

# Compensation Rates

04/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	<b>GRADE 5</b>		<b>HOURLY</b>	<b>ANNUAL</b>	17.44	24.25	31,741.00 44,130.69
	STEP	11	24.25	44,130.69			
	STEP	10	24.01	43,698.70			
	STEP	9	23.78	43,270.99			
	STEP	8	22.86	41,610.61			
	STEP	7	21.99	40,029.29			
	STEP	6	21.16	38,508.86			
	STEP	5	20.36	37,047.51			
	STEP	4	19.58	35,641.59			
	STEP	3	18.84	34,291.11			
	STEP	2	18.13	32,989.71			
	STEP	1	17.44	31,741.00			
	<b>GRADE 05L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	18.84	24.25	34,291.11 44,130.69
	STEP	11	24.25	44,130.69			
	STEP	10	24.01	43,698.70			
	STEP	9	23.78	43,270.99			
	STEP	8	22.86	41,610.61			
	STEP	7	21.99	40,029.29			
	STEP	6	21.16	38,508.86			
	STEP	5	20.36	37,047.51			
	STEP	4	19.58	35,641.59			
	STEP	3	18.84	34,291.11			
	<b>GRADE 6</b>		<b>HOURLY</b>	<b>ANNUAL</b>	18.13	25.21	32,989.71 45,878.39
	STEP	11	25.21	45,878.39			
	STEP	10	24.96	45,429.10			
	STEP	9	24.72	44,984.26			
	STEP	8	23.77	43,256.46			
	STEP	7	22.86	41,610.61			
	STEP	6	21.99	40,029.29			
	STEP	5	21.16	38,508.86			
	STEP	4	20.36	37,047.51			
	STEP	3	19.58	35,641.59			
	STEP	2	18.84	34,291.11			
	STEP	1	18.13	32,989.71			
	<b>GRADE 06L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.58	25.21	35,641.59 45,878.39
	STEP	11	25.21	45,878.39			
	STEP	10	24.96	45,429.10			
	STEP	9	24.72	44,984.26			
	STEP	8	23.77	43,256.46			

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	STEP	7	22.86	41,610.61				
	STEP	6	21.99	40,029.29				
	STEP	5	21.16	38,508.86				
	STEP	4	20.36	37,047.51				
	STEP	3	19.58	35,641.59				
	<b>GRADE 7</b>		<b>HOURLY</b>	<b>ANNUAL</b>	18.84	26.20	34,291.11	47,690.70
	STEP	11	26.20	47,690.70				
	STEP	10	25.95	47,223.47				
	STEP	9	25.69	46,760.86				
	STEP	8	24.71	44,965.00				
	STEP	7	23.77	43,256.46				
	STEP	6	22.86	41,610.61				
	STEP	5	21.99	40,029.29				
	STEP	4	21.16	38,508.86				
	STEP	3	20.36	37,047.51				
	STEP	2	19.58	35,641.59				
	STEP	1	18.84	34,291.11				
	<b>GRADE 07L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.36	26.20	37,047.51	47,690.70
	STEP	11	26.20	47,690.70				
	STEP	10	25.95	47,223.47				
	STEP	9	25.69	46,760.86				
	STEP	8	24.71	44,965.00				
	STEP	7	23.77	43,256.46				
	STEP	6	22.86	41,610.61				
	STEP	5	21.99	40,029.29				
	STEP	4	21.16	38,508.86				
	STEP	3	20.36	37,047.51				
	<b>GRADE 8</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.58	27.24	35,641.95	49,577.42
	STEP	11	27.24	49,577.42				
	STEP	10	26.97	49,091.50				
	STEP	9	26.71	48,610.40				
	STEP	8	25.68	46,742.62				
	STEP	7	24.71	44,965.00				
	STEP	6	23.77	43,256.46				
	STEP	5	22.86	41,610.61				
	STEP	4	21.99	40,029.49				
	STEP	3	21.16	38,508.86				
	STEP	2	20.36	37,047.50				
	STEP	1	19.58	35,641.95				

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RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	<b>GRADE</b>	<b>08L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	21.16	27.24	38,508.86	49,577.42
	STEP	11	27.24	49,577.42				
	STEP	10	26.97	49,091.50				
	STEP	9	26.71	48,610.40				
	STEP	8	25.68	46,742.62				
	STEP	7	24.71	44,965.00				
	STEP	6	23.77	43,256.46				
	STEP	5	22.86	41,610.61				
	STEP	4	21.99	40,029.29				
	STEP	3	21.16	38,508.86				
	<b>GRADE</b>	<b>9</b>	<b>HOURLY</b>	<b>ANNUAL</b>	20.36	28.32	37,047.51	51,542.31
	STEP	11	28.32	51,542.31				
	STEP	10	28.04	51,036.95				
	STEP	9	27.77	50,536.59				
	STEP	8	26.70	48,592.95				
	STEP	7	25.68	46,742.62				
	STEP	6	24.71	44,965.00				
	STEP	5	23.77	43,256.46				
	STEP	4	22.86	41,610.61				
	STEP	3	21.99	40,029.29				
	STEP	2	21.16	38,508.86				
	STEP	1	20.36	37,047.51				
	<b>GRADE</b>	<b>09L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	21.99	28.32	40,029.29	51,542.31
	STEP	11	28.32	51,542.31				
	STEP	10	28.04	51,036.95				
	STEP	9	27.77	50,536.59				
	STEP	8	26.70	48,592.95				
	STEP	7	25.68	46,742.62				
	STEP	6	24.71	44,965.00				
	STEP	5	23.77	43,256.46				
	STEP	4	22.86	41,610.61				
	STEP	3	21.99	40,029.29				
	<b>GRADE</b>	<b>10L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	22.86	29.44	41,610.61	53,582.72
	STEP	11	29.44	53,582.72				
	STEP	10	29.15	53,057.15				
	STEP	9	28.87	52,536.78				
	STEP	8	27.76	50,515.98				
	STEP	7	26.70	48,592.95				

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	STEP	6	25.68	46,742.62				
	STEP	5	24.71	44,965.00				
	STEP	4	23.77	43,256.46				
	STEP	3	22.86	41,610.61				
	<b>GRADE 10</b>		<b>HOURLY</b>	<b>ANNUAL</b>	21.16	29.44	38,508.86	53,582.72
	STEP	11	29.44	53,582.72				
	STEP	10	29.15	53,057.15				
	STEP	9	28.87	52,536.78				
	STEP	8	27.76	50,515.98				
	STEP	7	26.70	48,592.95				
	STEP	6	25.68	46,742.62				
	STEP	5	24.71	44,965.00				
	STEP	4	23.77	43,256.46				
	STEP	3	22.86	41,610.61				
	STEP	2	21.99	40,029.29				
	STEP	1	21.16	38,508.86				
	<b>GRADE 11L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	23.77	30.61	43,256.46	55,707.12
	STEP	11	30.61	55,707.12				
	STEP	10	30.31	55,160.52				
	STEP	9	30.01	54,619.32				
	STEP	8	28.86	52,518.07				
	STEP	7	27.76	50,515.98				
	STEP	6	26.70	48,592.95				
	STEP	5	25.68	46,742.62				
	STEP	4	24.71	44,965.00				
	STEP	3	23.77	43,256.46				
	<b>GRADE 11</b>		<b>HOURLY</b>	<b>ANNUAL</b>	21.99	30.61	40,029.29	55,707.12
	STEP	11	30.61	55,707.12				
	STEP	10	30.31	55,160.52				
	STEP	9	30.01	54,619.32				
	STEP	8	28.86	52,518.07				
	STEP	7	27.76	50,515.98				
	STEP	6	26.70	48,592.95				
	STEP	5	25.68	46,742.62				
	STEP	4	24.71	44,965.00				
	STEP	3	23.77	43,256.46				
	STEP	2	22.86	41,610.61				
	STEP	1	21.99	40,029.29				
	<b>GRADE 12L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	24.71	31.82	44,965.00	57,916.35

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	STEP	11	31.82	57,916.35				
	STEP	10	31.51	57,347.88				
	STEP	9	31.20	56,785.03				
	STEP	8	30.00	54,599.24				
	STEP	7	28.86	52,518.07				
	STEP	6	27.76	50,515.98				
	STEP	5	26.70	48,592.95				
	STEP	4	25.68	46,742.62				
	STEP	3	24.71	44,965.00				
	<b>GRADE 12</b>		<b>HOURLY</b>	<b>ANNUAL</b>	22.86	31.82	41,610.61	57,916.35
	STEP	11	31.82	57,916.35				
	STEP	10	31.51	57,347.88				
	STEP	9	31.20	56,785.03				
	STEP	8	30.00	54,599.24				
	STEP	7	28.86	52,518.07				
	STEP	6	27.76	50,515.98				
	STEP	5	26.70	48,592.95				
	STEP	4	25.68	46,742.62				
	STEP	3	24.71	44,965.00				
	STEP	2	23.77	43,256.46				
	STEP	1	22.86	41,610.61				
	<b>GRADE 13A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	24.71	34.40	44,965.00	62,601.22
	STEP	11	34.40	62,601.22				
	STEP	10	34.06	61,986.36				
	STEP	9	33.72	61,377.58				
	STEP	8	32.42	59,013.29				
	STEP	7	31.19	56,762.18				
	STEP	6	30.00	54,599.24				
	STEP	5	28.86	52,518.07				
	STEP	4	27.76	50,515.98				
	STEP	3	26.70	48,592.95				
	STEP	2	25.68	46,742.62				
	STEP	1	24.71	44,965.00				
	<b>GRADE 13</b>		<b>HOURLY</b>	<b>ANNUAL</b>	23.77	33.08	43,256.46	60,212.12
	STEP	11	33.08	60,212.12				
	STEP	10	32.76	59,620.91				
	STEP	9	32.44	59,035.56				
	STEP	8	31.19	56,762.18				
	STEP	7	30.00	54,599.24				

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RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	6	28.86	52,518.07				
	STEP	5	27.76	50,515.98				
	STEP	4	26.70	48,592.95				
	STEP	3	25.68	46,742.62				
	STEP	2	24.71	44,965.00				
	STEP	1	23.77	43,256.46				
	<b>GRADE</b>	<b>14A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	26.70	37.18	48,592.95	67,667.02
	STEP	11	37.18	67,667.02				
	STEP	10	36.81	67,002.00				
	STEP	9	36.45	66,343.57				
	STEP	8	35.05	63,786.33				
	STEP	7	33.71	61,353.46				
	STEP	6	32.42	59,013.29				
	STEP	5	31.19	56,762.18				
	STEP	4	30.00	54,599.24				
	STEP	3	28.86	52,518.07				
	STEP	2	27.76	50,515.98				
	STEP	1	26.70	48,592.95				
	<b>GRADE</b>	<b>14</b>	<b>HOURLY</b>	<b>ANNUAL</b>	25.68	35.76	46,742.63	65,084.49
	STEP	11	35.76	65,084.49				
	STEP	10	35.41	64,445.04				
	STEP	9	35.06	63,811.93				
	STEP	8	33.71	61,353.46				
	STEP	7	32.42	59,013.29				
	STEP	6	31.19	56,762.18				
	STEP	5	30.00	54,599.24				
	STEP	4	28.86	52,518.07				
	STEP	3	27.76	50,515.98				
	STEP	2	26.70	48,592.95				
	STEP	1	25.68	46,742.62				
	<b>GRADE</b>	<b>15A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	30.00	41.79	54,599.24	76,054.31
	STEP	11	41.79	76,054.32				
	STEP	10	41.38	75,306.25				
	STEP	9	40.97	74,565.60				
	STEP	8	39.39	71,690.19				
	STEP	7	37.89	68,952.88				
	STEP	6	36.43	66,299.18				
	STEP	5	35.05	63,786.33				
	STEP	4	33.71	61,353.46				

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	STEP	3	32.42	59,013.29				
	STEP	2	31.19	56,762.18				
	STEP	1	30.00	54,599.24				
	<b>GRADE 15</b>		<b>HOURLY</b>	<b>ANNUAL</b>	28.86	40.19	52,518.07	73,149.39
	STEP	11	40.19	73,149.40				
	STEP	10	39.80	72,430.09				
	STEP	9	39.41	71,717.91				
	STEP	8	37.89	68,952.88				
	STEP	7	36.43	66,299.18				
	STEP	6	35.05	63,786.33				
	STEP	5	33.71	61,353.46				
	STEP	4	32.42	59,013.29				
	STEP	3	31.19	56,762.18				
	STEP	2	30.00	54,599.24				
	STEP	1	28.86	52,518.07				
	<b>GRADE 16A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	32.42	45.18	59,013.29	82,221.34
	STEP	11	45.18	82,221.34				
	STEP	10	44.73	81,412.22				
	STEP	9	44.29	80,611.11				
	STEP	8	42.58	77,500.18				
	STEP	7	40.95	74,536.57				
	STEP	6	39.39	71,690.19				
	STEP	5	37.89	68,952.88				
	STEP	4	36.43	66,299.18				
	STEP	3	35.05	63,786.33				
	STEP	2	33.71	61,353.46				
	STEP	1	32.42	59,013.29				
	<b>GRADE 16</b>		<b>HOURLY</b>	<b>ANNUAL</b>	31.19	43.45	56,762.19	79,076.32
	STEP	11	43.45	79,076.32				
	STEP	10	43.02	78,298.34				
	STEP	9	42.60	77,528.06				
	STEP	8	40.95	74,536.57				
	STEP	7	39.39	71,690.19				
	STEP	6	37.89	68,952.88				
	STEP	5	36.43	66,299.18				
	STEP	4	35.05	63,786.33				
	STEP	3	33.71	61,353.46				
	STEP	2	32.42	59,013.29				
	STEP	1	31.19	56,762.18				

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	<u>GRADE</u>	<u>17A</u>	<u>HOURLY</u>	<u>ANNUAL</u>	35.05	48.84	63,786.33	88,888.93
	STEP	11	48.84	88,888.93				
	STEP	10	48.36	88,013.79				
	STEP	9	47.88	87,147.32				
	STEP	8	46.03	83,781.83				
	STEP	7	44.25	80,543.76				
	STEP	6	42.58	77,500.18				
	STEP	5	40.95	74,536.57				
	STEP	4	39.39	71,690.19				
	STEP	3	37.89	68,952.88				
	STEP	2	36.43	66,299.18				
	STEP	1	35.05	63,786.33				
	<u>GRADE</u>	<u>17</u>	<u>HOURLY</u>	<u>ANNUAL</u>	33.71	46.95	61,353.46	85,451.21
	STEP	11	46.95	85,451.21				
	STEP	10	46.49	84,610.11				
	STEP	9	46.03	83,777.34				
	STEP	8	44.25	80,543.76				
	STEP	7	42.58	77,500.18				
	STEP	6	40.95	74,536.57				
	STEP	5	39.39	71,690.19				
	STEP	4	37.89	68,952.88				
	STEP	3	36.43	66,299.18				
	STEP	2	35.05	63,786.33				
	STEP	1	33.71	61,353.46				
	<u>GRADE</u>	<u>18A</u>	<u>HOURLY</u>	<u>ANNUAL</u>	39.39	54.90	71,690.19	99,925.77
	STEP	11	54.90	99,925.77				
	STEP	10	54.36	98,941.36				
	STEP	9	53.83	97,966.69				
	STEP	8	51.75	94,181.26				
	STEP	7	49.77	90,577.86				
	STEP	6	47.86	87,113.51				
	STEP	5	46.03	83,781.83				
	STEP	4	44.25	80,543.76				
	STEP	3	42.58	77,500.18				
	STEP	2	40.95	74,536.57				
	STEP	1	39.39	71,690.19				
	<u>GRADE</u>	<u>18</u>	<u>HOURLY</u>	<u>ANNUAL</u>	37.89	52.80	68,952.87	96,100.32
	STEP	11	52.80	96,100.32				



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	STEP	10	52.28	95,153.79				
	STEP	9	51.77	94,216.62				
	STEP	8	49.77	90,577.86				
	STEP	7	47.86	87,113.51				
	STEP	6	46.03	83,781.83				
	STEP	5	44.25	80,543.76				
	STEP	4	42.58	77,500.18				
	STEP	3	40.95	74,536.57				
	STEP	2	39.39	71,690.19				
	STEP	1	37.89	68,952.88				
	<b>GRADE</b>	<b>19A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	42.58	59.36	77,500.18	108,038.10
	STEP	11	59.36	108,038.10				
	STEP	10	58.78	106,973.37				
	STEP	9	58.20	105,919.18				
	STEP	8	55.95	101,825.21				
	STEP	7	53.81	97,930.08				
	STEP	6	51.75	94,181.26				
	STEP	5	49.77	90,577.86				
	STEP	4	47.86	87,113.51				
	STEP	3	46.03	83,781.83				
	STEP	2	44.25	80,543.76				
	STEP	1	42.58	77,500.18				
	<b>GRADE</b>	<b>19</b>	<b>HOURLY</b>	<b>ANNUAL</b>	40.95	57.09	74,536.57	103,903.08
	STEP	11	57.09	103,903.08				
	STEP	10	56.53	102,879.29				
	STEP	9	55.97	101,865.63				
	STEP	8	53.81	97,930.08				
	STEP	7	51.75	94,181.26				
	STEP	6	49.77	90,577.86				
	STEP	5	47.86	87,113.51				
	STEP	4	46.03	83,781.83				
	STEP	3	44.25	80,543.76				
	STEP	2	42.58	77,500.18				
	STEP	1	40.95	74,536.57				
	<b>GRADE</b>	<b>20A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	46.03	64.18	83,781.83	116,812.34
	STEP	11	64.18	116,812.34				
	STEP	10	63.55	115,660.73				
	STEP	9	62.92	114,520.52				
	STEP	8	60.49	110,092.61				

# Compensation Rates

04/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afsme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	7	58.18	105,879.39				
	STEP	6	55.95	101,825.21				
	STEP	5	53.81	97,930.08				
	STEP	4	51.75	94,181.26				
	STEP	3	49.77	90,577.86				
	STEP	2	47.86	87,113.51				
	STEP	1	46.03	83,781.83				
	<b>GRADE</b>	<b>20</b>	<b>HOURLY</b>	<b>ANNUAL</b>	44.25	61.73	80,543.76	112,340.42
	STEP	11	61.73	112,340.42				
	STEP	10	61.12	111,233.10				
	STEP	9	60.51	110,136.73				
	STEP	8	58.18	105,879.39				
	STEP	7	55.95	101,825.21				
	STEP	6	53.81	97,930.08				
	STEP	5	51.75	94,181.26				
	STEP	4	49.77	90,577.86				
	STEP	3	47.86	87,113.51				
	STEP	2	46.03	83,781.83				
	STEP	1	44.25	80,543.76				
	<b>GRADE</b>	<b>21A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	49.77	69.40	90,577.86	126,304.25
	STEP	11	69.40	126,304.25				
	STEP	10	68.71	125,058.66				
	STEP	9	68.04	123,825.41				
	STEP	8	65.40	119,036.14				
	STEP	7	62.90	114,478.49				
	STEP	6	60.49	110,092.61				
	STEP	5	58.18	105,879.39				
	STEP	4	55.95	101,825.21				
	STEP	3	53.81	97,930.08				
	STEP	2	51.75	94,181.26				
	STEP	1	49.77	90,577.86				
	<b>GRADE</b>	<b>21</b>	<b>HOURLY</b>	<b>ANNUAL</b>	47.86	66.74	87,113.51	121,466.67
	STEP	11	66.74	121,466.67				
	STEP	10	66.08	120,268.98				
	STEP	9	65.43	119,083.15				
	STEP	8	62.90	114,478.49				
	STEP	7	60.49	110,092.61				
	STEP	6	58.18	105,879.39				
	STEP	5	55.95	101,825.21				

# Compensation Rates

04/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	4	53.81	97,930.08				
	STEP	3	51.75	94,181.26				
	STEP	2	49.77	90,577.86				
	STEP	1	47.86	87,113.51				
	<b>GRADE</b>	<b>22A</b>	<b>HOURLY</b>	<b>ANNUAL</b>	53.81	75.04	97,930.08	136,568.21
	STEP	11	75.04	136,568.21				
	STEP	10	74.30	135,221.00				
	STEP	9	73.56	133,887.13				
	STEP	8	70.72	128,707.62				
	STEP	7	68.01	123,777.37				
	STEP	6	65.40	119,036.14				
	STEP	5	62.90	114,478.49				
	STEP	4	60.49	110,092.61				
	STEP	3	58.18	105,879.39				
	STEP	2	55.95	101,825.21				
	STEP	1	53.81	97,930.08				
	<b>GRADE</b>	<b>22</b>	<b>HOURLY</b>	<b>ANNUAL</b>	51.75	72.16	94,181.27	131,335.27
	STEP	11	72.16	131,335.27				
	STEP	10	71.45	130,039.87				
	STEP	9	70.75	128,757.30				
	STEP	8	68.01	123,777.37				
	STEP	7	65.40	119,036.14				
	STEP	6	62.90	114,478.49				
	STEP	5	60.49	110,092.61				
	STEP	4	58.18	105,879.39				
	STEP	3	55.95	101,825.21				
	STEP	2	53.81	97,930.08				
	STEP	1	51.75	94,181.26				