

2026-2027 BCC Pay Scale

Hourly Pay Rates

Non Union Employees

Pay Grade	Minimum	1st Quartile (25% above min)	Midpoint (50% above min)	3rd Quartile (75% above min)	Maximum
A7	\$15.00	\$18.75	\$22.50	\$26.25	\$37.50
A8	\$15.49	\$19.36	\$23.24	\$27.11	\$38.73
A9	\$16.26	\$20.33	\$24.39	\$28.46	\$40.65
B1	\$17.07	\$21.34	\$25.61	\$29.87	\$42.68
B2	\$17.92	\$22.40	\$26.88	\$31.36	\$44.80
B3	\$18.82	\$23.53	\$28.23	\$32.94	\$47.05
B4	\$19.76	\$24.70	\$29.64	\$34.58	\$49.40
B5	\$20.75	\$25.94	\$31.13	\$36.31	\$51.88
B6	\$21.79	\$27.24	\$32.69	\$38.13	\$54.48
B7	\$22.88	\$28.60	\$34.32	\$40.04	\$57.20
B8	\$24.02	\$30.03	\$36.03	\$42.04	\$60.05
B9	\$25.22	\$31.53	\$37.83	\$44.14	\$63.05
C1	\$26.48	\$33.10	\$39.72	\$46.34	\$66.20
C2	\$27.80	\$34.75	\$41.70	\$48.65	\$69.50
C3	\$29.19	\$36.49	\$43.79	\$51.08	\$72.98
C4	\$30.65	\$38.31	\$45.98	\$53.64	\$76.63
C5	\$32.18	\$40.23	\$48.27	\$56.32	\$80.45
C6	\$33.79	\$42.24	\$50.69	\$59.13	\$84.48
C7	\$35.48	\$44.35	\$53.22	\$62.09	\$88.70
C8	\$37.25	\$46.56	\$55.88	\$65.19	\$93.13
C9	\$39.11	\$48.89	\$58.67	\$68.44	\$97.78
D1	\$41.07	\$51.34	\$61.61	\$71.87	\$102.68
D2	\$43.12	\$53.90	\$64.68	\$75.46	\$107.80
D3	\$45.28	\$56.60	\$67.92	\$79.24	\$113.20
D4	\$47.54	\$59.43	\$71.31	\$83.20	\$118.85
D5	\$49.92	\$62.40	\$74.88	\$87.36	\$124.80
E1	\$52.42	\$65.53	\$78.63	\$91.74	\$131.05
E2	\$55.04	\$68.80	\$82.56	\$96.32	\$137.60
E3	\$57.79	\$72.24	\$86.68	\$101.13	\$144.48
E4	\$60.68	\$75.85	\$91.02	\$106.19	\$151.70
E5	\$63.71	\$79.64	\$95.57	\$111.49	\$159.28
F1	\$66.90	\$83.63	\$100.35	\$117.08	\$167.25
F2	\$70.25	\$87.81	\$105.38	\$122.94	\$175.63
F3	\$73.76	\$92.20	\$110.64	\$129.08	\$184.40
F4	\$77.45	\$96.81	\$116.18	\$135.54	\$193.63

Union Employee

IAFF	Minimum	Maximum
FF-01	\$15.95	\$29.74
FF-02	\$22.44	\$40.32
FF-03	\$25.98	\$46.67
FF-04	\$31.57	\$54.68

PBA	Minimum	Maximum
CO-01	\$20.75	\$40.12
CO-02	\$21.79	\$40.12
CO-03	\$24.02	\$44.28
CO-04	\$29.19	\$57.82

ATU	Minimum	Maximum
MT-01	\$15.80	\$22.50
MT-02	\$16.77	\$24.39
MT-03	\$19.20	\$28.23
MT-04	\$20.37	\$29.64
MT-05	\$23.34	\$34.31

IAEP	Minimum	Maximum
PS-01	\$15.49	\$27.11
PS-02	\$20.75	\$36.31
PS-03	\$27.80	\$48.65

2026-2027 BCC Pay Scale

Annual Rates @ 2080 hours

Pay Grade	Minimum	1st Quartile (25% above min)	Midpoint (50% above min)	3rd Quartile (75% above min)	Maximum
A7	\$31,200.00	\$39,000.00	\$46,800.00	\$54,600.00	\$78,000.00
A8	\$32,219.20	\$40,268.80	\$48,339.20	\$56,388.80	\$80,558.40
A9	\$33,820.80	\$42,286.40	\$50,731.20	\$59,196.80	\$84,552.00
B1	\$35,505.60	\$44,387.20	\$53,268.80	\$62,129.60	\$88,774.40
B2	\$37,273.60	\$46,592.00	\$55,910.40	\$65,228.80	\$93,184.00
B3	\$39,145.60	\$48,942.40	\$58,718.40	\$68,515.20	\$97,864.00
B4	\$41,100.80	\$51,376.00	\$61,651.20	\$71,926.40	\$102,752.00
B5	\$43,160.00	\$53,955.20	\$64,750.40	\$75,524.80	\$107,910.40
B6	\$45,323.20	\$56,659.20	\$67,995.20	\$79,310.40	\$113,318.40
B7	\$47,590.40	\$59,488.00	\$71,385.60	\$83,283.20	\$118,976.00
B8	\$49,961.60	\$62,462.40	\$74,942.40	\$87,443.20	\$124,904.00
B9	\$52,457.60	\$65,582.40	\$78,686.40	\$91,811.20	\$131,144.00
C1	\$55,078.40	\$68,848.00	\$82,617.60	\$96,387.20	\$137,696.00
C2	\$57,824.00	\$72,280.00	\$86,736.00	\$101,192.00	\$144,560.00
C3	\$60,715.20	\$75,899.20	\$91,083.20	\$106,246.40	\$151,798.40
C4	\$63,752.00	\$79,684.80	\$95,638.40	\$111,571.20	\$159,390.40
C5	\$66,934.40	\$83,678.40	\$100,401.60	\$117,145.60	\$167,336.00
C6	\$70,283.20	\$87,859.20	\$105,435.20	\$122,990.40	\$175,718.40
C7	\$73,798.40	\$92,248.00	\$110,697.60	\$129,147.20	\$184,496.00
C8	\$77,480.00	\$96,844.80	\$116,230.40	\$135,595.20	\$193,710.40
C9	\$81,348.80	\$101,691.20	\$122,033.60	\$142,355.20	\$203,382.40
D1	\$85,425.60	\$106,787.20	\$128,148.80	\$149,489.60	\$213,574.40
D2	\$89,689.60	\$112,112.00	\$134,534.40	\$156,956.80	\$224,224.00
D3	\$94,182.40	\$117,728.00	\$141,273.60	\$164,819.20	\$235,456.00
D4	\$98,883.20	\$123,614.40	\$148,324.80	\$173,056.00	\$247,208.00
D5	\$103,833.60	\$129,792.00	\$155,750.40	\$181,708.80	\$259,584.00
E1	\$109,033.60	\$136,302.40	\$163,550.40	\$190,819.20	\$272,584.00
E2	\$114,483.20	\$143,104.00	\$171,724.80	\$200,345.60	\$286,208.00
E3	\$120,203.20	\$150,259.20	\$180,294.40	\$210,350.40	\$300,518.40
E4	\$126,214.40	\$157,768.00	\$189,321.60	\$220,875.20	\$315,536.00
E5	\$132,516.80	\$165,651.20	\$198,785.60	\$231,899.20	\$331,302.40
F1	\$139,152.00	\$173,950.40	\$208,728.00	\$243,526.40	\$347,880.00
F2	\$146,120.00	\$182,644.80	\$219,190.40	\$255,715.20	\$365,310.40
F3	\$153,420.80	\$191,776.00	\$230,131.20	\$268,486.40	\$383,552.00
F4	\$161,096.00	\$201,364.80	\$241,654.40	\$281,923.20	\$402,750.40

Union Employee @ Scheduled Hours

IAFF	Minimum	Maximum
FF-01	\$48,376.35	\$90,201.42
FF-02	\$68,060.52	\$122,290.56
FF-03	\$78,797.34	\$141,550.11
FF-04	\$95,751.81	\$165,844.44

PBA	Minimum	Maximum
CO-01	\$43,160.00	\$83,449.60
CO-02	\$45,323.20	\$83,449.60
CO-03	\$49,961.60	\$92,102.40
CO-04	\$60,715.20	\$120,265.60

ATU	Minimum	Maximum
MT-01	\$32,864.00	\$46,800
MT-02	\$34,881.60	\$50,731
MT-03	\$39,936.00	\$58,718
MT-04	\$42,369.60	\$61,651
MT-05	\$48,547.20	\$71,365

IAEP	Minimum	Maximum
PS-01	\$35,441.12	\$ 62,027.68
PS-02	\$47,476.00	\$ 83,077.28
PS-03	\$63,606.40	\$ 111,311.20

*Includes OT

*Does not include Holiday