

Town of Berlin - FY 2027 Step and Grade Scale (Includes 2.5% COLA)

Please note, the hourly rate is what is used to determine pay rates. Due to rounding in Excel, the bi-weekly and annual rates may differ slightly.

Annual Bi-Weekly Hourly	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	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Grade 1	33,280	34,112	34,965	35,839	36,735	37,653	38,595	39,559	40,548	41,562	42,601	43,666	44,758	45,877	47,024	48,199	49,404	50,639	51,905	53,203	54,533
	1,280	1,312	1,345	1,378	1,413	1,448	1,484	1,522	1,560	1,599	1,639	1,679	1,721	1,764	1,809	1,854	1,900	1,948	1,996	2,046	2,097
	16.00	16.40	16.81	17.23	17.66	18.10	18.56	19.02	19.49	19.98	20.48	20.99	21.52	22.06	22.61	23.17	23.75	24.35	24.95	25.58	26.22
Grade 2	34,944	35,818	36,713	37,631	38,572	39,536	40,524	41,537	42,576	43,640	44,731	45,850	46,996	48,171	49,375	50,609	51,875	53,171	54,501	55,863	57,260
	1,344	1,378	1,412	1,447	1,484	1,521	1,559	1,598	1,638	1,678	1,720	1,763	1,808	1,853	1,899	1,947	1,995	2,045	2,096	2,149	2,202
	16.80	17.22	17.65	18.09	18.54	19.01	19.48	19.97	20.47	20.98	21.51	22.04	22.59	23.16	23.74	24.33	24.94	25.56	26.20	26.86	27.53
Grade 3	36,691	37,608	38,549	39,512	40,500	41,513	42,551	43,614	44,705	45,822	46,968	48,142	49,346	50,579	51,844	53,140	54,468	55,830	57,226	58,656	60,123
	1,411	1,446	1,483	1,520	1,558	1,597	1,637	1,677	1,719	1,762	1,806	1,852	1,898	1,945	1,994	2,044	2,095	2,147	2,201	2,256	2,312
	17.64	18.08	18.53	19.00	19.47	19.96	20.46	20.97	21.49	22.03	22.58	23.15	23.72	24.32	24.92	25.55	26.19	26.84	27.51	28.20	28.91
Grade 4	38,526	39,489	40,476	41,488	42,525	43,588	44,678	45,795	46,940	48,113	49,316	50,549	51,813	53,108	54,436	55,797	57,192	58,621	60,087	61,589	63,129
	1,482	1,519	1,557	1,596	1,636	1,676	1,718	1,761	1,805	1,851	1,897	1,944	1,993	2,043	2,094	2,146	2,200	2,255	2,311	2,369	2,428
	18.52	18.99	19.46	19.95	20.44	20.96	21.48	22.02	22.57	23.13	23.71	24.30	24.91	25.53	26.17	26.83	27.50	28.18	28.89	29.61	30.35
Grade 5	40,452	41,463	42,500	43,562	44,651	45,768	46,912	48,085	49,287	50,519	51,782	53,077	54,404	55,764	57,158	58,587	60,051	61,553	63,091	64,669	66,285
	1,556	1,595	1,635	1,675	1,717	1,760	1,804	1,849	1,896	1,943	1,992	2,041	2,092	2,145	2,198	2,253	2,310	2,367	2,427	2,487	2,549
	19.45	19.93	20.43	20.94	21.47	22.00	22.55	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87
Grade 6	42,475	43,537	44,625	45,741	46,884	48,056	49,258	50,489	51,751	53,045	54,371	55,730	57,124	58,552	60,016	61,516	63,054	64,630	66,246	67,902	69,600
	1,634	1,674	1,716	1,759	1,803	1,848	1,895	1,942	1,990	2,040	2,091	2,143	2,197	2,252	2,308	2,366	2,425	2,486	2,548	2,612	2,677
	20.42	20.93	21.45	21.99	22.54	23.10	23.68	24.27	24.88	25.50	26.14	26.79	27.46	28.15	28.85	29.57	30.31	31.07	31.85	32.65	33.46
Grade 7	44,598	45,713	46,856	48,028	49,228	50,459	51,720	53,013	54,339	55,697	57,090	58,517	59,980	61,479	63,016	64,592	66,207	67,862	69,558	71,297	73,080
	1,715	1,758	1,802	1,847	1,893	1,941	1,989	2,039	2,090	2,142	2,196	2,251	2,307	2,365	2,424	2,484	2,546	2,610	2,675	2,742	2,811
	21.44	21.98	22.53	23.09	23.67	24.26	24.87	25.49	26.12	26.78	27.45	28.13	28.84	29.56	30.30	31.05	31.83	32.63	33.44	34.28	35.13
Grade 8	46,828	47,999	49,199	50,429	51,690	52,982	54,306	55,664	57,056	58,482	59,944	61,443	62,979	64,553	66,167	67,821	69,517	71,255	73,036	74,862	76,734
	1,801	1,846	1,892	1,940	1,988	2,038	2,089	2,141	2,194	2,249	2,306	2,363	2,422	2,483	2,545	2,609	2,674	2,741	2,809	2,879	2,951
	22.51	23.08	23.65	24.24	24.85	25.47	26.11	26.76	27.43	28.12	28.82	29.54	30.28	31.04	31.81	32.61	33.42	34.26	35.11	35.99	36.89
Grade 9	49,170	50,399	51,659	52,950	54,274	55,631	57,022	58,447	59,909	61,406	62,941	64,515	66,128	67,781	69,476	71,212	72,993	74,818	76,688	78,605	80,570
	1,891	1,938	1,987	2,037	2,087	2,140	2,193	2,248	2,304	2,362	2,421	2,481	2,543	2,607	2,672	2,739	2,807	2,878	2,950	3,023	3,099
	23.64	24.23	24.84	25.46	26.09	26.75	27.41	28.10	28.80	29.52	30.26	31.02	31.79	32.59	33.40	34.24	35.09	35.97	36.87	37.79	38.74
Grade 10	51,628	52,919	54,242	55,598	56,988	58,413	59,873	61,370	62,904	64,477	66,088	67,741	69,434	71,170	72,949	74,773	76,642	78,558	80,522	82,535	84,599
	1,986	2,035	2,086	2,138	2,192	2,247	2,303	2,360	2,419	2,480	2,542	2,605	2,671	2,737	2,806	2,876	2,948	3,021	3,097	3,174	3,254
	24.82	25.44	26.08	26.73	27.40	28.08	28.79	29.50	30.24	31.00	31.77	32.57	33.38	34.22	35.07	35.95	36.85	37.77	38.71	39.68	40.67
Grade 11	54,210	55,565	56,954	58,378	59,837	61,333	62,867	64,438	66,049	67,700	69,393	71,128	72,906	74,729	76,597	78,512	80,474	82,486	84,548	86,662	88,829
	2,085	2,137	2,191	2,245	2,301	2,359	2,418	2,478	2,540	2,604	2,669	2,736	2,804	2,874	2,946	3,020	3,095	3,173	3,252	3,333	3,416
	26.06	26.71	27.38	28.07	28.77	29.49	30.22	30.98	31.75	32.55	33.36	34.20	35.05	35.93	36.83	37.75	38.69	39.66	40.65	41.66	42.71
Grade 12	56,920	58,343	59,802	61,297	62,829	64,400	66,010	67,660	69,352	71,085	72,863	74,684	76,551	78,465	80,427	82,437	84,498	86,611	88,776	90,995	93,270
	2,189	2,244	2,300	2,358	2,417	2,477	2,539	2,602	2,667	2,734	2,802	2,872	2,944	3,018	3,093	3,171	3,250	3,331	3,414	3,500	3,587
	27.37	28.05	28.75	29.47	30.21	30.96	31.74	32.53	33.34	34.18	35.03	35.91	36.80	37.72	38.67	39.63	40.62	41.64	42.68	43.75	44.84
Grade 13	59,766	61,260	62,792	64,362	65,971	67,620	69,310	71,043	72,819	74,640	76,506	78,418	80,379	82,388	84,448	86,559	88,723	90,941	93,215	95,545	97,934
	2,299	2,356	2,415	2,475	2,537	2,601	2,666	2,732	2,801	2,871	2,943	3,016	3,091	3,169	3,248	3,329	3,412	3,498	3,585	3,675	3,767
	28.73	29.45	30.19	30.94	31.72	32.51	33.32	34.16	35.01	35.88	36.78	37.70	38.64	39.61	40.60	41.61	42.66	43.72	44.81	45.94	47.08
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Grade 14	62,754	64,323	65,931	67,580	69,269	71,001	72,776	74,595	76,460	78,372	80,331	82,339	84,398	86,508	88,670	90,887	93,159	95,488	97,875	100,322	102,830
	2,414	2,474	2,536	2,599	2,664	2,731	2,799	2,869	2,941	3,014	3,090	3,167	3,246	3,327	3,410	3,496	3,583	3,673	3,764	3,859	3,955
	30.17	30.92	31.70	32.49	33.30	34.14	34.99	35.86	36.76	37.68	38.62	39.59	40.58	41.59	42.63	43.70	44.79	45.91	47.06	48.23	49.44
Grade 15	65,892	67,539	69,228	70,959	72,733	74,551	76,415	78,325	80,283	82,290	84,347	86,456	88,618	90,833	93,104	95,431	97,817	100,263	102,769	105,338	107,972
	2,534	2,598	2,663	2,729	2,797	2,867	2,939	3,013	3,088	3,165	3,244	3,325	3,408	3,494	3,581	3,670	3,762	3,856	3,953	4,051	4,153
	31.68	32.47	33.28	34.11	34.97	35.84	36.74	37.66	38.60	39.56	40.55	41.57	42.60	43.67	44.76	45.88	47.03	48.20	49.41	50.64	51.91
Grade 16	69,187	70,916	72,689	74,507	76,369	78,278	80,235	82,241	84,297	86,405	88,565	90,779	93,048	95,375	97,759	100,203	102,708	105,276	107,908	110,605	113,371
	2,661	2,728	2,796	2,866	2,937	3,011	3,086	3,163	3,242	3,323	3,406	3,491	3,579	3,668	3,760	3,854	3,950	4,049	4,150	4,254	4,360
	33.26	34.09	34.95	35.82	36.72	37.63	38.57	39.54	40.53	41.54	42.58	43.64	44.73	45.85	47.00	48.17	49.38	50.61	51.88	53.18	54.51
Grade 17	72,646	74,462	76,324	78,232	80,188	82,192	84,247	86,353	88,512	90,725	92,993	95,318	97,701	100,143	102,647	105,213	107,843	110,540	113,303	116,136	119,039
	2,794	2,864	2,936	3,009	3,084	3,161	3,240	3,321	3,404	3,489	3,577	3,666	3,758	3,852	3,948	4,047	4,148	4,252	4,358	4,467	4,578
	34.93	35.80	36.69	37.61	38.55	39.52	40.50	41.52	42.55	43.62	44.71	45.83	46.97	48.15	49.35	50.58	51.85	53.14	54.47	55.83	57.23
Grade 18	76,278	78,185	80,140	82,143	84,197	86,302	88,460	90,671	92,938	95,261	97,643	100,084	102,586	105,151	107,779	110,474	113,236	116,067	118,968	121,942	124,991
	2,934	3,007	3,082	3,159	3,238	3,319	3,402	3,487	3,575	3,664	3,755	3,849	3,946	4,044	4,145	4,249	4,355	4,464	4,576	4,690	4,807
	36.67	37.59	38.53	39.49	40.48	41.49	42.53	43.59	44.68	45.80	46.94	48.12	49.32	50.55	51.82	53.11	54.44	55.80	57.20	58.63	60.09
Grade 19	80,092	82,095	84,147	86,251	88,407	90,617	92,882	95,205	97,585	100,024	102,525	105,088	107,715	110,408	113,168	115,998	118,897	121,870	124,917	128,040	131,241
	3,080	3,157	3,236	3,317	3,400	3,485	3,572	3,662	3,753	3,847	3,943	4,042	4,143	4,246	4,353	4,461	4,573	4,687	4,804	4,925	5,048
	38.51	39.47	40.46	41.47	42.50	43.57	44.66	45.77	46.92	48.09	49.29	50.52	51.79	53.08	54.41	55.77	57.16	58.59	60.06	61.56	63.10
Grade 20	84,097	86,199	88,354	90,563	92,827	95,148	97,527	99,965	102,464	105,026	107,651	110,342	113,101	115,929	118,827	121,797	124,842	127,963	131,162	134,442	137,803
	3,234	3,315	3,398	3,483	3,570	3,660	3,751	3,845	3,941	4,039	4,140	4,244	4,350	4,459	4,570	4,685	4,802	4,922	5,045	5,171	5,300
	40.43	41.44	42.48	43.54	44.63	45.74	46.89	48.06	49.26	50.49	51.76	53.05	54.38	55.73	57.13	58.56	60.02	61.52	63.06	64.64	66.25
Grade 21	88,302	90,509	92,772	95,091	97,469	99,905	102,403	104,963	107,587	110,277	113,034	115,860	118,756	121,725	124,768	127,887	131,084	134,362	137,721	141,164	144,693
	3,396	3,481	3,568	3,657	3,749	3,843	3,939	4,037	4,138	4,241	4,347	4,456	4,568	4,682	4,799	4,919	5,042	5,168	5,297	5,429	5,565
	42.45	43.51	44.60	45.72	46.86	48.03	49.23	50.46	51.72	53.02	54.34	55.70	57.09	58.52	59.98	61.48	63.02	64.60	66.21	67.87	69.56
Grade 22	92,717	95,035	97,411	99,846	102,342	104,901	107,523	110,211	112,966	115,791	118,685	121,653	124,694	127,811	131,006	134,282	137,639	141,080	144,607	148,222	151,927
	3,566	3,655	3,747	3,840	3,936	4,035	4,136	4,239	4,345	4,453	4,565	4,679	4,796	4,916	5,039	5,165	5,294	5,426	5,562	5,701	5,843
	44.58	45.69	46.83	48.00	49.20	50.43	51.69	52.99	54.31	55.67	57.06	58.49	59.95	61.45	62.98	64.56	66.17	67.83	69.52	71.26	73.04
Grade 23	97,353	99,786	102,281	104,838	107,459	110,146	112,899	115,722	118,615	121,580	124,620	127,735	130,929	134,202	137,557	140,996	144,521	148,134	151,837	155,633	159,524
	3,744	3,838	3,934	4,032	4,133	4,236	4,342	4,451	4,562	4,676	4,793	4,913	5,036	5,162	5,291	5,423	5,558	5,697	5,840	5,986	6,136
	46.80	47.97	49.17	50.40	51.66	52.95	54.28	55.64	57.03	58.45	59.91	61.41	62.95	64.52	66.13	67.79	69.48	71.22	73.00	74.82	76.69
Grade 24	102,220	104,776	107,395	110,080	112,832	115,653	118,544	121,508	124,546	127,659	130,851	134,122	137,475	140,912	144,435	148,045	151,747	155,540	159,429	163,415	167,500
	3,932	4,030	4,131	4,234	4,340	4,448	4,559	4,673	4,790	4,910	5,033	5,159	5,287	5,420	5,555	5,694	5,836	5,982	6,132	6,285	6,442
	49.14	50.37	51.63	52.92	54.25	55.60	56.99	58.42	59.88	61.37	62.91	64.48	66.09	67.75	69.44	71.18	72.96	74.78	76.65	78.56	80.53
Grade 25	107,331	110,015	112,765	115,584	118,474	121,436	124,471	127,583	130,773	134,042	137,393	140,828	144,349	147,957	151,656	155,448	159,334	163,317	167,400	171,585	175,875
	4,128	4,231	4,337	4,446	4,557	4,671	4,787	4,907	5,030	5,155	5,284	5,416	5,552	5,691	5,833	5,979	6,128	6,281	6,438	6,599	6,764
	51.60	52.89	54.21	55.57	56.96	58.38	59.84	61.34	62.87	64.44	66.05	67.71	69.40	71.13	72.91	74.73	76.60	78.52	80.48	82.49	84.56
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