

CUB Proposed Salary Implementation Scale.

Year 1 (effective July 1, 2025) Steps 1-10 implemented Year 2 (effective July 1, 2026) steps 11-15 implemented. Year 3 (effective July 1, 2027)-- steps 16-25 implemented.

Grade	1	2	3	4	5	6	7	8	9	10	11	12
2002	\$38,736	\$39,899	\$41,096	\$42,328	\$43,599	\$44,907	\$46,254	\$47,642	\$49,071	\$50,543	\$51,807	\$53,102
2003	\$40,672	\$41,893	\$43,151	\$44,445	\$45,779	\$47,152	\$48,567	\$50,024	\$51,525	\$53,071	\$54,398	\$55,758
2004	\$43,264	\$44,562	\$45,898	\$47,276	\$48,695	\$50,156	\$51,661	\$53,211	\$54,807	\$56,451	\$57,862	\$59,309
2005	\$45,427	\$46,790	\$48,194	\$49,640	\$51,130	\$52,664	\$54,244	\$55,871	\$57,547	\$59,273	\$60,755	\$62,274
2006	\$47,699	\$49,130	\$50,603	\$52,123	\$53,685	\$55,296	\$56,955	\$58,664	\$60,424	\$62,237	\$63,793	\$65,388
2007	\$50,083	\$51,587	\$53,134	\$54,728	\$56,370	\$58,061	\$59,803	\$61,597	\$63,445	\$65,348	\$66,982	\$68,657
2008	\$52,589	\$54,165	\$55,791	\$57,464	\$59,188	\$60,964	\$62,793	\$64,677	\$66,617	\$68,616	\$70,331	\$72,089
2009	\$55,218	\$56,873	\$58,580	\$60,338	\$62,147	\$64,011	\$65,931	\$67,909	\$69,946	\$72,044	\$73,845	\$75,691
2010	\$57,978	\$59,717	\$61,510	\$63,355	\$65,255	\$67,213	\$69,229	\$71,306	\$73,445	\$75,648	\$77,539	\$79,477
2011	\$60,877	\$62,704	\$64,584	\$66,523	\$68,518	\$70,574	\$72,691	\$74,872	\$77,118	\$79,432	\$81,418	\$83,453
2012	\$63,922	\$65,839	\$67,815	\$69,848	\$71,944	\$74,102	\$76,325	\$78,615	\$80,973	\$83,402	\$85,487	\$87,624
2013	\$67,117	\$69,131	\$71,205	\$73,341	\$75,541	\$77,807	\$80,141	\$82,545	\$85,021	\$87,572	\$89,761	\$92,005
2014	\$70,472	\$72,587	\$74,765	\$77,008	\$79,318	\$81,698	\$84,149	\$86,673	\$89,273	\$91,951	\$94,250	\$96,606
2015	\$73,997	\$76,216	\$78,502	\$80,858	\$83,284	\$85,783	\$88,356	\$91,007	\$93,737	\$96,549	\$98,963	\$101,437
2016	\$77,696	\$80,028	\$82,427	\$84,901	\$87,448	\$90,071	\$92,773	\$95,556	\$98,423	\$101,376	\$103,910	\$106,508
2017	\$81,581	\$84,029	\$86,550	\$89,146	\$91,821	\$94,576	\$97,413	\$100,335	\$103,345	\$106,445	\$109,106	\$111,834
2019	\$13,680	\$14,090	\$14,513	\$14,949	\$15,397	\$15,859	\$16,335	\$16,825	\$17,329	\$17,849	\$18,296	\$18,753

13	14	15	16	17	18	19	20	21	22	23	24	25
\$54,430	\$55,791	\$57,186	\$58,330	\$59,497	\$60,687	\$61,901	\$63,139	\$64,401.78	\$65,689.82	\$67,003.61	\$68,343.68	\$69,710.56
\$57,152	\$58,581	\$60,046	\$61,247	\$62,472	\$63,721	\$64,995	\$66,295	\$67,620.90	\$68,973.32	\$70,352.78	\$71,759.84	\$73,195.04
\$60,792	\$62,312	\$63,870	\$65,147	\$66,450	\$67,779	\$69,135	\$70,518	\$71,928.36	\$73,366.93	\$74,834.27	\$76,330.95	\$77,857.57
\$63,831	\$65,427	\$67,063	\$68,404	\$69,772	\$71,167	\$72,590	\$74,042	\$75,522.84	\$77,033.30	\$78,573.96	\$80,145.44	\$81,748.35
\$67,023	\$68,699	\$70,416	\$71,824	\$73,260	\$74,725	\$76,220	\$77,744	\$79,298.88	\$80,884.86	\$82,502.55	\$84,152.61	\$85,835.66
\$70,373	\$72,132	\$73,935	\$75,414	\$76,922	\$78,460	\$80,029	\$81,630	\$83,262.60	\$84,927.85	\$86,626.41	\$88,358.94	\$90,126.12
\$73,891	\$75,738	\$77,631	\$79,184	\$80,768	\$82,383	\$84,031	\$85,712	\$87,426.24	\$89,174.76	\$90,958.26	\$92,777.43	\$94,632.97
\$77,583	\$79,523	\$81,511	\$83,141	\$84,804	\$86,500	\$88,230	\$89,995	\$91,794.90	\$93,630.80	\$95,503.41	\$97,413.48	\$99,361.75
\$81,464	\$83,501	\$85,589	\$87,301	\$89,047	\$90,828	\$92,645	\$94,498	\$96,387.96	\$98,315.72	\$100,282.03	\$102,287.67	\$104,333.43
\$85,539	\$87,677	\$89,869	\$91,666	\$93,499	\$95,369	\$97,276	\$99,222	\$101,206.44	\$103,230.57	\$105,295.18	\$107,401.08	\$109,549.11
\$89,815	\$92,060	\$94,362	\$96,249	\$98,174	\$100,137	\$102,140	\$104,183	\$106,266.66	\$108,391.99	\$110,559.83	\$112,771.03	\$115,026.45
\$94,305	\$96,663	\$99,080	\$101,062	\$103,083	\$105,145	\$107,248	\$109,393	\$111,580.86	\$113,812.48	\$116,088.73	\$118,410.50	\$120,778.71
\$99,021	\$101,497	\$104,034	\$106,115	\$108,237	\$110,402	\$112,610	\$114,862	\$117,159.24	\$119,502.42	\$121,892.47	\$124,330.32	\$126,816.93
\$103,973	\$106,572	\$109,236	\$111,421	\$113,649	\$115,922	\$118,240	\$120,605	\$123,017.10	\$125,477.44	\$127,986.99	\$130,546.73	\$133,157.67
\$109,171	\$111,900	\$114,698	\$116,992	\$119,332	\$121,719	\$124,153	\$126,636	\$129,168.72	\$131,752.09	\$134,387.14	\$137,074.88	\$139,816.38
\$114,630	\$117,496	\$120,433	\$122,842	\$125,299	\$127,805	\$130,361	\$132,968	\$135,627.36	\$138,339.91	\$141,106.71	\$143,928.84	\$146,807.42
\$19,222	\$19,702	\$20,195	\$20,599	\$21,011	\$21,431	\$21,860	\$22,297	\$22,742.67	\$23,197.52	\$23,661.48	\$24,134.70	\$24,617.40

Y1 (7-1-25) Longevity additions: 21-25 years of service, 3% additional longevity to be added on. 26-30 years, 6% longevity. 31-35 years, 9% Longevity. 36-40 years, 11% Longevity, Over 40 Years, 14% longevity.

Y2 (effective 7-1-26): 26-30 years of service, 3% longevity. 31-35 years, 6% longevity, 36-40 years, 8% longevity; Over 40 years of service, 11% of compensation

After all these calculations are made, if an employee's new salary on the new scale is not higher than their current take-home pay (current base plus current longevity), they move up a step on the scale until they reach a salary that is higher than their current take-home pay.