R E S I G
2026/2027
SALARY SCHEDULE- Annual
2.5% Salary Increase -June 11, 2026 JPB Board Meeting- Effective 7/1/26

CLASSIFICATION (ED Steps 3%), All Other Steps 5%		**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**
Executive Director	Annual	237,898	245,034	252,385	259,957	267,756	275,789
Director of Risk Management Services- Vacant	Annual	164,993	173,243	181,905	191,000	200,550	210,578
Finance Director, Workers' Compensation Director	Annual	164,993	173,243	181,905	191,000	200,550	210,578
Director of Environmental Risk Services	Annual	143,470	150,644	158,176	166,085	174,389	183,108
W/C Claims Manager-Vacant	Annual	142,575	149,704	157,189	165,048	173,300	181,965
P&L Risk Manager, HR Manager	Annual	138,176	145,085	152,339	159,956	167,954	176,352
Employee Benefits Manager	Annual	138,176	145,085	152,339	159,956	167,954	176,352
Director of Loss Prevention Services- Vacant	Annual	138,176	145,085	152,339	159,956	167,954	176,352
Business Manager- Vacant	Annual	138,176	145,085	152,339	159,956	167,954	176,352
Telephonic Triage Nurse - Vacant	Annual	113,972	119,670	125,654	131,937	138,534	145,461
W/C Claims Supervisor	Annual	113,972	119,670	125,654	131,937	138,534	145,461
Employee Benefits Supervisor -Vacant	Annual	113,972	119,670	125,654	131,937	138,534	145,461
EHS Program Supervisor- Vacant Member Programs Admin.	Annual	113,972	119,670	125,654	131,937	138,534	145,461
Senior RTW/Ergo Resource Advisor-Vacant	Annual	100,386	105,406	110,676	116,210	122,021	128,122
Enviornmental, Health & Safety Specialist II	Annual	100,386	105,406	110,676	116,210	122,021	128,122
W/C Senior Claims Examiner	Annual	99,101	104,056	109,259	114,722	120,458	126,481
Office Manager, Employee Benefits Programs Specialist	Annual	99,101	104,056	109,259	114,722	120,458	126,481
P&L Senior Claims Adjuster- Vacant	Annual	99,101	104,056	109,259	114,722	120,458	126,481
Fiscal Analyst- Vacant	Annual	84,414	88,635	93,067	97,720	102,606	107,736
P&L Claims Adjuster	Annual	82,985	87,134	91,491	96,066	100,869	105,912
Executive Secretary- Vacant	Annual	82,587	86,717	91,053	95,606	100,386	105,405
W/C Claims Examiner I	Annual	82,587	86,717	91,053	95,606	100,386	105,405
Ergonomic Advisor -Vacant	Annual	82,587	86,717	91,053	95,606	100,386	105,405
Enviornmental, Health & Safety Specialist I and System Specialist I	Annual	82,587	86,717	91,053	95,606	100,386	105,405
Return to Work Specialist- Vacant	Annual	82,587	86,717	91,053	95,606	100,386	105,405
W/C Claims Trainee	Annual	78,388	82,307	86,422	90,743	95,280	100,044
Benefits Specialist II	Annual	78,388	82,307	86,422	90,743	95,280	100,044
Benefits Specialist I	Annual	67,708	71,094	74,649	78,381	82,300	86,415
Administrative. Assistant	Annual	67,708	71,094	74,649	78,381	82,300	86,415
Claims System Admin. Assistant	Annual	67,708	71,094	74,649	78,381	82,300	86,415
W/C Claims Asst. II	Annual	67,964	71,363	74,931	78,678	82,612	86,743
P&L Claims Asst. II - Vacant	Annual	67,708	71,094	74,649	78,381	82,300	86,415
Finance Clerk	Annual	59,245	62,207	65,317	68,583	72,012	75,613
W/C Claims Asst. I- Vacant	Annual	56,425	59,246	62,208	65,318	68,584	72,013
W/C & Admin Resource Coordinator	Annual	56,425	59,246	62,208	65,318	68,584	72,013
Benefits Coordinator- Vacant	Annual	53,754	56,442	59,264	62,227	65,338	68,605
Clerical/Receptionist- Vacant	Annual	53,754	56,442	59,264	62,227	65,338	68,605

Incentive (Longevity) Pay

After completing 10 Years of Service: A 5% increase of the employees' current base pay.

After completing 15 Years of Service: An additional 5% (resulting in 10.25% total) of the employees' current base pay.

After completing 20 Years of Service: An additional 5%, (resulting in 15.7625% total) of the employees' current base pay.