

# Compensation Rates

10/15/2018

Salary Plan Code:

Minimum and Maximums  
for Each Grade

RA	<i>City Clericals Apscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	<b>GRADE 5</b>	<b>HOURLY</b>	<b>ANNUAL</b>	15.62	21.60	28,435.33	39,319.14
	STEP 10	21.60	39,319.14				
	STEP 9	21.39	38,929.84				
	STEP 8	20.56	37,418.58				
	STEP 7	19.77	35,979.27				
	STEP 6	19.01	34,595.39				
	STEP 5	18.28	33,265.28				
	STEP 4	17.57	31,985.62				
	STEP 3	16.90	30,756.42				
	STEP 2	16.25	29,571.90				
	STEP 1	15.62	28,435.33				
	<b>GRADE 05L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	16.90	21.60	30,756.42	39,319.14
	STEP 10	21.60	39,319.14				
	STEP 9	21.39	38,929.84				
	STEP 8	20.56	37,418.58				
	STEP 7	19.77	35,979.27				
	STEP 6	19.01	34,595.39				
	STEP 5	18.28	33,265.28				
	STEP 4	17.57	31,985.62				
	STEP 3	16.90	30,756.42				
	<b>GRADE 6</b>	<b>HOURLY</b>	<b>ANNUAL</b>	16.25	22.47	29,571.90	40,894.14
	STEP 10	22.47	40,894.14				
	STEP 9	22.25	40,489.24				
	STEP 8	21.38	38,916.61				
	STEP 7	20.56	37,418.58				
	STEP 6	19.77	35,979.27				
	STEP 5	19.01	34,595.39				
	STEP 4	18.28	33,265.28				
	STEP 3	17.57	31,985.62				
	STEP 2	16.90	30,756.42				
	STEP 1	16.25	29,571.90				
	<b>GRADE 06L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	17.57	22.47	31,985.62	40,894.14
	STEP 10	22.47	40,894.14				
	STEP 9	22.25	40,489.24				
	STEP 8	21.38	38,916.61				
	STEP 7	20.56	37,418.58				
	STEP 6	19.77	35,979.27				
	STEP 5	19.01	34,595.39				
	STEP 4	18.28	33,265.28				
	STEP 3	17.57	31,985.62				

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	GRADE						
	<b>7</b>	<b>HOURLY</b>	<b>ANNUAL</b>	16.90	23.37	30,756.42	42,527.36
	STEP 10	23.37	42,527.36				
	STEP 9	23.14	42,106.30				
	STEP 8	22.24	40,471.72				
	STEP 7	21.38	38,916.61				
	STEP 6	20.56	37,418.58				
	STEP 5	19.77	35,979.27				
	STEP 4	19.01	34,595.39				
	STEP 3	18.28	33,265.28				
	STEP 2	17.57	31,985.62				
	STEP 1	16.90	30,756.42				
	<b>07L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	18.28	23.37	33,265.28	42,527.36
	STEP 10	23.37	42,527.36				
	STEP 9	23.14	42,106.30				
	STEP 8	22.24	40,471.72				
	STEP 7	21.38	38,916.61				
	STEP 6	20.56	37,418.58				
	STEP 5	19.77	35,979.27				
	STEP 4	19.01	34,595.39				
	STEP 3	18.28	33,265.28				
	<b>8</b>	<b>HOURLY</b>	<b>ANNUAL</b>	17.57	24.30	31,985.95	44,227.63
	STEP 10	24.30	44,227.63				
	STEP 9	24.06	43,789.73				
	STEP 8	23.13	42,089.70				
	STEP 7	22.24	40,471.72				
	STEP 6	21.38	38,916.61				
	STEP 5	20.56	37,418.58				
	STEP 4	19.77	35,979.45				
	STEP 3	19.01	34,595.39				
	STEP 2	18.28	33,265.27				
	STEP 1	17.57	31,985.95				
	<b>08L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	19.01	24.30	34,595.39	44,227.63
	STEP 10	24.30	44,227.63				
	STEP 9	24.06	43,789.73				
	STEP 8	23.13	42,089.70				
	STEP 7	22.24	40,471.72				
	STEP 6	21.38	38,916.61				
	STEP 5	20.56	37,418.58				
	STEP 4	19.77	35,979.27				
	STEP 3	19.01	34,595.39				

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RA	<i>City Clericals Afsome</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	<b>GRADE 9</b>	<b>HOURLY</b>	<b>ANNUAL</b>	18.28	25.27	33,265.28	45,998.36
	STEP 10	25.27	45,998.36				
	STEP 9	25.02	45,542.93				
	STEP 8	24.05	43,773.85				
	STEP 7	23.13	42,089.70				
	STEP 6	22.24	40,471.72				
	STEP 5	21.38	38,916.61				
	STEP 4	20.56	37,418.58				
	STEP 3	19.77	35,979.27				
	STEP 2	19.01	34,595.39				
	STEP 1	18.28	33,265.28				
	<b>GRADE 09L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	19.77	25.27	35,979.27	45,998.36
	STEP 10	25.27	45,998.36				
	STEP 9	25.02	45,542.93				
	STEP 8	24.05	43,773.85				
	STEP 7	23.13	42,089.70				
	STEP 6	22.24	40,471.72				
	STEP 5	21.38	38,916.61				
	STEP 4	20.56	37,418.58				
	STEP 3	19.77	35,979.27				
	<b>GRADE 10</b>	<b>HOURLY</b>	<b>ANNUAL</b>	19.01	26.28	34,595.39	47,837.13
	STEP 10	26.28	47,837.13				
	STEP 9	26.02	47,363.50				
	STEP 8	25.01	45,524.17				
	STEP 7	24.05	43,773.85				
	STEP 6	23.13	42,089.70				
	STEP 5	22.24	40,471.72				
	STEP 4	21.38	38,916.61				
	STEP 3	20.56	37,418.58				
	STEP 2	19.77	35,979.27				
	STEP 1	19.01	34,595.39				
	<b>GRADE 10L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	20.56	26.28	37,418.58	47,837.13
	STEP 10	26.28	47,837.13				
	STEP 9	26.02	47,363.50				
	STEP 8	25.01	45,524.17				
	STEP 7	24.05	43,773.85				
	STEP 6	23.13	42,089.70				
	STEP 5	22.24	40,471.72				
	STEP 4	21.38	38,916.61				
	STEP 3	20.56	37,418.58				

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RA	<i>City Clericals Afsome</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE						
	<b>11</b>	<b>HOURLY</b>	<b>ANNUAL</b>	19.77	27.34	35,979.27	49,751.60
	STEP	10	27.34				
	STEP	9	27.07				
	STEP	8	26.01				
	STEP	7	25.01				
	STEP	6	24.05				
	STEP	5	23.13				
	STEP	4	22.24				
	STEP	3	21.38				
	STEP	2	20.56				
	STEP	1	19.77				
	<b>11L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	21.38	27.34	38,916.61	49,751.60
	STEP	10	27.34				
	STEP	9	27.07				
	STEP	8	26.01				
	STEP	7	25.01				
	STEP	6	24.05				
	STEP	5	23.13				
	STEP	4	22.24				
	STEP	3	21.38				
	<b>12</b>	<b>HOURLY</b>	<b>ANNUAL</b>	20.56	28.43	37,418.58	51,742.52
	STEP	10	28.43				
	STEP	9	28.15				
	STEP	8	27.06				
	STEP	7	26.01				
	STEP	6	25.01				
	STEP	5	24.05				
	STEP	4	23.13				
	STEP	3	22.24				
	STEP	2	21.38				
	STEP	1	20.56				
	<b>12L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	22.24	28.43	40,471.72	51,742.52
	STEP	10	28.43				
	STEP	9	28.15				
	STEP	8	27.06				
	STEP	7	26.01				
	STEP	6	25.01				
	STEP	5	24.05				
	STEP	4	23.13				
	STEP	3	22.24				

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RA	<i>City Clericals Apscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	<b>GRADE</b>	<b>13</b>	<b>HOURLY</b>	<b>ANNUAL</b>	21.38	29.57	38,916.61	53,811.42
	STEP	10	29.57	53,811.42				
	STEP	9	29.27	53,278.63				
	STEP	8	28.14	51,209.43				
	STEP	7	27.06	49,240.73				
	STEP	6	26.01	47,346.47				
	STEP	5	25.01	45,524.17				
	STEP	4	24.05	43,773.85				
	STEP	3	23.13	42,089.70				
	STEP	2	22.24	40,471.72				
	STEP	1	21.38	38,916.61				
	<b>GRADE</b>	<b>13A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	22.24	30.75	40,471.72	55,964.43
	STEP	10	30.75	55,964.43				
	STEP	9	30.45	55,410.33				
	STEP	8	29.26	53,258.37				
	STEP	7	28.14	51,209.43				
	STEP	6	27.06	49,240.73				
	STEP	5	26.01	47,346.47				
	STEP	4	25.01	45,524.17				
	STEP	3	24.05	43,773.85				
	STEP	2	23.13	42,089.70				
	STEP	1	22.24	40,471.72				
	<b>GRADE</b>	<b>14</b>	<b>HOURLY</b>	<b>ANNUAL</b>	23.13	31.98	42,089.70	58,202.31
	STEP	10	31.98	58,202.31				
	STEP	9	31.66	57,626.05				
	STEP	8	30.43	55,388.37				
	STEP	7	29.26	53,258.37				
	STEP	6	28.14	51,209.43				
	STEP	5	27.06	49,240.73				
	STEP	4	26.01	47,346.47				
	STEP	3	25.01	45,524.17				
	STEP	2	24.05	43,773.85				
	STEP	1	23.13	42,089.70				

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RA	<i>City Clericals Apscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	GRADE	14A	HOURLY	ANNUAL	24.05	33.26	43,773.85	60,529.63
	STEP	10	33.26	60,529.63				
	STEP	9	32.93	59,930.33				
	STEP	8	31.65	57,602.76				
	STEP	7	30.43	55,388.37				
	STEP	6	29.26	53,258.37				
	STEP	5	28.14	51,209.43				
	STEP	4	27.06	49,240.73				
	STEP	3	26.01	47,346.47				
	STEP	2	25.01	45,524.17				
	STEP	1	24.05	43,773.85				
	<b>GRADE</b>	<b>15</b>	<b>HOURLY</b>	<b>ANNUAL</b>	<b>26.01</b>	<b>35.97</b>	<b>47,346.47</b>	<b>65,470.24</b>
	STEP	10	35.97	65,470.24				
	STEP	9	35.62	64,822.02				
	STEP	8	34.23	62,305.30				
	STEP	7	32.91	59,889.92				
	STEP	6	31.65	57,602.76				
	STEP	5	30.43	55,388.37				
	STEP	4	29.26	53,258.37				
	STEP	3	28.14	51,209.43				
	STEP	2	27.06	49,240.73				
	STEP	1	26.01	47,346.47				
	<b>GRADE</b>	<b>15A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	<b>27.06</b>	<b>37.41</b>	<b>49,240.73</b>	<b>68,088.10</b>
	STEP	10	37.41	68,088.10				
	STEP	9	37.04	67,413.96				
	STEP	8	35.60	64,796.79				
	STEP	7	34.23	62,305.30				
	STEP	6	32.91	59,889.92				
	STEP	5	31.65	57,602.76				
	STEP	4	30.43	55,388.37				
	STEP	3	29.26	53,258.37				
	STEP	2	28.14	51,209.43				
	STEP	1	27.06	49,240.73				

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RA	<i>City Clericals Afsome</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE						
	<b>16</b>	<b>HOURLY</b>	<b>ANNUAL</b>	28.14	38.91	51,209.43	70,811.47
	STEP	10	38.91	70,811.47			
	STEP	9	38.52	70,110.37			
	STEP	8	37.03	67,387.54			
	STEP	7	35.60	64,796.79			
	STEP	6	34.23	62,305.30			
	STEP	5	32.91	59,889.92			
	STEP	4	31.65	57,602.76			
	STEP	3	30.43	55,388.37			
	STEP	2	29.26	53,258.37			
	STEP	1	28.14	51,209.43			
	<b>16A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	29.26	40.46	53,258.37	73,645.70
	STEP	10	40.46	73,645.70			
	STEP	9	40.06	72,916.54			
	STEP	8	38.51	70,084.99			
	STEP	7	37.03	67,387.54			
	STEP	6	35.60	64,796.79			
	STEP	5	34.23	62,305.30			
	STEP	4	32.91	59,889.92			
	STEP	3	31.65	57,602.76			
	STEP	2	30.43	55,388.37			
	STEP	1	29.26	53,258.37			
	<b>17</b>	<b>HOURLY</b>	<b>ANNUAL</b>	30.43	42.06	55,388.37	76,556.40
	STEP	10	42.06	76,556.40			
	STEP	9	41.65	75,798.42			
	STEP	8	40.03	72,855.24			
	STEP	7	38.51	70,084.99			
	STEP	6	37.03	67,387.54			
	STEP	5	35.60	64,796.79			
	STEP	4	34.23	62,305.30			
	STEP	3	32.91	59,889.92			
	STEP	2	31.65	57,602.76			
	STEP	1	30.43	55,388.37			

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	<b>GRADE</b>	<b>17A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	31.65	43.77	57,602.76	79,654.40
	STEP	10	43.77	79,654.40				
	STEP	9	43.33	78,865.75				
	STEP	8	41.65	75,802.50				
	STEP	7	40.03	72,855.24				
	STEP	6	38.51	70,084.99				
	STEP	5	37.03	67,387.54				
	STEP	4	35.60	64,796.79				
	STEP	3	34.23	62,305.30				
	STEP	2	32.91	59,889.92				
	STEP	1	31.65	57,602.76				
	<b>GRADE</b>	<b>18</b>	<b>HOURLY</b>	<b>ANNUAL</b>	34.23	47.34	62,305.30	86,153.18
	STEP	10	47.34	86,153.18				
	STEP	9	46.87	85,300.18				
	STEP	8	45.05	81,988.20				
	STEP	7	43.32	78,834.97				
	STEP	6	41.65	75,802.50				
	STEP	5	40.03	72,855.24				
	STEP	4	38.51	70,084.99				
	STEP	3	37.03	67,387.54				
	STEP	2	35.60	64,796.79				
	STEP	1	34.23	62,305.30				
	<b>GRADE</b>	<b>18A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	35.60	49.23	64,796.79	89,600.59
	STEP	10	49.23	89,600.60				
	STEP	9	48.74	88,713.46				
	STEP	8	46.85	85,267.99				
	STEP	7	45.05	81,988.20				
	STEP	6	43.32	78,834.97				
	STEP	5	41.65	75,802.50				
	STEP	4	40.03	72,855.24				
	STEP	3	38.51	70,084.99				
	STEP	2	37.03	67,387.54				
	STEP	1	35.60	64,796.79				



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	GRADE						
	<b>19</b>	<b>HOURLY</b>	<b>ANNUAL</b>	37.03	51.20	67,387.54	93,184.87
	STEP	10	51.20	93,184.87			
	STEP	9	50.69	92,262.25			
	STEP	8	48.73	88,680.14			
	STEP	7	46.85	85,267.99			
	STEP	6	45.05	81,988.20			
	STEP	5	43.32	78,834.97			
	STEP	4	41.65	75,802.50			
	STEP	3	40.03	72,855.24			
	STEP	2	38.51	70,084.99			
	STEP	1	37.03	67,387.54			
	<b>19A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	38.51	53.25	70,084.99	96,911.27
	STEP	10	53.25	96,911.27			
	STEP	9	52.72	95,951.75			
	STEP	8	50.67	92,225.46			
	STEP	7	48.73	88,680.14			
	STEP	6	46.85	85,267.99			
	STEP	5	45.05	81,988.20			
	STEP	4	43.32	78,834.97			
	STEP	3	41.65	75,802.50			
	STEP	2	40.03	72,855.24			
	STEP	1	38.51	70,084.99			
	<b>20</b>	<b>HOURLY</b>	<b>ANNUAL</b>	40.03	55.38	72,855.24	100,788.44
	STEP	10	55.38	100,788.44			
	STEP	9	54.83	99,790.54			
	STEP	8	52.70	95,915.54			
	STEP	7	50.67	92,225.46			
	STEP	6	48.73	88,680.14			
	STEP	5	46.85	85,267.99			
	STEP	4	45.05	81,988.20			
	STEP	3	43.32	78,834.97			
	STEP	2	41.65	75,802.50			
	STEP	1	40.03	72,855.24			

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	<b>GRADE</b>	<b>20A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	41.65	57.59	75,802.50	104,818.44
	STEP	10	57.59	104,818.44				
	STEP	9	57.02	103,780.64				
	STEP	8	54.81	99,750.38				
	STEP	7	52.70	95,915.54				
	STEP	6	50.67	92,225.46				
	STEP	5	48.73	88,680.14				
	STEP	4	46.85	85,267.99				
	STEP	3	45.05	81,988.20				
	STEP	2	43.32	78,834.97				
	STEP	1	41.65	75,802.50				
	<b>GRADE</b>	<b>21</b>	<b>HOURLY</b>	<b>ANNUAL</b>	43.32	59.90	78,834.97	109,012.84
	STEP	10	59.90	109,012.84				
	STEP	9	59.30	107,933.51				
	STEP	8	57.00	103,742.37				
	STEP	7	54.81	99,750.38				
	STEP	6	52.70	95,915.54				
	STEP	5	50.67	92,225.46				
	STEP	4	48.73	88,680.14				
	STEP	3	46.85	85,267.99				
	STEP	2	45.05	81,988.20				
	STEP	1	43.32	78,834.97				
	<b>GRADE</b>	<b>21A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	45.05	62.29	81,988.20	113,372.37
	STEP	10	62.29	113,372.37				
	STEP	9	61.68	112,249.88				
	STEP	8	59.28	107,890.72				
	STEP	7	57.00	103,742.37				
	STEP	6	54.81	99,750.38				
	STEP	5	52.70	95,915.54				
	STEP	4	50.67	92,225.46				
	STEP	3	48.73	88,680.14				
	STEP	2	46.85	85,267.99				
	STEP	1	45.05	81,988.20				

# Compensation Rates

10/15/2018

Salary Plan Code:

Minimum and Maximums  
for Each Grade

RA	<i>City Clericals Apscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	GRADE	22	HOURLY	ANNUAL				
					46.85	64.78	85,267.99	117,906.23
	STEP	10	64.78	117,906.23				
	STEP	9	64.14	116,738.84				
	STEP	8	61.65	112,206.15				
	STEP	7	59.28	107,890.72				
	STEP	6	57.00	103,742.37				
	STEP	5	54.81	99,750.38				
	STEP	4	52.70	95,915.54				
	STEP	3	50.67	92,225.46				
	STEP	2	48.73	88,680.14				
	STEP	1	46.85	85,267.99				
					48.73	67.37	88,680.14	122,622.05
	STEP	10	67.37	122,622.05				
	STEP	9	66.71	121,407.97				
	STEP	8	64.12	116,693.63				
	STEP	7	61.65	112,206.15				
	STEP	6	59.28	107,890.72				
	STEP	5	57.00	103,742.37				
	STEP	4	54.81	99,750.38				
	STEP	3	52.70	95,915.54				
	STEP	2	50.67	92,225.46				
	STEP	1	48.73	88,680.14				