

**AEA Proposed Salary Scale for August 2024-August 2027**

**2024-25: 2% COLA + Market Adjustments**

1.25% Adjustment: Steps 1 – 9 (BA and BA+15) [total 3.25%]

1.5% Adjustment: Steps 10 – 11 (BA and BA+15) [total 3.5%]

3.0% Adjustment: Step 12 (BA and BA+15) [total 5%]

1.5% Adjustment: Steps 1 – 9 (MA, MA+15, MA+30, MA+60/DOC) [total 3.5%]

1.75% Adjustment: Steps 10-11 (MA, MA+15, MA+30, MA+60/DOC) [total 3.75]

3.75% Adjustment: Step 12 (MA, MA+15, MA+30) [total 5.75%]

5.5% Adjustment: Step 12 (MA+60/DOC) [total 7.5%]

| <b>Step</b> | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30 / CAGS</b> | <b>MA+60 / DOC</b> |
|-------------|-----------|--------------|-----------|--------------|---------------------|--------------------|
| <b>1</b>    | 56,788    | 59,224       | 61,282    | 62,245       | 63,218              | 66,416             |
| <b>2</b>    | 59,864    | 61,795       | 63,870    | 64,822       | 65,795              | 68,993             |
| <b>3</b>    | 62,425    | 64,345       | 66,416    | 67,389       | 68,351              | 71,570             |
| <b>4</b>    | 64,996    | 66,947       | 68,993    | 69,956       | 70,918              | 74,768             |
| <b>5</b>    | 67,567    | 69,787       | 72,202    | 73,175       | 74,137              | 77,987             |
| <b>6</b>    | 70,747    | 72,998       | 75,420    | 76,373       | 77,335              | 81,206             |
| <b>7</b>    | 73,958    | 76,199       | 78,629    | 79,581       | 80,554              | 84,415             |
| <b>8</b>    | 77,148    | 79,709       | 82,479    | 83,442       | 84,415              | 88,265             |
| <b>9</b>    | 80,277    | 83,230       | 86,402    | 87,302       | 88,213              | 92,146             |
| <b>10</b>   | 84,829    | 88,110       | 91,622    | 92,472       | 93,334              | 97,452             |
| <b>11</b>   | 87,354    | 90,728       | 96,156    | 96,737       | 99,424              | 103,377            |
| <b>12</b>   | 90,573    | 94,080       | 103,392   | 104,026      | 106,913             | 113,015            |
|             |           |              |           |              |                     |                    |

**2025-26  
3% COLA**

| <b>Step</b> | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30 / CAGS</b> | <b>MA+60 / DOC</b> |
|-------------|-----------|--------------|-----------|--------------|---------------------|--------------------|
| <b>1</b>    | 58,492    | 61,001       | 63,120    | 64,112       | 65,115              | 68,408             |
| <b>2</b>    | 61,660    | 63,649       | 65,786    | 66,767       | 67,769              | 71,063             |
| <b>3</b>    | 64,298    | 66,275       | 68,408    | 69,411       | 70,402              | 73,717             |
| <b>4</b>    | 66,946    | 68,955       | 71,063    | 72,055       | 73,046              | 77,011             |
| <b>5</b>    | 69,594    | 71,881       | 74,368    | 75,370       | 76,361              | 80,327             |
| <b>6</b>    | 72,869    | 75,188       | 77,683    | 78,664       | 79,655              | 83,642             |
| <b>7</b>    | 76,177    | 78,485       | 80,988    | 81,968       | 82,971              | 86,947             |
| <b>8</b>    | 79,462    | 82,100       | 84,953    | 85,945       | 86,947              | 90,913             |
| <b>9</b>    | 82,685    | 85,727       | 88,994    | 89,921       | 90,859              | 94,910             |
| <b>10</b>   | 87,374    | 90,753       | 94,371    | 95,246       | 96,134              | 100,376            |
| <b>11</b>   | 89,975    | 93,450       | 99,041    | 99,639       | 102,407             | 106,478            |
| <b>12</b>   | 93,290    | 96,902       | 106,494   | 107,147      | 110,120             | 116,405            |
|             |           |              |           |              |                     |                    |

**2026-27  
2.75% COLA**

| <b>Step</b> | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30 / CAGS</b> | <b>MA+60 / DOC</b> |
|-------------|-----------|--------------|-----------|--------------|---------------------|--------------------|
| <b>1</b>    | 60,100    | 62,678       | 64,856    | 65,875       | 66,905              | 70,290             |
| <b>2</b>    | 63,356    | 65,399       | 67,595    | 68,603       | 69,632              | 73,017             |
| <b>3</b>    | 66,066    | 68,098       | 70,290    | 71,319       | 72,338              | 75,744             |
| <b>4</b>    | 68,787    | 70,852       | 73,017    | 74,036       | 75,054              | 79,129             |
| <b>5</b>    | 71,508    | 73,857       | 76,413    | 77,443       | 78,461              | 82,536             |
| <b>6</b>    | 74,873    | 77,256       | 79,819    | 80,827       | 81,846              | 85,942             |
| <b>7</b>    | 78,272    | 80,643       | 83,215    | 84,223       | 85,252              | 89,339             |
| <b>8</b>    | 81,648    | 84,358       | 87,290    | 88,309       | 89,339              | 93,413             |
| <b>9</b>    | 84,959    | 88,084       | 91,441    | 92,394       | 93,358              | 97,520             |
| <b>10</b>   | 89,777    | 93,249       | 96,966    | 97,865       | 98,778              | 103,136            |
| <b>11</b>   | 92,449    | 96,020       | 101,764   | 102,379      | 105,223             | 109,406            |
| <b>12</b>   | 95,856    | 99,567       | 109,422   | 110,093      | 113,149             | 119,607            |