

CITY AND BOROUGH OF JUNEAU
MEBA & Nonrep 3% Effective 07/13/2026

<u>Range</u>	<u>Pay Type</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
1	Hourly	13.04	13.43	13.94	14.36	14.82	15.34	16.00	16.72	17.44	18.24	19.06	19.90	20.80
2	Hourly	13.94	14.36	14.82	15.34	15.84	16.36	17.09	17.87	18.63	19.47	20.36	21.25	22.20
3	Hourly	14.82	15.34	15.84	16.36	16.90	17.44	18.24	19.06	19.90	20.80	21.70	22.65	23.69
4	Hourly	15.84	16.36	16.90	17.44	18.04	18.63	19.47	20.36	21.25	22.20	23.21	24.19	25.26
5	Hourly	16.90	17.44	18.04	18.63	19.26	19.90	20.80	21.70	22.65	23.69	24.73	25.84	27.01
6	Hourly	18.04	18.63	19.26	19.90	20.55	21.25	22.20	23.21	24.19	25.26	26.41	27.59	28.83
7	Hourly	19.26	19.90	20.55	21.25	21.95	22.65	23.69	24.73	25.84	27.01	28.20	29.45	30.76
8	Hourly	20.55	21.25	21.95	22.65	23.42	24.19	25.26	26.41	27.59	28.83	30.11	31.43	32.82
9	Hourly	21.95	22.65	23.42	24.19	25.00	25.84	27.01	28.20	29.45	30.76	32.12	33.55	35.07
10	Hourly	23.42	24.19	25.00	25.84	26.68	27.59	28.83	30.11	31.43	32.82	34.26	35.81	37.43
11	Hourly	25.00	25.84	26.68	27.59	28.51	29.45	30.76	32.12	33.55	35.07	36.59	38.20	39.93
12	Hourly	26.68	27.59	28.51	29.45	30.40	31.43	32.82	34.26	35.81	37.43	39.04	40.79	42.59
13	Hourly	28.51	29.45	30.40	31.43	32.51	33.55	35.07	36.59	38.20	39.93	41.73	43.54	45.50
14	Hourly	30.40	31.43	32.51	33.55	34.65	35.81	37.43	39.04	40.79	42.59	44.51	46.48	48.56
	Salary Scale "A"	2,280.00	2,357.25	2,438.25	2,516.25	2,598.75	2,685.75	2,807.25	2,928.00	3,059.25	3,194.25	3,338.25	3,486.00	3,642.00
	Salary Scale "B"	2,432.00	2,514.40	2,600.80	2,684.00	2,772.00	2,864.80	2,994.40	3,123.20	3,263.20	3,407.20	3,560.80	3,718.40	3,884.80
15	Hourly	32.51	33.55	34.65	35.81	37.00	38.20	39.93	41.73	43.54	45.50	47.51	49.62	51.86
	Salary Scale "A"	2,438.25	2,516.25	2,598.75	2,685.75	2,775.00	2,865.00	2,994.75	3,129.75	3,265.50	3,412.50	3,563.25	3,721.50	3,889.50
	Salary Scale "B"	2,600.80	2,684.00	2,772.00	2,864.80	2,960.00	3,056.00	3,194.40	3,338.40	3,483.20	3,640.00	3,800.80	3,969.60	4,148.80
16	Hourly	34.65	35.81	37.00	38.20	39.48	40.79	42.59	44.51	46.48	48.56	50.72	52.97	55.35
	Salary Scale "A"	2,598.75	2,685.75	2,775.00	2,865.00	2,961.00	3,059.25	3,194.25	3,338.25	3,486.00	3,642.00	3,804.00	3,972.75	4,151.25
	Salary Scale "B"	2,772.00	2,864.80	2,960.00	3,056.00	3,158.40	3,263.20	3,407.20	3,560.80	3,718.40	3,884.80	4,057.60	4,237.60	4,428.00
17	Hourly	37.00	38.20	39.48	40.79	42.15	43.54	45.50	47.51	49.62	51.86	54.15	56.58	59.07
	Salary Scale "A"	2,775.00	2,865.00	2,961.00	3,059.25	3,161.25	3,265.50	3,412.50	3,563.25	3,721.50	3,889.50	4,061.25	4,243.50	4,430.25
	Salary Scale "B"	2,960.00	3,056.00	3,158.40	3,263.20	3,372.00	3,483.20	3,640.00	3,800.80	3,969.60	4,148.80	4,332.00	4,526.40	4,725.60
18	Hourly	39.48	40.79	42.15	43.54	45.00	46.48	48.56	50.72	52.97	55.35	57.80	60.38	63.06
	Salary Scale "A"	2,961.00	3,059.25	3,161.25	3,265.50	3,375.00	3,486.00	3,642.00	3,804.00	3,972.75	4,151.25	4,335.00	4,528.50	4,729.50
	Salary Scale "B"	3,158.40	3,263.20	3,372.00	3,483.20	3,600.00	3,718.40	3,884.80	4,057.60	4,237.60	4,428.00	4,624.00	4,830.40	5,044.80
19	Hourly	42.15	43.54	45.00	46.48	48.04	49.62	51.86	54.15	56.58	59.07	61.70	64.43	67.28
	Salary Scale "A"	3,161.25	3,265.50	3,375.00	3,486.00	3,603.00	3,721.50	3,889.50	4,061.25	4,243.50	4,430.25	4,627.50	4,832.50	5,046.00
	Salary Scale "B"	3,372.00	3,483.20	3,600.00	3,718.40	3,843.20	3,969.60	4,148.80	4,332.00	4,526.40	4,725.60	4,936.00	5,154.40	5,382.40
20 20F	Hourly	45.00	46.48	48.04	49.62	51.27	52.97	55.35	57.80	60.38	63.06	65.85	68.74	71.77
	56-Hour Rate	32.14	33.20	34.31	35.44	36.62	37.84	39.54	41.29	43.13	45.04	47.04	49.10	51.26
	Salary Scale "A"	3,375.00	3,486.00	3,603.00	3,721.50	3,845.25	3,972.75	4,151.25	4,335.00	4,528.50	4,729.50	4,938.75	5,155.50	5,382.75
	Salary Scale "B"	3,600.00	3,718.40	3,843.20	3,969.60	4,101.60	4,237.60	4,428.00	4,624.00	4,830.40	5,044.80	5,268.00	5,499.20	5,741.60
21	Hourly	48.04	49.62	51.27	52.97	54.74	56.58	59.07	61.70	64.43	67.28	70.24	73.32	76.52
	Salary Scale "A"	3,603.00	3,721.50	3,845.25	3,972.75	4,105.50	4,243.50	4,430.25	4,627.50	4,832.25	5,046.00	5,268.00	5,499.00	5,739.00
	Salary Scale "B"	3,843.20	3,969.60	4,101.60	4,237.60	4,379.20	4,526.40	4,725.60	4,936.00	5,154.40	5,382.40	5,619.20	5,865.60	6,121.60
22	Hourly	51.27	52.97	54.74	56.58	58.43	60.38	63.06	65.85	68.74	71.77	75.04	78.38	81.85
	Salary Scale "A"	3,845.25	3,972.75	4,105.50	4,243.50	4,382.25	4,528.50	4,729.50	4,938.75	5,155.50	5,382.75	5,628.00	5,878.50	6,138.75
	Salary Scale "B"	4,101.60	4,237.60	4,379.20	4,526.40	4,674.40	4,830.40	5,044.80	5,268.00	5,499.20	5,741.60	6,003.20	6,270.40	6,548.00
23	Hourly	54.74	56.58	58.43	60.38	62.37	64.43	67.28	70.24	73.32	76.52	80.10	83.67	87.40
	Salary Scale "A"	4,105.50	4,243.50	4,382.25	4,528.50	4,677.75	4,832.25	5,046.00	5,268.00	5,499.00	5,739.00	6,007.50	6,275.25	6,555.00
	Salary Scale "B"	4,379.20	4,526.40	4,674.40	4,830.40	4,989.60	5,154.40	5,382.40	5,619.20	5,865.60	6,121.60	6,408.00	6,693.60	6,992.00
24	Hourly	58.43	60.38	62.37	64.43	66.58	68.74	71.77	75.04	78.38	81.85	85.51	89.32	93.29
	Salary Scale "A"	4,382.25	4,528.50	4,677.75	4,832.25	4,993.50	5,155.50	5,382.75	5,628.00	5,878.50	6,138.75	6,413.25	6,699.00	6,996.75
	Salary Scale "B"	4,674.40	4,830.40	4,989.60	5,154.40	5,326.40	5,499.20	5,741.60	6,003.20	6,270.40	6,548.00	6,840.80	7,145.60	7,463.20
25	Hourly	62.37	64.43	66.58	68.74	71.06	73.32	76.52	80.10	83.67	87.40	91.29	95.33	99.58
	Salary Scale "A"	4,677.75	4,832.25	4,993.50	5,155.50	5,329.50	5,499.00	5,739.00	6,007.50	6,275.25	6,555.00	6,846.75	7,149.75	7,468.50
	Salary Scale "B"	4,989.60	5,154.40	5,326.40	5,499.20	5,684.80	5,865.60	6,121.60	6,408.00	6,693.60	6,992.00	7,303.20	7,626.40	7,966.40
26	Hourly	66.58	68.74	71.06	73.32	75.83	78.38	81.85	85.51	89.32	93.29	97.46	101.77	106.23
	Salary Scale "A"	4,993.50	5,155.50	5,329.50	5,499.00	5,687.25	5,878.50	6,138.75	6,413.25	6,699.00	6,996.75	7,309.50	7,632.75	7,967.25
	Salary Scale "B"	5,326.40	5,499.20	5,684.80	5,865.60	6,066.40	6,270.40	6,548.00	6,840.80	7,145.60	7,463.20	7,796.80	8,141.60	8,498.40
27	Hourly	71.06	73.32	75.83	78.38	80.97	83.67	87.40	91.29	95.33	99.58	103.97	108.54	113.29
	Salary Scale "A"	5,329.50	5,499.00	5,687.25	5,878.50	6,072.75	6,275.25	6,555.00	6,846.75	7,149.75	7,468.50	7,797.75	8,140.50	8,496.75
	Salary Scale "B"	5,684.80	5,865.60	6,066.40	6,270.40	6,477.60	6,693.60	6,992.00	7,303.20	7,626.40	7,966.40	8,317.60	8,683.20	9,063.20
28	Hourly	75.83	78.38	80.97	83.67	86.43	89.32	93.29	97.46	101.77	106.23	110.93	115.78	120.91
	Salary Scale "A"	5,687.25	5,878.50	6,072.75	6,275.25	6,482.25	6,699.00	6,996.75	7,309.50	7,632.75	7,967.25	8,319.75	8,683.50	9,068.25
	Salary Scale "B"	6,066.40	6,270.40	6,477.60	6,693.60	6,914.40	7,145.60	7,463.20	7,796.80	8,141.60	8,498.40	8,874.40	9,262.40	9,672.80