



CITY OF MANHATTAN BEACH - SALARY SCHEDULE

The Citywide salary schedule identifies the steps or ranges associated with each job classification within the City of Manhattan Beach, including all employees, the City Manager and elected officials¹. Salary <https://www.citymb.info/departments/human-resources/mous>

Employee Groups

MOU Effective Date

Manhattan Beach Firefighters' Association	MBFA	07/01/2023 - 06/30/2026
Manhattan Beach Police Association	MBPOA	01/01/2022 - 06/30/2025
Manhattan Beach Police Management Association	MBPMA	01/01/2022 - 06/30/2025
Manhattan Beach Mid-Management Employees Association	MBMEA	01/01/2022 - 06/30/2025
California Teamsters Local 911	Teamsters	01/01/2022 - 06/30/2025
Manhattan Beach Part-time Employees Association	MBPTEA	01/01/2022 - 06/30/2025
Unrepresented (Executive, Management, and Confidential)	UN/MC	01/01/2022 - 06/30/2025
Unrepresented - Part-Time Employees	Unrepresented	01/01/2022 - 06/30/2025

Salary Schedule Revision Dates:

03/19/19 *(City Council Approval Date)*
01/07/20 *(City Council Approval Date)*
03/17/20 *(City Council Approval Date)*
01/05/21 *(City Council Approval Date)*
10/19/21 *(City Council Approval Date)*
05/17/22 *(City Council Approval Date)*
12/20/22 *(City Council Approval Date)*
11/07/23 *(City Council Approval Date)*
04/16/24 *(City Council Approval Date)*
07/16/24 *(City Council Approval Date)*
11/19/24 *(City Council Approval Date)*
02/04/25 *(City Council Approval Date)*
04/15/25 *(City Council Approval Date)*

¹ This salary schedule satisfies the requirements set forth in the California Code of Regulations (CCR) Section 570.5 and Government Code (GC) Section 20636.

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

ELECTED POSITIONS (Monthly)

Class Title	Effective	Salary
City Treasurer	3/17/2009	500
Council Member	3/17/2009	500

FULL-TIME CLASSIFICATIONS (Monthly)

Class Title	Unit	Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Account Specialist I <i>(Flex Class)</i>	Teamsters	1/11/2025	4,749	4,987	5,238	5,501	5,776	6,065						
Account Specialist II <i>(Flex Class)</i>	Teamsters	1/11/2025	5,226	5,487	5,761	6,049	6,351	6,669						
Accountant	MBMEA	1/11/2025	7,104	7,282	7,463	7,650	7,840	8,037	8,238	8,443	8,654	8,871	9,092	9,320
Accounting Supervisor	MBMEA	1/11/2025	8,372	8,581	8,796	9,016	9,241	9,473	9,711	9,952	10,201	10,456	10,718	10,985
Accounting Technician	Teamsters	1/11/2025	5,513	5,790	6,079	6,382	6,702	7,037						
Administrative Analyst	Teamsters	1/11/2025	6,118	6,424	6,746	7,082	7,436	7,808						
Administrative Assistant	Teamsters	1/11/2025	5,066	5,320	5,586	5,864	6,161	6,468						
Applications Analyst	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Assistant City Clerk	UN/MC*	1/11/2025	9,503											12,467
Assistant Engineer	Teamsters	1/11/2025	7,585	7,962	8,362	8,782	9,221	9,681						
Assistant Planner	Teamsters	1/11/2025	6,793	7,135	7,492	7,866	8,258	8,671						
Assistant to the City Manager	UN/MC*	1/11/2025	9,503											12,283
Associate Engineer	Teamsters	1/11/2025	8,779	9,219	9,679	10,162	10,671	11,206						
Associate Planner	Teamsters	1/11/2025	7,867	8,259	8,672	9,106	9,560	10,040						
Background Investigator	Teamsters	1/11/2025	6,581	6,910	7,255	7,619	7,999	8,399						
Budget and Financial Analyst	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Building Inspector	Teamsters	1/11/2025	6,584	6,912	7,259	7,621	8,003	8,402						
Building Maintenance Technician	Teamsters	1/11/2025	5,652	5,937	6,232	6,543	6,870	7,214						
Building Official	MBMEA	1/11/2025	12,194	12,500	12,812	13,132	13,461	13,797	14,142	14,495	14,858	15,229	15,611	16,000
City Clerk	UN/MC*	1/11/2025	15,064											19,631
City Engineer	MBMEA	1/11/2025	14,149	14,502	14,866	15,237	15,617	16,008	16,408	16,820	17,239	17,670	18,113	18,564
City Manager*	Unrepresented	11/16/2024												23,750
Code Enforcement Officer I <i>(Flex Class)</i>	Teamsters	1/11/2025	5,883	6,176	6,485	6,809	7,149	7,506						
Code Enforcement Officer II <i>(Flex Class)</i>	Teamsters	1/11/2025	6,545	6,875	7,217	7,577	7,955	8,353						
Code Enforcement Supervisor	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Communications and Civic Engagement Manager	UN/MC*	1/11/2025	11,614											15,239
Community Development Director	UN/MC*	1/11/2025	15,064											19,631
Community Services Officer	Teamsters	1/11/2025	5,054	5,304	5,570	5,848	6,141	6,448						
Crime Analyst	MBMEA	1/11/2025	7,104	7,282	7,463	7,650	7,840	8,037	8,238	8,443	8,654	8,871	9,092	9,320
Cultural Arts Manager	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Deputy Chief <i>(Fire)</i>	UN/MC*	7/1/2024	17,284											22,485
Deputy City Clerk	UN/MC*	1/11/2025	5,920											7,808
Digital Communications and Graphics Coordinator	UN/MC*	1/11/2025	7,104											9,320
Division Chief <i>(Fire)</i>	UN/MC*	7/1/2024	15,713											20,441
Electrician	Teamsters	1/11/2025	6,149	6,458	6,780	7,119	7,475	7,850						
Emergency Preparedness Administrator	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467

*Salary based on contract

*Salary Range Exists (minimum - maximum)

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

FULL-TIME CLASSIFICATIONS (Monthly)														
Class Title	Unit	Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Engineering Technician I <i>(Flex Class)</i>	Teamsters	1/11/2025	5,792	6,085	6,386	6,705	7,039	7,393						
Engineering Technician II <i>(Flex Class)</i>	Teamsters	1/11/2025	6,387	6,706	7,043	7,394	7,763	8,149						
Environmental Programs Administrator	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Equipment Maintenance Supervisor	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Equipment Mechanic I <i>(Flex Class)</i>	Teamsters	1/11/2025	4,875	5,122	5,374	5,644	5,925	6,222						
Equipment Mechanic II <i>(Flex Class)</i>	Teamsters	1/11/2025	6,083	6,385	6,703	7,038	7,391	7,761						
Executive Assistant	Teamsters	1/11/2025	5,729	6,017	6,315	6,632	6,964	7,313						
Executive Assistant to the City Manager/City Council	UN/MC*	1/11/2025	6,546											8,588
Facilities Supervisor	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Field Operations Manager	MBMEA	1/11/2025	11,614	11,905	12,201	12,506	12,819	13,139	13,467	13,805	14,150	14,503	14,867	15,238
Field Operations Supervisor	MBMEA	1/11/2025	8,766	8,985	9,208	9,440	9,676	9,917	10,164	10,418	10,679	10,945	11,219	11,499
Finance Director	UN/MC*	1/11/2025	15,064											19,631
Financial Controller	UN/MC*	1/11/2025	11,614											15,239
Financial Services Manager	UN/MC*	1/11/2025	10,453											13,715
Fire Captain	MBFA	7/13/2024	11,225	11,505	11,793	12,088	12,390							
Fire Captain/Paramedic ¹	MBFA	7/13/2024	13,265	13,597	13,936	14,285	14,642							
Fire Chief	UN/MC*	1/11/2025	20,650											26,750
Fire Engineer	MBFA	7/13/2024	9,646	9,887	10,135	10,387	10,648							
Fire Engineer/Paramedic ¹	MBFA	7/13/2024	11,397	11,682	11,973	12,273	12,579							
Fire Inspector	Teamsters	1/11/2025	6,589	6,919	7,264	7,629	8,010	8,409						
Fire Marshal	MBMEA	1/11/2025	11,614	11,905	12,201	12,506	12,819	13,139	13,467	13,805	14,150	14,503	14,867	15,238
Firefighter	MBFA	7/13/2024	7,709	7,959	8,218	8,485	8,760	9,045	9,340					
Firefighter/Paramedic ¹	MBFA	7/13/2024	9,074	9,530	10,005	10,504	11,030							
Geographic Information Systems Administrator	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Geographic Information Systems Analyst	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Geographic Information Systems Technician	Teamsters	1/11/2025	6,387	6,706	7,043	7,394	7,763	8,149						
Grants and Financial Analyst	MBMEA	2/8/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Human Resources Analyst	UN/MC*	1/11/2025	7,743											10,159
Human Resources Assistant	UN/MC*	1/11/2025	5,524											7,053
Human Resources Director	UN/MC*	1/11/2025	15,064											19,631
Human Resources Executive Assistant	UN/MC*	1/11/2025	5,920											7,808
Human Resources Manager	UN/MC*	1/11/2025	11,614											15,239
Human Resources Technician	UN/MC*	1/11/2025	6,157											8,121
Information Systems Manager	MBMEA	1/11/2025	11,614	11,905	12,201	12,506	12,819	13,139	13,467	13,805	14,150	14,503	14,867	15,238
Information Technology Director	UN/MC*	1/11/2025	15,064											19,631
Lead Account Specialist	Teamsters	1/11/2025	5,803	6,093	6,398	6,717	7,055	7,407						
Lead Community Services Officer	Teamsters	1/11/2025	5,557	5,835	6,127	6,433	6,755	7,093						
Lead Maintenance Worker	Teamsters	1/11/2025	5,649	5,934	6,229	6,541	6,864	7,211						
Lead Police Records Technician	Teamsters	1/11/2025	5,318	5,584	5,863	6,157	6,464	6,787						
Lead Sewer Maintenance Worker	Teamsters	1/11/2025	5,782	6,071	6,374	6,695	7,028	7,379						
Lead Water System Operator	Teamsters	1/11/2025	6,510	6,840	7,179	7,537	7,916	8,315						
Lead Water Treatment Operator	Teamsters	1/11/2025	6,254	6,568	6,898	7,242	7,605	7,985						
Maintenance Assistant	Teamsters	1/11/2025	3,656	3,839	4,031	4,232	4,444	4,666						
Maintenance Inspector	Teamsters	1/11/2025	6,397	6,716	7,054	7,406	7,777	8,164						

*Salary Range Exists (minimum - maximum)

¹ Employees hired before 01/01/2022

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

FULL-TIME CLASSIFICATIONS (Monthly)														
Class Title	Unit	Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Maintenance Supervisor	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Maintenance Worker I (<i>Flex Class</i>)	Teamsters	1/11/2025	4,657	4,890	5,134	5,391	5,661	5,947						
Maintenance Worker II (<i>Flex Class</i>)	Teamsters	1/11/2025	5,009	5,258	5,520	5,795	6,088	6,389						
Management Analyst	MBMEA	1/11/2025	7,104	7,282	7,463	7,650	7,840	8,037	8,238	8,443	8,654	8,871	9,092	9,320
Management Analyst (<i>Confidential</i>)	UN/MC*	1/11/2025	7,104											9,320
Marketing and Communications Coordinator	UN/MC*	1/11/2025	7,104											9,320
Marketing Specialist	Teamsters	1/11/2025	4,992	5,243	5,505	5,781	6,071	6,375						
Meter Repair Worker	Teamsters	1/11/2025	5,130	5,386	5,655	5,939	6,234	6,545						
Network Administrator	Teamsters	1/11/2025	8,306	8,721	9,158	9,616	10,096	10,600						
Office Assistant	Teamsters	1/11/2025	4,133	4,339	4,557	4,783	5,023	5,274						
Park Services Enforcement Officer	Teamsters	1/11/2025	6,545	6,875	7,217	7,577	7,955	8,353						
Parks and Recreation Director	UN/MC*	1/11/2025	15,064											19,631
Permits Technician	Teamsters	1/11/2025	5,566	5,844	6,137	6,442	6,765	7,103						
Plan Check Engineer	Teamsters	1/11/2025	8,370	8,788	9,228	9,689	10,173	10,683						
Planning Manager	MBMEA	1/11/2025	11,614	11,905	12,201	12,506	12,819	13,139	13,467	13,805	14,150	14,503	14,867	15,238
Planning Technician	Teamsters	1/11/2025	6,082	6,388	6,706	7,040	7,391	7,763						
Plans Examiner	Teamsters	1/11/2025	7,533	7,910	8,306	8,721	9,157	9,615						
Police Academy Trainee	Teamsters	1/11/2025						7,031						
Police Captain	MBPMA	1/11/2025	16,277	16,695	17,122	17,562	18,012							
Police Chief	UN/MC*	1/11/2025	20,650											26,750
Police Lieutenant	MBPMA	1/11/2025	14,868	15,239	15,621	16,010	16,411							
Police Officer	MBPOA	1/11/2025	8,444	8,868	9,311	9,776	10,266							
Police Records Manager	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Police Records Specialist	Teamsters	1/11/2025	5,064	5,318	5,584	5,861	6,157	6,464						
Police Records Technician	Teamsters	1/11/2025	5,064	5,318	5,584	5,861	6,157	6,464						
Police Sergeant	MBPOA	1/11/2025	12,292	12,906	13,553									
Police Services Officer	Teamsters	1/11/2025	5,510	5,784	6,074	6,379	6,697	7,031						
Police Support Supervisor	MBMEA	1/11/2025	7,459	7,645	7,836	8,031	8,232	8,438	8,649	8,865	9,087	9,315	9,547	9,787
Policy and Management Analyst	UN/MC*	1/11/2025	8,372											10,985
Principal Civil Engineer	MBMEA	1/11/2025	11,614	11,905	12,201	12,506	12,819	13,139	13,467	13,805	14,150	14,503	14,867	15,238
Property and Evidence Officer	Teamsters	1/11/2025	5,786	6,074	6,378	6,698	7,032	7,382						
Public Safety Systems Specialist	Teamsters	1/11/2025	7,220	7,582	7,959	8,358	8,777	9,216						
Public Works Director	UN/MC*	1/11/2025	15,064											19,631
Public Works Inspector	Teamsters	1/11/2025	6,397	6,716	7,054	7,406	7,777	8,164						
Purchasing Analyst	MBMEA	1/11/2025	7,104	7,282	7,463	7,650	7,840	8,037	8,238	8,443	8,654	8,871	9,092	9,320
Purchasing Assistant	Teamsters	1/11/2025	5,066	5,320	5,586	5,864	6,161	6,468						
Purchasing Manager	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Purchasing Supervisor	MBMEA	1/11/2025	8,169	8,372	8,581	8,796	9,016	9,241	9,473	9,711	9,952	10,201	10,456	10,718
Recreation Coordinator	Teamsters	1/11/2025	4,992	5,243	5,505	5,781	6,071	6,375						
Recreation Manager	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Recreation Supervisor	Teamsters	1/11/2025	6,242	6,554	6,885	7,225	7,588	7,966						
Revenue Services Manager	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Revenue Services Supervisor	MBMEA	1/11/2025	8,169	8,372	8,581	8,796	9,016	9,241	9,473	9,711	9,952	10,201	10,456	10,718
Risk Manager	UN/MC*	1/11/2025	11,614											15,239

*Salary Range Exists (minimum - maximum)

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FULL-TIME CLASSIFICATIONS (Monthly)														
Class Title	Unit	Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Senior Accountant	MBMEA	1/11/2025	7,459	7,645	7,836	8,031	8,232	8,438	8,649	8,865	9,087	9,315	9,547	9,787
Senior Building Inspector	Teamsters	1/11/2025	7,737	8,124	8,533	8,958	9,405	9,876						
Senior Busines Services Analyst	MBMEA	1/11/2025	8,372	8,581	8,796	9,016	9,241	9,473	9,711	9,952	10,201	10,456	10,718	10,985
Senior Civil Engineer	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Senior Fire Inspector	Teamsters	1/11/2025	7,737	8,124	8,533	8,958	9,405	9,876						
Senior Engineering Technician	Teamsters	1/11/2025	6,989	7,331	7,703	8,085	8,491	8,915						
Senior Human Resources Analyst	UN/MC*	1/11/2025	8,905											11,683
Senior Management Analyst	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Senior Management Analyst (<i>Confidential</i>)	UN/MC*	1/11/2025	7,969											10,453
Senior Permits Technician	Teamsters	1/11/2025	5,841	6,132	6,438	6,759	7,098	7,454						
Senior Plan Check Engineer	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Senior Planner	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Senior Recreation Manager	MBMEA	1/11/2025	11,614	11,905	12,201	12,506	12,819	13,139	13,467	13,805	14,150	14,503	14,867	15,238
Senior Recreation Supervisor	MBMEA	1/11/2025	8,169	8,372	8,581	8,796	9,016	9,241	9,473	9,711	9,952	10,201	10,456	10,718
Senior Technology Specialist	Teamsters	1/11/2025	7,942	8,339	8,754	9,193	9,654	10,138						
Sewer Maintenance Worker	Teamsters	1/11/2025	5,257	5,519	5,794	6,087	6,388	6,707						
Solid Waste Administrator	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Technology Specialist	Teamsters	1/11/2025	7,220	7,582	7,959	8,358	8,777	9,216						
Technology Systems Engineer	MBMEA	1/11/2025	9,503	9,739	9,985	10,234	10,490	10,753	11,020	11,296	11,578	11,868	12,164	12,467
Traffic Engineer	MBMEA	1/11/2025	9,976	10,226	10,482	10,744	11,013	11,288	11,570	11,859	12,156	12,460	12,771	13,090
Transportation Services Operator	Teamsters	1/11/2025	4,786	5,026	5,278	5,540	5,819	6,109						
Urban Forester	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Utilities Manager	MBMEA	1/11/2025	11,614	11,905	12,201	12,506	12,819	13,139	13,467	13,805	14,150	14,503	14,867	15,238
Utilities Technician	Teamsters	1/11/2025	6,387	6,706	7,043	7,394	7,763	8,149						
Wastewater Supervisor	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Water Compliance Supervisor	MBMEA	1/11/2025	8,169	8,372	8,581	8,796	9,016	9,241	9,473	9,711	9,952	10,201	10,456	10,718
Water Meter Technician	Teamsters	1/11/2025	4,657	4,890	5,134	5,391	5,661	5,947						
Water Superintendent	MBMEA	4/19/2025	9,976	10,226	10,482	10,744	11,013	11,288	11,570	11,859	12,156	12,460	12,771	13,090
Water Supervisor	MBMEA	1/11/2025	7,969	8,168	8,371	8,581	8,795	9,015	9,240	9,471	9,707	9,950	10,199	10,453
Water System Operator I (<i>Flex Class</i>)	Teamsters	1/11/2025	5,123	5,381	5,647	5,929	6,226	6,541						
Water System Operator II (<i>Flex Class</i>)	Teamsters	1/11/2025	5,505	5,783	6,071	6,374	6,693	7,031						
Water System Operator III	Teamsters	1/11/2025	5,918	6,217	6,526	6,852	7,195	7,559						
Water Treatment Operator	Teamsters	1/11/2025	5,779	6,069	6,372	6,691	7,025	7,377						

*Salary Range Exists (minimum - maximum)

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

PART-TIME CLASSIFICATIONS (Hourly)							
Class Title	Effective		Step 1	Step 2	Step 3	Step 4	Step 5
Ceramics Technician	1/11/2025		19.39	20.35	21.38	22.44	23.57
Custodian ¹	1/1/2025	Range:	16.50		-		26.92
Emergency Services Coordinator	1/11/2025		44.23	46.44	48.77	51.21	53.76
Fire Prevention Apprentice	1/11/2025		19.39	20.35	21.38	22.44	23.57
Intern ¹	1/1/2025	Range:	16.50		-		26.92
Police Intern ¹	1/1/2025	Range:	16.50		-		26.92
Pool Lifeguard/Instructor	1/11/2025		19.39	20.35	21.38	22.44	23.57
Pool Manager	1/11/2025		23.57	24.74	25.97	27.27	28.64
Program Coordinator	1/11/2025	Range:	20.00		-		55.46
Project Administrator	1/11/2025	Range:	45.00		-		134.60
Recreation Leader	1/11/2025		18.45	19.39	20.35	21.38	22.44
Senior Recreation Leader	1/11/2025		23.57	24.74	25.97	27.27	28.64
Transportation Services Operator	1/11/2025		27.62	29.00	30.44	31.97	
Warehouse Assistant	1/11/2025	Range:	18.00		-		26.92

¹CA Minimum Wage increased to \$16.50/hour effective 1/1/25