

ANR CAREER TRACKS SALARY STRUCTURES BY GEOGRAPHIC GROUP

EFFECTIVE JANUARY 1, 2026

CT GROUP 1 (100 % NATL)				CT GROUP 2 (105% NATL)				CT GROUP 3 (110% NATL)				CT GROUP 4 (115% NATL)				CT Group 5 (120% NATL)				CT Group 6 (125% NATL)				CT Group 7 (130% NATL)			
Grade	Min	Mid	Max	Grade	Min	Mid	Max	Grade	Min	Mid	Max	Grade	Min	Mid	Max	Grade	Min	Mid	Max	Grade	Min	Mid	Max	Grade	Min	Mid	Max
31	\$187,100	\$287,900	\$388,700	31	\$196,500	\$302,300	\$408,100	31	\$205,900	\$316,700	\$427,500	31	\$215,200	\$331,100	\$447,000	31	\$224,600	\$345,500	\$466,400	31	\$233,900	\$359,900	\$485,900	31	\$243,400	\$374,400	\$505,400
30	\$165,500	\$252,700	\$339,900	30	\$173,800	\$265,300	\$356,800	30	\$182,100	\$278,000	\$373,900	30	\$190,300	\$290,600	\$390,900	30	\$198,600	\$303,200	\$407,800	30	\$207,200	\$315,900	\$424,600	30	\$215,500	\$328,500	\$441,500
29	\$146,800	\$221,700	\$296,600	29	\$154,100	\$232,800	\$311,500	29	\$161,500	\$243,900	\$326,300	29	\$168,800	\$255,000	\$341,200	29	\$176,100	\$266,000	\$355,900	29	\$183,700	\$277,100	\$370,500	29	\$191,100	\$288,200	\$385,300
28	\$130,100	\$194,500	\$258,900	28	\$136,600	\$204,200	\$271,800	28	\$143,000	\$214,000	\$285,000	28	\$149,700	\$223,700	\$297,700	28	\$155,900	\$233,400	\$310,900	28	\$162,400	\$243,100	\$323,800	28	\$168,900	\$252,900	\$336,900
27	\$115,200	\$170,600	\$226,000	27	\$120,900	\$179,100	\$237,300	27	\$126,700	\$187,700	\$248,700	27	\$132,600	\$196,200	\$259,800	27	\$138,200	\$204,700	\$271,200	27	\$144,200	\$213,300	\$282,400	27	\$149,900	\$221,800	\$293,700
26	\$103,900	\$152,300	\$200,700	26	\$109,100	\$159,900	\$210,700	26	\$114,300	\$167,600	\$220,900	26	\$119,400	\$175,100	\$230,800	26	\$124,700	\$182,800	\$240,900	26	\$130,000	\$190,400	\$250,800	26	\$135,200	\$198,000	\$260,800
25	\$93,800	\$136,100	\$178,400	25	\$98,400	\$142,800	\$187,200	25	\$103,100	\$149,700	\$196,300	25	\$108,100	\$156,500	\$204,900	25	\$112,400	\$163,200	\$214,100	25	\$117,200	\$170,100	\$223,000	25	\$121,900	\$176,900	\$231,900
24	\$84,600	\$121,400	\$158,200	24	\$88,900	\$127,500	\$166,100	24	\$93,200	\$133,700	\$174,200	24	\$97,200	\$139,600	\$182,000	24	\$101,600	\$145,700	\$189,800	24	\$105,800	\$151,800	\$197,800	24	\$110,100	\$157,900	\$205,700
23	\$76,400	\$108,500	\$140,600	23	\$80,200	\$113,900	\$147,600	23	\$84,100	\$119,400	\$154,700	23	\$88,000	\$124,800	\$161,600	23	\$91,500	\$130,200	\$168,900	23	\$95,500	\$135,600	\$175,700	23	\$99,300	\$141,100	\$182,900
22	\$68,800	\$96,800	\$124,800	22	\$72,200	\$101,600	\$131,000	22	\$75,900	\$106,600	\$137,300	22	\$79,200	\$111,300	\$143,400	22	\$82,800	\$116,300	\$149,700	22	\$86,200	\$121,000	\$155,800	22	\$89,600	\$125,900	\$162,200
21	\$62,300	\$86,500	\$110,700	21	\$65,400	\$90,800	\$116,200	21	\$68,500	\$95,200	\$121,900	21	\$71,600	\$99,500	\$127,400	21	\$74,700	\$103,800	\$132,900	21	\$77,700	\$108,000	\$138,300	21	\$80,800	\$112,400	\$144,000
20	\$57,200	\$78,600	\$100,000	20	\$60,100	\$82,500	\$104,900	20	\$62,900	\$86,500	\$110,100	20	\$65,700	\$90,400	\$115,100	20	\$68,700	\$94,300	\$119,900	20	\$71,400	\$98,300	\$125,200	20	\$74,200	\$102,200	\$130,200
19	\$52,500	\$71,400	\$90,300	19	\$55,100	\$75,000	\$94,900	19	\$57,700	\$78,500	\$99,300	19	\$60,300	\$82,100	\$103,900	19	\$63,000	\$85,700	\$108,400	19	\$65,600	\$89,300	\$113,000	19	\$68,200	\$92,800	\$117,400
18	\$48,200	\$64,900	\$81,600	18	\$50,700	\$68,200	\$85,700	18	\$53,100	\$71,400	\$89,700	18	\$55,400	\$74,600	\$93,800	18	\$58,000	\$77,900	\$97,800	18	\$60,300	\$81,200	\$102,100	18	\$62,700	\$84,400	\$106,100
17	\$44,400	\$59,000	\$73,600	17	\$46,600	\$62,000	\$77,400	17	\$48,800	\$64,900	\$81,000	17	\$51,000	\$67,900	\$84,800	17	\$53,200	\$70,800	\$88,400	17	\$55,400	\$73,700	\$92,000	17	\$57,700	\$76,700	\$95,700
16	\$40,700	\$53,600	\$66,500	16	\$42,800	\$56,300	\$69,800	16	\$44,800	\$59,000	\$73,200	16	\$46,800	\$61,600	\$76,400	16	\$48,900	\$64,300	\$79,700	16	\$50,900	\$67,000	\$83,100	16	\$53,000	\$69,700	\$86,400

ANR LOCATIONS BY GEOGRAPHIC GROUP (Recommended change for those in tan)

CT GROUP 1 (100 % NATL)	CT GROUP 2 (105% NATL)	CT GROUP 3 (110% NATL)	CT GROUP 4 (115% NATL)	CT Group 5 (120% NATL)	CT Group 6 (125% NATL)	CT Group 7 (130% NATL)
Colusa County	Fresno Madera MCP HQ, KARE, Westside REC	Orange County	Monterey County	Alameda County (NPI)	Marin County	San Mateo County
Glenn County	Kings County	Ventura County and Hansen REC	Los Angeles County	Contra Costa County	San Benito County	San Francisco County
Humboldt/Del Norte County	Sierra Foothill REC	Davis Based Units	Sonoma County			Santa Clara County
Lake County	Sutter County/Yuba City MCP HQ	Sac/Woodland/Solano MCP HQ	Napa County			
Mendocino County, Hopland REC	Imperial County and Desert REC	San Bernardino County	Santa Barbara/San Luis Obispo County			
Tehama County	Inyo/Mono - Bishop	Riverside County	Santa Cruz County			
Butte County	Lassen/Plumas/Sierra - Susanville	Kern County	Orange County			
	Siskiyou County, Intermountain REC	San Diego County	South Coast REC			
	Tulare County, Lindcove REC	Central Sierra MCP - Eldorado County				
	Mariposa County	Placer Nevada County				
	Shasta/Trinity County	San Joaquin County				
	Modoc County	Modesto - Stanislaus County				
		Merced County				