

FY 2025 PAY SCALES RESOLUTION

WHEREAS, the County's budget for the Fiscal Year beginning on July 1, 2024, includes funding for compensation based on the pay scales for the County as described in the attached COUNTY OF ALBEMARLE Classified Salary Scale Effective July 1, 2024 through June 30, 2025, and the attached COUNTY OF ALBEMARLE Classified Public Safety Pay Scales Effective July 1, 2024 through June 30, 2025, for each of the Police Department, Fire Rescue Department and Sheriff's Office (collectively, the "FY 2025 Salary Scales"); and

WHEREAS, County staff have recommended to the Board of Supervisors of Albemarle County that it approve the Salary Scales as proposed;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of Albemarle County approves the FY 2025 Salary Scales effective on July 1, 2024, for employees on the 14-day pay cycle and July 1, 2024, for employees on the 28-day pay cycle.

I, Claudette K. Borgersen, do hereby certify that the foregoing writing is a true and correct copy of a resolution duly adopted by the Board of Supervisors of Albemarle County by a vote of _____ to _____, as recorded below, at a meeting held on May 1, 2024.

Clerk, Board of Supervisors

	<u>Aye</u>	<u>Nay</u>
Mr. Andrews	_____	_____
Mr. Gallaway	_____	_____
Ms. LaPisto-Kirtley	_____	_____
Ms. Mallek	_____	_____
Ms. McKeel	_____	_____
Mr. Pruitt	_____	_____

COUNTY OF ALBEMARLE Classified Salary Scale

Effective July 1, 2024 through June 30, 2025

Pay Grade	Minimum Annual	Midpoint Annual	Maximum Annual	Range Spread
25	\$33,498	\$40,197	\$46,897	40%
26	\$36,177	\$43,413	\$50,648	40%
27	\$39,071	\$46,886	\$54,700	40%
28	\$42,197	\$50,637	\$59,076	40%
29	\$42,067	\$54,688	\$67,308	60%
30	\$45,433	\$59,063	\$72,692	60%
31	\$49,067	\$63,788	\$78,508	60%
32	\$52,993	\$68,891	\$84,788	60%
33	\$57,232	\$74,402	\$91,571	60%
34	\$61,811	\$80,354	\$98,897	60%
35	\$66,756	\$86,782	\$106,809	60%
36	\$72,096	\$93,725	\$115,354	60%
37	\$77,864	\$101,223	\$124,582	60%
38	\$84,093	\$109,321	\$134,549	60%
39	\$90,820	\$118,066	\$145,312	60%
40	\$98,086	\$127,512	\$156,937	60%
41	\$105,933	\$137,713	\$169,492	60%
DLB	\$114,406		\$230,589	NA

Police Department July 1, 2024 - June 30, 2025

Hourly Rate Step Scale *2% increase between steps

Police Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	
Police Captain	10.00%								\$45.10	\$46.00	\$46.92	\$47.86	\$48.81	\$49.79	\$50.79	\$51.80	\$52.84	\$53.89	\$54.97	\$56.07	\$57.19	\$58.34	\$59.50	\$60.69	\$61.91	\$63.15	\$64.41	\$65.70	
Police Lieutenant	10.00%							\$40.19	\$41.00	\$41.82	\$42.65	\$43.51	\$44.38	\$45.26	\$46.17	\$47.09	\$48.03	\$48.99	\$49.97	\$50.97	\$51.99	\$53.03	\$54.09	\$55.18	\$56.28	\$57.41	\$58.55	\$59.72	
Police Sergeant	10% (above Master Police Officer)				\$34.39	\$35.09	\$35.81	\$36.54	\$37.28	\$38.05	\$38.81	\$39.58	\$40.37	\$41.18	\$42.01	\$42.85	\$43.70	\$44.58	\$45.47	\$46.38	\$47.30	\$48.25	\$49.22	\$50.20	\$51.20	\$52.23	\$53.27	\$54.34	
Animal Protection Supervisor	5.00%			\$32.17	\$32.83	\$33.50	\$34.18	\$34.88	\$35.59	\$36.32	\$37.04	\$37.78	\$38.54	\$39.31	\$40.10	\$40.90	\$41.72	\$42.55	\$43.40	\$44.27	\$45.15	\$46.06	\$46.98	\$47.92	\$48.88	\$49.85	\$50.85	\$51.87	
Master Police Officer	5.00%									\$34.59	\$35.28	\$35.98	\$36.70	\$37.44	\$38.19	\$38.95	\$39.73	\$40.52	\$41.33	\$42.16	\$43.00	\$43.86	\$44.74	\$45.64	\$46.55	\$47.48	\$48.43	\$49.40	
Senior Police Officer	5.00%							\$31.04	\$31.66	\$32.29	\$32.94	\$33.60	\$34.27	\$34.96	\$35.66	\$36.37	\$37.10	\$37.84	\$38.59	\$39.37	\$40.15	\$40.96	\$41.78	\$42.61	\$43.46	\$44.33	\$45.22	\$46.12	\$47.05
Police Officer First Class	5.00%			\$27.86	\$28.41	\$28.98	\$29.56	\$30.15	\$30.76	\$31.37	\$32.00	\$32.64	\$33.29	\$33.96	\$34.64	\$35.33	\$36.04	\$36.76	\$37.49	\$38.24	\$39.01	\$39.79	\$40.58	\$41.39	\$42.22	\$43.07	\$43.93	\$44.81	
Police Officer		\$25.50	\$26.01	\$26.53	\$27.06	\$27.60	\$28.15	\$28.72	\$29.29	\$29.88	\$30.47	\$31.08	\$31.71	\$32.34	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71	\$36.42	\$37.15	\$37.89	\$38.65	\$39.42	\$40.21	\$41.02	\$41.84	\$42.67	

Estimated Salary Annualized at 2080 Hours

Police Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26		
Police Captain									\$93,800	\$95,676	\$97,590	\$99,541	\$101,532	\$103,563	\$105,634	\$107,747	\$109,902	\$112,100	\$114,342	\$116,629	\$118,961	\$121,340	\$123,767	\$126,243	\$128,767	\$131,343	\$133,970	\$136,649		
Police Lieutenant									\$83,601	\$85,273	\$86,978	\$88,718	\$90,492	\$92,302	\$94,148	\$96,031	\$97,952	\$99,911	\$101,909	\$103,947	\$106,026	\$108,147	\$110,309	\$112,516	\$114,766	\$117,061	\$119,402	\$121,791	\$124,226	
Police Sergeant						\$71,531	\$72,991	\$74,481	\$76,001	\$77,552	\$79,134	\$80,717	\$82,331	\$83,978	\$85,658	\$87,371	\$89,118	\$90,901	\$92,719	\$94,573	\$96,464	\$98,394	\$100,362	\$102,369	\$104,416	\$106,505	\$108,635	\$110,807	\$113,023	
Animal Protection Supervisor	5.00%				\$66,914	\$68,280	\$69,673	\$71,095	\$72,546	\$74,027	\$75,537	\$77,048	\$78,589	\$80,161	\$81,764	\$83,399	\$85,067	\$86,769	\$88,504	\$90,274	\$92,080	\$93,921	\$95,800	\$97,716	\$99,670	\$101,663	\$103,697	\$105,771	\$107,886	
Master Police Officer	5.00%										\$71,940	\$73,379	\$74,847	\$76,344	\$77,871	\$79,428	\$81,017	\$82,637	\$84,290	\$85,975	\$87,695	\$89,449	\$91,238	\$93,063	\$94,924	\$96,822	\$98,759	\$100,734	\$102,749	
Senior Police Officer	5.00%								\$64,563	\$65,854	\$67,171	\$68,515	\$69,885	\$71,283	\$72,708	\$74,162	\$75,646	\$77,159	\$78,702	\$80,276	\$81,881	\$83,519	\$85,189	\$86,893	\$88,631	\$90,404	\$92,212	\$94,056	\$95,937	\$97,856
Police Officer First Class	5.00%				\$57,942	\$59,101	\$60,283	\$61,488	\$62,718	\$63,973	\$65,252	\$66,557	\$67,888	\$69,246	\$70,631	\$72,044	\$73,484	\$74,954	\$76,453	\$77,982	\$79,542	\$81,133	\$82,755	\$84,410	\$86,099	\$87,821	\$89,577	\$91,369	\$93,196	
Police Officer		\$53,040	\$54,101	\$55,183	\$56,286	\$57,412	\$58,560	\$59,732	\$60,926	\$62,145	\$63,388	\$64,655	\$65,949	\$67,268	\$68,613	\$69,985	\$71,385	\$72,813	\$74,269	\$75,754	\$77,269	\$78,815	\$80,391	\$81,999	\$83,639	\$85,312	\$87,018	\$88,758		

For employees on this pay scale with the following degrees, certifications, or working in the following capacities, increase salary by:

\$1000 for Associates or \$2000 for Bachelors degree
\$1500 for Detective Certification

COUNTY OF ALBEMARLE Classified Public Safety Pay Scale

Fire Rescue July 1, 2024 - June 30, 2025

Salary Step Scale

*2% increase between steps

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Fire Rescue Battalion Chief	15.00%										\$97,044	\$98,985	\$100,965	\$102,984	\$105,044	\$107,144	\$109,287	\$111,473	\$113,702	\$115,977	\$118,296	\$120,662	\$123,075	\$125,537	\$128,047	\$130,608	\$133,221	\$135,885
Fire Captain II	5.00%									\$82,731	\$84,386	\$86,074	\$87,795	\$89,551	\$91,342	\$93,169	\$95,032	\$96,933	\$98,872	\$100,849	\$102,866	\$104,923	\$107,022	\$109,162	\$111,346	\$113,573	\$115,844	\$118,161
Fire Captain	15.00%								\$77,247	\$78,792	\$80,368	\$81,975	\$83,615	\$85,287	\$86,993	\$88,732	\$90,507	\$92,317	\$94,164	\$96,047	\$97,968	\$99,927	\$101,926	\$103,964	\$106,043	\$108,164	\$110,328	\$112,534
Master Fire Fighter/EMT	5.00%							\$65,854	\$67,171	\$68,515	\$69,885	\$71,283	\$72,708	\$74,162	\$75,646	\$77,159	\$78,702	\$80,276	\$81,881	\$83,519	\$85,189	\$86,893	\$88,631	\$90,404	\$92,212	\$94,056	\$95,937	\$97,856
Senior Fire Fighter/EMT	5.00%						\$61,488	\$62,718	\$63,973	\$65,252	\$66,557	\$67,888	\$69,246	\$70,631	\$72,044	\$73,484	\$74,954	\$76,453	\$77,982	\$79,542	\$81,133	\$82,755	\$84,410	\$86,099	\$87,821	\$89,577	\$91,369	\$93,196
Fire Fighter/EMT	5.00%	\$53,040	\$54,101	\$55,183	\$56,286	\$57,412	\$58,560	\$59,732	\$60,926	\$62,145	\$63,388	\$64,655	\$65,949	\$67,268	\$68,613	\$69,985	\$71,385	\$72,813	\$74,269	\$75,754	\$77,269	\$78,815	\$80,391	\$81,999	\$83,639	\$85,312	\$87,018	\$88,758

Hourly Rate at 2080 Annual Hours

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Fire Rescue Battalion Chief	15.00%										\$46.66	\$47.59	\$48.54	\$49.51	\$50.50	\$51.51	\$52.54	\$53.59	\$54.66	\$55.76	\$56.87	\$58.01	\$59.17	\$60.35	\$61.56	\$62.79	\$64.05	\$65.33
Fire Captain II	5.00%									\$39.77	\$40.57	\$41.38	\$42.21	\$43.05	\$43.91	\$44.79	\$45.69	\$46.60	\$47.53	\$48.49	\$49.45	\$50.44	\$51.45	\$52.48	\$53.53	\$54.60	\$55.69	\$56.81
Fire Captain	15.00%								\$37.14	\$37.88	\$38.64	\$39.41	\$40.20	\$41.00	\$41.82	\$42.66	\$43.51	\$44.38	\$45.27	\$46.18	\$47.10	\$48.04	\$49.00	\$49.98	\$50.98	\$52.00	\$53.04	\$54.10
Master Fire Fighter/EMT	5.00%							\$31.66	\$32.29	\$32.94	\$33.60	\$34.27	\$34.96	\$35.66	\$36.37	\$37.10	\$37.84	\$38.59	\$39.37	\$40.15	\$40.96	\$41.78	\$42.61	\$43.46	\$44.33	\$45.22	\$46.12	\$47.05
Senior Fire Fighter/EMT	5.00%						\$29.56	\$30.15	\$30.76	\$31.37	\$32.00	\$32.64	\$33.29	\$33.96	\$34.64	\$35.33	\$36.04	\$36.76	\$37.49	\$38.24	\$39.01	\$39.79	\$40.58	\$41.39	\$42.22	\$43.07	\$43.93	\$44.81
Fire Fighter/EMT	5.00%	\$25.50	\$26.01	\$26.53	\$27.06	\$27.60	\$28.15	\$28.72	\$29.29	\$29.88	\$30.47	\$31.08	\$31.71	\$32.34	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71	\$36.42	\$37.15	\$37.89	\$38.65	\$39.42	\$40.21	\$41.02	\$41.84	\$42.67

Hourly Rate at 2496 Annual Hours

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Fire Rescue Battalion Chief	15.00%										\$38.88	\$39.66	\$40.45	\$41.26	\$42.08	\$42.93	\$43.78	\$44.66	\$45.55	\$46.46	\$47.39	\$48.34	\$49.31	\$50.30	\$51.30	\$52.33	\$53.37	\$54.44
Fire Captain II	5.00%									\$33.15	\$33.81	\$34.48	\$35.17	\$35.88	\$36.60	\$37.33	\$38.07	\$38.84	\$39.61	\$40.40	\$41.21	\$42.04	\$42.88	\$43.73	\$44.61	\$45.50	\$46.41	\$47.34
Fire Captain	15.00%								\$30.95	\$31.57	\$32.20	\$32.84	\$33.50	\$34.17	\$34.85	\$35.55	\$36.26	\$36.99	\$37.73	\$38.48	\$39.25	\$40.03	\$40.84	\$41.65	\$42.49	\$43.34	\$44.20	\$45.09
Master Fire Fighter/EMT	5.00%							\$26.38	\$26.91	\$27.45	\$28.00	\$28.56	\$29.13	\$29.71	\$30.31	\$30.91	\$31.53	\$32.16	\$32.81	\$33.46	\$34.13	\$34.81	\$35.51	\$36.22	\$36.94	\$37.68	\$38.44	\$39.21
Senior Fire Fighter/EMT	5.00%						\$24.63	\$25.13	\$25.63	\$26.14	\$26.67	\$27.20	\$27.74	\$28.30	\$28.86	\$29.44	\$30.03	\$30.63	\$31.24	\$31.87	\$32.51	\$33.16	\$33.82	\$34.49	\$35.18	\$35.89	\$36.61	\$37.34
Fire Fighter/EMT	5.00%	\$21.25	\$21.68	\$22.11	\$22.55	\$23.00	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.90	\$26.42	\$26.95	\$27.49	\$28.04	\$28.60	\$29.17	\$29.76	\$30.35	\$30.96	\$31.58	\$32.21	\$32.85	\$33.51	\$34.18	\$34.86	\$35.56

Hourly Rate at 2912 Annual Hours																												
Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Fire Rescue Battalion Chief	15.00%										\$33.33	\$33.99	\$34.67	\$35.37	\$36.07	\$36.79	\$37.53	\$38.28	\$39.05	\$39.83	\$40.62	\$41.44	\$42.26	\$43.11	\$43.97	\$44.85	\$45.75	\$46.66
Fire Captain II	5.00%									\$28.41	\$28.98	\$29.56	\$30.15	\$30.75	\$31.37	\$31.99	\$32.63	\$33.29	\$33.95	\$34.63	\$35.32	\$36.03	\$36.75	\$37.49	\$38.24	\$39.00	\$39.78	\$40.58
Fire Captain	15.00%								\$26.53	\$27.06	\$27.60	\$28.15	\$28.71	\$29.29	\$29.87	\$30.47	\$31.08	\$31.70	\$32.34	\$32.98	\$33.64	\$34.32	\$35.00	\$35.70	\$36.42	\$37.14	\$37.89	\$38.64
Master Fire Fighter/EMT	5.00%							\$22.61	\$23.07	\$23.53	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98	\$26.50	\$27.03	\$27.57	\$28.12	\$28.68	\$29.25	\$29.84	\$30.44	\$31.05	\$31.67	\$32.30	\$32.95	\$33.60
Senior Fire Fighter/EMT	5.00%						\$21.12	\$21.54	\$21.97	\$22.41	\$22.86	\$23.31	\$23.78	\$24.26	\$24.74	\$25.24	\$25.74	\$26.25	\$26.78	\$27.32	\$27.86	\$28.42	\$28.99	\$29.57	\$30.16	\$30.76	\$31.38	\$32.00
Fire Fighter/EMT	5.00%	\$18.21	\$18.58	\$18.95	\$19.33	\$19.72	\$20.11	\$20.51	\$20.92	\$21.34	\$21.77	\$22.20	\$22.65	\$23.10	\$23.56	\$24.03	\$24.51	\$25.00	\$25.50	\$26.01	\$26.53	\$27.07	\$27.61	\$28.16	\$28.72	\$29.30	\$29.88	\$30.48

For employees on this pay scale with the following degrees, certifications, or working in the following capacities, increase annual salary by:

\$1000 for Associates or \$2000 for Bachelors degree
Fire Rescue Dept. specific:

\$10,000 for Advanced Life Support (ALS)

\$1000 for Driver Pump Operator (DPO)

\$1000 for Technical Rescue Technician (TRT)

\$1000 for Hazardous Materials Technician (HAZMAT)

COUNTY OF ALBEMARLE Classified Public Safety Pay Scale

Sheriff's Office July 1, 2024 - June 30, 2025

Hourly Rate Step Scale *2% increase between steps

Sheriff's Office Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Sheriff's Office Sergeant	10.00%				\$32.53	\$33.20	\$33.87	\$34.56	\$35.27	\$35.99	\$36.72	\$37.47	\$38.24	\$39.02	\$39.80	\$40.59	\$41.41	\$42.23	\$43.08	\$43.94	\$44.82	\$45.72	\$46.63	\$47.56	\$48.51	\$49.48	\$50.47	\$51.48	\$52.51	\$53.56	\$54.64	\$55.73
Sheriff's Office Master Deputy	5.00%													\$35.47	\$36.18	\$36.90	\$37.64	\$38.40	\$39.16	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.99	\$45.89	\$46.80	\$47.74	\$48.69	\$49.67	\$50.66
Sheriff's Office Senior Deputy	5.00%									\$31.21	\$31.83	\$32.47	\$33.12	\$33.78	\$34.46	\$35.15	\$35.85	\$36.57	\$37.30	\$38.04	\$38.81	\$39.58	\$40.37	\$41.18	\$42.00	\$42.84	\$43.70	\$44.57	\$45.47	\$46.38	\$47.30	\$48.25
Sheriff's Office Deputy First Class	5.00%					\$27.46	\$28.01	\$28.57	\$29.14	\$29.72	\$30.32	\$30.92	\$31.54	\$32.17	\$32.82	\$33.47	\$34.14	\$34.83	\$35.52	\$36.23	\$36.96	\$37.70	\$38.45	\$39.22	\$40.00	\$40.80	\$41.62	\$42.45	\$43.30	\$44.17	\$45.05	\$45.95
Sheriff's Office Deputy	5.00%	\$24.16	\$24.64	\$25.14	\$25.64	\$26.15	\$26.68	\$27.21	\$27.75	\$28.31	\$28.87	\$29.45	\$30.04	\$30.64	\$31.25	\$31.88	\$32.52	\$33.17	\$33.83	\$34.51	\$35.20	\$35.90	\$36.62	\$37.35	\$38.10	\$38.86	\$39.64	\$40.43	\$41.24	\$42.06	\$42.91	\$43.76
Sheriff's Office Deputy Non LEO and/or Recruit		\$23.01	\$23.47	\$23.94	\$24.42	\$24.91	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61	\$29.18	\$29.77	\$30.36	\$30.97	\$31.59	\$32.22	\$32.86	\$33.52	\$34.19	\$34.88	\$35.57	\$36.28	\$37.01	\$37.75	\$38.51	\$39.28	\$40.06	\$40.86	\$41.68

Estimated Salary Annualized at 2080 Hours

Sheriff's Office Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Sheriff's Office Sergeant	10.00%				\$67,665	\$69,046	\$70,455	\$71,893	\$73,360	\$74,858	\$76,385	\$77,944	\$79,535	\$81,158	\$82,781	\$84,437	\$86,126	\$87,848	\$89,605	\$91,397	\$93,225	\$95,090	\$96,991	\$98,931	\$100,910	\$102,928	\$104,987	\$107,086	\$109,228	\$111,413	\$113,641	\$115,914
Sheriff's Office Master Deputy	5.00%													\$73,780	\$75,256	\$76,761	\$78,296	\$79,862	\$81,459	\$83,088	\$84,750	\$86,445	\$88,174	\$89,938	\$91,736	\$93,571	\$95,442	\$97,351	\$99,298	\$101,284	\$103,310	\$105,376
Sheriff's Office Senior Deputy	5.00%									\$64,916	\$66,214	\$67,538	\$68,889	\$70,267	\$71,672	\$73,106	\$74,568	\$76,059	\$77,580	\$79,132	\$80,714	\$82,329	\$83,975	\$85,655	\$87,368	\$89,115	\$90,898	\$92,715	\$94,570	\$96,461	\$98,390	\$100,358
Sheriff's Office Deputy First Class	5.00%					\$57,116	\$58,259	\$59,424	\$60,612	\$61,824	\$63,061	\$64,322	\$65,609	\$66,921	\$68,259	\$69,624	\$71,017	\$72,437	\$73,886	\$75,364	\$76,871	\$78,408	\$79,976	\$81,576	\$83,208	\$84,872	\$86,569	\$88,300	\$90,066	\$91,868	\$93,705	\$95,579
Sheriff's Office Deputy	5.00%	\$50,254	\$51,259	\$52,284	\$53,330	\$54,396	\$55,484	\$56,594	\$57,726	\$58,880	\$60,058	\$61,259	\$62,484	\$63,734	\$65,009	\$66,309	\$67,635	\$68,988	\$70,368	\$71,775	\$73,210	\$74,675	\$76,168	\$77,691	\$79,245	\$80,830	\$82,447	\$84,096	\$85,778	\$87,493	\$89,243	\$91,028
Sheriff's Office Deputy Non LEO and/or Recruit		\$47,861	\$48,818	\$49,794	\$50,790	\$51,806	\$52,842	\$53,899	\$54,977	\$56,077	\$57,198	\$58,342	\$59,509	\$60,699	\$61,913	\$63,151	\$64,414	\$65,703	\$67,017	\$68,357	\$69,724	\$71,119	\$72,541	\$73,992	\$75,472	\$76,981	\$78,521	\$80,091	\$81,693	\$83,327	\$84,993	\$86,693

For employees on this pay scale with the following degrees, certifications, or working in the following capacities, increase salary by:

\$1000 for Associates or \$2000 for Bachelors degree