

2025-2026 BCC Pay Scale

Hourly Pay Rates

Pay Grade	Minimum	1st Quartile (25% above min)	Midpoint (50% above min)	3rd Quartile (75% above min)	Maximum
A5	\$14.00	\$17.50	\$21.00	\$24.50	\$34.35
A6	\$14.05	\$17.56	\$21.08	\$24.59	\$34.48
A7	\$14.75	\$18.44	\$22.13	\$25.81	\$36.23
A8	\$15.49	\$19.36	\$23.24	\$27.11	\$38.01
A9	\$16.26	\$20.33	\$24.39	\$28.46	\$39.94
B1	\$17.07	\$21.34	\$25.61	\$29.87	\$41.95
B2	\$17.92	\$22.40	\$26.88	\$31.36	\$43.98
B3	\$18.82	\$23.53	\$28.23	\$32.94	\$46.20
B4	\$19.76	\$24.70	\$29.64	\$34.58	\$48.48
B5	\$20.75	\$25.94	\$31.13	\$36.31	\$50.96
B6	\$21.79	\$27.24	\$32.69	\$38.13	\$53.45
B7	\$22.88	\$28.60	\$34.32	\$40.04	\$56.21
B8	\$24.02	\$30.03	\$36.03	\$42.04	\$58.90
B9	\$25.22	\$31.53	\$37.83	\$44.14	\$61.98
C1	\$26.48	\$33.10	\$39.72	\$46.34	\$64.99
C2	\$27.80	\$34.75	\$41.70	\$48.65	\$68.24
C2A	\$28.20	\$35.25	\$42.30	\$49.35	\$69.60
C3	\$29.19	\$36.49	\$43.79	\$51.08	\$71.66
C4	\$30.65	\$38.31	\$45.98	\$53.64	\$75.24
C5	\$32.18	\$40.23	\$48.27	\$56.32	\$79.04
C6	\$33.79	\$42.24	\$50.69	\$59.13	\$82.99
C7	\$35.48	\$44.35	\$53.22	\$62.09	\$87.11
C8	\$37.25	\$46.56	\$55.88	\$65.19	\$91.44
C9	\$39.11	\$48.89	\$58.67	\$68.44	\$96.03
D1	\$41.07	\$51.34	\$61.61	\$71.87	\$100.81
D2	\$43.12	\$53.90	\$64.68	\$75.46	\$105.76
D3	\$45.28	\$56.60	\$67.92	\$79.24	\$111.13
D4	\$47.54	\$59.43	\$71.31	\$83.20	\$116.64
D5	\$49.92	\$62.40	\$74.88	\$87.36	\$122.54
E1	\$52.42	\$65.53	\$78.63	\$91.74	\$128.65
E2	\$55.04	\$68.80	\$82.56	\$96.32	\$135.08
E3	\$57.79	\$72.24	\$86.69	\$101.13	\$141.88
E4	\$60.68	\$75.85	\$91.02	\$106.19	\$148.97
E5	\$63.71	\$79.64	\$95.57	\$111.49	\$156.42
F1	\$66.90	\$83.63	\$100.35	\$117.08	\$164.24
F2	\$70.25	\$87.81	\$105.38	\$122.94	\$172.45
F3	\$73.76	\$92.20	\$110.64	\$129.08	\$181.07
F4	\$77.45	\$96.81	\$116.18	\$135.54	\$190.13

2025-2026 BCC Pay Scale

Annual Pay Rates

Pay Grade	Minimum	1st Quartile (25% above min)	Midpoint (50% above min)	3rd Quartile (75% above min)	Maximum
A5	\$29,120.00	\$36,400.00	\$43,680.00	\$50,960.00	\$ 71,448.00
A6	\$29,224.00	\$36,530.00	\$43,836.00	\$51,142.00	\$ 71,718.40
A7	\$30,680.00	\$38,350.00	\$46,020.00	\$53,690.00	\$ 75,358.40
A8	\$32,219.20	\$40,274.00	\$48,328.80	\$56,383.60	\$ 79,060.80
A9	\$33,820.80	\$42,276.00	\$50,731.20	\$59,186.40	\$ 83,075.20
B1	\$35,505.60	\$44,382.00	\$53,258.40	\$62,134.80	\$ 87,256.00
B2	\$37,273.60	\$46,592.00	\$55,910.40	\$65,228.80	\$ 91,478.40
B3	\$39,145.60	\$48,932.00	\$58,718.40	\$68,504.80	\$ 96,096.00
B4	\$41,100.80	\$51,376.00	\$61,651.20	\$71,926.40	\$ 100,838.40
B5	\$43,160.00	\$53,950.00	\$64,740.00	\$75,530.00	\$ 105,996.80
B6	\$45,323.20	\$56,654.00	\$67,984.80	\$79,315.60	\$ 111,176.00
B7	\$47,590.40	\$59,488.00	\$71,385.60	\$83,283.20	\$ 116,916.80
B8	\$49,961.60	\$62,452.00	\$74,942.40	\$87,432.80	\$ 122,512.00
B9	\$52,457.60	\$65,572.00	\$78,686.40	\$91,800.80	\$ 128,918.40
C1	\$55,078.40	\$68,848.00	\$82,617.60	\$96,387.20	\$ 135,179.20
C2	\$57,824.00	\$72,280.00	\$86,736.00	\$101,192.00	\$ 141,939.20
C2A	\$58,656.00	\$73,320.00	\$87,984.00	\$109,980.00	\$ 131,976.00
C3	\$60,715.20	\$75,894.00	\$91,072.80	\$106,251.60	\$ 149,052.80
C4	\$63,752.00	\$79,690.00	\$95,628.00	\$111,566.00	\$ 156,499.20
C5	\$66,934.40	\$83,668.00	\$100,401.60	\$117,135.20	\$ 164,403.20
C6	\$70,283.20	\$87,854.00	\$105,424.80	\$122,995.60	\$ 172,619.20
C7	\$73,798.40	\$92,248.00	\$110,697.60	\$129,147.20	\$ 181,188.80
C8	\$77,480.00	\$96,850.00	\$116,220.00	\$135,590.00	\$ 190,195.20
C9	\$81,348.80	\$101,686.00	\$122,023.20	\$142,360.40	\$ 199,742.40
D1	\$85,425.60	\$106,782.00	\$128,138.40	\$149,494.80	\$ 209,684.80
D2	\$89,689.60	\$112,112.00	\$134,534.40	\$156,956.80	\$ 219,980.80
D3	\$94,182.40	\$117,728.00	\$141,273.60	\$164,819.20	\$ 231,150.40
D4	\$98,883.20	\$123,604.00	\$148,324.80	\$173,045.60	\$ 242,611.20
D5	\$103,833.60	\$129,792.00	\$155,750.40	\$181,708.80	\$ 254,883.20
E1	\$109,033.60	\$136,292.00	\$163,550.40	\$190,808.80	\$ 267,592.00
E2	\$114,483.20	\$143,104.00	\$171,724.80	\$200,345.60	\$ 280,966.40
E3	\$120,203.20	\$150,254.00	\$180,304.80	\$210,355.60	\$ 295,110.40
E4	\$126,214.40	\$157,768.00	\$189,321.60	\$ 220,875.20	\$ 309,857.60
E5	\$132,516.80	\$165,646.00	\$198,775.20	\$ 231,899.20	\$ 325,353.60
F1	\$139,152.00	\$173,940.00	\$208,728.00	\$ 243,526.40	\$ 341,619.20
F2	\$146,120.00	\$182,650.00	\$219,180.00	\$ 255,715.20	\$ 358,696.00
F3	\$153,420.80	\$191,776.00	\$230,131.20	\$ 268,486.40	\$ 376,625.60
F4	\$161,096.00	\$201,370.00	\$241,644.00	\$ 281,923.20	\$ 395,470.40