

Effective 10/4/2025 - 4.50% Equity

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
46227 - Call Taker															
AVO	Hourly	\$ 23.01	\$ 23.58	\$ 24.14	\$ 24.72	\$ 25.36	\$ 26.00	\$ 26.64	\$ 27.28	\$ 27.95	\$ 28.64	\$ 29.32	\$ 30.04	\$ 30.79	\$ 31.56
	Bi-Weekly	\$ 1,840.80	\$ 1,886.40	\$ 1,931.20	\$ 1,977.60	\$ 2,028.80	\$ 2,080.00	\$ 2,131.20	\$ 2,182.40	\$ 2,236.00	\$ 2,291.20	\$ 2,345.60	\$ 2,403.20	\$ 2,463.20	\$ 2,524.80
	Monthly	\$ 3,988.40	\$ 4,087.20	\$ 4,184.27	\$ 4,284.80	\$ 4,395.73	\$ 4,506.67	\$ 4,617.60	\$ 4,728.53	\$ 4,844.67	\$ 4,964.27	\$ 5,082.13	\$ 5,206.93	\$ 5,336.93	\$ 5,470.40
	Annual	\$ 47,860.80	\$ 49,046.40	\$ 50,211.20	\$ 51,417.60	\$ 52,748.80	\$ 54,080.00	\$ 55,411.20	\$ 56,742.40	\$ 58,136.00	\$ 59,571.20	\$ 60,985.60	\$ 62,483.20	\$ 64,043.20	\$ 65,644.80
44816 -Dispatcher Trainee															
AVT	Hourly	\$ 27.26	\$ 27.92	\$ 28.62	\$ 29.31	\$ 30.04	\$ 30.79	\$ 31.55	\$ 32.31	\$ 33.11	\$ 33.97	\$ 34.79	\$ 35.64	\$ 36.49	
	Bi-Weekly	\$ 2,180.80	\$ 2,233.60	\$ 2,289.60	\$ 2,344.80	\$ 2,403.20	\$ 2,463.20	\$ 2,524.00	\$ 2,584.80	\$ 2,648.80	\$ 2,717.60	\$ 2,783.20	\$ 2,851.20	\$ 2,919.20	
	Monthly	\$ 4,725.07	\$ 4,839.47	\$ 4,960.80	\$ 5,080.40	\$ 5,206.93	\$ 5,336.93	\$ 5,468.67	\$ 5,600.40	\$ 5,739.07	\$ 5,888.13	\$ 6,030.27	\$ 6,177.60	\$ 6,324.93	
	Annual	\$ 56,700.80	\$ 58,073.60	\$ 59,529.60	\$ 60,964.80	\$ 62,483.20	\$ 64,043.20	\$ 65,624.00	\$ 67,204.80	\$ 68,868.80	\$ 70,657.60	\$ 72,363.20	\$ 74,131.20	\$ 75,899.20	
44813 - Dispatcher															
AV3	Hourly	\$ 31.51	\$ 32.26	\$ 33.04	\$ 33.88	\$ 34.74	\$ 35.60	\$ 36.44	\$ 37.35	\$ 38.26	\$ 39.24	\$ 40.18	\$ 41.18	\$ 42.22	\$ 43.24
	Bi-Weekly	\$ 2,520.80	\$ 2,580.80	\$ 2,643.20	\$ 2,710.40	\$ 2,779.20	\$ 2,848.00	\$ 2,915.20	\$ 2,988.00	\$ 3,060.80	\$ 3,139.20	\$ 3,214.40	\$ 3,294.40	\$ 3,377.60	\$ 3,459.20
	Monthly	\$ 5,461.73	\$ 5,591.73	\$ 5,726.93	\$ 5,872.53	\$ 6,021.60	\$ 6,170.67	\$ 6,316.27	\$ 6,474.00	\$ 6,631.73	\$ 6,801.60	\$ 6,964.53	\$ 7,137.87	\$ 7,318.13	\$ 7,494.93
	Annual	\$ 65,540.80	\$ 67,100.80	\$ 68,723.20	\$ 70,470.40	\$ 72,259.20	\$ 74,048.00	\$ 75,795.20	\$ 77,688.00	\$ 79,580.80	\$ 81,619.20	\$ 83,574.40	\$ 85,654.40	\$ 87,817.60	\$ 89,939.20
44814 - Supervising Dispatcher															
AV7	Hourly	\$ 36.40	\$ 37.28	\$ 38.21	\$ 39.11	\$ 40.12	\$ 41.13	\$ 42.09	\$ 43.17	\$ 44.21	\$ 45.33	\$ 46.47	\$ 47.58	\$ 48.78	\$ 50.01
	Bi-Weekly	\$ 2,912.00	\$ 2,982.40	\$ 3,056.80	\$ 3,128.80	\$ 3,209.60	\$ 3,290.40	\$ 3,367.20	\$ 3,453.60	\$ 3,536.80	\$ 3,626.40	\$ 3,717.60	\$ 3,806.40	\$ 3,902.40	\$ 4,000.80
	Monthly	\$ 6,309.33	\$ 6,461.87	\$ 6,623.07	\$ 6,779.07	\$ 6,954.13	\$ 7,129.20	\$ 7,295.60	\$ 7,482.80	\$ 7,663.07	\$ 7,857.20	\$ 8,054.80	\$ 8,247.20	\$ 8,455.20	\$ 8,668.40
	Annual	\$ 75,712.00	\$ 77,542.40	\$ 79,476.80	\$ 81,348.80	\$ 83,449.60	\$ 85,550.40	\$ 87,547.20	\$ 89,793.60	\$ 91,956.80	\$ 94,286.40	\$ 96,657.60	\$ 98,966.40	\$ 101,462.40	\$ 104,020.80

Effective 02/21/2026 - 3.00% Across the Board Increase

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
46227 - Call Taker															
AVO	Hourly	\$ 23.70	\$ 24.29	\$ 24.86	\$ 25.46	\$ 26.12	\$ 26.78	\$ 27.44	\$ 28.10	\$ 28.79	\$ 29.50	\$ 30.20	\$ 30.94	\$ 31.71	\$ 32.51
	Bi-Weekly	\$ 1,896.00	\$ 1,943.20	\$ 1,988.80	\$ 2,036.80	\$ 2,089.60	\$ 2,142.40	\$ 2,195.20	\$ 2,248.00	\$ 2,303.20	\$ 2,360.00	\$ 2,416.00	\$ 2,475.20	\$ 2,536.80	\$ 2,600.80
	Monthly	\$ 4,108.00	\$ 4,210.27	\$ 4,309.07	\$ 4,413.07	\$ 4,527.47	\$ 4,641.87	\$ 4,756.27	\$ 4,870.67	\$ 4,990.27	\$ 5,113.33	\$ 5,234.67	\$ 5,362.93	\$ 5,496.40	\$ 5,635.07
	Annual	\$ 49,296.00	\$ 50,523.20	\$ 51,708.80	\$ 52,956.80	\$ 54,329.60	\$ 55,702.40	\$ 57,075.20	\$ 58,448.00	\$ 59,883.20	\$ 61,360.00	\$ 62,816.00	\$ 64,355.20	\$ 65,956.80	\$ 67,620.80
44816 -Dispatcher Trainee															
AVT	Hourly	\$ 28.08	\$ 28.76	\$ 29.48	\$ 30.19	\$ 30.94	\$ 31.71	\$ 32.50	\$ 33.28	\$ 34.10	\$ 34.99	\$ 35.83	\$ 36.71	\$ 37.58	
	Bi-Weekly	\$ 2,246.40	\$ 2,300.80	\$ 2,358.40	\$ 2,415.20	\$ 2,475.20	\$ 2,536.80	\$ 2,600.00	\$ 2,662.40	\$ 2,728.00	\$ 2,799.20	\$ 2,866.40	\$ 2,936.80	\$ 3,006.40	
	Monthly	\$ 4,867.20	\$ 4,985.07	\$ 5,109.87	\$ 5,232.93	\$ 5,362.93	\$ 5,496.40	\$ 5,633.33	\$ 5,768.53	\$ 5,910.67	\$ 6,064.93	\$ 6,210.53	\$ 6,363.07	\$ 6,513.87	
	Annual	\$ 58,406.40	\$ 59,820.80	\$ 61,318.40	\$ 62,795.20	\$ 64,355.20	\$ 65,956.80	\$ 67,600.00	\$ 69,222.40	\$ 70,928.00	\$ 72,779.20	\$ 74,526.40	\$ 76,356.80	\$ 78,166.40	
44813 - Dispatcher															
AV3	Hourly	\$ 32.46	\$ 33.23	\$ 34.03	\$ 34.90	\$ 35.78	\$ 36.67	\$ 37.53	\$ 38.47	\$ 39.41	\$ 40.42	\$ 41.39	\$ 42.42	\$ 43.49	\$ 44.54
	Bi-Weekly	\$ 2,596.80	\$ 2,658.40	\$ 2,722.40	\$ 2,792.00	\$ 2,862.40	\$ 2,933.60	\$ 3,002.40	\$ 3,077.60	\$ 3,152.80	\$ 3,233.60	\$ 3,311.20	\$ 3,393.60	\$ 3,479.20	\$ 3,563.20
	Monthly	\$ 5,626.40	\$ 5,759.87	\$ 5,898.53	\$ 6,049.33	\$ 6,201.87	\$ 6,356.13	\$ 6,505.20	\$ 6,668.13	\$ 6,831.07	\$ 7,006.13	\$ 7,174.27	\$ 7,352.80	\$ 7,538.27	\$ 7,720.27
	Annual	\$ 67,516.80	\$ 69,118.40	\$ 70,782.40	\$ 72,592.00	\$ 74,422.40	\$ 76,273.60	\$ 78,062.40	\$ 80,017.60	\$ 81,972.80	\$ 84,073.60	\$ 86,091.20	\$ 88,233.60	\$ 90,459.20	\$ 92,643.20
44814 - Supervising Dispatcher															
AV7	Hourly	\$ 37.49	\$ 38.40	\$ 39.36	\$ 40.28	\$ 41.32	\$ 42.36	\$ 43.35	\$ 44.47	\$ 45.54	\$ 46.69	\$ 47.86	\$ 49.01	\$ 50.24	\$ 51.51
	Bi-Weekly	\$ 2,999.20	\$ 3,072.00	\$ 3,148.80	\$ 3,222.40	\$ 3,305.60	\$ 3,388.80	\$ 3,468.00	\$ 3,557.60	\$ 3,643.20	\$ 3,735.20	\$ 3,828.80	\$ 3,920.80	\$ 4,019.20	\$ 4,120.80
	Monthly	\$ 6,498.27	\$ 6,656.00	\$ 6,822.40	\$ 6,981.87	\$ 7,162.13	\$ 7,342.40	\$ 7,514.00	\$ 7,708.13	\$ 7,893.60	\$ 8,092.93	\$ 8,295.73	\$ 8,495.07	\$ 8,708.27	\$ 8,928.40
	Annual	\$ 77,979.20	\$ 79,872.00	\$ 81,868.80	\$ 83,782.40	\$ 85,945.60	\$ 88,108.80	\$ 90,168.00	\$ 92,497.60	\$ 94,723.20	\$ 97,115.20	\$ 99,548.80	\$ 101,940.80	\$ 104,499.20	\$ 107,140.80

Effective 07/25/2026 - 2.5% New Top Step

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
46227 - Call Taker																
AVO	Hourly	\$ 23.70	\$ 24.29	\$ 24.86	\$ 25.46	\$ 26.12	\$ 26.78	\$ 27.44	\$ 28.10	\$ 28.79	\$ 29.50	\$ 30.20	\$ 30.94	\$ 31.71	\$ 32.51	\$ 33.32
	Bi-Weekly	\$ 1,896.00	\$ 1,943.20	\$ 1,988.80	\$ 2,036.80	\$ 2,089.60	\$ 2,142.40	\$ 2,195.20	\$ 2,248.00	\$ 2,303.20	\$ 2,360.00	\$ 2,416.00	\$ 2,475.20	\$ 2,536.80	\$ 2,600.80	\$ 2,665.60
	Monthly	\$ 4,108.00	\$ 4,210.27	\$ 4,309.07	\$ 4,413.07	\$ 4,527.47	\$ 4,641.87	\$ 4,756.27	\$ 4,870.67	\$ 4,990.27	\$ 5,113.33	\$ 5,234.67	\$ 5,362.93	\$ 5,496.40	\$ 5,635.07	\$ 5,775.47
	Annual	\$ 49,296.00	\$ 50,523.20	\$ 51,708.80	\$ 52,956.80	\$ 54,329.60	\$ 55,702.40	\$ 57,075.20	\$ 58,448.00	\$ 59,883.20	\$ 61,360.00	\$ 62,816.00	\$ 64,355.20	\$ 65,956.80	\$ 67,620.80	\$ 69,305.60
44816 -Dispatcher Trainee																
AVT	Hourly	\$ 28.08	\$ 28.76	\$ 29.48	\$ 30.19	\$ 30.94	\$ 31.71	\$ 32.50	\$ 33.28	\$ 34.10	\$ 34.99	\$ 35.83	\$ 36.71	\$ 37.58	\$ 38.52	
	Bi-Weekly	\$ 2,246.40	\$ 2,300.80	\$ 2,358.40	\$ 2,415.20	\$ 2,475.20	\$ 2,536.80	\$ 2,600.00	\$ 2,662.40	\$ 2,728.00	\$ 2,799.20	\$ 2,866.40	\$ 2,936.80	\$ 3,006.40	\$ 3,081.60	
	Monthly	\$ 4,867.20	\$ 4,985.07	\$ 5,109.87	\$ 5,232.93	\$ 5,362.93	\$ 5,496.40	\$ 5,633.33	\$ 5,768.53	\$ 5,910.67	\$ 6,064.93	\$ 6,210.53	\$ 6,363.07	\$ 6,513.87	\$ 6,676.80	
	Annual	\$ 58,406.40	\$ 59,820.80	\$ 61,318.40	\$ 62,795.20	\$ 64,355.20	\$ 65,956.80	\$ 67,600.00	\$ 69,222.40	\$ 70,928.00	\$ 72,779.20	\$ 74,526.40	\$ 76,356.80	\$ 78,166.40	\$ 80,121.60	
44813 - Dispatcher																
AV3	Hourly	\$ 32.46	\$ 33.23	\$ 34.03	\$ 34.90	\$ 35.78	\$ 36.67	\$ 37.53	\$ 38.47	\$ 39.41	\$ 40.42	\$ 41.39	\$ 42.42	\$ 43.49	\$ 44.54	\$ 45.65
	Bi-Weekly	\$ 2,596.80	\$ 2,658.40	\$ 2,722.40	\$ 2,792.00	\$ 2,862.40	\$ 2,933.60	\$ 3,002.40	\$ 3,077.60	\$ 3,152.80	\$ 3,233.60	\$ 3,311.20	\$ 3,393.60	\$ 3,479.20	\$ 3,563.20	\$ 3,652.00
	Monthly	\$ 5,626.40	\$ 5,759.87	\$ 5,898.53	\$ 6,049.33	\$ 6,201.87	\$ 6,356.13	\$ 6,505.20	\$ 6,668.13	\$ 6,831.07	\$ 7,006.13	\$ 7,174.27	\$ 7,352.80	\$ 7,538.27	\$ 7,720.27	\$ 7,912.67
	Annual	\$ 67,516.80	\$ 69,118.40	\$ 70,782.40	\$ 72,592.00	\$ 74,422.40	\$ 76,273.60	\$ 78,062.40	\$ 80,017.60	\$ 81,972.80	\$ 84,073.60	\$ 86,091.20	\$ 88,233.60	\$ 90,459.20	\$ 92,643.20	\$ 94,952.00
44814 - Supervising Dispatcher																
AV7	Hourly	\$ 37.49	\$ 38.40	\$ 39.36	\$ 40.28	\$ 41.32	\$ 42.36	\$ 43.35	\$ 44.47	\$ 45.54	\$ 46.69	\$ 47.86	\$ 49.01	\$ 50.24	\$ 51.51	\$ 52.80
	Bi-Weekly	\$ 2,999.20	\$ 3,072.00	\$ 3,148.80	\$ 3,222.40	\$ 3,305.60	\$ 3,388.80	\$ 3,468.00	\$ 3,557.60	\$ 3,643.20	\$ 3,735.20	\$ 3,828.80	\$ 3,920.80	\$ 4,019.20	\$ 4,120.80	\$ 4,224.00
	Monthly	\$ 6,498.27	\$ 6,656.00	\$ 6,822.40	\$ 6,981.87	\$ 7,162.13	\$ 7,342.40	\$ 7,514.00	\$ 7,708.13	\$ 7,893.60	\$ 8,092.93	\$ 8,295.73	\$ 8,495.07	\$ 8,708.27	\$ 8,928.40	\$ 9,152.00
	Annual	\$ 77,979.20	\$ 79,872.00	\$ 81,868.80	\$ 83,782.40	\$ 85,945.60	\$ 88,108.80	\$ 90,168.00	\$ 92,497.60	\$ 94,723.20	\$ 97,115.20	\$ 99,548.80	\$ 101,940.80	\$ 104,499.20	\$ 107,140.80	\$ 109,824.00

Effective 02/20/2027 - 3.00% Across the Board Increase

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
46227 - Call Taker																
AVO	Hourly	\$ 24.41	\$ 25.02	\$ 25.61	\$ 26.22	\$ 26.90	\$ 27.58	\$ 28.26	\$ 28.94	\$ 29.65	\$ 30.39	\$ 31.11	\$ 31.87	\$ 32.66	\$ 33.49	\$ 34.32
	Bi-Weekly	\$ 1,952.80	\$ 2,001.60	\$ 2,048.80	\$ 2,097.60	\$ 2,152.00	\$ 2,206.40	\$ 2,260.80	\$ 2,315.20	\$ 2,372.00	\$ 2,431.20	\$ 2,488.80	\$ 2,549.60	\$ 2,612.80	\$ 2,679.20	\$ 2,745.60
	Monthly	\$ 4,231.07	\$ 4,336.80	\$ 4,439.07	\$ 4,544.80	\$ 4,662.67	\$ 4,780.53	\$ 4,898.40	\$ 5,016.27	\$ 5,139.33	\$ 5,267.60	\$ 5,392.40	\$ 5,524.13	\$ 5,661.07	\$ 5,804.93	\$ 5,948.80
	Annual	\$ 50,772.80	\$ 52,041.60	\$ 53,268.80	\$ 54,537.60	\$ 55,952.00	\$ 57,366.40	\$ 58,780.80	\$ 60,195.20	\$ 61,672.00	\$ 63,211.20	\$ 64,708.80	\$ 66,289.60	\$ 67,932.80	\$ 69,659.20	\$ 71,385.60
44816 -Dispatcher Trainee																
AVT	Hourly	\$ 28.92	\$ 29.62	\$ 30.36	\$ 31.10	\$ 31.87	\$ 32.66	\$ 33.48	\$ 34.28	\$ 35.12	\$ 36.04	\$ 36.90	\$ 37.81	\$ 38.71	\$ 39.68	
	Bi-Weekly	\$ 2,313.60	\$ 2,369.60	\$ 2,428.80	\$ 2,488.00	\$ 2,549.60	\$ 2,612.80	\$ 2,678.40	\$ 2,742.40	\$ 2,809.60	\$ 2,883.20	\$ 2,952.00	\$ 3,024.80	\$ 3,096.80	\$ 3,174.40	
	Monthly	\$ 5,012.80	\$ 5,134.13	\$ 5,262.40	\$ 5,390.67	\$ 5,524.13	\$ 5,661.07	\$ 5,803.20	\$ 5,941.87	\$ 6,087.47	\$ 6,246.93	\$ 6,396.00	\$ 6,553.73	\$ 6,709.73	\$ 6,877.87	
	Annual	\$ 60,153.60	\$ 61,609.60	\$ 63,148.80	\$ 64,688.00	\$ 66,289.60	\$ 67,932.80	\$ 69,638.40	\$ 71,302.40	\$ 73,049.60	\$ 74,963.20	\$ 76,752.00	\$ 78,644.80	\$ 80,516.80	\$ 82,534.40	
44813 - Dispatcher																
AV3	Hourly	\$ 33.43	\$ 34.23	\$ 35.05	\$ 35.95	\$ 36.85	\$ 37.77	\$ 38.66	\$ 39.62	\$ 40.59	\$ 41.63	\$ 42.63	\$ 43.69	\$ 44.79	\$ 45.88	\$ 47.02
	Bi-Weekly	\$ 2,674.40	\$ 2,738.40	\$ 2,804.00	\$ 2,876.00	\$ 2,948.00	\$ 3,021.60	\$ 3,092.80	\$ 3,169.60	\$ 3,247.20	\$ 3,330.40	\$ 3,410.40	\$ 3,495.20	\$ 3,583.20	\$ 3,670.40	\$ 3,761.60
	Monthly	\$ 5,794.53	\$ 5,933.20	\$ 6,075.33	\$ 6,231.33	\$ 6,387.33	\$ 6,546.80	\$ 6,701.07	\$ 6,867.47	\$ 7,035.60	\$ 7,215.87	\$ 7,389.20	\$ 7,572.93	\$ 7,763.60	\$ 7,952.53	\$ 8,150.13
	Annual	\$ 69,534.40	\$ 71,198.40	\$ 72,904.00	\$ 74,776.00	\$ 76,648.00	\$ 78,561.60	\$ 80,412.80	\$ 82,409.60	\$ 84,427.20	\$ 86,590.40	\$ 88,670.40	\$ 90,875.20	\$ 93,163.20	\$ 95,430.40	\$ 97,801.60
44814 - Supervising Dispatcher																
AV7	Hourly	\$ 38.61	\$ 39.55	\$ 40.54	\$ 41.49	\$ 42.56	\$ 43.63	\$ 44.65	\$ 45.80	\$ 46.91	\$ 48.09	\$ 49.30	\$ 50.48	\$ 51.75	\$ 53.06	\$ 54.38
	Bi-Weekly	\$ 3,088.80	\$ 3,164.00	\$ 3,243.20	\$ 3,319.20	\$ 3,404.80	\$ 3,490.40	\$ 3,572.00	\$ 3,664.00	\$ 3,752.80	\$ 3,847.20	\$ 3,944.00	\$ 4,038.40	\$ 4,140.00	\$ 4,244.80	\$ 4,350.40
	Monthly	\$ 6,692.40	\$ 6,855.33	\$ 7,026.93	\$ 7,191.60	\$ 7,377.07	\$ 7,562.53	\$ 7,739.33	\$ 7,938.67	\$ 8,131.07	\$ 8,335.60	\$ 8,545.33	\$ 8,749.87	\$ 8,970.00	\$ 9,197.07	\$ 9,425.87
	Annual	\$ 80,308.80	\$ 82,264.00	\$ 84,323.20	\$ 86,299.20	\$ 88,524.80	\$ 90,750.40	\$ 92,872.00	\$ 95,264.00	\$ 97,572.80	\$ 100,027.20	\$ 102,544.00	\$ 104,998.40	\$ 107,640.00	\$ 110,364.80	\$ 113,110.40