

IBEW PAY GRADES

Reflects a 2% increase
Effective August 21, 2025
3.6% between steps

PAY GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
A08	ANNUAL	31,678.40	32,822.40	34,008.00	35,235.20	36,483.20	37,793.60	39,166.40	40,580.80
	MONTHLY	2,639.87	2,735.20	2,834.00	2,936.27	3,040.27	3,149.47	3,263.87	3,381.73
	BIWEEKLY	1,218.40	1,262.40	1,308.00	1,355.20	1,403.20	1,453.60	1,506.40	1,560.80
	HOURLY	15.23	15.78	16.35	16.94	17.54	18.17	18.83	19.51
A09	ANNUAL	32,822.40	34,008.00	35,235.20	36,483.20	37,793.60	39,166.40	40,580.80	42,036.80
	MONTHLY	2,735.20	2,834.00	2,936.27	3,040.27	3,149.47	3,263.87	3,381.73	3,503.07
	BIWEEKLY	1,262.40	1,308.00	1,355.20	1,403.20	1,453.60	1,506.40	1,560.80	1,616.80
	HOURLY	15.78	16.35	16.94	17.54	18.17	18.83	19.51	20.21
A10	ANNUAL	34,008.00	35,235.20	36,483.20	37,793.60	39,166.40	40,580.80	42,036.80	43,555.20
	MONTHLY	2,834.00	2,936.27	3,040.27	3,149.47	3,263.87	3,381.73	3,503.07	3,629.60
	BIWEEKLY	1,308.00	1,355.20	1,403.20	1,453.60	1,506.40	1,560.80	1,616.80	1,675.20
	HOURLY	16.35	16.94	17.54	18.17	18.83	19.51	20.21	20.94
A11	ANNUAL	35,235.20	36,483.20	37,793.60	39,166.40	40,580.80	42,036.80	43,555.20	45,115.20
	MONTHLY	2,936.27	3,040.27	3,149.47	3,263.87	3,381.73	3,503.07	3,629.60	3,759.60
	BIWEEKLY	1,355.20	1,403.20	1,453.60	1,506.40	1,560.80	1,616.80	1,675.20	1,735.20
	HOURLY	16.94	17.54	18.17	18.83	19.51	20.21	20.94	21.69
A12	ANNUAL	36,483.20	37,793.60	39,166.40	40,580.80	42,036.80	43,555.20	45,115.20	46,737.60
	MONTHLY	3,040.27	3,149.47	3,263.87	3,381.73	3,503.07	3,629.60	3,759.60	3,894.80
	BIWEEKLY	1,403.20	1,453.60	1,506.40	1,560.80	1,616.80	1,675.20	1,735.20	1,797.60
	HOURLY	17.54	18.17	18.83	19.51	20.21	20.94	21.69	22.47

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A13	ANNUAL	37,793.60	39,166.40	40,580.80	42,036.80	43,555.20	45,115.20	46,737.60	48,422.40
	MONTHLY	3,149.47	3,263.87	3,381.73	3,503.07	3,629.60	3,759.60	3,894.80	4,035.20
	BIWEEKLY	1,453.60	1,506.40	1,560.80	1,616.80	1,675.20	1,735.20	1,797.60	1,862.40
	HOURLY	18.17	18.83	19.51	20.21	20.94	21.69	22.47	23.28
A14	ANNUAL	39,166.40	40,580.80	42,036.80	43,555.20	45,115.20	46,737.60	48,422.40	50,148.80
	MONTHLY	3,263.87	3,381.73	3,503.07	3,629.60	3,759.60	3,894.80	4,035.20	4,179.07
	BIWEEKLY	1,506.40	1,560.80	1,616.80	1,675.20	1,735.20	1,797.60	1,862.40	1,928.80
	HOURLY	18.83	19.51	20.21	20.94	21.69	22.47	23.28	24.11
A15	ANNUAL	40,580.80	42,036.80	43,555.20	45,115.20	46,737.60	48,422.40	50,148.80	51,958.40
	MONTHLY	3,381.73	3,503.07	3,629.60	3,759.60	3,894.80	4,035.20	4,179.07	4,329.87
	BIWEEKLY	1,560.80	1,616.80	1,675.20	1,735.20	1,797.60	1,862.40	1,928.80	1,998.40
	HOURLY	19.51	20.21	20.94	21.69	22.47	23.28	24.11	24.98
A16	ANNUAL	42,036.80	43,555.20	45,115.20	46,737.60	48,422.40	50,148.80	51,958.40	53,830.40
	MONTHLY	3,503.07	3,629.60	3,759.60	3,894.80	4,035.20	4,179.07	4,329.87	4,485.87
	BIWEEKLY	1,616.80	1,675.20	1,735.20	1,797.60	1,862.40	1,928.80	1,998.40	2,070.40
	HOURLY	20.21	20.94	21.69	22.47	23.28	24.11	24.98	25.88
A17	ANNUAL	43,555.20	45,115.20	46,737.60	48,422.40	50,148.80	51,958.40	53,830.40	55,764.80
	MONTHLY	3,629.60	3,759.60	3,894.80	4,035.20	4,179.07	4,329.87	4,485.87	4,647.07
	BIWEEKLY	1,675.20	1,735.20	1,797.60	1,862.40	1,928.80	1,998.40	2,070.40	2,144.80
	HOURLY	20.94	21.69	22.47	23.28	24.11	24.98	25.88	26.81

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A18	ANNUAL	45,115.20	46,737.60	48,422.40	50,148.80	51,958.40	53,830.40	55,764.80	57,782.40
	MONTHLY	3,759.60	3,894.80	4,035.20	4,179.07	4,329.87	4,485.87	4,647.07	4,815.20
	BIWEEKLY	1,735.20	1,797.60	1,862.40	1,928.80	1,998.40	2,070.40	2,144.80	2,222.40
	HOURLY	21.69	22.47	23.28	24.11	24.98	25.88	26.81	27.78
A19	ANNUAL	46,737.60	48,422.40	50,148.80	51,958.40	53,830.40	55,764.80	57,782.40	59,862.40
	MONTHLY	3,894.80	4,035.20	4,179.07	4,329.87	4,485.87	4,647.07	4,815.20	4,988.53
	BIWEEKLY	1,797.60	1,862.40	1,928.80	1,998.40	2,070.40	2,144.80	2,222.40	2,302.40
	HOURLY	22.47	23.28	24.11	24.98	25.88	26.81	27.78	28.78
A20	ANNUAL	48,422.40	50,148.80	51,958.40	53,830.40	55,764.80	57,782.40	59,862.40	62,025.60
	MONTHLY	4,035.20	4,179.07	4,329.87	4,485.87	4,647.07	4,815.20	4,988.53	5,168.80
	BIWEEKLY	1,862.40	1,928.80	1,998.40	2,070.40	2,144.80	2,222.40	2,302.40	2,385.60
	HOURLY	23.28	24.11	24.98	25.88	26.81	27.78	28.78	29.82
A21	ANNUAL	50,148.80	51,958.40	53,830.40	55,764.80	57,782.40	59,862.40	62,025.60	64,251.20
	MONTHLY	4,179.07	4,329.87	4,485.87	4,647.07	4,815.20	4,988.53	5,168.80	5,354.27
	BIWEEKLY	1,928.80	1,998.40	2,070.40	2,144.80	2,222.40	2,302.40	2,385.60	2,471.20
	HOURLY	24.11	24.98	25.88	26.81	27.78	28.78	29.82	30.89
A22	ANNUAL	51,958.40	53,830.40	55,764.80	57,782.40	59,862.40	62,025.60	64,251.20	66,560.00
	MONTHLY	4,329.87	4,485.87	4,647.07	4,815.20	4,988.53	5,168.80	5,354.27	5,546.67
	BIWEEKLY	1,998.40	2,070.40	2,144.80	2,222.40	2,302.40	2,385.60	2,471.20	2,560.00
	HOURLY	24.98	25.88	26.81	27.78	28.78	29.82	30.89	32.00

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A23	ANNUAL	53,830.40	55,764.80	57,782.40	59,862.40	62,025.60	64,251.20	66,560.00	68,952.00
	MONTHLY	4,485.87	4,647.07	4,815.20	4,988.53	5,168.80	5,354.27	5,546.67	5,746.00
	BIWEEKLY	2,070.40	2,144.80	2,222.40	2,302.40	2,385.60	2,471.20	2,560.00	2,652.00
	HOURLY	25.88	26.81	27.78	28.78	29.82	30.89	32.00	33.15
A24	ANNUAL	55,764.80	57,782.40	59,862.40	62,025.60	64,251.20	66,560.00	68,952.00	71,427.20
	MONTHLY	4,647.07	4,815.20	4,988.53	5,168.80	5,354.27	5,546.67	5,746.00	5,952.27
	BIWEEKLY	2,144.80	2,222.40	2,302.40	2,385.60	2,471.20	2,560.00	2,652.00	2,747.20
	HOURLY	26.81	27.78	28.78	29.82	30.89	32.00	33.15	34.34
A25	ANNUAL	57,782.40	59,862.40	62,025.60	64,251.20	66,560.00	68,952.00	71,427.20	74,006.40
	MONTHLY	4,815.20	4,988.53	5,168.80	5,354.27	5,546.67	5,746.00	5,952.27	6,167.20
	BIWEEKLY	2,222.40	2,302.40	2,385.60	2,471.20	2,560.00	2,652.00	2,747.20	2,846.40
	HOURLY	27.78	28.78	29.82	30.89	32.00	33.15	34.34	35.58