

# Compensation Rates

04/22/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	<b>GRADE 5</b>	<b>HOURLY</b>	<b>ANNUAL</b>	17.81	21.22	37,047.50	44,130.50
	STEP 11	21.22	44,130.50				
	STEP 10	21.01	43,698.52				
	STEP 9	20.80	43,270.81				
	STEP 8	20.01	41,610.61				
	STEP 7	19.24	40,029.29				
	STEP 6	18.51	38,508.86				
	STEP 5	17.81	37,047.50				
	<b>GRADE 05L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	16.49	21.22	34,291.10	44,130.50
	STEP 11	21.22	44,130.50				
	STEP 10	21.01	43,698.52				
	STEP 9	20.80	43,270.81				
	STEP 8	20.01	41,610.61				
	STEP 7	19.24	40,029.29				
	STEP 6	18.51	38,508.86				
	STEP 5	17.81	37,047.50				
	STEP 4	17.14	35,641.58				
	STEP 3	16.49	34,291.10				
	<b>GRADE 6</b>	<b>HOURLY</b>	<b>ANNUAL</b>	15.86	22.06	32,989.69	45,878.00
	STEP 11	22.06	45,878.00				
	STEP 10	21.84	45,428.71				
	STEP 9	21.63	44,983.87				
	STEP 8	20.80	43,256.45				
	STEP 7	20.01	41,610.61				
	STEP 6	19.24	40,029.29				
	STEP 5	18.51	38,508.86				
	STEP 4	17.81	37,047.50				
	STEP 3	17.14	35,641.58				
	STEP 2	16.49	34,291.10				
	STEP 1	15.86	32,989.69				
	<b>GRADE 06L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	18.51	22.06	38,508.86	45,878.00
	STEP 11	22.06	45,878.00				
	STEP 10	21.84	45,428.71				
	STEP 9	21.63	44,983.87				
	STEP 8	20.80	43,256.45				
	STEP 7	20.01	41,610.61				
	STEP 6	19.24	40,029.29				
	STEP 5	18.51	38,508.86				

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	<b>GRADE</b>	<b>7</b>	<b>HOURLY</b>	<b>ANNUAL</b>	16.49	22.93	34,291.10	47,690.70
	<b>STEP</b>	11	22.93	47,690.70				
	<b>STEP</b>	10	22.70	47,223.47				
	<b>STEP</b>	9	22.48	46,760.86				
	<b>STEP</b>	8	21.62	44,965.00				
	<b>STEP</b>	7	20.80	43,256.45				
	<b>STEP</b>	6	20.01	41,610.61				
	<b>STEP</b>	5	19.24	40,029.29				
	<b>STEP</b>	4	18.51	38,508.86				
	<b>STEP</b>	3	17.81	37,047.50				
	<b>STEP</b>	2	17.14	35,641.58				
	<b>STEP</b>	1	16.49	34,291.10				
	<b>GRADE</b>	<b>07L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	17.81	22.93	37,047.50	47,690.70
	<b>STEP</b>	11	22.93	47,690.70				
	<b>STEP</b>	10	22.70	47,223.47				
	<b>STEP</b>	9	22.48	46,760.86				
	<b>STEP</b>	8	21.62	44,965.00				
	<b>STEP</b>	7	20.80	43,256.45				
	<b>STEP</b>	6	20.01	41,610.61				
	<b>STEP</b>	5	19.24	40,029.29				
	<b>STEP</b>	4	18.51	38,508.86				
	<b>STEP</b>	3	17.81	37,047.50				
	<b>GRADE</b>	<b>8</b>	<b>HOURLY</b>	<b>ANNUAL</b>	17.14	23.84	35,641.58	49,577.23
	<b>STEP</b>	11	23.84	49,577.23				
	<b>STEP</b>	10	23.60	49,091.32				
	<b>STEP</b>	9	23.37	48,610.22				
	<b>STEP</b>	8	22.47	46,742.62				
	<b>STEP</b>	7	21.62	44,965.00				
	<b>STEP</b>	6	20.80	43,256.45				
	<b>STEP</b>	5	20.01	41,610.61				
	<b>STEP</b>	4	19.24	40,029.29				
	<b>STEP</b>	3	18.51	38,508.86				
	<b>STEP</b>	2	17.81	37,047.50				
	<b>STEP</b>	1	17.14	35,641.58				
	<b>GRADE</b>	<b>08L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	18.51	23.84	38,508.86	49,577.23
	<b>STEP</b>	11	23.84	49,577.23				
	<b>STEP</b>	10	23.60	49,091.32				
	<b>STEP</b>	9	23.37	48,610.22				
	<b>STEP</b>	8	22.47	46,742.62				

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	21.62	44,965.00				
	STEP	6	20.80	43,256.45				
	STEP	5	20.01	41,610.61				
	STEP	4	19.24	40,029.29				
	STEP	3	18.51	38,508.86				
	<b>GRADE 9</b>		<b>HOURLY</b>	<b>ANNUAL</b>	17.81	24.78	37,047.50	51,541.26
	STEP	11	24.78	51,541.26				
	STEP	10	24.54	51,035.90				
	STEP	9	24.30	50,535.55				
	STEP	8	23.36	48,592.94				
	STEP	7	22.47	46,742.62				
	STEP	6	21.62	44,965.00				
	STEP	5	20.80	43,256.45				
	STEP	4	20.01	41,610.61				
	STEP	3	19.24	40,029.29				
	STEP	2	18.51	38,508.86				
	STEP	1	17.81	37,047.50				
	<b>GRADE 09L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.24	24.78	40,029.29	51,541.26
	STEP	11	24.78	51,541.26				
	STEP	10	24.54	51,035.90				
	STEP	9	24.30	50,535.55				
	STEP	8	23.36	48,592.94				
	STEP	7	22.47	46,742.62				
	STEP	6	21.62	44,965.00				
	STEP	5	20.80	43,256.45				
	STEP	4	20.01	41,610.61				
	STEP	3	19.24	40,029.29				
	<b>GRADE 10L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.01	25.76	41,610.61	53,582.84
	STEP	11	25.76	53,582.84				
	STEP	10	25.51	53,057.27				
	STEP	9	25.26	52,536.90				
	STEP	8	24.29	50,515.98				
	STEP	7	23.36	48,592.94				
	STEP	6	22.47	46,742.62				
	STEP	5	21.62	44,965.00				
	STEP	4	20.80	43,256.45				
	STEP	3	20.01	41,610.61				
	<b>GRADE 10</b>		<b>HOURLY</b>	<b>ANNUAL</b>	18.51	25.76	38,508.86	53,582.84

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	11	25.76	53,582.84				
	STEP	10	25.51	53,057.27				
	STEP	9	25.26	52,536.90				
	STEP	8	24.29	50,515.98				
	STEP	7	23.36	48,592.94				
	STEP	6	22.47	46,742.62				
	STEP	5	21.62	44,965.00				
	STEP	4	20.80	43,256.45				
	STEP	3	20.01	41,610.61				
	STEP	2	19.24	40,029.29				
	STEP	1	18.51	38,508.86				
	<b>GRADE</b>	<b>11L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	20.80	26.78	43,256.45	55,707.63
	STEP	11	26.78	55,707.63				
	STEP	10	26.52	55,161.02				
	STEP	9	26.26	54,619.82				
	STEP	8	25.25	52,518.07				
	STEP	7	24.29	50,515.98				
	STEP	6	23.36	48,592.94				
	STEP	5	22.47	46,742.62				
	STEP	4	21.62	44,965.00				
	STEP	3	20.80	43,256.45				
	<b>GRADE</b>	<b>11</b>	<b>HOURLY</b>	<b>ANNUAL</b>	19.24	26.78	40,029.29	55,707.63
	STEP	11	26.78	55,707.63				
	STEP	10	26.52	55,161.02				
	STEP	9	26.26	54,619.82				
	STEP	8	25.25	52,518.07				
	STEP	7	24.29	50,515.98				
	STEP	6	23.36	48,592.94				
	STEP	5	22.47	46,742.62				
	STEP	4	21.62	44,965.00				
	STEP	3	20.80	43,256.45				
	STEP	2	20.01	41,610.61				
	STEP	1	19.24	40,029.29				
	<b>GRADE</b>	<b>12L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	21.62	27.84	44,965.00	57,915.64
	STEP	11	27.84	57,915.64				
	STEP	10	27.57	57,347.17				
	STEP	9	27.30	56,784.32				
	STEP	8	26.25	54,599.23				
	STEP	7	25.25	52,518.07				

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	24.29	50,515.98				
	STEP	5	23.36	48,592.94				
	STEP	4	22.47	46,742.62				
	STEP	3	21.62	44,965.00				
	<b>GRADE 12</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.01	27.84	41,610.61	57,915.64
	STEP	11	27.84	57,915.64				
	STEP	10	27.57	57,347.17				
	STEP	9	27.30	56,784.32				
	STEP	8	26.25	54,599.23				
	STEP	7	25.25	52,518.07				
	STEP	6	24.29	50,515.98				
	STEP	5	23.36	48,592.94				
	STEP	4	22.47	46,742.62				
	STEP	3	21.62	44,965.00				
	STEP	2	20.80	43,256.45				
	STEP	1	20.01	41,610.61				
	<b>GRADE 13A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	21.62	30.10	44,965.00	62,601.13
	STEP	11	30.10	62,601.13				
	STEP	10	29.80	61,986.27				
	STEP	9	29.51	61,377.50				
	STEP	8	28.37	59,013.29				
	STEP	7	27.29	56,762.18				
	STEP	6	26.25	54,599.23				
	STEP	5	25.25	52,518.07				
	STEP	4	24.29	50,515.98				
	STEP	3	23.36	48,592.94				
	STEP	2	22.47	46,742.62				
	STEP	1	21.62	44,965.00				
	<b>GRADE 13</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.80	28.95	43,256.45	60,212.52
	STEP	11	28.95	60,212.52				
	STEP	10	28.66	59,621.31				
	STEP	9	28.38	59,035.95				
	STEP	8	27.29	56,762.18				
	STEP	7	26.25	54,599.23				
	STEP	6	25.25	52,518.07				
	STEP	5	24.29	50,515.98				
	STEP	4	23.36	48,592.94				
	STEP	3	22.47	46,742.62				
	STEP	2	21.62	44,965.00				

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	1	20.80	43,256.45				
	<b>GRADE 14A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	23.36	32.53	48,592.95	67,666.78
	STEP	11	32.53	67,666.78				
	STEP	10	32.21	67,001.76				
	STEP	9	31.90	66,343.34				
	STEP	8	30.67	63,786.33				
	STEP	7	29.50	61,353.45				
	STEP	6	28.37	59,013.29				
	STEP	5	27.29	56,762.18				
	STEP	4	26.25	54,599.23				
	STEP	3	25.25	52,518.07				
	STEP	2	24.29	50,515.98				
	STEP	1	23.36	48,592.94				
	<b>GRADE 14</b>		<b>HOURLY</b>	<b>ANNUAL</b>	22.47	31.29	46,742.62	65,084.32
	STEP	11	31.29	65,084.32				
	STEP	10	30.98	64,444.87				
	STEP	9	30.68	63,811.76				
	STEP	8	29.50	61,353.45				
	STEP	7	28.37	59,013.29				
	STEP	6	27.29	56,762.18				
	STEP	5	26.25	54,599.23				
	STEP	4	25.25	52,518.07				
	STEP	3	24.29	50,515.98				
	STEP	2	23.36	48,592.94				
	STEP	1	22.47	46,742.62				
	<b>GRADE 15A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	26.25	36.56	54,599.23	76,054.36
	STEP	11	36.56	76,054.36				
	STEP	10	36.20	75,306.30				
	STEP	9	35.85	74,565.64				
	STEP	8	34.47	71,690.19				
	STEP	7	33.15	68,952.88				
	STEP	6	31.87	66,299.17				
	STEP	5	30.67	63,786.33				
	STEP	4	29.50	61,353.45				
	STEP	3	28.37	59,013.29				
	STEP	2	27.29	56,762.18				
	STEP	1	26.25	54,599.23				
	<b>GRADE 15</b>		<b>HOURLY</b>	<b>ANNUAL</b>	25.25	35.17	52,518.07	73,149.44

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	11	35.17	73,149.44				
	STEP	10	34.82	72,430.14				
	STEP	9	34.48	71,717.96				
	STEP	8	33.15	68,952.88				
	STEP	7	31.87	66,299.17				
	STEP	6	30.67	63,786.33				
	STEP	5	29.50	61,353.45				
	STEP	4	28.37	59,013.29				
	STEP	3	27.29	56,762.18				
	STEP	2	26.25	54,599.23				
	STEP	1	25.25	52,518.07				
<b>GRADE</b>	<b>16A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	<b>28.37</b>	<b>39.53</b>	<b>59,013.29</b>	<b>82,220.70</b>
	STEP	11	39.53	82,220.70				
	STEP	10	39.14	81,411.58				
	STEP	9	38.76	80,610.48				
	STEP	8	37.26	77,500.18				
	STEP	7	35.83	74,536.57				
	STEP	6	34.47	71,690.19				
	STEP	5	33.15	68,952.88				
	STEP	4	31.87	66,299.17				
	STEP	3	30.67	63,786.33				
	STEP	2	29.50	61,353.45				
	STEP	1	28.37	59,013.29				
<b>GRADE</b>	<b>16</b>		<b>HOURLY</b>	<b>ANNUAL</b>	<b>27.29</b>	<b>38.02</b>	<b>56,762.18</b>	<b>79,075.59</b>
	STEP	11	38.02	79,075.59				
	STEP	10	37.64	78,297.62				
	STEP	9	37.27	77,527.34				
	STEP	8	35.83	74,536.57				
	STEP	7	34.47	71,690.19				
	STEP	6	33.15	68,952.88				
	STEP	5	31.87	66,299.17				
	STEP	4	30.67	63,786.33				
	STEP	3	29.50	61,353.45				
	STEP	2	28.37	59,013.29				
	STEP	1	27.29	56,762.18				
<b>GRADE</b>	<b>17A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	<b>30.67</b>	<b>42.73</b>	<b>63,786.33</b>	<b>88,888.21</b>
	STEP	11	42.73	88,888.21				
	STEP	10	42.31	88,013.08				
	STEP	9	41.90	87,146.62				

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	8	40.28	83,781.82				
	STEP	7	38.72	80,543.76				
	STEP	6	37.26	77,500.18				
	STEP	5	35.83	74,536.57				
	STEP	4	34.47	71,690.19				
	STEP	3	33.15	68,952.88				
	STEP	2	31.87	66,299.17				
	STEP	1	30.67	63,786.33				
	<b>GRADE 17</b>		<b>HOURLY</b>	<b>ANNUAL</b>	29.50	41.08	61,353.45	85,451.85
	STEP	11	41.08	85,451.85				
	STEP	10	40.68	84,610.74				
	STEP	9	40.28	83,777.96				
	STEP	8	38.72	80,543.76				
	STEP	7	37.26	77,500.18				
	STEP	6	35.83	74,536.57				
	STEP	5	34.47	71,690.19				
	STEP	4	33.15	68,952.88				
	STEP	3	31.87	66,299.17				
	STEP	2	30.67	63,786.33				
	STEP	1	29.50	61,353.45				
	<b>GRADE 18A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	34.47	48.04	71,690.19	99,925.39
	STEP	11	48.04	99,925.39				
	STEP	10	47.57	98,940.98				
	STEP	9	47.10	97,966.32				
	STEP	8	45.28	94,181.26				
	STEP	7	43.55	90,577.86				
	STEP	6	41.88	87,113.50				
	STEP	5	40.28	83,781.82				
	STEP	4	38.72	80,543.76				
	STEP	3	37.26	77,500.18				
	STEP	2	35.83	74,536.57				
	STEP	1	34.47	71,690.19				
	<b>GRADE 18</b>		<b>HOURLY</b>	<b>ANNUAL</b>	33.15	46.20	68,952.88	96,100.39
	STEP	11	46.20	96,100.39				
	STEP	10	45.75	95,153.85				
	STEP	9	45.30	94,216.69				
	STEP	8	43.55	90,577.86				
	STEP	7	41.88	87,113.50				
	STEP	6	40.28	83,781.82				



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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	5	38.72	80,543.76				
	STEP	4	37.26	77,500.18				
	STEP	3	35.83	74,536.57				
	STEP	2	34.47	71,690.19				
	STEP	1	33.15	68,952.88				
<b>GRADE</b>	<b>19A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	37.26	51.94	77,500.18	108,037.80
STEP	11		51.94	108,037.80				
STEP	10		51.43	106,973.07				
STEP	9		50.92	105,918.88				
STEP	8		48.95	101,825.21				
STEP	7		47.08	97,930.08				
STEP	6		45.28	94,181.26				
STEP	5		43.55	90,577.86				
STEP	4		41.88	87,113.50				
STEP	3		40.28	83,781.82				
STEP	2		38.72	80,543.76				
STEP	1		37.26	77,500.18				
<b>GRADE</b>	<b>19</b>		<b>HOURLY</b>	<b>ANNUAL</b>	35.83	49.95	74,536.57	103,903.59
STEP	11		49.95	103,903.59				
STEP	10		49.46	102,879.79				
STEP	9		48.97	101,866.13				
STEP	8		47.08	97,930.08				
STEP	7		45.28	94,181.26				
STEP	6		43.55	90,577.86				
STEP	5		41.88	87,113.50				
STEP	4		40.28	83,781.82				
STEP	3		38.72	80,543.76				
STEP	2		37.26	77,500.18				
STEP	1		35.83	74,536.57				
<b>GRADE</b>	<b>20A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	40.28	56.16	83,781.82	116,812.13
STEP	11		56.16	116,812.13				
STEP	10		55.61	115,660.53				
STEP	9		55.06	114,520.33				
STEP	8		52.93	110,092.59				
STEP	7		50.90	105,879.39				
STEP	6		48.95	101,825.21				
STEP	5		47.08	97,930.08				
STEP	4		45.28	94,181.26				
STEP	3		43.55	90,577.86				

# Compensation Rates

04/22/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	2	41.88	87,113.50				
	STEP	1	40.28	83,781.82				
	<b>GRADE 20</b>		<b>HOURLY</b>	<b>ANNUAL</b>	38.72	54.01	80,543.76	112,340.33
	STEP	11	54.01	112,340.33				
	STEP	10	53.48	111,233.00				
	STEP	9	52.95	110,136.63				
	STEP	8	50.90	105,879.39				
	STEP	7	48.95	101,825.21				
	STEP	6	47.08	97,930.08				
	STEP	5	45.28	94,181.26				
	STEP	4	43.55	90,577.86				
	STEP	3	41.88	87,113.50				
	STEP	2	40.28	83,781.82				
	STEP	1	38.72	80,543.76				
	<b>GRADE 21A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	43.55	60.72	90,577.86	126,304.19
	STEP	11	60.72	126,304.19				
	STEP	10	60.12	125,058.60				
	STEP	9	59.53	123,825.35				
	STEP	8	57.23	119,036.13				
	STEP	7	55.04	114,478.48				
	STEP	6	52.93	110,092.59				
	STEP	5	50.90	105,879.39				
	STEP	4	48.95	101,825.21				
	STEP	3	47.08	97,930.08				
	STEP	2	45.28	94,181.26				
	STEP	1	43.55	90,577.86				
	<b>GRADE 21</b>		<b>HOURLY</b>	<b>ANNUAL</b>	41.88	58.40	87,113.50	121,466.43
	STEP	11	58.40	121,466.43				
	STEP	10	57.82	120,268.75				
	STEP	9	57.25	119,082.92				
	STEP	8	55.04	114,478.48				
	STEP	7	52.93	110,092.59				
	STEP	6	50.90	105,879.39				
	STEP	5	48.95	101,825.21				
	STEP	4	47.08	97,930.08				
	STEP	3	45.28	94,181.26				
	STEP	2	43.55	90,577.86				
	STEP	1	41.88	87,113.50				
	<b>GRADE 22A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	47.08	65.66	97,930.08	136,568.80

# Compensation Rates

04/22/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>		<b>Hourly Range</b>		<b>Annual Range</b>			
	<b>STEP</b>	11	65.66	136,568.80				
	<b>STEP</b>	10	65.01	135,221.59				
	<b>STEP</b>	9	64.37	133,887.71				
	<b>STEP</b>	8	61.88	128,707.62				
	<b>STEP</b>	7	59.51	123,777.37				
	<b>STEP</b>	6	57.23	119,036.13				
	<b>STEP</b>	5	55.04	114,478.48				
	<b>STEP</b>	4	52.93	110,092.59				
	<b>STEP</b>	3	50.90	105,879.39				
	<b>STEP</b>	2	48.95	101,825.21				
	<b>STEP</b>	1	47.08	97,930.08				
	<b>GRADE 22</b>		<b>HOURLY</b>	<b>ANNUAL</b>	45.28	63.14	94,181.26	131,335.26
	<b>STEP</b>	11	63.14	131,335.26				
	<b>STEP</b>	10	62.52	130,039.86				
	<b>STEP</b>	9	61.90	128,757.30				
	<b>STEP</b>	8	59.51	123,777.17				
	<b>STEP</b>	7	57.23	119,036.13				
	<b>STEP</b>	6	55.04	114,478.49				
	<b>STEP</b>	5	52.93	110,092.60				
	<b>STEP</b>	4	50.90	105,879.39				
	<b>STEP</b>	3	49.10	102,124.62				
	<b>STEP</b>	2	47.08	97,930.08				
	<b>STEP</b>	1	45.28	94,181.26				