

Compensation Rates

10/10/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE		HOURLY	ANNUAL			
	5				18.28	25.37	33,278.34 46,168.57
	STEP	11	25.37	46,168.57			
	STEP	10	25.12	45,719.12			
	STEP	9	24.88	45,274.14			
	STEP	8	23.93	43,546.68			
	STEP	7	23.02	41,901.47			
	STEP	6	22.15	40,319.62			
	STEP	5	21.32	38,799.23			
	STEP	4	20.51	37,336.51			
	STEP	3	19.74	35,931.47			
	STEP	2	19.00	34,577.49			
	STEP	1	18.28	33,278.34			
	GRADE	05L	HOURLY	ANNUAL	19.74	25.37	35,931.47 46,168.57
	STEP	11	25.37	46,168.57			
	STEP	10	25.12	45,719.12			
	STEP	9	24.88	45,274.14			
	STEP	8	23.93	43,546.68			
	STEP	7	23.02	41,901.47			
	STEP	6	22.15	40,319.62			
	STEP	5	21.32	38,799.23			
	STEP	4	20.51	37,336.51			
	STEP	3	19.74	35,931.47			
	GRADE	6	HOURLY	ANNUAL	19.00	26.37	34,577.49 47,986.87
	STEP	11	26.37	47,986.87			
	STEP	10	26.11	47,519.43			
	STEP	9	25.86	47,056.62			
	STEP	8	24.87	45,259.02			
	STEP	7	23.93	43,546.68			
	STEP	6	23.02	41,901.47			
	STEP	5	22.15	40,319.62			
	STEP	4	21.32	38,799.23			
	STEP	3	20.51	37,336.51			
	STEP	2	19.74	35,931.47			
	STEP	1	19.00	34,577.49			
	GRADE	06L	HOURLY	ANNUAL	20.51	26.37	37,336.51 47,986.87
	STEP	11	26.37	47,986.87			
	STEP	10	26.11	47,519.43			
	STEP	9	25.86	47,056.62			
	STEP	8	24.87	45,259.02			

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RA	City Clericals Afscme				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	23.93	43,546.68				
	STEP	6	23.02	41,901.47				
	STEP	5	22.15	40,319.62				
	STEP	4	21.32	38,799.23				
	STEP	3	20.51	37,336.51				
	GRADE	7	HOURLY	ANNUAL	19.74	27.40	35,931.47	49,872.40
	STEP	11	27.40	49,872.40				
	STEP	10	27.14	49,386.30				
	STEP	9	26.87	48,904.99				
	STEP	8	25.84	47,036.59				
	STEP	7	24.87	45,259.02				
	STEP	6	23.93	43,546.68				
	STEP	5	23.02	41,901.47				
	STEP	4	22.15	40,319.62				
	STEP	3	21.32	38,799.23				
	STEP	2	20.51	37,336.51				
	STEP	1	19.74	35,931.47				
	GRADE	07L	HOURLY	ANNUAL	21.32	27.40	38,799.23	49,872.40
	STEP	11	27.40	49,872.40				
	STEP	10	27.14	49,386.30				
	STEP	9	26.87	48,904.99				
	STEP	8	25.84	47,036.59				
	STEP	7	24.87	45,259.02				
	STEP	6	23.93	43,546.68				
	STEP	5	23.02	41,901.47				
	STEP	4	22.15	40,319.62				
	STEP	3	21.32	38,799.23				
	GRADE	8	HOURLY	ANNUAL	20.51	28.48	37,336.88	51,835.34
	STEP	11	28.48	51,835.34				
	STEP	10	28.20	51,329.80				
	STEP	9	27.93	50,829.26				
	STEP	8	26.86	48,886.02				
	STEP	7	25.84	47,036.59				
	STEP	6	24.87	45,259.02				
	STEP	5	23.93	43,546.68				
	STEP	4	23.02	41,901.68				
	STEP	3	22.15	40,319.62				
	STEP	2	21.32	38,799.21				
	STEP	1	20.51	37,336.88				

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Salary Plan Code:

RA	City Clericals Afsme				<u>Hourly Range</u>		<u>Annual Range</u>	
	<u>GRADE</u>	<u>08L</u>	<u>HOURLY</u>	<u>ANNUAL</u>	22.15	28.48	40,319.62	51,835.34
	STEP	11	28.48	51,835.34				
	STEP	10	28.20	51,329.80				
	STEP	9	27.93	50,829.26				
	STEP	8	26.86	48,886.02				
	STEP	7	25.84	47,036.59				
	STEP	6	24.87	45,259.02				
	STEP	5	23.93	43,546.68				
	STEP	4	23.02	41,901.47				
	STEP	3	22.15	40,319.62				
	<u>GRADE</u>	<u>9</u>	<u>HOURLY</u>	<u>ANNUAL</u>	21.32	29.60	38,799.23	53,879.62
	STEP	11	29.60	53,879.62				
	STEP	10	29.32	53,353.84				
	STEP	9	29.03	52,833.26				
	STEP	8	27.92	50,811.10				
	STEP	7	26.86	48,886.02				
	STEP	6	25.84	47,036.59				
	STEP	5	24.87	45,259.02				
	STEP	4	23.93	43,546.68				
	STEP	3	23.02	41,901.47				
	STEP	2	22.15	40,319.62				
	STEP	1	21.32	38,799.23				
	<u>GRADE</u>	<u>09L</u>	<u>HOURLY</u>	<u>ANNUAL</u>	23.02	29.60	41,901.47	53,879.62
	STEP	11	29.60	53,879.62				
	STEP	10	29.32	53,353.84				
	STEP	9	29.03	52,833.26				
	STEP	8	27.92	50,811.10				
	STEP	7	26.86	48,886.02				
	STEP	6	25.84	47,036.59				
	STEP	5	24.87	45,259.02				
	STEP	4	23.93	43,546.68				
	STEP	3	23.02	41,901.47				
	<u>GRADE</u>	<u>10L</u>	<u>HOURLY</u>	<u>ANNUAL</u>	23.93	30.77	43,546.68	56,002.46
	STEP	11	30.77	56,002.46				
	STEP	10	30.47	55,455.65				
	STEP	9	30.17	54,914.26				
	STEP	8	29.02	52,811.82				
	STEP	7	27.92	50,811.10				

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for Each Grade

Salary Plan Code:

RA	City Clericals Afscme			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	26.86	48,886.02			
	STEP	5	25.84	47,036.59			
	STEP	4	24.87	45,259.02			
	STEP	3	23.93	43,546.68			
	GRADE	10	HOURLY	ANNUAL	22.15	30.77	40,319.62 56,002.46
	STEP	11	30.77	56,002.46			
	STEP	10	30.47	55,455.65			
	STEP	9	30.17	54,914.26			
	STEP	8	29.02	52,811.82			
	STEP	7	27.92	50,811.10			
	STEP	6	26.86	48,886.02			
	STEP	5	25.84	47,036.59			
	STEP	4	24.87	45,259.02			
	STEP	3	23.93	43,546.68			
	STEP	2	23.02	41,901.47			
	STEP	1	22.15	40,319.62			
	GRADE	11L	HOURLY	ANNUAL	24.87	31.98	45,259.02 58,212.68
	STEP	11	31.98	58,212.68			
	STEP	10	31.67	57,644.00			
	STEP	9	31.36	57,080.94			
	STEP	8	30.16	54,894.80			
	STEP	7	29.02	52,811.82			
	STEP	6	27.92	50,811.10			
	STEP	5	26.86	48,886.02			
	STEP	4	25.84	47,036.59			
	STEP	3	24.87	45,259.02			
	GRADE	11	HOURLY	ANNUAL	23.02	31.98	41,901.47 58,212.68
	STEP	11	31.98	58,212.68			
	STEP	10	31.67	57,644.00			
	STEP	9	31.36	57,080.94			
	STEP	8	30.16	54,894.80			
	STEP	7	29.02	52,811.82			
	STEP	6	27.92	50,811.10			
	STEP	5	26.86	48,886.02			
	STEP	4	25.84	47,036.59			
	STEP	3	24.87	45,259.02			
	STEP	2	23.93	43,546.68			
	STEP	1	23.02	41,901.47			
	GRADE	12L	HOURLY	ANNUAL	25.84	33.25	47,036.59 60,511.17

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for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>				Hourly Range		Annual Range	
	STEP	11	33.25	60,511.17				
	STEP	10	32.92	59,919.73				
	STEP	9	32.60	59,334.14				
	STEP	8	31.35	57,060.05				
	STEP	7	30.16	54,894.80				
	STEP	6	29.02	52,811.82				
	STEP	5	27.92	50,811.10				
	STEP	4	26.86	48,886.02				
	STEP	3	25.84	47,036.59				
	GRADE	12	HOURLY	ANNUAL	23.93	33.25	43,546.68	60,511.17
	STEP	11	33.25	60,511.17				
	STEP	10	32.92	59,919.73				
	STEP	9	32.60	59,334.14				
	STEP	8	31.35	57,060.05				
	STEP	7	30.16	54,894.80				
	STEP	6	29.02	52,811.82				
	STEP	5	27.92	50,811.10				
	STEP	4	26.86	48,886.02				
	STEP	3	25.84	47,036.59				
	STEP	2	24.87	45,259.02				
	STEP	1	23.93	43,546.68				
	GRADE	13A	HOURLY	ANNUAL	25.84	35.93	47,036.59	65,385.31
	STEP	11	35.93	65,385.31				
	STEP	10	35.57	64,745.60				
	STEP	9	35.23	64,112.23				
	STEP	8	33.87	61,652.42				
	STEP	7	32.59	59,310.38				
	STEP	6	31.35	57,060.05				
	STEP	5	30.16	54,894.80				
	STEP	4	29.02	52,811.82				
	STEP	3	27.92	50,811.10				
	STEP	2	26.86	48,886.02				
	STEP	1	25.84	47,036.59				
	GRADE	13	HOURLY	ANNUAL	24.87	34.56	45,259.02	62,899.69
	STEP	11	34.56	62,899.69				
	STEP	10	34.22	62,284.59				
	STEP	9	33.89	61,675.59				
	STEP	8	32.59	59,310.38				
	STEP	7	31.35	57,060.05				

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	City Clericals Afscme				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	30.16	54,894.80				
	STEP	5	29.02	52,811.82				
	STEP	4	27.92	50,811.10				
	STEP	3	26.86	48,886.02				
	STEP	2	25.84	47,036.59				
	STEP	1	24.87	45,259.02				
	GRADE	14A	HOURLY	ANNUAL	27.92	38.82	50,811.10	70,655.76
	STEP	11	38.82	70,655.76				
	STEP	10	38.44	69,963.88				
	STEP	9	38.07	69,278.85				
	STEP	8	36.60	66,618.30				
	STEP	7	35.21	64,087.14				
	STEP	6	33.87	61,652.42				
	STEP	5	32.59	59,310.38				
	STEP	4	31.35	57,060.05				
	STEP	3	30.16	54,894.80				
	STEP	2	29.02	52,811.82				
	STEP	1	27.92	50,811.10				
	GRADE	14	HOURLY	ANNUAL	26.86	37.35	48,886.02	67,968.90
	STEP	11	37.35	67,968.90				
	STEP	10	36.98	67,303.62				
	STEP	9	36.62	66,644.93				
	STEP	8	35.21	64,087.14				
	STEP	7	33.87	61,652.42				
	STEP	6	32.59	59,310.38				
	STEP	5	31.35	57,060.05				
	STEP	4	30.16	54,894.80				
	STEP	3	29.02	52,811.82				
	STEP	2	27.92	50,811.10				
	STEP	1	26.86	48,886.02				
	GRADE	15A	HOURLY	ANNUAL	31.35	43.62	57,060.05	79,381.91
	STEP	11	43.62	79,381.91				
	STEP	10	43.19	78,603.62				
	STEP	9	42.77	77,833.04				
	STEP	8	41.12	74,841.47				
	STEP	7	39.56	71,993.57				
	STEP	6	38.04	69,232.66				
	STEP	5	36.60	66,618.30				
	STEP	4	35.21	64,087.14				

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Salary Plan Code:

RA	City Clericals Afscme				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	3	33.87	61,652.42				
	STEP	2	32.59	59,310.38				
	STEP	1	31.35	57,060.05				
	GRADE	15	HOURLY	ANNUAL	30.16	41.96	54,894.80	76,359.63
	STEP	11	41.96	76,359.63				
	STEP	10	41.54	75,611.27				
	STEP	9	41.14	74,870.31				
	STEP	8	39.56	71,993.57				
	STEP	7	38.04	69,232.66				
	STEP	6	36.60	66,618.30				
	STEP	5	35.21	64,087.14				
	STEP	4	33.87	61,652.42				
	STEP	3	32.59	59,310.38				
	STEP	2	31.35	57,060.05				
	STEP	1	30.16	54,894.80				
	GRADE	16A	HOURLY	ANNUAL	33.87	47.14	61,652.43	85,798.08
	STEP	11	47.14	85,798.08				
	STEP	10	46.68	84,956.27				
	STEP	9	46.22	84,122.80				
	STEP	8	44.44	80,886.18				
	STEP	7	42.75	77,802.84				
	STEP	6	41.12	74,841.47				
	STEP	5	39.56	71,993.57				
	STEP	4	38.04	69,232.66				
	STEP	3	36.60	66,618.30				
	STEP	2	35.21	64,087.14				
	STEP	1	33.87	61,652.42				
	GRADE	16	HOURLY	ANNUAL	32.59	45.34	59,310.37	82,526.00
	STEP	11	45.34	82,526.00				
	STEP	10	44.90	81,716.58				
	STEP	9	44.46	80,915.19				
	STEP	8	42.75	77,802.84				
	STEP	7	41.12	74,841.47				
	STEP	6	39.56	71,993.57				
	STEP	5	38.04	69,232.66				
	STEP	4	36.60	66,618.30				
	STEP	3	35.21	64,087.14				
	STEP	2	33.87	61,652.42				
	STEP	1	32.59	59,310.38				

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Salary Plan Code:

RA	City Clericals Afsme			<u>Hourly Range</u>		<u>Annual Range</u>	
	<u>GRADE</u>	<u>17A</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	50.95	92,735.04			
	STEP	10	50.45	91,824.55			
	STEP	9	49.96	90,923.07			
	STEP	8	48.03	87,421.61			
	STEP	7	46.18	84,052.72			
	STEP	6	44.44	80,886.18			
	STEP	5	42.75	77,802.84			
	STEP	4	41.12	74,841.47			
	STEP	3	39.56	71,993.57			
	STEP	2	38.04	69,232.66			
	STEP	1	36.60	66,618.30			
	<u>GRADE</u>	<u>17</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	48.99	89,158.44			
	STEP	10	48.51	88,283.36			
	STEP	9	48.03	87,416.94			
	STEP	8	46.18	84,052.72			
	STEP	7	44.44	80,886.18			
	STEP	6	42.75	77,802.84			
	STEP	5	41.12	74,841.47			
	STEP	4	39.56	71,993.57			
	STEP	3	38.04	69,232.66			
	STEP	2	36.60	66,618.30			
	STEP	1	35.21	64,087.14			
	<u>GRADE</u>	<u>18A</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	57.26	104,217.77			
	STEP	10	56.70	103,193.58			
	STEP	9	56.14	102,179.54			
	STEP	8	53.98	98,241.18			
	STEP	7	51.92	94,492.20			
	STEP	6	49.94	90,887.89			
	STEP	5	48.03	87,421.61			
	STEP	4	46.18	84,052.72			
	STEP	3	44.44	80,886.18			
	STEP	2	42.75	77,802.84			
	STEP	1	41.12	74,841.47			
	<u>GRADE</u>	<u>18</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	55.08	100,237.77			

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RA	<i>City Clericals Afscme</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	10	54.53	99,253.00				
	STEP	9	54.00	98,277.97				
	STEP	8	51.92	94,492.20				
	STEP	7	49.94	90,887.89				
	STEP	6	48.03	87,421.61				
	STEP	5	46.18	84,052.72				
	STEP	4	44.44	80,886.18				
	STEP	3	42.75	77,802.84				
	STEP	2	41.12	74,841.47				
	STEP	1	39.56	71,993.57				
	GRADE	19A	HOURLY	ANNUAL	44.44	61.90	80,886.18	112,657.84
	STEP	11	61.90	112,657.84				
	STEP	10	61.29	111,550.09				
	STEP	9	60.69	110,453.31				
	STEP	8	58.35	106,193.94				
	STEP	7	56.12	102,141.45				
	STEP	6	53.98	98,241.18				
	STEP	5	51.92	94,492.20				
	STEP	4	49.94	90,887.89				
	STEP	3	48.03	87,421.61				
	STEP	2	46.18	84,052.72				
	STEP	1	44.44	80,886.18				
	GRADE	19	HOURLY	ANNUAL	42.75	59.54	77,802.85	108,355.76
	STEP	11	59.54	108,355.76				
	STEP	10	58.95	107,290.61				
	STEP	9	58.37	106,236.00				
	STEP	8	56.12	102,141.45				
	STEP	7	53.98	98,241.18				
	STEP	6	51.92	94,492.20				
	STEP	5	49.94	90,887.89				
	STEP	4	48.03	87,421.61				
	STEP	3	46.18	84,052.72				
	STEP	2	44.44	80,886.18				
	STEP	1	42.75	77,802.84				
	GRADE	20A	HOURLY	ANNUAL	48.03	66.92	87,421.61	121,786.55
	STEP	11	66.92	121,786.55				
	STEP	10	66.26	120,588.42				
	STEP	9	65.61	119,402.15				
	STEP	8	63.07	114,795.34				

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Salary Plan Code:

RA	<i>City Clericals Afscme</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	60.67	110,411.91				
	STEP	6	58.35	106,193.94				
	STEP	5	56.12	102,141.45				
	STEP	4	53.98	98,241.18				
	STEP	3	51.92	94,492.20				
	STEP	2	49.94	90,887.89				
	STEP	1	48.03	87,421.61				
	GRADE	20	HOURLY	ANNUAL	46.18	64.36	84,052.73	117,133.98
	STEP	11	64.36	117,133.98				
	STEP	10	63.73	115,981.91				
	STEP	9	63.10	114,841.25				
	STEP	8	60.67	110,411.91				
	STEP	7	58.35	106,193.94				
	STEP	6	56.12	102,141.45				
	STEP	5	53.98	98,241.18				
	STEP	4	51.92	94,492.20				
	STEP	3	49.94	90,887.89				
	STEP	2	48.03	87,421.61				
	STEP	1	46.18	84,052.72				
	GRADE	21A	HOURLY	ANNUAL	51.92	72.34	94,492.20	131,661.94
	STEP	11	72.34	131,661.94				
	STEP	10	71.63	130,366.03				
	STEP	9	70.92	129,082.96				
	STEP	8	68.19	124,100.20				
	STEP	7	65.58	119,358.42				
	STEP	6	63.07	114,795.34				
	STEP	5	60.67	110,411.91				
	STEP	4	58.35	106,193.94				
	STEP	3	56.12	102,141.45				
	STEP	2	53.98	98,241.18				
	STEP	1	51.92	94,492.20				
	GRADE	21	HOURLY	ANNUAL	49.94	69.58	90,887.89	126,628.92
	STEP	11	69.58	126,628.92				
	STEP	10	68.89	125,382.85				
	STEP	9	68.21	124,149.11				
	STEP	8	65.58	119,358.42				
	STEP	7	63.07	114,795.34				
	STEP	6	60.67	110,411.91				
	STEP	5	58.35	106,193.94				

Compensation Rates

10/10/2025

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	56.12	102,141.45				
	STEP	3	53.98	98,241.18				
	STEP	2	51.92	94,492.20				
	STEP	1	49.94	90,887.89				
	GRADE	22A	HOURLY	ANNUAL	56.12	78.21	102,141.45	142,340.56
	STEP	11	78.21	142,340.56				
	STEP	10	77.44	140,938.92				
	STEP	9	76.68	139,551.16				
	STEP	8	73.72	134,162.41				
	STEP	7	70.90	129,032.97				
	STEP	6	68.19	124,100.20				
	STEP	5	65.58	119,358.42				
	STEP	4	63.07	114,795.34				
	STEP	3	60.67	110,411.91				
	STEP	2	58.35	106,193.94				
	STEP	1	56.12	102,141.45				
	GRADE	22	HOURLY	ANNUAL	53.98	75.22	98,241.18	136,896.21
	STEP	11	75.22	136,896.21				
	STEP	10	74.48	135,548.48				
	STEP	9	73.74	134,214.09				
	STEP	8	70.90	129,032.97				
	STEP	7	68.19	124,100.20				
	STEP	6	65.58	119,358.42				
	STEP	5	63.07	114,795.34				
	STEP	4	60.67	110,411.91				
	STEP	3	58.35	106,193.94				
	STEP	2	56.12	102,141.45				
	STEP	1	53.98	98,241.18				