AFT - WAGE PAY PLAN
PROFESSIONALS

YEAR 1 **3.00%**

	ET05	ET06	ET07	ET08
0	54,078.45	56,536.56	58,380.14	58,994.67
1	54,130.96	56,646.34	58,550.18	59,289.65
2	54,183.45	56,701.23	58,606.86	59,438.35
3	54,235.96	56,756.12	58,663.54	59,587.07
4	54,288.46	56,811.01	58,720.23	59,735.79
5	54,340.96	56,865.89	58,776.90	59,884.51
6	54,348.84	57,101.92	58,963.94	60,184.40
7	55,435.33	58,158.91	60,143.84	61,387.64
8	56,406.28	59,030.31	61,225.41	62,615.47
9	57,534.55	60,211.44	62,450.77	63,742.51
10	58,684.95	61,264.74	63,792.90	64,858.49
11	59,711.21	62,490.10	65,004.75	65,992.91
12	60,757.14	63,427.87	66,305.09	67,312.92
13	62,093.12	64,822.85	67,730.80	68,659.96
14	63,335.69	66,119.51	69,052.03	69,860.75
15	64,601.62	67,441.96	70,501.09	71,083.66
16	65,893.36	68,790.24	72,017.74	72,860.88
17	67,212.14	70,063.55	73,241.88	73,953.50
18	68,555.50	71,464.67	74,706.91	75,247.70
19	69,927.12	73,287.36	76,573.86	77,129.39
20	71,151.26	74,752.39	77,952.85	78,594.42
21	72,218.07	76,658.66	79,317.10	80,559.68
22	74,746.25	78,384.26	81,458.12	81,566.28
23	75,978.99	79,911.97	83,290.64	83,401.26
24	78,410.06	81,630.19	84,748.30	85,069.08
25	80,135.66	83,997.34	87,078.59	87,196.58
26	82,619.58	85,341.94	88,385.08	89,812.01
27	86,503.40	87,261.72	89,712.23	91,159.05
28	88,362.96	90,315.92	91,908.78	93,666.33
29	89,599.38	91,670.34	92,828.12	94,368.12
30	90,764.52	92,358.61	93,523.76	94,934.71

YEAR 2 **4.00%**

	ET05	ET06	ET07	ET08
0	56,241.59	58,798.02	60,715.35	61,354.46
1	56,296.19	58,912.19	60,892.19	61,661.23
2	56,350.79	58,969.28	60,951.13	61,815.89
3	56,405.40	59,026.37	61,010.08	61,970.56
4	56,459.99	59,083.45	61,069.04	62,125.22
5	56,514.60	59,140.53	61,127.98	62,279.89
6	56,522.80	59,386.00	61,322.50	62,591.77
7	57,652.74	60,485.27	62,549.59	63,843.15
8	58,662.53	61,391.52	63,674.42	65,120.08
9	59,835.93	62,619.90	64,948.80	66,292.21
10	61,032.35	63,715.33	66,344.62	67,452.83
11	62,099.66	64,989.71	67,604.94	68,632.63
12	63,187.42	65,964.99	68,957.29	70,005.44
13	64,576.85	67,415.77	70,440.03	71,406.36
14	65,869.12	68,764.29	71,814.11	72,655.18
15	67,185.69	70,139.64	73,321.13	73,927.00
16	68,529.09	71,541.85	74,898.45	75,775.31
17	69,900.63	72,866.09	76,171.56	76,911.64
18	71,297.72	74,323.26	77,695.19	78,257.61
19	72,724.20	76,218.86	79,636.81	80,214.56
20	73,997.31	77,742.49	81,070.96	81,738.20
21	75,106.80	79,725.01	82,489.79	83,782.07
22	77,736.10	81,519.63	84,716.44	84,828.93
23	79,018.15	83,108.45	86,622.26	86,737.31
24	81,546.46	84,895.40	88,138.23	88,471.84
25	83,341.08	87,357.24	90,561.73	90,684.44
26	85,924.36	88,755.61	91,920.48	93,404.49
27	89,963.53	90,752.19	93,300.72	94,805.42
28	91,897.48	93,928.56	95,585.13	97,412.98
29	93,183.35	95,337.15	96,541.24	98,142.84
30	94,395.10	96,052.96	97,264.71	98,732.10

YEAR 3 **4.00%**

	ET05	ET06	ET07	ET08
0	58,491.25	61,149.94	63,143.96	63,808.63
1	58,548.04	61,268.68	63,327.87	64,127.68
2	58,604.82	61,328.05	63,389.18	64,288.52
3	58,661.61	61,387.42	63,450.48	64,449.38
4	58,718.39	61,446.79	63,511.80	64,610.23
5	58,775.19	61,506.15	63,573.10	64,771.09
6	58,783.71	61,761.44	63,775.40	65,095.44
7	59,958.85	62,904.68	65,051.58	66,396.87
8	61,009.03	63,847.18	66,221.40	67,724.89
9	62,229.37	65,124.69	67,546.75	68,943.90
10	63,473.64	66,263.94	68,998.40	70,150.95
11	64,583.64	67,589.30	70,309.14	71,377.93
12	65,714.92	68,603.59	71,715.58	72,805.65
13	67,159.92	70,112.40	73,257.63	74,262.61
14	68,503.88	71,514.86	74,686.68	75,561.39
15	69,873.12	72,945.23	76,253.97	76,884.08
16	71,270.25	74,403.52	77,894.39	78,806.33
17	72,696.65	75,780.73	79,218.42	79,988.11
18	74,149.62	77,296.19	80,803.00	81,387.92
19	75,633.17	79,267.61	82,822.28	83,423.15
20	76,957.20	80,852.19	84,313.80	85,007.72
21	78,111.07	82,914.01	85,789.38	87,133.35
22	80,845.54	84,780.41	88,105.10	88,222.08
23	82,178.88	86,432.78	90,087.15	90,206.80
24	84,808.32	88,291.22	91,663.76	92,010.72
25	86,674.73	90,851.53	94,184.20	94,311.82
26	89,361.33	92,305.84	95,597.30	97,140.67
27	93,562.07	94,382.28	97,032.75	98,597.63
28	95,573.38	97,685.70	99,408.54	101,309.50
29	96,910.69	99,150.64	100,402.89	102,068.56
30	98,170.91	99,895.08	101,155.30	102,681.39

Joss Springette, Esq.
Chief Negotiator

February 10, 2026
Date

Leontyne Jones
Chief Negotiator
President Local 1825

27/01/2026
Date

Tamieka Phillipus
Tamieka Phillipus (Jan 27, 2026 15:35 AST)

Tamieka Phillipus
President Local 1826

27/01/2026
Date

Honorable Albert Bryan, Jr.
Governor

2/3/26
Date

Signature:

Email: joss.springette@ocb.vi.gov