

# MCPE Pay Matrix - 2025

Reflects a 3% COLA effective January 5, 2025

Grade	Pay Rate	Steps				
		A	B	C	D	E
38	Annual	32,979	34,628	36,360	38,178	40,087
	Hrly	15.86	16.65	17.48	18.35	19.27
39	Annual	33,804	35,494	37,269	39,132	41,089
	Hrly	16.25	17.06	17.92	18.81	19.75
40	Annual	34,649	36,381	38,201	40,111	42,116
	Hrly	16.66	17.49	18.37	19.28	20.25
41	Annual	35,515	37,291	39,156	41,113	43,169
	Hrly	17.07	17.93	18.82	19.77	20.75
42	Annual	36,403	38,223	40,134	42,141	44,248
	Hrly	17.50	18.38	19.30	20.26	21.27
43	Annual	37,313	39,179	41,138	43,195	45,354
	Hrly	17.94	18.84	19.78	20.77	21.80
44	Annual	38,246	40,158	42,166	44,275	46,488
	Hrly	18.39	19.31	20.27	21.29	22.35
45	Annual	39,202	41,162	43,220	45,381	47,650
	Hrly	18.85	19.79	20.78	21.82	22.91
46	Annual	40,182	42,191	44,301	46,516	48,842
	Hrly	19.32	20.28	21.30	22.36	23.48
47	Annual	41,187	43,246	45,408	47,679	50,063
	Hrly	19.80	20.79	21.83	22.92	24.07
48	Annual	42,216	44,327	46,544	48,871	51,314
	Hrly	20.30	21.31	22.38	23.50	24.67
49	Annual	43,272	45,435	47,707	50,093	52,597
	Hrly	20.80	21.84	22.94	24.08	25.29
50	Annual	44,354	46,571	48,900	51,345	53,912
	Hrly	21.32	22.39	23.51	24.69	25.92
51	Annual	45,462	47,736	50,122	52,628	55,260
	Hrly	21.86	22.95	24.10	25.30	26.57
52	Annual	46,599	48,929	51,375	53,944	56,641
	Hrly	22.40	23.52	24.70	25.93	27.23
53	Annual	47,764	50,152	52,660	55,293	58,057
	Hrly	22.96	24.11	25.32	26.58	27.91
54	Annual	48,958	51,406	53,976	56,675	59,509
	Hrly	23.54	24.71	25.95	27.25	28.61
55	Annual	50,182	52,691	55,326	58,092	60,997
	Hrly	24.13	25.33	26.60	27.93	29.33
56	Annual	51,437	54,008	56,709	59,544	62,522
	Hrly	24.73	25.97	27.26	28.63	30.06
57	Annual	52,723	55,359	58,127	61,033	64,085
	Hrly	25.35	26.61	27.95	29.34	30.81
58	Annual	54,041	56,743	59,580	62,559	65,687
	Hrly	25.98	27.28	28.64	30.08	31.58
59	Annual	55,392	58,161	61,069	64,123	67,329
	Hrly	26.63	27.96	29.36	30.83	32.37
60	Annual	56,776	59,615	62,596	65,726	69,012
	Hrly	27.30	28.66	30.09	31.60	33.18

61	Annual	58,196	61,106	64,161	67,369	70,737
	Hrly	27.98	29.38	30.85	32.39	34.01
62	Annual	59,651	62,633	65,765	69,053	72,506
	Hrly	28.68	30.11	31.62	33.20	34.86
63	Annual	61,142	64,199	67,409	70,779	74,318
	Hrly	29.40	30.86	32.41	34.03	35.73
64	Annual	62,671	65,804	69,094	72,549	76,176
	Hrly	30.13	31.64	33.22	34.88	36.62
65	Annual	64,237	67,449	70,822	74,363	78,081
	Hrly	30.88	32.43	34.05	35.75	37.54
66	Annual	65,843	69,135	72,592	76,222	80,033
	Hrly	31.66	33.24	34.90	36.65	38.48
67	Annual	67,489	70,864	74,407	78,127	82,034
	Hrly	32.45	34.07	35.77	37.56	39.44
68	Annual	69,177	72,635	76,267	80,080	84,084
	Hrly	33.26	34.92	36.67	38.50	40.43
69	Annual	70,906	74,451	78,174	82,082	86,187
	Hrly	34.09	35.79	37.58	39.46	41.44
70	Annual	72,679	76,313	80,128	84,135	88,341
	Hrly	34.94	36.69	38.52	40.45	42.47
71	Annual	74,496	78,220	82,131	86,238	90,550
	Hrly	35.82	37.61	39.49	41.46	43.53
72	Annual	76,358	80,176	84,185	88,394	92,814
	Hrly	36.71	38.55	40.47	42.50	44.62
73	Annual	78,267	82,180	86,289	90,604	95,134
	Hrly	37.63	39.51	41.49	43.56	45.74
74	Annual	80,224	84,235	88,446	92,869	97,512
	Hrly	38.57	40.50	42.52	44.65	46.88
75	Annual	82,229	86,341	90,658	95,191	99,950
	Hrly	39.53	41.51	43.59	45.76	48.05
76	Annual	84,285	88,499	92,924	97,570	102,449
	Hrly	40.52	42.55	44.68	46.91	49.25
77	Annual	86,392	90,712	95,247	100,010	105,010
	Hrly	41.53	43.61	45.79	48.08	50.49
78	Annual	88,552	92,979	97,628	102,510	107,635
	Hrly	42.57	44.70	46.94	49.28	51.75
79	Annual	90,766	95,304	100,069	105,073	110,326
	Hrly	43.64	45.82	48.11	50.52	53.04
80	Annual	93,035	97,686	102,571	107,699	113,084
	Hrly	44.73	46.96	49.31	51.78	54.37
81	Annual	95,361	100,129	105,135	110,392	115,911
	Hrly	45.85	48.14	50.55	53.07	55.73
82	Annual	97,745	102,632	107,763	113,152	118,809
	Hrly	46.99	49.34	51.81	54.40	57.12
83	Annual	100,188	105,198	110,458	115,980	121,779
	Hrly	48.17	50.58	53.10	55.76	58.55
84	Annual	102,693	107,828	113,219	118,880	124,824
	Hrly	49.37	51.84	54.43	57.15	60.01
85	Annual	105,260	110,523	116,049	121,852	127,945
	Hrly	50.61	53.14	55.79	58.58	61.51
86	Annual	107,892	113,286	118,951	124,898	131,143
	Hrly	51.87	54.46	57.19	60.05	63.05

87	Annual	110,589	116,119	121,924	128,021	134,422
	Hrly	53.17	55.83	58.62	61.55	64.63
88	Annual	113,354	119,021	124,973	131,221	137,782
	Hrly	54.50	57.22	60.08	63.09	66.24
89	Annual	116,188	121,997	128,097	134,502	141,227
	Hrly	55.86	58.65	61.59	64.66	67.90
90	Annual	119,092	125,047	131,299	137,864	144,757
	Hrly	57.26	60.12	63.12	66.28	69.59
91	Annual	122,070	128,173	134,582	141,311	148,376
	Hrly	58.69	61.62	64.70	67.94	71.33
92	Annual	125,121	131,377	137,946	144,844	152,086
	Hrly	60.15	63.16	66.32	69.64	73.12
93	Annual	128,249	134,662	141,395	148,465	155,888
	Hrly	61.66	64.74	67.98	71.38	74.95
94	Annual	131,456	138,028	144,930	152,176	159,785
	Hrly	63.20	66.36	69.68	73.16	76.82
95	Annual	134,742	141,479	148,553	155,981	163,780
	Hrly	64.78	68.02	71.42	74.99	78.74

# MCPE Pay Matrix - 2026

Reflects a 3% COLA effective January 4, 2026

Grade	Pay Rate	Steps				
		A	B	C	D	E
38	Annual	33,969	35,667	37,451	39,323	41,289
	Hrly	16.33	17.15	18.01	18.91	19.85
39	Annual	34,818	36,559	38,387	40,306	42,322
	Hrly	16.74	17.58	18.46	19.38	20.35
40	Annual	35,688	37,473	39,347	41,314	43,380
	Hrly	17.16	18.02	18.92	19.86	20.86
41	Annual	36,581	38,410	40,330	42,347	44,464
	Hrly	17.59	18.47	19.39	20.36	21.38
42	Annual	37,495	39,370	41,338	43,405	45,576
	Hrly	18.03	18.93	19.87	20.87	21.91
43	Annual	38,433	40,354	42,372	44,490	46,715
	Hrly	18.48	19.40	20.37	21.39	22.46
44	Annual	39,393	41,363	43,431	45,603	47,883
	Hrly	18.94	19.89	20.88	21.92	23.02
45	Annual	40,378	42,397	44,517	46,743	49,080
	Hrly	19.41	20.38	21.40	22.47	23.60
46	Annual	41,388	43,457	45,630	47,911	50,307
	Hrly	19.90	20.89	21.94	23.03	24.19
47	Annual	42,422	44,543	46,771	49,109	51,565
	Hrly	20.40	21.42	22.49	23.61	24.79
48	Annual	43,483	45,657	47,940	50,337	52,854
	Hrly	20.91	21.95	23.05	24.20	25.41
49	Annual	44,570	46,798	49,138	51,595	54,175
	Hrly	21.43	22.50	23.62	24.81	26.05
50	Annual	45,684	47,968	50,367	52,885	55,529
	Hrly	21.96	23.06	24.21	25.43	26.70
51	Annual	46,826	49,168	51,626	54,207	56,918
	Hrly	22.51	23.64	24.82	26.06	27.36
52	Annual	47,997	50,397	52,917	55,563	58,341
	Hrly	23.08	24.23	25.44	26.71	28.05
53	Annual	49,197	51,657	54,240	56,952	59,799
	Hrly	23.65	24.83	26.08	27.38	28.75
54	Annual	50,427	52,948	55,596	58,375	61,294
	Hrly	24.24	25.46	26.73	28.07	29.47
55	Annual	51,688	54,272	56,985	59,835	62,827
	Hrly	24.85	26.09	27.40	28.77	30.21
56	Annual	52,980	55,629	58,410	61,331	64,397
	Hrly	25.47	26.74	28.08	29.49	30.96
57	Annual	54,304	57,019	59,870	62,864	66,007
	Hrly	26.11	27.41	28.78	30.22	31.73
58	Annual	55,662	58,445	61,367	64,436	67,657
	Hrly	26.76	28.10	29.50	30.98	32.53
59	Annual	57,053	59,906	62,901	66,046	69,349
	Hrly	27.43	28.80	30.24	31.75	33.34
60	Annual	58,480	61,404	64,474	67,698	71,082
	Hrly	28.12	29.52	31.00	32.55	34.17

61	Annual	59,942	62,939	66,086	69,390	72,859
	Hrly	28.82	30.26	31.77	33.36	35.03
62	Annual	61,440	64,512	67,738	71,125	74,681
	Hrly	29.54	31.02	32.57	34.19	35.90
63	Annual	62,976	66,125	69,431	72,903	76,548
	Hrly	30.28	31.79	33.38	35.05	36.80
64	Annual	64,551	67,778	71,167	74,725	78,462
	Hrly	31.03	32.59	34.21	35.93	37.72
65	Annual	66,164	69,473	72,946	76,594	80,423
	Hrly	31.81	33.40	35.07	36.82	38.67
66	Annual	67,819	71,209	74,770	78,508	82,434
	Hrly	32.61	34.24	35.95	37.74	39.63
67	Annual	69,514	72,990	76,639	80,471	84,495
	Hrly	33.42	35.09	36.85	38.69	40.62
68	Annual	71,252	74,814	78,555	82,483	86,607
	Hrly	34.26	35.97	37.77	39.66	41.64
69	Annual	73,033	76,685	80,519	84,545	88,772
	Hrly	35.11	36.87	38.71	40.65	42.68
70	Annual	74,859	78,602	82,532	86,659	90,992
	Hrly	35.99	37.79	39.68	41.66	43.75
71	Annual	76,730	80,567	84,595	88,825	93,266
	Hrly	36.89	38.73	40.67	42.70	44.84
72	Annual	78,649	82,581	86,710	91,046	95,598
	Hrly	37.81	39.70	41.69	43.77	45.96
73	Annual	80,615	84,646	88,878	93,322	97,988
	Hrly	38.76	40.70	42.73	44.87	47.11
74	Annual	82,630	86,762	91,100	95,655	100,438
	Hrly	39.73	41.71	43.80	45.99	48.29
75	Annual	84,696	88,931	93,377	98,046	102,949
	Hrly	40.72	42.76	44.89	47.14	49.49
76	Annual	86,813	91,154	95,712	100,497	105,522
	Hrly	41.74	43.82	46.02	48.32	50.73
77	Annual	88,984	93,433	98,105	103,010	108,160
	Hrly	42.78	44.92	47.17	49.52	52.00
78	Annual	91,208	95,769	100,557	105,585	110,864
	Hrly	43.85	46.04	48.34	50.76	53.30
79	Annual	93,489	98,163	103,071	108,225	113,636
	Hrly	44.95	47.19	49.55	52.03	54.63
80	Annual	95,826	100,617	105,648	110,930	116,477
	Hrly	46.07	48.37	50.79	53.33	56.00
81	Annual	98,221	103,132	108,289	113,704	119,389
	Hrly	47.22	49.58	52.06	54.67	57.40
82	Annual	100,677	105,711	110,996	116,546	122,373
	Hrly	48.40	50.82	53.36	56.03	58.83
83	Annual	103,194	108,354	113,771	119,460	125,433
	Hrly	49.61	52.09	54.70	57.43	60.30
84	Annual	105,774	111,062	116,616	122,446	128,569
	Hrly	50.85	53.40	56.07	58.87	61.81
85	Annual	108,418	113,839	119,531	125,507	131,783
	Hrly	52.12	54.73	57.47	60.34	63.36
86	Annual	111,129	116,685	122,519	128,645	135,077
	Hrly	53.43	56.10	58.90	61.85	64.94

87	Annual	113,907	119,602	125,582	131,861	138,454
	Hrly	54.76	57.50	60.38	63.39	66.56
88	Annual	116,754	122,592	128,722	135,158	141,916
	Hrly	56.13	58.94	61.89	64.98	68.23
89	Annual	119,673	125,657	131,940	138,537	145,464
	Hrly	57.54	60.41	63.43	66.60	69.93
90	Annual	122,665	128,798	135,238	142,000	149,100
	Hrly	58.97	61.92	65.02	68.27	71.68
91	Annual	125,732	132,018	138,619	145,550	152,828
	Hrly	60.45	63.47	66.64	69.98	73.47
92	Annual	128,875	135,319	142,085	149,189	156,648
	Hrly	61.96	65.06	68.31	71.73	75.31
93	Annual	132,097	138,702	145,637	152,919	160,565
	Hrly	63.51	66.68	70.02	73.52	77.19
94	Annual	135,399	142,169	149,278	156,742	164,579
	Hrly	65.10	68.35	71.77	75.36	79.12
95	Annual	138,784	145,724	153,010	160,660	168,693
	Hrly	66.72	70.06	73.56	77.24	81.10