hourly	\$31.20	\$32.75	\$34.39	\$36.11	\$37.92	\$38.30	\$38.97	\$39.75
				5.00%	5.00%	5.00%	5.00%	1.00%	1.75%	2.00%
13	Foreman I	Annual	\$ 68,072.34	\$71,475.96	\$75,049.76	\$78,802.25	\$82,742.36	\$83,569.78	\$85,032.26	\$86,732.90
		Bi-Weekly	\$2,618.17	\$2,749.08	\$2,886.53	\$3,030.86	\$3,182.40	\$3,214.22	\$3,270.47	\$3,335.88
		Hourly	\$32.73	\$34.36	\$36.08	\$37.89	\$39.78	\$40.18	\$40.88	\$41.70
				5.00%	5.00%	5.00%	5.00%	1.00%	1.75%	2.00%
14	Foreman II	Annual	\$ 71,439.17	\$75,011.13	\$78,761.68	\$82,699.77	\$86,834.76	\$87,703.10	\$89,237.91	\$91,022.67
		Bi-Weekly	\$2,747.66	\$2,885.04	\$3,029.30	\$3,180.76	\$3,339.80	\$3,373.20	\$3,432.23	\$3,500.87
		Hourly	\$34.35	\$36.06	\$37.87	\$39.76	\$41.75	\$42.16	\$42.90	\$43.76
				5.00%	5.00%	5.00%	5.00%	1.00%	1.75%	2.00%
15	Foreman III	Annual	\$ 74,982.33	\$78,731.44	\$82,668.01	\$86,801.42	\$91,141.49	\$92,052.90	\$93,663.83	\$95,537.10
		Bi-Weekly	\$2,883.94	\$3,028.13	\$3,179.54	\$3,338.52	\$3,505.44	\$3,540.50	\$3,602.45	\$3,674.50
		Hourly	\$36.05	\$37.85	\$39.74	\$41.73	\$43.82	\$44.26	\$45.03	\$45.93
				5.00%	5.00%	5.00%	5.00%	1.00%	1.75%	2.00%
16	Foreman IV	Annual	\$ 78,701.74	\$82,636.83	\$86,768.67	\$91,107.11	\$95,662.46	\$96,619.08	\$98,309.92	\$100,276.12
		Bi-Weekly	\$3,026.99	\$3,178.34	\$3,337.26	\$3,504.12	\$3,679.33	\$3,716.12	\$3,781.15	\$3,856.77
		Hourly	\$37.84	\$39.73	\$41.72	\$43.80	\$45.99	\$46.45	\$47.26	\$48.21
				5.00%	5.00%	5.00%	5.00%	1.00%	1.75%	2.00%
17	Foreman V	Annual	\$ 82,636.83	\$86,768.67	\$91,107.10	\$95,662.46	\$100,445.58	\$101,450.04	\$103,225.41	\$105,289.92
		Bi-Weekly	\$3,178.34	\$3,337.26	\$3,504.12	\$3,679.33	\$3,863.29	\$3,901.92	\$3,970.21	\$4,049.61
		Hourly	\$39.73	\$41.72	\$43.80	\$45.99	\$48.29	\$48.77	\$49.63	\$50.62
				5.00%	5.00%	5.00%	5.00%	1.00%	1.75%	2.00%
18	Foreman VI	Annual	\$ 86,350.33	\$90,667.84	\$95,201.23	\$99,961.30	\$104,959.36	\$106,008.95	\$107,864.11	\$110,021.39
		Bi-Weekly	\$3,321.17	\$3,487.22	\$3,661.59	\$3,844.67	\$4,036.90	\$4,077.27	\$4,148.62	\$4,231.59
				5.00%	5.00%	5.00%	5.00%	1.00%	1.75%	2.00%
19	Foreman VII Exempt	Annual	\$ 90,667.84	\$95,201.23	\$99,961.30	\$104,959.36	\$110,207.33	\$111,309.40	\$113,257.32	\$115,522.46
		Bi-Weekly	\$3,487.22	\$3,661.59	\$3,844.67	\$4,036.90	\$4,238.74	\$4,281.13	\$4,356.05	\$4,443.17
				5.00%	5.00%	5.00%	5.00%	1.00%	1.75%	2.00%