

**2026  
3.00%**

Range	Rate Per	A START	B - 2% 1 YEAR	C - 2% 2 YEAR	D - 2% 3 YEAR	E - 2% 4 YEAR	F - 2% 5 YEAR	G - 2% 6 YEAR	H - 2% 7 YEAR	I - 2% 8 YEAR	J - 2% 9 YEAR	K - 2% 10 YEAR	Range
1	Hourly	21.63	22.06	22.50	22.95	23.41	23.88	24.36	24.85	25.34	25.85	26.37	1
	Bi-Weekly	1,622.25	1,654.70	1,687.79	1,721.54	1,755.98	1,791.10	1,826.92	1,863.46	1,900.72	1,938.74	1,977.51	
	Annual	42,178.50	43,022.07	43,882.51	44,760.16	45,655.36	46,568.47	47,499.84	48,449.84	49,418.84	50,407.21	51,415.36	
2	Hourly	22.71	23.17	23.63	24.10	24.58	25.08	25.58	26.09	26.61	27.14	27.69	2
	Bi-Weekly	1,703.36	1,737.43	1,772.18	1,807.62	1,843.77	1,880.65	1,918.26	1,956.63	1,995.76	2,035.68	2,076.39	
	Annual	44,287.43	45,173.17	46,076.64	46,998.17	47,938.13	48,896.90	49,874.83	50,872.33	51,889.78	52,927.57	53,986.12	
3	Hourly	23.85	24.32	24.81	25.31	25.81	26.33	26.86	27.39	27.94	28.50	29.07	3
	Bi-Weekly	1,788.53	1,824.30	1,860.79	1,898.00	1,935.96	1,974.68	2,014.18	2,054.46	2,095.55	2,137.46	2,180.21	
	Annual	46,501.80	47,431.83	48,380.47	49,348.08	50,335.04	51,341.74	52,368.58	53,415.95	54,484.27	55,573.95	56,685.43	
4	Hourly	25.04	25.54	26.05	26.57	27.10	27.65	28.20	28.76	29.34	29.92	30.52	4
	Bi-Weekly	1,877.96	1,915.52	1,953.83	1,992.90	2,032.76	2,073.42	2,114.88	2,157.18	2,200.33	2,244.33	2,289.22	
	Annual	48,826.89	49,803.42	50,799.49	51,815.48	52,851.79	53,908.83	54,987.00	56,086.74	57,208.48	58,352.65	59,519.70	
5	Hourly	26.29	26.82	27.35	27.90	28.46	29.03	29.61	30.20	30.80	31.42	32.05	5
	Bi-Weekly	1,971.86	2,011.29	2,051.52	2,092.55	2,134.40	2,177.09	2,220.63	2,265.04	2,310.34	2,356.55	2,403.68	
	Annual	51,268.23	52,293.59	53,339.47	54,406.26	55,494.38	56,604.27	57,736.35	58,891.08	60,068.90	61,270.28	62,495.69	
6	Hourly	27.61	28.16	28.72	29.30	29.88	30.48	31.09	31.71	32.34	32.99	33.65	6
	Bi-Weekly	2,070.45	2,111.86	2,154.09	2,197.18	2,241.12	2,285.94	2,331.66	2,378.29	2,425.86	2,474.38	2,523.86	
	Annual	53,831.64	54,908.27	56,006.44	57,126.57	58,269.10	59,434.48	60,623.17	61,835.64	63,072.35	64,333.80	65,620.47	
7	Hourly	28.99	29.57	30.16	30.76	31.38	32.00	32.64	33.30	33.96	34.64	35.33	7
	Bi-Weekly	2,173.97	2,217.45	2,261.80	2,307.03	2,353.18	2,400.24	2,448.24	2,497.21	2,547.15	2,598.10	2,650.06	
	Annual	56,523.22	57,653.69	58,806.76	59,982.90	61,182.56	62,406.21	63,654.33	64,927.42	66,225.97	67,550.48	68,901.49	
8	Hourly	30.44	31.04	31.67	32.30	32.94	33.60	34.28	34.96	35.66	36.37	37.10	8
	Bi-Weekly	2,282.67	2,328.32	2,374.89	2,422.39	2,470.83	2,520.25	2,570.66	2,622.07	2,674.51	2,728.00	2,782.56	
	Annual	59,349.39	60,536.37	61,747.10	62,982.04	64,241.68	65,526.52	66,837.05	68,173.79	69,537.26	70,928.01	72,346.57	
9	Hourly	31.96	32.60	33.25	33.91	34.59	35.28	35.99	36.71	37.44	38.19	38.96	9
	Bi-Weekly	2,396.80	2,444.74	2,493.63	2,543.51	2,594.38	2,646.26	2,699.19	2,753.17	2,808.24	2,864.40	2,921.69	
	Annual	62,316.85	63,563.19	64,834.46	66,131.14	67,453.77	68,802.84	70,178.90	71,582.48	73,014.13	74,474.41	75,963.90	
10	Hourly	33.56	34.23	34.91	35.61	36.32	37.05	37.79	38.54	39.32	40.10	40.90	10
	Bi-Weekly	2,516.64	2,566.98	2,618.31	2,670.68	2,724.09	2,778.58	2,834.15	2,890.83	2,948.65	3,007.62	3,067.77	
	Annual	65,432.70	66,741.35	68,076.18	69,437.70	70,826.46	72,242.98	73,687.84	75,161.60	76,664.83	78,198.13	79,762.09	
11	Hourly	35.23	35.94	36.66	37.39	38.14	38.90	39.68	40.47	41.28	42.11	42.95	11
	Bi-Weekly	2,642.47	2,695.32	2,749.23	2,804.21	2,860.30	2,917.51	2,975.86	3,035.37	3,096.08	3,158.00	3,221.16	
	Annual	68,704.33	70,078.42	71,479.99	72,909.59	74,367.78	75,855.13	77,372.24	78,919.68	80,498.08	82,108.04	83,750.20	
12	Hourly	36.99	37.73	38.49	39.26	40.04	40.85	41.66	42.50	43.35	44.21	45.10	12
	Bi-Weekly	2,774.60	2,830.09	2,886.69	2,944.43	3,003.31	3,063.38	3,124.65	3,187.14	3,250.88	3,315.90	3,382.22	
	Annual	72,139.55	73,582.34	75,053.99	76,555.07	78,086.17	79,647.89	81,240.85	82,865.67	84,522.98	86,213.44	87,937.71	
13	Hourly	38.84	39.62	40.41	41.22	42.05	42.89	43.75	44.62	45.51	46.42	47.35	13
	Bi-Weekly	2,913.33	2,971.59	3,031.03	3,091.65	3,153.48	3,216.55	3,280.88	3,346.50	3,413.43	3,481.70	3,551.33	
	Annual	75,746.53	77,261.46	78,806.69	80,382.82	81,990.48	83,630.29	85,302.89	87,008.95	88,749.13	90,524.11	92,334.59	
14	Hourly	40.79	41.60	42.43	43.28	44.15	45.03	45.93	46.85	47.79	48.74	49.72	14
	Bi-Weekly	3,058.99	3,120.17	3,182.58	3,246.23	3,311.15	3,377.38	3,444.92	3,513.82	3,584.10	3,655.78	3,728.90	
	Annual	79,533.85	81,124.53	82,747.02	84,401.96	86,090.00	87,811.80	89,568.04	91,359.40	93,186.58	95,050.32	96,951.32	

15	Hourly	42.83	43.68	44.56	45.45	46.36	47.28	48.23	49.19	50.18	51.18	52.20	15
	Bi-Weekly	3,211.94	3,276.18	3,341.71	3,408.54	3,476.71	3,546.25	3,617.17	3,689.51	3,763.30	3,838.57	3,915.34	
	Annual	83,510.54	85,180.76	86,884.37	88,622.06	90,394.50	92,202.39	94,046.44	95,927.37	97,845.91	99,802.83	101,798.89	
16	Hourly	44.97	45.87	46.78	47.72	48.67	49.65	50.64	51.65	52.69	53.74	54.81	16
	Bi-Weekly	3,372.54	3,439.99	3,508.79	3,578.97	3,650.55	3,723.56	3,798.03	3,873.99	3,951.47	4,030.50	4,111.11	
	Annual	87,686.07	89,439.79	91,228.59	93,053.16	94,914.22	96,812.51	98,748.76	100,723.73	102,738.21	104,792.97	106,888.83	
17	Hourly	47.22	48.16	49.12	50.11	51.11	52.13	53.17	54.24	55.32	56.43	57.56	17
	Bi-Weekly	3,541.17	3,611.99	3,684.23	3,757.92	3,833.07	3,909.74	3,987.93	4,067.69	4,149.04	4,232.02	4,316.66	
	Annual	92,070.38	93,911.78	95,790.02	97,705.82	99,659.94	101,653.13	103,686.20	105,759.92	107,875.12	110,032.62	112,233.27	
18	Hourly	49.58	50.57	51.58	52.61	53.66	54.74	55.83	56.95	58.09	59.25	60.43	18
	Bi-Weekly	3,718.23	3,792.59	3,868.44	3,945.81	4,024.73	4,105.22	4,187.33	4,271.07	4,356.50	4,443.63	4,532.50	
	Annual	96,673.89	98,607.37	100,579.52	102,591.11	104,642.93	106,735.79	108,870.51	111,047.92	113,268.88	115,534.25	117,844.94	
19	Hourly	52.06	53.10	54.16	55.24	56.35	57.47	58.62	59.80	60.99	62.21	63.45	19
	Bi-Weekly	3,904.14	3,982.22	4,061.87	4,143.10	4,225.96	4,310.48	4,396.69	4,484.63	4,574.32	4,665.81	4,759.12	
	Annual	101,507.59	103,537.74	105,608.50	107,720.67	109,875.08	112,072.58	114,314.03	116,600.31	118,932.32	121,310.97	123,737.19	
20	Hourly	54.66	55.75	56.87	58.00	59.16	60.35	61.55	62.78	64.04	65.32	66.63	20
	Bi-Weekly	4,099.34	4,181.33	4,264.96	4,350.26	4,437.26	4,526.01	4,616.53	4,708.86	4,803.04	4,899.10	4,997.08	
	Annual	106,582.97	108,714.63	110,888.92	113,106.70	115,368.83	117,676.21	120,029.73	122,430.33	124,878.94	127,376.51	129,924.04	
21	Hourly	57.39	58.54	59.71	60.90	62.12	63.36	64.63	65.92	67.24	68.59	69.96	21
	Bi-Weekly	4,304.31	4,390.40	4,478.21	4,567.77	4,659.13	4,752.31	4,847.35	4,944.30	5,043.19	5,144.05	5,246.93	
	Annual	111,912.12	114,150.36	116,433.37	118,762.03	121,137.27	123,560.02	126,031.22	128,551.85	131,122.88	133,745.34	136,420.25	
22	Hourly	60.26	61.47	62.69	63.95	65.23	66.53	67.86	69.22	70.60	72.02	73.46	22
	Bi-Weekly	4,519.53	4,609.92	4,702.12	4,796.16	4,892.08	4,989.92	5,089.72	5,191.52	5,295.35	5,401.25	5,509.28	
	Annual	117,507.72	119,857.88	122,255.04	124,700.14	127,194.14	129,738.02	132,332.78	134,979.44	137,679.03	140,432.61	143,241.26	
23	Hourly	63.27	64.54	65.83	67.15	68.49	69.86	71.26	72.68	74.13	75.62	77.13	23
	Bi-Weekly	4,745.50	4,840.41	4,937.22	5,035.97	5,136.69	5,239.42	5,344.21	5,451.09	5,560.11	5,671.32	5,784.74	
	Annual	123,383.11	125,850.77	128,367.79	130,935.14	133,553.85	136,224.92	138,949.42	141,728.41	144,562.98	147,454.24	150,403.32	
24	Hourly	66.44	67.77	69.12	70.50	71.91	73.35	74.82	76.32	77.84	79.40	80.99	24
	Bi-Weekly	4,982.78	5,082.44	5,184.08	5,287.77	5,393.52	5,501.39	5,611.42	5,723.65	5,838.12	5,954.88	6,073.98	
	Annual	129,552.26	132,143.31	134,786.18	137,481.90	140,231.54	143,036.17	145,896.89	148,814.83	151,791.13	154,826.95	157,923.49	
25	Hourly	69.76	71.15	72.58	74.03	75.51	77.02	78.56	80.13	81.73	83.37	85.04	25
	Bi-Weekly	5,231.92	5,336.56	5,443.29	5,552.15	5,663.20	5,776.46	5,891.99	6,009.83	6,130.03	6,252.63	6,377.68	
	Annual	136,029.88	138,750.48	141,525.49	144,355.99	147,243.11	150,187.98	153,191.74	156,255.57	159,380.68	162,568.30	165,819.66	

Longevity: Longevity compensation shall be based on continuous service with Van Buren County for employees actively employed on December 1 of the current year and shall be paid at the rate of \$1,000 after ten (10) years of service, \$1,500 after fifteen (15) years of service, and \$2,000 after twenty (20) years of service. This shall be paid at the end of each year by separate check. For longevity purposes, an employee who is receiving compensation from the Employer for sick leave, workers compensation supplements or vacation shall be considered as actively employed.

**2027  
3.00%**

Range	Rate Per	A START	B - 2% 1 YEAR	C - 2% 2 YEAR	D - 2% 3 YEAR	E - 2% 4 YEAR	F - 2% 5 YEAR	G - 2% 6 YEAR	H - 2% 7 YEAR	I - 2% 8 YEAR	J - 2% 9 YEAR	K - 2% 10 YEAR	Range
1	Hourly	22.28	22.72	23.18	23.64	24.12	24.60	25.09	25.59	26.10	26.63	27.16	1
	Bi-Weekly	1,670.92	1,704.34	1,738.42	1,773.19	1,808.65	1,844.83	1,881.72	1,919.36	1,957.75	1,996.90	2,036.84	
	Annual	43,443.86	44,312.73	45,198.99	46,102.97	47,025.03	47,965.53	48,924.84	49,903.33	50,901.40	51,919.43	52,957.82	
2	Hourly	23.39	23.86	24.34	24.82	25.32	25.83	26.34	26.87	27.41	27.96	28.52	2
	Bi-Weekly	1,754.46	1,789.55	1,825.34	1,861.85	1,899.09	1,937.07	1,975.81	2,015.33	2,055.63	2,096.75	2,138.68	
	Annual	45,616.05	46,528.37	47,458.94	48,408.11	49,376.28	50,363.80	51,371.08	52,398.50	53,446.47	54,515.40	55,605.71	
3	Hourly	24.56	25.05	25.55	26.07	26.59	27.12	27.66	28.21	28.78	29.35	29.94	3
	Bi-Weekly	1,842.19	1,879.03	1,916.61	1,954.94	1,994.04	2,033.92	2,074.60	2,116.09	2,158.42	2,201.58	2,245.62	
	Annual	47,896.85	48,854.79	49,831.88	50,828.52	51,845.09	52,881.99	53,939.63	55,018.43	56,118.79	57,241.17	58,385.99	
4	Hourly	25.79	26.31	26.83	27.37	27.92	28.47	29.04	29.63	30.22	30.82	31.44	4
	Bi-Weekly	1,934.30	1,972.98	2,012.44	2,052.69	2,093.74	2,135.62	2,178.33	2,221.90	2,266.34	2,311.66	2,357.90	
	Annual	50,291.69	51,297.53	52,323.48	53,369.95	54,437.35	55,526.09	56,636.61	57,769.35	58,924.73	60,103.23	61,305.29	
5	Hourly	27.08	27.62	28.17	28.74	29.31	29.90	30.50	31.11	31.73	32.36	33.01	5
	Bi-Weekly	2,031.01	2,071.63	2,113.06	2,155.32	2,198.43	2,242.40	2,287.25	2,332.99	2,379.65	2,427.25	2,475.79	
	Annual	52,806.28	53,862.40	54,939.65	56,038.44	57,159.21	58,302.40	59,468.44	60,657.81	61,870.97	63,108.39	64,370.56	
6	Hourly	28.43	29.00	29.58	30.17	30.78	31.39	32.02	32.66	33.32	33.98	34.66	6
	Bi-Weekly	2,132.56	2,175.21	2,218.72	2,263.09	2,308.35	2,354.52	2,401.61	2,449.64	2,498.64	2,548.61	2,599.58	
	Annual	55,446.59	56,555.52	57,686.63	58,840.37	60,017.17	61,217.52	62,441.87	63,690.70	64,964.52	66,263.81	67,589.09	
7	Hourly	29.86	30.45	31.06	31.68	32.32	32.96	33.62	34.29	34.98	35.68	36.39	7
	Bi-Weekly	2,239.19	2,283.97	2,329.65	2,376.25	2,423.77	2,472.25	2,521.69	2,572.12	2,623.57	2,676.04	2,729.56	
	Annual	58,218.92	59,383.30	60,570.97	61,782.38	63,018.03	64,278.39	65,563.96	66,875.24	68,212.74	69,577.00	70,968.54	
8	Hourly	31.35	31.98	32.62	33.27	33.93	34.61	35.30	36.01	36.73	37.46	38.21	8
	Bi-Weekly	2,351.15	2,398.17	2,446.14	2,495.06	2,544.96	2,595.86	2,647.78	2,700.73	2,754.75	2,809.84	2,866.04	
	Annual	61,129.87	62,352.46	63,599.51	64,871.50	66,168.93	67,492.31	68,842.16	70,219.00	71,623.38	73,055.85	74,516.97	
9	Hourly	32.92	33.57	34.25	34.93	35.63	36.34	37.07	37.81	38.57	39.34	40.12	9
	Bi-Weekly	2,468.71	2,518.08	2,568.44	2,619.81	2,672.21	2,725.65	2,780.16	2,835.77	2,892.48	2,950.33	3,009.34	
	Annual	64,186.36	65,470.09	66,779.49	68,115.08	69,477.38	70,866.93	72,284.27	73,729.95	75,204.55	76,708.64	78,242.81	
10	Hourly	34.56	35.25	35.96	36.68	37.41	38.16	38.92	39.70	40.49	41.30	42.13	10
	Bi-Weekly	2,592.14	2,643.98	2,696.86	2,750.80	2,805.82	2,861.93	2,919.17	2,977.56	3,037.11	3,097.85	3,159.81	
	Annual	67,395.68	68,743.59	70,118.46	71,520.83	72,951.25	74,410.27	75,898.48	77,416.45	78,964.78	80,544.07	82,154.96	
11	Hourly	36.29	37.02	37.76	38.51	39.28	40.07	40.87	41.69	42.52	43.37	44.24	11
	Bi-Weekly	2,721.75	2,776.18	2,831.71	2,888.34	2,946.11	3,005.03	3,065.13	3,126.43	3,188.96	3,252.74	3,317.80	
	Annual	70,765.46	72,180.77	73,624.39	75,096.87	76,598.81	78,130.79	79,693.40	81,287.27	82,913.02	84,571.28	86,262.70	
12	Hourly	38.10	38.87	39.64	40.44	41.25	42.07	42.91	43.77	44.65	45.54	46.45	12
	Bi-Weekly	2,857.84	2,914.99	2,973.29	3,032.76	3,093.41	3,155.28	3,218.39	3,282.76	3,348.41	3,415.38	3,483.69	
	Annual	74,303.74	75,789.81	77,305.61	78,851.72	80,428.75	82,037.33	83,678.07	85,351.64	87,058.67	88,799.84	90,575.84	
13	Hourly	40.01	40.81	41.63	42.46	43.31	44.17	45.06	45.96	46.88	47.82	48.77	13
	Bi-Weekly	3,000.73	3,060.74	3,121.96	3,184.40	3,248.08	3,313.05	3,379.31	3,446.89	3,515.83	3,586.15	3,657.87	
	Annual	78,018.92	79,579.30	81,170.89	82,794.30	84,450.19	86,139.19	87,861.98	89,619.22	91,411.60	93,239.83	95,104.63	
14	Hourly	42.01	42.85	43.71	44.58	45.47	46.38	47.31	48.26	49.22	50.21	51.21	14
	Bi-Weekly	3,150.76	3,213.78	3,278.06	3,343.62	3,410.49	3,478.70	3,548.27	3,619.24	3,691.62	3,765.45	3,840.76	
	Annual	81,919.87	83,558.27	85,229.43	86,934.02	88,672.70	90,446.15	92,255.08	94,100.18	95,982.18	97,901.83	99,859.86	
	Hourly	44.11	44.99	45.89	46.81	47.75	48.70	49.68	50.67	51.68	52.72	53.77	

15	Bi-Weekly	3,308.30	3,374.47	3,441.96	3,510.80	3,581.01	3,652.63	3,725.69	3,800.20	3,876.20	3,953.73	4,032.80	15
	Annual	86,015.86	87,736.18	89,490.90	91,280.72	93,106.33	94,968.46	96,867.83	98,805.19	100,781.29	102,796.92	104,852.85	
16	Hourly	46.32	47.24	48.19	49.15	50.13	51.14	52.16	53.20	54.27	55.35	56.46	16
	Bi-Weekly	3,473.72	3,543.19	3,614.06	3,686.34	3,760.06	3,835.26	3,911.97	3,990.21	4,070.01	4,151.41	4,234.44	
	Annual	90,316.65	92,122.99	93,965.45	95,844.76	97,761.65	99,716.88	101,711.22	103,745.45	105,820.36	107,936.76	110,095.50	
17	Hourly	48.63	49.60	50.60	51.61	52.64	53.69	54.77	55.86	56.98	58.12	59.28	17
	Bi-Weekly	3,647.40	3,720.35	3,794.76	3,870.65	3,948.07	4,027.03	4,107.57	4,189.72	4,273.51	4,358.98	4,446.16	
	Annual	94,832.49	96,729.14	98,663.72	100,636.99	102,649.73	104,702.73	106,796.78	108,932.72	111,111.37	113,333.60	115,600.27	
18	Hourly	51.06	52.08	53.13	54.19	55.27	56.38	57.51	58.66	59.83	61.03	62.25	18
	Bi-Weekly	3,829.77	3,906.37	3,984.50	4,064.19	4,145.47	4,228.38	4,312.95	4,399.21	4,487.19	4,576.93	4,668.47	
	Annual	99,574.11	101,565.59	103,596.91	105,668.84	107,782.22	109,937.86	112,136.62	114,379.35	116,666.94	119,000.28	121,380.29	
19	Hourly	53.62	54.69	55.78	56.90	58.04	59.20	60.38	61.59	62.82	64.08	65.36	19
	Bi-Weekly	4,021.26	4,101.69	4,183.72	4,267.40	4,352.74	4,439.80	4,528.59	4,619.17	4,711.55	4,805.78	4,901.90	
	Annual	104,552.82	106,643.87	108,776.75	110,952.29	113,171.33	115,434.76	117,743.45	120,098.32	122,500.29	124,950.29	127,449.30	
20	Hourly	56.30	57.42	58.57	59.74	60.94	62.16	63.40	64.67	65.96	67.28	68.63	20
	Bi-Weekly	4,222.33	4,306.77	4,392.91	4,480.77	4,570.38	4,661.79	4,755.02	4,850.12	4,947.13	5,046.07	5,146.99	
	Annual	109,780.46	111,976.07	114,215.59	116,499.90	118,829.90	121,206.50	123,630.63	126,103.24	128,625.30	131,197.81	133,821.77	
21	Hourly	59.11	60.29	61.50	62.73	63.99	65.27	66.57	67.90	69.26	70.64	72.06	21
	Bi-Weekly	4,433.44	4,522.11	4,612.55	4,704.80	4,798.90	4,894.88	4,992.78	5,092.63	5,194.48	5,298.37	5,404.34	
	Annual	115,269.48	117,574.87	119,926.37	122,324.90	124,771.39	127,266.82	129,812.16	132,408.40	135,056.57	137,757.70	140,512.85	
22	Hourly	62.07	63.31	64.58	65.87	67.18	68.53	69.90	71.30	72.72	74.18	75.66	22
	Bi-Weekly	4,655.11	4,748.22	4,843.18	4,940.04	5,038.84	5,139.62	5,242.41	5,347.26	5,454.21	5,563.29	5,674.56	
	Annual	121,032.95	123,453.61	125,922.69	128,441.14	131,009.96	133,630.16	136,302.77	139,028.82	141,809.40	144,645.58	147,538.50	
23	Hourly	65.17	66.48	67.80	69.16	70.54	71.95	73.39	74.86	76.36	77.89	79.44	23
	Bi-Weekly	4,887.87	4,985.63	5,085.34	5,187.05	5,290.79	5,396.60	5,504.53	5,614.63	5,726.92	5,841.46	5,958.29	
	Annual	127,084.60	129,626.29	132,218.82	134,863.20	137,560.46	140,311.67	143,117.90	145,980.26	148,899.87	151,877.86	154,915.42	
24	Hourly	68.43	69.80	71.19	72.62	74.07	75.55	77.06	78.60	80.18	81.78	83.42	24
	Bi-Weekly	5,132.26	5,234.91	5,339.61	5,446.40	5,555.33	5,666.43	5,779.76	5,895.36	6,013.26	6,133.53	6,256.20	
	Annual	133,438.83	136,107.61	138,829.76	141,606.36	144,438.48	147,327.25	150,273.80	153,279.27	156,344.86	159,471.76	162,661.19	
25	Hourly	71.85	73.29	74.75	76.25	77.77	79.33	80.92	82.53	84.19	85.87	87.59	25
	Bi-Weekly	5,388.88	5,496.65	5,606.59	5,718.72	5,833.09	5,949.75	6,068.75	6,190.12	6,313.93	6,440.21	6,569.01	
	Annual	140,110.77	142,912.99	145,771.25	148,686.67	151,660.41	154,693.62	157,787.49	160,943.24	164,162.10	167,445.35	170,794.25	

Longevity: Longevity compensation shall be based on continuous service with Van Buren County for employees actively employed on December 1 of the current year and shall be paid at the rate of \$1,000 after ten (10) years of service, \$1,500 after fifteen (15) years of service, and \$2,000 after twenty (20) years of service. This shall be paid at the end of each year by separate check. For longevity purposes, an employee who is receiving compensation from the Employer for sick leave, workers compensation supplements or vacation shall be considered as actively employed.

**2028  
3.00%**

Range	Rate Per	A START	B - 2% 1 YEAR	C - 2% 2 YEAR	D - 2% 3 YEAR	E - 2% 4 YEAR	F - 2% 5 YEAR	G - 2% 6 YEAR	H - 2% 7 YEAR	I - 2% 8 YEAR	J - 2% 9 YEAR	K - 2% 10 YEAR	Range
1	Hourly	22.95	23.41	23.88	24.35	24.84	25.34	25.84	26.36	26.89	27.43	27.97	1
	Bi-Weekly	1,721.13	1,755.55	1,790.66	1,826.48	1,863.01	1,900.27	1,938.27	1,977.04	2,016.58	2,056.91	2,098.05	
	Annual	44,749.38	45,644.37	46,557.25	47,488.40	48,438.17	49,406.93	50,395.07	51,402.97	52,431.03	53,479.65	54,549.24	
2	Hourly	24.10	24.58	25.07	25.57	26.08	26.60	27.14	27.68	28.23	28.80	29.37	2
	Bi-Weekly	1,807.19	1,843.33	1,880.20	1,917.80	1,956.16	1,995.28	2,035.19	2,075.89	2,117.41	2,159.76	2,202.95	
	Annual	46,986.85	47,926.59	48,885.12	49,862.82	50,860.08	51,877.28	52,914.82	53,973.12	55,052.58	56,153.63	57,276.71	
3	Hourly	25.30	25.81	26.32	26.85	27.39	27.93	28.49	29.06	29.64	30.24	30.84	3
	Bi-Weekly	1,897.55	1,935.50	1,974.21	2,013.69	2,053.96	2,095.04	2,136.94	2,179.68	2,223.28	2,267.74	2,313.10	
	Annual	49,336.19	50,322.92	51,329.37	52,355.96	53,403.08	54,471.14	55,560.56	56,671.78	57,805.21	58,961.32	60,140.54	
4	Hourly	26.57	27.10	27.64	28.19	28.76	29.33	29.92	30.52	31.13	31.75	32.38	4
	Bi-Weekly	1,992.42	2,032.27	2,072.92	2,114.38	2,156.66	2,199.80	2,243.79	2,288.67	2,334.44	2,381.13	2,428.75	
	Annual	51,803.00	52,839.06	53,895.84	54,973.76	56,073.23	57,194.70	58,338.59	59,505.36	60,695.47	61,909.38	63,147.57	
5	Hourly	27.89	28.45	29.02	29.60	30.19	30.80	31.41	32.04	32.68	33.34	34.00	5
	Bi-Weekly	2,092.04	2,133.89	2,176.56	2,220.09	2,264.50	2,309.79	2,355.98	2,403.10	2,451.16	2,500.19	2,550.19	
	Annual	54,393.15	55,481.01	56,590.63	57,722.45	58,876.90	60,054.43	61,255.52	62,480.63	63,730.25	65,004.85	66,304.95	
6	Hourly	29.29	29.87	30.47	31.08	31.70	32.34	32.98	33.64	34.32	35.00	35.70	6
	Bi-Weekly	2,196.65	2,240.58	2,285.39	2,331.10	2,377.72	2,425.28	2,473.78	2,523.26	2,573.72	2,625.20	2,677.70	
	Annual	57,112.81	58,255.06	59,420.17	60,608.57	61,820.74	63,057.16	64,318.30	65,604.66	66,916.76	68,255.09	69,620.20	
7	Hourly	30.75	31.37	32.00	32.64	33.29	33.95	34.63	35.33	36.03	36.75	37.49	7
	Bi-Weekly	2,306.48	2,352.61	2,399.66	2,447.65	2,496.61	2,546.54	2,597.47	2,649.42	2,702.41	2,756.46	2,811.58	
	Annual	59,968.45	61,167.82	62,391.17	63,639.00	64,911.78	66,210.01	67,534.21	68,884.90	70,262.60	71,667.85	73,101.20	
8	Hourly	32.29	32.94	33.60	34.27	34.95	35.65	36.36	37.09	37.83	38.59	39.36	8
	Bi-Weekly	2,421.80	2,470.24	2,519.64	2,570.04	2,621.44	2,673.87	2,727.34	2,781.89	2,837.53	2,894.28	2,952.16	
	Annual	62,966.87	64,226.21	65,510.73	66,820.95	68,157.37	69,520.51	70,910.92	72,329.14	73,775.73	75,251.24	76,756.27	
9	Hourly	33.91	34.58	35.28	35.98	36.70	37.43	38.18	38.95	39.73	40.52	41.33	9
	Bi-Weekly	2,542.89	2,593.75	2,645.63	2,698.54	2,752.51	2,807.56	2,863.71	2,920.98	2,979.40	3,038.99	3,099.77	
	Annual	66,115.22	67,437.52	68,786.27	70,162.00	71,565.24	72,996.54	74,456.47	75,945.60	77,464.51	79,013.80	80,594.08	
10	Hourly	35.60	36.31	37.04	37.78	38.54	39.31	40.09	40.89	41.71	42.55	43.40	10
	Bi-Weekly	2,670.04	2,723.44	2,777.91	2,833.47	2,890.13	2,947.94	3,006.90	3,067.03	3,128.37	3,190.94	3,254.76	
	Annual	69,420.98	70,809.40	72,225.58	73,670.09	75,143.50	76,646.37	78,179.29	79,742.88	81,337.74	82,964.49	84,623.78	
11	Hourly	37.38	38.13	38.89	39.67	40.46	41.27	42.10	42.94	43.80	44.67	45.57	11
	Bi-Weekly	2,803.54	2,859.61	2,916.80	2,975.14	3,034.64	3,095.33	3,157.24	3,220.39	3,284.79	3,350.49	3,417.50	
	Annual	72,892.02	74,349.87	75,836.86	77,353.60	78,900.67	80,478.69	82,088.26	83,730.02	85,404.62	87,112.72	88,854.97	
12	Hourly	39.25	40.03	40.84	41.65	42.48	43.33	44.20	45.09	45.99	46.91	47.84	12
	Bi-Weekly	2,943.72	3,002.59	3,062.64	3,123.90	3,186.37	3,250.10	3,315.10	3,381.40	3,449.03	3,518.01	3,588.37	
	Annual	76,536.63	78,067.36	79,628.71	81,221.28	82,845.71	84,502.62	86,192.67	87,916.53	89,674.86	91,468.35	93,297.72	
13	Hourly	41.21	42.04	42.88	43.73	44.61	45.50	46.41	47.34	48.29	49.25	50.24	13
	Bi-Weekly	3,090.90	3,152.72	3,215.77	3,280.09	3,345.69	3,412.61	3,480.86	3,550.48	3,621.48	3,693.91	3,767.79	
	Annual	80,363.46	81,970.73	83,610.14	85,282.34	86,987.99	88,727.75	90,502.31	92,312.35	94,158.60	96,041.77	97,962.61	
14	Hourly	43.27	44.14	45.02	45.92	46.84	47.78	48.73	49.71	50.70	51.71	52.75	14
	Bi-Weekly	3,245.45	3,310.36	3,376.56	3,444.09	3,512.98	3,583.24	3,654.90	3,728.00	3,802.56	3,878.61	3,956.18	

	Annual	84,381.63	86,069.26	87,790.65	89,546.46	91,337.39	93,164.14	95,027.42	96,927.97	98,866.53	100,843.86	102,860.74	
15	Hourly	45.44	46.34	47.27	48.22	49.18	50.17	51.17	52.19	53.24	54.30	55.39	15
	Bi-Weekly	3,407.72	3,475.87	3,545.39	3,616.30	3,688.63	3,762.40	3,837.65	3,914.40	3,992.69	4,072.54	4,153.99	
	Annual	88,600.71	90,372.73	92,180.18	94,023.78	95,904.26	97,822.34	99,778.79	101,774.37	103,809.85	105,886.05	108,003.77	
16	Hourly	47.71	48.66	49.64	50.63	51.64	52.67	53.73	54.80	55.90	57.02	58.16	16
	Bi-Weekly	3,578.11	3,649.67	3,722.66	3,797.11	3,873.06	3,950.52	4,029.53	4,110.12	4,192.32	4,276.17	4,361.69	
	Annual	93,030.75	94,891.36	96,789.19	98,724.97	100,699.47	102,713.46	104,767.73	106,863.09	109,000.35	111,180.35	113,403.96	
17	Hourly	50.09	51.10	52.12	53.16	54.22	55.31	56.41	57.54	58.69	59.87	61.06	17
	Bi-Weekly	3,757.01	3,832.15	3,908.79	3,986.97	4,066.71	4,148.04	4,231.00	4,315.62	4,401.94	4,489.98	4,579.78	
	Annual	97,682.28	99,635.93	101,628.65	103,661.22	105,734.45	107,849.14	110,006.12	112,206.24	114,450.36	116,739.37	119,074.16	
18	Hourly	52.60	53.65	54.72	55.82	56.93	58.07	59.23	60.42	61.63	62.86	64.12	18
	Bi-Weekly	3,944.86	4,023.76	4,104.23	4,186.32	4,270.04	4,355.45	4,442.55	4,531.41	4,622.03	4,714.47	4,808.76	
	Annual	102,566.40	104,617.73	106,710.08	108,844.28	111,021.17	113,241.59	115,506.42	117,816.55	120,172.88	122,576.34	125,027.87	
19	Hourly	55.23	56.33	57.46	58.61	59.78	60.98	62.20	63.44	64.71	66.00	67.32	19
	Bi-Weekly	4,142.10	4,224.95	4,309.45	4,395.63	4,483.55	4,573.22	4,664.68	4,757.98	4,853.14	4,950.20	5,049.20	
	Annual	107,694.72	109,848.61	112,045.59	114,286.50	116,572.23	118,903.67	121,281.74	123,707.38	126,181.53	128,705.16	131,279.26	
20	Hourly	57.99	59.15	60.33	61.54	62.77	64.03	65.31	66.61	67.94	69.30	70.69	20
	Bi-Weekly	4,349.21	4,436.19	4,524.92	4,615.42	4,707.72	4,801.88	4,897.92	4,995.87	5,095.79	5,197.71	5,301.66	
	Annual	113,079.45	115,341.04	117,647.86	120,000.82	122,400.84	124,848.85	127,345.83	129,892.75	132,490.60	135,140.42	137,843.22	
21	Hourly	60.89	62.11	63.35	64.62	65.91	67.23	68.57	69.94	71.34	72.77	74.22	21
	Bi-Weekly	4,566.67	4,658.00	4,751.16	4,846.19	4,943.11	5,041.97	5,142.81	5,245.67	5,350.58	5,457.59	5,566.75	
	Annual	118,733.43	121,108.10	123,530.26	126,000.86	128,520.88	131,091.30	133,713.12	136,387.39	139,115.13	141,897.44	144,735.39	
22	Hourly	63.93	65.21	66.52	67.85	69.20	70.59	72.00	73.44	74.91	76.41	77.93	22
	Bi-Weekly	4,795.00	4,890.90	4,988.72	5,088.50	5,190.27	5,294.07	5,399.95	5,507.95	5,618.11	5,730.47	5,845.08	
	Annual	124,670.10	127,163.50	129,706.77	132,300.91	134,946.92	137,645.86	140,398.78	143,206.76	146,070.89	148,992.31	151,972.15	
23	Hourly	67.13	68.47	69.84	71.24	72.66	74.12	75.60	77.11	78.65	80.23	81.83	23
	Bi-Weekly	5,034.75	5,135.45	5,238.16	5,342.92	5,449.78	5,558.78	5,669.95	5,783.35	5,899.02	6,017.00	6,137.34	
	Annual	130,903.60	133,521.68	136,192.11	138,915.95	141,694.27	144,528.16	147,418.72	150,367.09	153,374.44	156,441.92	159,570.76	
24	Hourly	70.49	71.90	73.33	74.80	76.30	77.82	79.38	80.97	82.59	84.24	85.92	24
	Bi-Weekly	5,286.49	5,392.22	5,500.07	5,610.07	5,722.27	5,836.71	5,953.45	6,072.52	6,193.97	6,317.85	6,444.20	
	Annual	137,448.78	140,197.76	143,001.71	145,861.75	148,778.98	151,754.56	154,789.65	157,885.45	161,043.16	164,264.02	167,549.30	
25	Hourly	74.01	75.49	77.00	78.54	80.11	81.71	83.35	85.02	86.72	88.45	90.22	25
	Bi-Weekly	5,550.82	5,661.83	5,775.07	5,890.57	6,008.38	6,128.55	6,251.12	6,376.14	6,503.67	6,633.74	6,766.41	
	Annual	144,321.22	147,207.65	150,151.80	153,154.84	156,217.93	159,342.29	162,529.14	165,779.72	169,095.31	172,477.22	175,926.77	

Longevity: Longevity compensation shall be based on continuous service with Van Buren County for employees actively employed on December 1 of the current year and shall be paid at the rate of \$1,000 after ten (10) years of service, \$1,500 after fifteen (15) years of service, and \$2,000 after twenty (20) years of service. This shall be paid at the end of each year by separate check. For longevity purposes, an employee who is receiving compensation from the Employer for sick leave, workers compensation supplements or vacation shall be considered as actively employed.