

Compensation Rates

01/09/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE 5		HOURLY	ANNUAL	17.93	24.87	32,625.82	45,263.30
	STEP	11	24.87	45,263.30				
	STEP	10	24.63	44,822.67				
	STEP	9	24.39	44,386.41				
	STEP	8	23.46	42,692.82				
	STEP	7	22.57	41,079.88				
	STEP	6	21.72	39,529.04				
	STEP	5	20.90	38,038.46				
	STEP	4	20.11	36,604.42				
	STEP	3	19.36	35,226.93				
	STEP	2	18.63	33,899.50				
	STEP	1	17.93	32,625.82				
	GRADE 05L		HOURLY	ANNUAL	19.36	24.87	35,226.93	45,263.30
	STEP	11	24.87	45,263.30				
	STEP	10	24.63	44,822.67				
	STEP	9	24.39	44,386.41				
	STEP	8	23.46	42,692.82				
	STEP	7	22.57	41,079.88				
	STEP	6	21.72	39,529.04				
	STEP	5	20.90	38,038.46				
	STEP	4	20.11	36,604.42				
	STEP	3	19.36	35,226.93				
	GRADE 6		HOURLY	ANNUAL	18.63	25.85	33,899.50	47,045.95
	STEP	11	25.85	47,045.95				
	STEP	10	25.60	46,587.68				
	STEP	9	25.35	46,133.94				
	STEP	8	24.38	44,371.58				
	STEP	7	23.46	42,692.82				
	STEP	6	22.57	41,079.88				
	STEP	5	21.72	39,529.04				
	STEP	4	20.90	38,038.46				
	STEP	3	20.11	36,604.42				
	STEP	2	19.36	35,226.93				
	STEP	1	18.63	33,899.50				
	GRADE 06L		HOURLY	ANNUAL	20.11	25.85	36,604.42	47,045.95
	STEP	11	25.85	47,045.95				
	STEP	10	25.60	46,587.68				
	STEP	9	25.35	46,133.94				
	STEP	8	24.38	44,371.58				

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RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	23.46	42,692.82			
	STEP	6	22.57	41,079.88			
	STEP	5	21.72	39,529.04			
	STEP	4	20.90	38,038.46			
	STEP	3	20.11	36,604.42			
	GRADE 7		HOURLY	ANNUAL	19.36	26.87	35,226.93 48,894.51
	STEP	11	26.87	48,894.51			
	STEP	10	26.60	48,417.94			
	STEP	9	26.34	47,946.07			
	STEP	8	25.34	46,114.30			
	STEP	7	24.38	44,371.58			
	STEP	6	23.46	42,692.82			
	STEP	5	22.57	41,079.88			
	STEP	4	21.72	39,529.04			
	STEP	3	20.90	38,038.46			
	STEP	2	20.11	36,604.42			
	STEP	1	19.36	35,226.93			
	GRADE 07L		HOURLY	ANNUAL	20.90	26.87	38,038.46 48,894.51
	STEP	11	26.87	48,894.51			
	STEP	10	26.60	48,417.94			
	STEP	9	26.34	47,946.07			
	STEP	8	25.34	46,114.30			
	STEP	7	24.38	44,371.58			
	STEP	6	23.46	42,692.82			
	STEP	5	22.57	41,079.88			
	STEP	4	21.72	39,529.04			
	STEP	3	20.90	38,038.46			
	GRADE 8		HOURLY	ANNUAL	20.11	27.92	36,604.79 50,818.96
	STEP	11	27.92	50,818.96			
	STEP	10	27.65	50,323.33			
	STEP	9	27.38	49,832.61			
	STEP	8	26.33	47,927.48			
	STEP	7	25.34	46,114.30			
	STEP	6	24.38	44,371.58			
	STEP	5	23.46	42,692.82			
	STEP	4	22.57	41,080.08			
	STEP	3	21.72	39,529.04			
	STEP	2	20.90	38,038.45			
	STEP	1	20.11	36,604.79			

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Salary Plan Code:

RA	<i>City Clericals Afsme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	GRADE	08L	HOURLY	ANNUAL	21.72	27.92	39,529.04	50,818.96
	STEP	11	27.92	50,818.96				
	STEP	10	27.65	50,323.33				
	STEP	9	27.38	49,832.61				
	STEP	8	26.33	47,927.48				
	STEP	7	25.34	46,114.30				
	STEP	6	24.38	44,371.58				
	STEP	5	23.46	42,692.82				
	STEP	4	22.57	41,079.88				
	STEP	3	21.72	39,529.04				
	GRADE	9	HOURLY	ANNUAL	20.90	29.02	38,038.46	52,823.16
	STEP	11	29.02	52,823.16				
	STEP	10	28.74	52,307.68				
	STEP	9	28.46	51,797.32				
	STEP	8	27.37	49,814.81				
	STEP	7	26.33	47,927.48				
	STEP	6	25.34	46,114.30				
	STEP	5	24.38	44,371.58				
	STEP	4	23.46	42,692.82				
	STEP	3	22.57	41,079.88				
	STEP	2	21.72	39,529.04				
	STEP	1	20.90	38,038.46				
	GRADE	09L	HOURLY	ANNUAL	22.57	29.02	41,079.88	52,823.16
	STEP	11	29.02	52,823.16				
	STEP	10	28.74	52,307.68				
	STEP	9	28.46	51,797.32				
	STEP	8	27.37	49,814.81				
	STEP	7	26.33	47,927.48				
	STEP	6	25.34	46,114.30				
	STEP	5	24.38	44,371.58				
	STEP	4	23.46	42,692.82				
	STEP	3	22.57	41,079.88				
	GRADE	10L	HOURLY	ANNUAL	23.46	30.17	42,692.82	54,904.37
	STEP	11	30.17	54,904.37				
	STEP	10	29.87	54,368.29				
	STEP	9	29.58	53,837.51				
	STEP	8	28.45	51,776.29				
	STEP	7	27.37	49,814.81				

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Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	6	26.33	47,927.48				
	STEP	5	25.34	46,114.30				
	STEP	4	24.38	44,371.58				
	STEP	3	23.46	42,692.82				
	GRADE 10		HOURLY	ANNUAL	21.72	30.17	39,529.04	54,904.37
	STEP	11	30.17	54,904.37				
	STEP	10	29.87	54,368.29				
	STEP	9	29.58	53,837.51				
	STEP	8	28.45	51,776.29				
	STEP	7	27.37	49,814.81				
	STEP	6	26.33	47,927.48				
	STEP	5	25.34	46,114.30				
	STEP	4	24.38	44,371.58				
	STEP	3	23.46	42,692.82				
	STEP	2	22.57	41,079.88				
	STEP	1	21.72	39,529.04				
	GRADE 11L		HOURLY	ANNUAL	24.38	31.36	44,371.59	57,071.26
	STEP	11	31.36	57,071.26				
	STEP	10	31.05	56,513.72				
	STEP	9	30.75	55,961.71				
	STEP	8	29.57	53,818.43				
	STEP	7	28.45	51,776.29				
	STEP	6	27.37	49,814.81				
	STEP	5	26.33	47,927.48				
	STEP	4	25.34	46,114.30				
	STEP	3	24.38	44,371.58				
	GRADE 11		HOURLY	ANNUAL	22.57	31.36	41,079.88	57,071.26
	STEP	11	31.36	57,071.26				
	STEP	10	31.05	56,513.72				
	STEP	9	30.75	55,961.71				
	STEP	8	29.57	53,818.43				
	STEP	7	28.45	51,776.29				
	STEP	6	27.37	49,814.81				
	STEP	5	26.33	47,927.48				
	STEP	4	25.34	46,114.30				
	STEP	3	24.38	44,371.58				
	STEP	2	23.46	42,692.82				
	STEP	1	22.57	41,079.88				
	GRADE 12L		HOURLY	ANNUAL	25.34	32.60	46,114.30	59,324.68

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Salary Plan Code:

RA	<i>City Clericals Afsme</i>			Hourly Range		Annual Range		
	STEP	11	32.60	59,324.68				
	STEP	10	32.28	58,744.83				
	STEP	9	31.96	58,170.73				
	STEP	8	30.74	55,941.23				
	STEP	7	29.57	53,818.43				
	STEP	6	28.45	51,776.29				
	STEP	5	27.37	49,814.81				
	STEP	4	26.33	47,927.48				
	STEP	3	25.34	46,114.30				
	GRADE 12		HOURLY	ANNUAL	23.46	32.60	42,692.82	59,324.68
	STEP	11	32.60	59,324.68				
	STEP	10	32.28	58,744.83				
	STEP	9	31.96	58,170.73				
	STEP	8	30.74	55,941.23				
	STEP	7	29.57	53,818.43				
	STEP	6	28.45	51,776.29				
	STEP	5	27.37	49,814.81				
	STEP	4	26.33	47,927.48				
	STEP	3	25.34	46,114.30				
	STEP	2	24.38	44,371.58				
	STEP	1	23.46	42,692.82				
	GRADE 13A		HOURLY	ANNUAL	25.34	35.22	46,114.30	64,103.24
	STEP	11	35.22	64,103.24				
	STEP	10	34.88	63,476.08				
	STEP	9	34.54	62,855.13				
	STEP	8	33.21	60,443.56				
	STEP	7	31.95	58,147.43				
	STEP	6	30.74	55,941.23				
	STEP	5	29.57	53,818.43				
	STEP	4	28.45	51,776.29				
	STEP	3	27.37	49,814.81				
	STEP	2	26.33	47,927.48				
	STEP	1	25.34	46,114.30				
	GRADE 13		HOURLY	ANNUAL	24.38	33.88	44,371.59	61,666.36
	STEP	11	33.88	61,666.36				
	STEP	10	33.55	61,063.33				
	STEP	9	33.22	60,466.27				
	STEP	8	31.95	58,147.43				
	STEP	7	30.74	55,941.23				

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Salary Plan Code:

RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	6	29.57	53,818.43				
	STEP	5	28.45	51,776.29				
	STEP	4	27.37	49,814.81				
	STEP	3	26.33	47,927.48				
	STEP	2	25.34	46,114.30				
	STEP	1	24.38	44,371.58				
	GRADE	14A	HOURLY	ANNUAL	27.37	38.06	49,814.81	69,270.36
	STEP	11	38.06	69,270.36				
	STEP	10	37.69	68,592.04				
	STEP	9	37.32	67,920.44				
	STEP	8	35.89	65,312.06				
	STEP	7	34.52	62,830.53				
	STEP	6	33.21	60,443.56				
	STEP	5	31.95	58,147.43				
	STEP	4	30.74	55,941.23				
	STEP	3	29.57	53,818.43				
	STEP	2	28.45	51,776.29				
	STEP	1	27.37	49,814.81				
	GRADE	14	HOURLY	ANNUAL	26.33	36.61	47,927.48	66,636.18
	STEP	11	36.61	66,636.18				
	STEP	10	36.25	65,983.94				
	STEP	9	35.90	65,338.16				
	STEP	8	34.52	62,830.53				
	STEP	7	33.21	60,443.56				
	STEP	6	31.95	58,147.43				
	STEP	5	30.74	55,941.23				
	STEP	4	29.57	53,818.43				
	STEP	3	28.45	51,776.29				
	STEP	2	27.37	49,814.81				
	STEP	1	26.33	47,927.48				
	GRADE	15A	HOURLY	ANNUAL	30.74	42.76	55,941.23	77,825.40
	STEP	11	42.76	77,825.40				
	STEP	10	42.34	77,062.38				
	STEP	9	41.93	76,306.91				
	STEP	8	40.32	73,374.00				
	STEP	7	38.78	70,581.93				
	STEP	6	37.29	67,875.16				
	STEP	5	35.89	65,312.06				
	STEP	4	34.52	62,830.53				

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RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	3	33.21	60,443.56				
	STEP	2	31.95	58,147.43				
	STEP	1	30.74	55,941.23				
	GRADE 15		HOURLY	ANNUAL	29.57	41.13	53,818.43	74,862.38
	STEP	11	41.13	74,862.38				
	STEP	10	40.73	74,128.69				
	STEP	9	40.33	73,402.27				
	STEP	8	38.78	70,581.93				
	STEP	7	37.29	67,875.16				
	STEP	6	35.89	65,312.06				
	STEP	5	34.52	62,830.53				
	STEP	4	33.21	60,443.56				
	STEP	3	31.95	58,147.43				
	STEP	2	30.74	55,941.23				
	STEP	1	29.57	53,818.43				
	GRADE 16A		HOURLY	ANNUAL	33.21	46.22	60,443.56	84,115.76
	STEP	11	46.22	84,115.76				
	STEP	10	45.76	83,290.46				
	STEP	9	45.32	82,473.33				
	STEP	8	43.57	79,300.18				
	STEP	7	41.91	76,277.30				
	STEP	6	40.32	73,374.00				
	STEP	5	38.78	70,581.93				
	STEP	4	37.29	67,875.16				
	STEP	3	35.89	65,312.06				
	STEP	2	34.52	62,830.53				
	STEP	1	33.21	60,443.56				
	GRADE 16		HOURLY	ANNUAL	31.95	44.45	58,147.43	80,907.85
	STEP	11	44.45	80,907.84				
	STEP	10	44.02	80,114.30				
	STEP	9	43.59	79,328.62				
	STEP	8	41.91	76,277.30				
	STEP	7	40.32	73,374.00				
	STEP	6	38.78	70,581.93				
	STEP	5	37.29	67,875.16				
	STEP	4	35.89	65,312.06				
	STEP	3	34.52	62,830.53				
	STEP	2	33.21	60,443.56				
	STEP	1	31.95	58,147.43				

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RA	<i>City Clericals Afsome</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	GRADE	17A	HOURLY	ANNUAL	35.89	49.95	65,312.06	90,916.70
	STEP	11	49.95	90,916.70				
	STEP	10	49.46	90,024.06				
	STEP	9	48.98	89,140.26				
	STEP	8	47.09	85,707.46				
	STEP	7	45.28	82,404.63				
	STEP	6	43.57	79,300.18				
	STEP	5	41.91	76,277.30				
	STEP	4	40.32	73,374.00				
	STEP	3	38.78	70,581.93				
	STEP	2	37.29	67,875.16				
	STEP	1	35.89	65,312.06				
	GRADE	17	HOURLY	ANNUAL	34.52	48.03	62,830.53	87,410.23
	STEP	11	48.03	87,410.23				
	STEP	10	47.56	86,552.31				
	STEP	9	47.09	85,702.88				
	STEP	8	45.28	82,404.63				
	STEP	7	43.57	79,300.18				
	STEP	6	41.91	76,277.30				
	STEP	5	40.32	73,374.00				
	STEP	4	38.78	70,581.93				
	STEP	3	37.29	67,875.16				
	STEP	2	35.89	65,312.06				
	STEP	1	34.52	62,830.53				
	GRADE	18A	HOURLY	ANNUAL	40.32	56.14	73,374.00	102,174.28
	STEP	11	56.14	102,174.28				
	STEP	10	55.59	101,170.18				
	STEP	9	55.04	100,176.02				
	STEP	8	52.92	96,314.89				
	STEP	7	50.90	92,639.42				
	STEP	6	48.96	89,105.78				
	STEP	5	47.09	85,707.46				
	STEP	4	45.28	82,404.63				
	STEP	3	43.57	79,300.18				
	STEP	2	41.91	76,277.30				
	STEP	1	40.32	73,374.00				
	GRADE	18	HOURLY	ANNUAL	38.78	54.00	70,581.93	98,272.33
	STEP	11	54.00	98,272.33				

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RA	<i>City Clericals Afscme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	10	53.47	97,306.86				
	STEP	9	52.94	96,350.95				
	STEP	8	50.90	92,639.42				
	STEP	7	48.96	89,105.78				
	STEP	6	47.09	85,707.46				
	STEP	5	45.28	82,404.63				
	STEP	4	43.57	79,300.18				
	STEP	3	41.91	76,277.30				
	STEP	2	40.32	73,374.00				
	STEP	1	38.78	70,581.93				
	GRADE	19A	HOURLY	ANNUAL	43.57	60.69	79,300.18	110,448.86
	STEP	11	60.69	110,448.86				
	STEP	10	60.09	109,362.84				
	STEP	9	59.50	108,287.56				
	STEP	8	57.20	104,111.71				
	STEP	7	55.02	100,138.68				
	STEP	6	52.92	96,314.89				
	STEP	5	50.90	92,639.42				
	STEP	4	48.96	89,105.78				
	STEP	3	47.09	85,707.46				
	STEP	2	45.28	82,404.63				
	STEP	1	43.57	79,300.18				
	GRADE	19	HOURLY	ANNUAL	41.91	58.37	76,277.30	106,231.14
	STEP	11	58.37	106,231.14				
	STEP	10	57.79	105,186.87				
	STEP	9	57.23	104,152.94				
	STEP	8	55.02	100,138.68				
	STEP	7	52.92	96,314.89				
	STEP	6	50.90	92,639.42				
	STEP	5	48.96	89,105.78				
	STEP	4	47.09	85,707.46				
	STEP	3	45.28	82,404.63				
	STEP	2	43.57	79,300.18				
	STEP	1	41.91	76,277.30				
	GRADE	20A	HOURLY	ANNUAL	47.09	65.60	85,707.46	119,398.58
	STEP	11	65.60	119,398.58				
	STEP	10	64.96	118,223.94				
	STEP	9	64.32	117,060.93				
	STEP	8	61.84	112,544.46				

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RA	<i>City Clericals Afsme</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	7	59.48	108,246.97				
	STEP	6	57.20	104,111.71				
	STEP	5	55.02	100,138.68				
	STEP	4	52.92	96,314.89				
	STEP	3	50.90	92,639.42				
	STEP	2	48.96	89,105.78				
	STEP	1	47.09	85,707.46				
	GRADE	20	HOURLY	ANNUAL	45.28	63.10	82,404.63	114,837.23
	STEP	11	63.10	114,837.23				
	STEP	10	62.48	113,707.75				
	STEP	9	61.86	112,589.46				
	STEP	8	59.48	108,246.97				
	STEP	7	57.20	104,111.71				
	STEP	6	55.02	100,138.68				
	STEP	5	52.92	96,314.89				
	STEP	4	50.90	92,639.42				
	STEP	3	48.96	89,105.78				
	STEP	2	47.09	85,707.46				
	STEP	1	45.28	82,404.63				
	GRADE	21A	HOURLY	ANNUAL	50.90	70.92	92,639.42	129,080.33
	STEP	11	70.92	129,080.33				
	STEP	10	70.23	127,809.84				
	STEP	9	69.53	126,551.92				
	STEP	8	66.85	121,666.86				
	STEP	7	64.30	117,018.06				
	STEP	6	61.84	112,544.46				
	STEP	5	59.48	108,246.97				
	STEP	4	57.20	104,111.71				
	STEP	3	55.02	100,138.68				
	STEP	2	52.92	96,314.89				
	STEP	1	50.90	92,639.42				
	GRADE	21	HOURLY	ANNUAL	48.96	68.21	89,105.77	124,146.00
	STEP	11	68.21	124,146.00				
	STEP	10	67.54	122,924.36				
	STEP	9	66.88	121,714.82				
	STEP	8	64.30	117,018.06				
	STEP	7	61.84	112,544.46				
	STEP	6	59.48	108,246.97				
	STEP	5	57.20	104,111.71				

Compensation Rates

01/09/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afsome</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	4	55.02	100,138.68				
	STEP	3	52.92	96,314.89				
	STEP	2	50.90	92,639.42				
	STEP	1	48.96	89,105.78				
	GRADE	22A	HOURLY	ANNUAL	55.02	76.68	100,138.68	139,549.57
	STEP	11	76.68	139,549.57				
	STEP	10	75.92	138,175.42				
	STEP	9	75.17	136,814.87				
	STEP	8	72.27	131,531.78				
	STEP	7	69.51	126,502.92				
	STEP	6	66.85	121,666.86				
	STEP	5	64.30	117,018.06				
	STEP	4	61.84	112,544.46				
	STEP	3	59.48	108,246.97				
	STEP	2	57.20	104,111.71				
	STEP	1	55.02	100,138.68				
	GRADE	22	HOURLY	ANNUAL	52.92	73.74	96,314.89	134,211.97
	STEP	11	73.74	134,211.97				
	STEP	10	73.02	132,890.67				
	STEP	9	72.30	131,582.45				
	STEP	8	69.51	126,502.92				
	STEP	7	66.85	121,666.86				
	STEP	6	64.30	117,018.06				
	STEP	5	61.84	112,544.46				
	STEP	4	59.48	108,246.97				
	STEP	3	57.20	104,111.71				
	STEP	2	55.02	100,138.68				
	STEP	1	52.92	96,314.89				