

Compensation Rates

10/10/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE		HOURLY	ANNUAL				
	5				18.65	22.20	38,799.22	46,168.37
	STEP	11	22.20	46,168.37				
	STEP	10	21.98	45,718.94				
	STEP	9	21.77	45,273.95				
	STEP	8	20.94	43,546.67				
	STEP	7	20.14	41,901.48				
	STEP	6	19.38	40,319.61				
	STEP	5	18.65	38,799.22				
	05L				17.27	22.20	35,931.46	46,168.37
	STEP	11	22.20	46,168.37				
	STEP	10	21.98	45,718.94				
	STEP	9	21.77	45,273.95				
	STEP	8	20.94	43,546.67				
	STEP	7	20.14	41,901.48				
	STEP	6	19.38	40,319.61				
	STEP	5	18.65	38,799.22				
	STEP	4	17.95	37,336.50				
	STEP	3	17.27	35,931.46				
	6				16.62	23.07	34,577.47	47,986.47
	STEP	11	23.07	47,986.46				
	STEP	10	22.85	47,519.03				
	STEP	9	22.62	47,056.22				
	STEP	8	21.76	45,259.01				
	STEP	7	20.94	43,546.67				
	STEP	6	20.14	41,901.48				
	STEP	5	19.38	40,319.61				
	STEP	4	18.65	38,799.22				
	STEP	3	17.95	37,336.50				
	STEP	2	17.27	35,931.46				
	STEP	1	16.62	34,577.48				
	06L				18.65	23.07	38,799.22	47,986.47
	STEP	11	23.07	47,986.46				
	STEP	10	22.85	47,519.03				
	STEP	9	22.62	47,056.22				
	STEP	8	21.76	45,259.01				
	STEP	7	20.94	43,546.67				
	STEP	6	20.14	41,901.48				
	STEP	5	19.38	40,319.61				
	STEP	4	18.65	38,799.22				

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Salary Plan Code:

RA1	<i>Afscme/40hrs</i>		<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE	7	HOURLY	ANNUAL		
	STEP	11	23.98	49,872.40		
	STEP	10	23.74	49,386.29		
	STEP	9	23.51	48,905.00		
	STEP	8	22.61	47,036.58		
	STEP	7	21.76	45,259.01		
	STEP	6	20.94	43,546.67		
	STEP	5	20.14	41,901.48		
	STEP	4	19.38	40,319.61		
	STEP	3	18.65	38,799.22		
	STEP	2	17.95	37,336.50		
	STEP	1	17.27	35,931.46		
	GRADE	07L	HOURLY	ANNUAL		
	STEP	11	23.98	49,872.40		
	STEP	10	23.74	49,386.29		
	STEP	9	23.51	48,905.00		
	STEP	8	22.61	47,036.58		
	STEP	7	21.76	45,259.01		
	STEP	6	20.94	43,546.67		
	STEP	5	20.14	41,901.48		
	STEP	4	19.38	40,319.61		
	STEP	3	18.65	38,799.22		
	GRADE	8	HOURLY	ANNUAL		
	STEP	11	24.92	51,835.14		
	STEP	10	24.68	51,329.60		
	STEP	9	24.44	50,829.06		
	STEP	8	23.50	48,886.02		
	STEP	7	22.61	47,036.58		
	STEP	6	21.76	45,259.01		
	STEP	5	20.94	43,546.67		
	STEP	4	20.14	41,901.48		
	STEP	3	19.38	40,319.61		
	STEP	2	18.65	38,799.22		
	STEP	1	17.95	37,336.50		
	GRADE	08L	HOURLY	ANNUAL		
	STEP	11	24.92	51,835.14		
	STEP	10	24.68	51,329.60		
	STEP	9	24.44	50,829.06		

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Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	8	23.50	48,886.02			
	STEP	7	22.61	47,036.58			
	STEP	6	21.76	45,259.01			
	STEP	5	20.94	43,546.67			
	STEP	4	20.14	41,901.48			
	STEP	3	19.38	40,319.61			
	GRADE 9		HOURLY	ANNUAL	18.65	25.90	38,799.22 53,878.52
	STEP	11	25.90	53,878.52			
	STEP	10	25.65	53,352.75			
	STEP	9	25.40	52,832.18			
	STEP	8	24.43	50,811.10			
	STEP	7	23.50	48,886.02			
	STEP	6	22.61	47,036.58			
	STEP	5	21.76	45,259.01			
	STEP	4	20.94	43,546.67			
	STEP	3	20.14	41,901.48			
	STEP	2	19.38	40,319.61			
	STEP	1	18.65	38,799.22			
	GRADE 09L		HOURLY	ANNUAL	20.14	25.90	41,901.48 53,878.52
	STEP	11	25.90	53,878.52			
	STEP	10	25.65	53,352.75			
	STEP	9	25.40	52,832.18			
	STEP	8	24.43	50,811.10			
	STEP	7	23.50	48,886.02			
	STEP	6	22.61	47,036.58			
	STEP	5	21.76	45,259.01			
	STEP	4	20.94	43,546.67			
	STEP	3	20.14	41,901.48			
	GRADE 10L		HOURLY	ANNUAL	20.94	26.92	43,546.67 56,002.58
	STEP	11	26.92	56,002.58			
	STEP	10	26.66	55,455.78			
	STEP	9	26.40	54,914.39			
	STEP	8	25.39	52,811.82			
	STEP	7	24.43	50,811.10			
	STEP	6	23.50	48,886.02			
	STEP	5	22.61	47,036.58			
	STEP	4	21.76	45,259.01			
	STEP	3	20.94	43,546.67			
	GRADE 10		HOURLY	ANNUAL	19.38	26.92	40,319.61 56,002.58

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			Hourly Range		Annual Range	
	STEP	11	26.92	56,002.58			
	STEP	10	26.66	55,455.78			
	STEP	9	26.40	54,914.39			
	STEP	8	25.39	52,811.82			
	STEP	7	24.43	50,811.10			
	STEP	6	23.50	48,886.02			
	STEP	5	22.61	47,036.58			
	STEP	4	21.76	45,259.01			
	STEP	3	20.94	43,546.67			
	STEP	2	20.14	41,901.48			
	STEP	1	19.38	40,319.61			
	GRADE	11L	HOURLY	ANNUAL	21.76	27.99	45,259.01 58,213.21
	STEP	11	27.99	58,213.21			
	STEP	10	27.71	57,644.52			
	STEP	9	27.44	57,081.46			
	STEP	8	26.39	54,894.80			
	STEP	7	25.39	52,811.82			
	STEP	6	24.43	50,811.10			
	STEP	5	23.50	48,886.02			
	STEP	4	22.61	47,036.58			
	STEP	3	21.76	45,259.01			
	GRADE	11	HOURLY	ANNUAL	20.14	27.99	41,901.48 58,213.21
	STEP	11	27.99	58,213.21			
	STEP	10	27.71	57,644.52			
	STEP	9	27.44	57,081.46			
	STEP	8	26.39	54,894.80			
	STEP	7	25.39	52,811.82			
	STEP	6	24.43	50,811.10			
	STEP	5	23.50	48,886.02			
	STEP	4	22.61	47,036.58			
	STEP	3	21.76	45,259.01			
	STEP	2	20.94	43,546.67			
	STEP	1	20.14	41,901.48			
	GRADE	12L	HOURLY	ANNUAL	22.61	29.09	47,036.58 60,510.43
	STEP	11	29.09	60,510.43			
	STEP	10	28.81	59,919.00			
	STEP	9	28.53	59,333.41			
	STEP	8	27.43	57,060.04			
	STEP	7	26.39	54,894.80			

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP							
	STEP	6	25.39	52,811.82				
	STEP	5	24.43	50,811.10				
	STEP	4	23.50	48,886.02				
	STEP	3	22.61	47,036.58				
	GRADE	12	HOURLY	ANNUAL	20.94	29.09	43,546.67	60,510.43
	STEP	11	29.09	60,510.43				
	STEP	10	28.81	59,919.00				
	STEP	9	28.53	59,333.41				
	STEP	8	27.43	57,060.04				
	STEP	7	26.39	54,894.80				
	STEP	6	25.39	52,811.82				
	STEP	5	24.43	50,811.10				
	STEP	4	23.50	48,886.02				
	STEP	3	22.61	47,036.58				
	STEP	2	21.76	45,259.01				
	STEP	1	20.94	43,546.67				
	GRADE	13A	HOURLY	ANNUAL	22.61	31.44	47,036.58	65,385.21
	STEP	11	31.44	65,385.21				
	STEP	10	31.13	64,745.52				
	STEP	9	30.82	64,112.15				
	STEP	8	29.64	61,652.42				
	STEP	7	28.51	59,310.37				
	STEP	6	27.43	57,060.04				
	STEP	5	26.39	54,894.80				
	STEP	4	25.39	52,811.82				
	STEP	3	24.43	50,811.10				
	STEP	2	23.50	48,886.02				
	STEP	1	22.61	47,036.58				
	GRADE	13	HOURLY	ANNUAL	21.76	30.24	45,259.01	62,900.10
	STEP	11	30.24	62,900.10				
	STEP	10	29.94	62,285.01				
	STEP	9	29.65	61,676.00				
	STEP	8	28.51	59,310.37				
	STEP	7	27.43	57,060.04				
	STEP	6	26.39	54,894.80				
	STEP	5	25.39	52,811.82				
	STEP	4	24.43	50,811.10				
	STEP	3	23.50	48,886.02				
	STEP	2	22.61	47,036.58				

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	1	21.76	45,259.01			
	GRADE	14A	HOURLY	ANNUAL	24.43	33.97	50,811.10 70,655.52
	STEP	11	33.97	70,655.52			
	STEP	10	33.64	69,963.63			
	STEP	9	33.31	69,278.60			
	STEP	8	32.03	66,618.29			
	STEP	7	30.81	64,087.13			
	STEP	6	29.64	61,652.42			
	STEP	5	28.51	59,310.37			
	STEP	4	27.43	57,060.04			
	STEP	3	26.39	54,894.80			
	STEP	2	25.39	52,811.82			
	STEP	1	24.43	50,811.10			
	GRADE	14	HOURLY	ANNUAL	23.50	32.68	48,886.02 67,968.72
	STEP	11	32.68	67,968.72			
	STEP	10	32.36	67,303.44			
	STEP	9	32.04	66,644.75			
	STEP	8	30.81	64,087.13			
	STEP	7	29.64	61,652.42			
	STEP	6	28.51	59,310.37			
	STEP	5	27.43	57,060.04			
	STEP	4	26.39	54,894.80			
	STEP	3	25.39	52,811.82			
	STEP	2	24.43	50,811.10			
	STEP	1	23.50	48,886.02			
	GRADE	15A	HOURLY	ANNUAL	27.43	38.16	57,060.03 79,381.96
	STEP	11	38.16	79,381.96			
	STEP	10	37.79	78,603.67			
	STEP	9	37.42	77,833.10			
	STEP	8	35.98	74,841.47			
	STEP	7	34.61	71,993.57			
	STEP	6	33.28	69,232.66			
	STEP	5	32.03	66,618.29			
	STEP	4	30.81	64,087.13			
	STEP	3	29.64	61,652.42			
	STEP	2	28.51	59,310.37			
	STEP	1	27.43	57,060.04			
	GRADE	15	HOURLY	ANNUAL	26.39	36.71	54,894.80 76,359.68

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Salary Plan Code:

RA1	Apscme/40hrs			Hourly Range		Annual Range		
	STEP	11	36.71	76,359.68				
	STEP	10	36.35	75,611.32				
	STEP	9	36.00	74,870.37				
	STEP	8	34.61	71,993.57				
	STEP	7	33.28	69,232.66				
	STEP	6	32.03	66,618.29				
	STEP	5	30.81	64,087.13				
	STEP	4	29.64	61,652.42				
	STEP	3	28.51	59,310.37				
	STEP	2	27.43	57,060.04				
	STEP	1	26.39	54,894.80				
	GRADE	16A	HOURLY	ANNUAL	29.64	41.25	61,652.42	85,797.41
	STEP	11	41.25	85,797.41				
	STEP	10	40.84	84,955.61				
	STEP	9	40.44	84,122.14				
	STEP	8	38.89	80,886.18				
	STEP	7	37.41	77,802.84				
	STEP	6	35.98	74,841.47				
	STEP	5	34.61	71,993.57				
	STEP	4	33.28	69,232.66				
	STEP	3	32.03	66,618.29				
	STEP	2	30.81	64,087.13				
	STEP	1	29.64	61,652.42				
	GRADE	16	HOURLY	ANNUAL	28.51	39.68	59,310.37	82,525.24
	STEP	11	39.68	82,525.24				
	STEP	10	39.29	81,715.84				
	STEP	9	38.90	80,914.45				
	STEP	8	37.41	77,802.84				
	STEP	7	35.98	74,841.47				
	STEP	6	34.61	71,993.57				
	STEP	5	33.28	69,232.66				
	STEP	4	32.03	66,618.29				
	STEP	3	30.81	64,087.13				
	STEP	2	29.64	61,652.42				
	STEP	1	28.51	59,310.37				
	GRADE	17A	HOURLY	ANNUAL	32.03	44.58	66,618.29	92,734.30
	STEP	11	44.58	92,734.30				
	STEP	10	44.15	91,823.81				
	STEP	9	43.71	90,922.34				

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	Apscme/40hrs			Hourly Range		Annual Range		
	STEP	8	42.03	87,421.60				
	STEP	7	40.41	84,052.72				
	STEP	6	38.89	80,886.18				
	STEP	5	37.41	77,802.84				
	STEP	4	35.98	74,841.47				
	STEP	3	34.61	71,993.57				
	STEP	2	33.28	69,232.66				
	STEP	1	32.03	66,618.29				
	GRADE	17	HOURLY	ANNUAL	30.81	42.86	64,087.13	89,159.10
	STEP	11	42.86	89,159.10				
	STEP	10	42.44	88,284.02				
	STEP	9	42.03	87,417.59				
	STEP	8	40.41	84,052.72				
	STEP	7	38.89	80,886.18				
	STEP	6	37.41	77,802.84				
	STEP	5	35.98	74,841.47				
	STEP	4	34.61	71,993.57				
	STEP	3	33.28	69,232.66				
	STEP	2	32.03	66,618.29				
	STEP	1	30.81	64,087.13				
	GRADE	18A	HOURLY	ANNUAL	35.98	50.10	74,841.47	104,217.37
	STEP	11	50.10	104,217.38				
	STEP	10	49.61	103,193.20				
	STEP	9	49.12	102,179.16				
	STEP	8	47.23	98,241.18				
	STEP	7	45.43	94,492.20				
	STEP	6	43.70	90,887.88				
	STEP	5	42.03	87,421.60				
	STEP	4	40.41	84,052.72				
	STEP	3	38.89	80,886.18				
	STEP	2	37.41	77,802.84				
	STEP	1	35.98	74,841.47				
	GRADE	18	HOURLY	ANNUAL	34.61	48.19	71,993.57	100,237.85
	STEP	11	48.19	100,237.85				
	STEP	10	47.72	99,253.07				
	STEP	9	47.25	98,278.04				
	STEP	8	45.43	94,492.20				
	STEP	7	43.70	90,887.88				
	STEP	6	42.03	87,421.60				

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Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	5	40.41	84,052.72			
	STEP	4	38.89	80,886.18			
	STEP	3	37.41	77,802.84			
	STEP	2	35.98	74,841.47			
	STEP	1	34.61	71,993.57			
	GRADE	19A	HOURLY	ANNUAL	38.89	54.16	80,886.18 112,657.53
	STEP	11	54.16	112,657.53			
	STEP	10	53.63	111,549.78			
	STEP	9	53.10	110,453.00			
	STEP	8	51.05	106,193.94			
	STEP	7	49.11	102,141.45			
	STEP	6	47.23	98,241.18			
	STEP	5	45.43	94,492.20			
	STEP	4	43.70	90,887.88			
	STEP	3	42.03	87,421.60			
	STEP	2	40.41	84,052.72			
	STEP	1	38.89	80,886.18			
	GRADE	19	HOURLY	ANNUAL	37.41	52.09	77,802.84 108,356.29
	STEP	11	52.09	108,356.29			
	STEP	10	51.58	107,291.13			
	STEP	9	51.08	106,236.52			
	STEP	8	49.11	102,141.45			
	STEP	7	47.23	98,241.18			
	STEP	6	45.43	94,492.20			
	STEP	5	43.70	90,887.88			
	STEP	4	42.03	87,421.61			
	STEP	3	40.41	84,052.72			
	STEP	2	38.89	80,886.18			
	STEP	1	37.41	77,802.84			
	GRADE	20A	HOURLY	ANNUAL	42.03	58.55	87,421.61 121,786.34
	STEP	11	58.55	121,786.34			
	STEP	10	57.98	120,588.21			
	STEP	9	57.40	119,401.95			
	STEP	8	55.19	114,795.33			
	STEP	7	53.08	110,411.91			
	STEP	6	51.05	106,193.94			
	STEP	5	49.11	102,141.45			
	STEP	4	47.23	98,241.18			
	STEP	3	45.43	94,492.20			

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Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	2	43.70	90,887.88			
	STEP	1	42.03	87,421.60			
	GRADE	20	HOURLY	ANNUAL	40.41	56.31	84,052.72 117,133.87
	STEP	11	56.31	117,133.87			
	STEP	10	55.76	115,981.81			
	STEP	9	55.21	114,841.15			
	STEP	8	53.08	110,411.91			
	STEP	7	51.05	106,193.94			
	STEP	6	49.11	102,141.45			
	STEP	5	47.23	98,241.18			
	STEP	4	45.43	94,492.20			
	STEP	3	43.70	90,887.88			
	STEP	2	42.03	87,421.60			
	STEP	1	40.41	84,052.72			
	GRADE	21A	HOURLY	ANNUAL	45.43	63.30	94,492.20 131,661.88
	STEP	11	63.30	131,661.88			
	STEP	10	62.68	130,365.97			
	STEP	9	62.06	129,082.89			
	STEP	8	59.66	124,100.19			
	STEP	7	57.38	119,358.41			
	STEP	6	55.19	114,795.33			
	STEP	5	53.08	110,411.91			
	STEP	4	51.05	106,193.94			
	STEP	3	49.11	102,141.45			
	STEP	2	47.23	98,241.18			
	STEP	1	45.43	94,492.20			
	GRADE	21	HOURLY	ANNUAL	43.70	60.88	90,887.88 126,628.68
	STEP	11	60.88	126,628.68			
	STEP	10	60.28	125,382.60			
	STEP	9	59.69	124,148.87			
	STEP	8	57.38	119,358.41			
	STEP	7	55.19	114,795.33			
	STEP	6	53.08	110,411.91			
	STEP	5	51.05	106,193.94			
	STEP	4	49.11	102,141.45			
	STEP	3	47.23	98,241.18			
	STEP	2	45.43	94,492.20			
	STEP	1	43.70	90,887.88			
	GRADE	22A	HOURLY	ANNUAL	49.11	68.43	102,141.45 142,341.18

Compensation Rates

10/10/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			Hourly Range		Annual Range	
	STEP	11	68.43	142,341.18			
	STEP	10	67.76	140,939.54			
	STEP	9	67.09	139,551.77			
	STEP	8	64.50	134,162.40			
	STEP	7	62.04	129,032.97			
	STEP	6	59.66	124,100.19			
	STEP	5	57.38	119,358.41			
	STEP	4	55.19	114,795.33			
	STEP	3	53.08	110,411.91			
	STEP	2	51.05	106,193.94			
	STEP	1	49.11	102,141.45			
	GRADE	22	HOURLY	ANNUAL	47.23	65.82	98,241.18 136,896.21
	STEP	11	65.82	136,896.21			
	STEP	10	65.17	135,548.47			
	STEP	9	64.53	134,214.09			
	STEP	8	62.03	129,032.77			
	STEP	7	59.66	124,100.19			
	STEP	6	57.38	119,358.41			
	STEP	5	55.19	114,795.33			
	STEP	4	53.08	110,411.92			
	STEP	3	51.20	106,505.45			
	STEP	2	49.11	102,141.45			
	STEP	1	47.23	98,241.18			