

# Compensation Rates

01/09/2025

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RL	<i>City Clerical SEIU L888</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	<b>GRADE 5</b>		<b>HOURLY</b>	<b>ANNUAL</b>	18.83	26.09	34,269.74	47,482.08
	STEP	12	26.09	47,482.08				
	STEP	11	25.83	47,019.48				
	STEP	10	25.58	46,561.47				
	STEP	9	24.62	44,808.02				
	STEP	8	23.68	43,105.17				
	STEP	7	22.79	41,484.16				
	STEP	6	21.94	39,926.50				
	STEP	5	21.11	38,427.53				
	STEP	4	20.32	36,987.26				
	STEP	3	19.56	35,602.88				
	STEP	2	18.83	34,269.74				
	<b>GRADE 05L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.56	26.08	35,602.88	47,468.24
	STEP	12	26.08	47,468.24				
	STEP	11	25.83	47,005.79				
	STEP	10	25.58	46,547.91				
	STEP	9	24.61	44,794.97				
	STEP	8	23.68	43,105.17				
	STEP	7	22.79	41,484.16				
	STEP	6	21.94	39,926.50				
	STEP	5	21.11	38,427.53				
	STEP	4	20.32	36,987.26				
	STEP	3	19.56	35,602.88				
	<b>GRADE 6</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.56	27.11	35,602.88	49,341.69
	STEP	12	27.11	49,341.69				
	STEP	11	26.85	48,860.69				
	STEP	10	26.58	48,384.45				
	STEP	9	25.58	46,560.88				
	STEP	8	24.61	44,790.46				
	STEP	7	23.68	43,105.17				
	STEP	6	22.79	41,484.16				
	STEP	5	21.94	39,926.50				
	STEP	4	21.11	38,427.53				
	STEP	3	20.32	36,987.26				
	STEP	2	19.56	35,602.88				
	<b>GRADE 06L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.32	27.11	36,987.26	49,341.69
	STEP	12	27.11	49,341.69				
	STEP	11	26.85	48,860.69				
	STEP	10	26.58	48,384.45				

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	STEP	9	25.58	46,560.88				
	STEP	8	24.61	44,790.46				
	STEP	7	23.68	43,105.17				
	STEP	6	22.79	41,484.16				
	STEP	5	21.94	39,926.50				
	STEP	4	21.11	38,427.53				
	STEP	3	20.32	36,987.26				
	<b>GRADE 7</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.32	28.17	36,987.26	51,275.48
	STEP	12	28.17	51,275.48				
	STEP	11	27.90	50,775.33				
	STEP	10	27.63	50,280.13				
	STEP	9	26.58	48,383.65				
	STEP	8	25.57	46,542.84				
	STEP	7	24.61	44,790.46				
	STEP	6	23.68	43,105.17				
	STEP	5	22.79	41,484.16				
	STEP	4	21.94	39,926.50				
	STEP	3	21.11	38,427.53				
	STEP	2	20.32	36,987.26				
	<b>GRADE 07L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	21.11	28.17	38,427.53	51,274.58
	STEP	12	28.17	51,274.58				
	STEP	11	27.90	50,774.44				
	STEP	10	27.63	50,279.25				
	STEP	9	26.58	48,382.79				
	STEP	8	25.57	46,542.84				
	STEP	7	24.61	44,790.46				
	STEP	6	23.68	43,105.17				
	STEP	5	22.79	41,484.16				
	STEP	4	21.94	39,926.50				
	STEP	3	21.11	38,427.53				
	<b>GRADE 8</b>		<b>HOURLY</b>	<b>ANNUAL</b>	21.11	29.28	38,427.53	53,288.85
	STEP	12	29.28	53,288.85				
	STEP	11	28.99	52,768.76				
	STEP	10	28.71	52,253.83				
	STEP	9	27.63	50,281.45				
	STEP	8	26.58	48,366.94				
	STEP	7	25.57	46,542.84				
	STEP	6	24.61	44,790.46				
	STEP	5	23.68	43,105.17				

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01/09/2025

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	STEP	4	22.79	41,484.16				
	STEP	3	21.94	39,926.50				
	STEP	2	21.11	38,427.53				
	<b>GRADE 08L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	21.94	29.28	39,926.50	53,288.85
	STEP	12	29.28	53,288.85				
	STEP	11	28.99	52,768.76				
	STEP	10	28.71	52,253.83				
	STEP	9	27.63	50,281.45				
	STEP	8	26.58	48,366.94				
	STEP	7	25.57	46,542.84				
	STEP	6	24.61	44,790.46				
	STEP	5	23.68	43,105.17				
	STEP	4	22.79	41,484.16				
	STEP	3	21.94	39,926.50				
	<b>GRADE 9</b>		<b>HOURLY</b>	<b>ANNUAL</b>	21.94	30.43	39,926.50	55,380.93
	STEP	12	30.43	55,380.93				
	STEP	11	30.13	54,840.12				
	STEP	10	29.84	54,304.68				
	STEP	9	28.71	52,253.42				
	STEP	8	27.62	50,261.84				
	STEP	7	26.58	48,366.94				
	STEP	6	25.57	46,542.84				
	STEP	5	24.61	44,790.46				
	STEP	4	23.68	43,105.17				
	STEP	3	22.79	41,484.16				
	STEP	2	21.94	39,926.50				
	<b>GRADE 09L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	22.79	30.43	41,484.16	55,380.93
	STEP	12	30.43	55,380.93				
	STEP	11	30.13	54,840.12				
	STEP	10	29.84	54,304.68				
	STEP	9	28.71	52,253.42				
	STEP	8	27.62	50,261.84				
	STEP	7	26.58	48,366.94				
	STEP	6	25.57	46,542.84				
	STEP	5	24.61	44,790.46				
	STEP	4	23.68	43,105.17				
	STEP	3	22.79	41,484.16				
	<b>GRADE 10L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	23.68	31.62	43,105.17	57,556.21

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01/09/2025

Minimum and Maximums  
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	STEP	12	31.62	57,556.21				
	STEP	11	31.32	56,993.88				
	STEP	10	31.01	56,437.11				
	STEP	9	29.84	54,303.82				
	STEP	8	28.70	52,233.13				
	STEP	7	27.62	50,261.84				
	STEP	6	26.58	48,366.94				
	STEP	5	25.57	46,542.84				
	STEP	4	24.61	44,790.46				
	STEP	3	23.68	43,105.17				
	<b>GRADE 10</b>		<b>HOURLY</b>	<b>ANNUAL</b>	22.79	31.62	41,484.16	57,556.21
	STEP	12	31.62	57,556.21				
	STEP	11	31.32	56,993.88				
	STEP	10	31.01	56,437.11				
	STEP	9	29.84	54,303.82				
	STEP	8	28.70	52,233.13				
	STEP	7	27.62	50,261.84				
	STEP	6	26.58	48,366.94				
	STEP	5	25.57	46,542.84				
	STEP	4	24.61	44,790.46				
	STEP	3	23.68	43,105.17				
	STEP	2	22.79	41,484.16				
	<b>GRADE 11L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	24.61	32.87	44,790.46	59,820.13
	STEP	12	32.87	59,820.13				
	STEP	11	32.55	59,235.38				
	STEP	10	32.23	58,656.42				
	STEP	9	31.01	56,437.78				
	STEP	8	29.83	54,283.62				
	STEP	7	28.70	52,233.13				
	STEP	6	27.62	50,261.84				
	STEP	5	26.58	48,366.94				
	STEP	4	25.57	46,542.84				
	STEP	3	24.61	44,790.46				
	<b>GRADE 11</b>		<b>HOURLY</b>	<b>ANNUAL</b>	23.68	32.87	43,105.17	59,820.13
	STEP	12	32.87	59,820.13				
	STEP	11	32.55	59,235.38				
	STEP	10	32.23	58,656.42				
	STEP	9	31.01	56,437.78				
	STEP	8	29.83	54,283.62				

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01/09/2025

Minimum and Maximums  
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RL	<i>City Clerical SEIU L888</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	7	28.70	52,233.13				
	STEP	6	27.62	50,261.84				
	STEP	5	26.58	48,366.94				
	STEP	4	25.57	46,542.84				
	STEP	3	24.61	44,790.46				
	STEP	2	23.68	43,105.17				
	<b>GRADE</b>	<b>12L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	25.57	34.16	46,542.83	62,173.61
	STEP	12	34.16	62,173.61				
	STEP	11	33.83	61,565.56				
	STEP	10	33.50	60,963.52				
	STEP	9	32.23	58,656.14				
	STEP	8	31.00	56,416.08				
	STEP	7	29.83	54,283.62				
	STEP	6	28.70	52,233.13				
	STEP	5	27.62	50,261.84				
	STEP	4	26.58	48,366.94				
	STEP	3	25.57	46,542.84				
	<b>GRADE</b>	<b>12</b>	<b>HOURLY</b>	<b>ANNUAL</b>	24.61	34.16	44,790.46	62,173.61
	STEP	12	34.16	62,173.61				
	STEP	11	33.83	61,565.56				
	STEP	10	33.50	60,963.52				
	STEP	9	32.23	58,656.14				
	STEP	8	31.00	56,416.08				
	STEP	7	29.83	54,283.62				
	STEP	6	28.70	52,233.13				
	STEP	5	27.62	50,261.84				
	STEP	4	26.58	48,366.94				
	STEP	3	25.57	46,542.84				
	STEP	2	24.61	44,790.46				
	<b>GRADE</b>	<b>13</b>	<b>HOURLY</b>	<b>ANNUAL</b>	25.57	35.51	46,542.83	64,621.14
	STEP	12	35.51	64,621.14				
	STEP	11	35.16	63,988.85				
	STEP	10	34.81	63,362.83				
	STEP	9	33.50	60,963.16				
	STEP	8	32.22	58,633.33				
	STEP	7	31.00	56,416.08				
	STEP	6	29.83	54,283.62				
	STEP	5	28.70	52,233.13				
	STEP	4	27.62	50,261.84				

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	STEP	3	26.58	48,366.94				
	STEP	2	25.57	46,542.84				
	<b>GRADE 14</b>		<b>HOURLY</b>	<b>ANNUAL</b>	27.62	38.36	50,261.84	69,813.78
	STEP	12	38.36	69,813.78				
	STEP	11	37.98	69,130.07				
	STEP	10	37.61	68,453.14				
	STEP	9	36.19	65,857.71				
	STEP	8	34.80	63,337.98				
	STEP	7	33.48	60,940.00				
	STEP	6	32.22	58,633.33				
	STEP	5	31.00	56,416.08				
	STEP	4	29.83	54,283.62				
	STEP	3	28.70	52,233.13				
	STEP	2	27.62	50,261.84				
	<b>GRADE 15</b>		<b>HOURLY</b>	<b>ANNUAL</b>	31.00	43.08	56,416.08	78,409.99
	STEP	12	43.08	78,409.99				
	STEP	11	42.66	77,641.18				
	STEP	10	42.24	76,879.98				
	STEP	9	40.64	73,960.43				
	STEP	8	39.08	71,126.27				
	STEP	7	37.60	68,428.32				
	STEP	6	36.17	65,832.84				
	STEP	5	34.80	63,337.98				
	STEP	4	33.48	60,940.00				
	STEP	3	32.22	58,633.33				
	STEP	2	31.00	56,416.08				
	<b>GRADE 16</b>		<b>HOURLY</b>	<b>ANNUAL</b>	33.48	46.55	60,940.00	84,727.80
	STEP	12	46.55	84,727.80				
	STEP	11	46.10	83,896.44				
	STEP	10	45.64	83,073.31				
	STEP	9	43.91	79,915.56				
	STEP	8	42.23	76,850.12				
	STEP	7	40.62	73,933.23				
	STEP	6	39.08	71,126.27				
	STEP	5	37.60	68,428.32				
	STEP	4	36.17	65,832.84				
	STEP	3	34.80	63,337.98				
	STEP	2	33.48	60,940.00				
	<b>GRADE 17</b>		<b>HOURLY</b>	<b>ANNUAL</b>	36.17	50.31	65,832.84	91,563.89

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	<b>STEP</b>	12	50.31	91,563.89				
	<b>STEP</b>	11	49.82	90,664.85				
	<b>STEP</b>	10	49.33	89,774.70				
	<b>STEP</b>	9	47.45	86,359.21				
	<b>STEP</b>	8	45.63	83,043.49				
	<b>STEP</b>	7	43.89	79,887.18				
	<b>STEP</b>	6	42.23	76,850.12				
	<b>STEP</b>	5	40.62	73,933.23				
	<b>STEP</b>	4	39.08	71,126.27				
	<b>STEP</b>	3	37.60	68,428.32				
	<b>STEP</b>	2	36.17	65,832.84				
	<b>GRADE 18</b>		<b>HOURLY</b>	<b>ANNUAL</b>	40.62	56.52	73,933.23	102,874.46
	<b>STEP</b>	12	56.52	102,874.46				
	<b>STEP</b>	11	55.97	101,863.43				
	<b>STEP</b>	10	55.42	100,862.40				
	<b>STEP</b>	9	53.31	97,020.46				
	<b>STEP</b>	8	51.26	93,290.33				
	<b>STEP</b>	7	49.31	89,739.01				
	<b>STEP</b>	6	47.43	86,325.57				
	<b>STEP</b>	5	45.63	83,043.49				
	<b>STEP</b>	4	43.89	79,887.18				
	<b>STEP</b>	3	42.23	76,850.12				
	<b>STEP</b>	2	40.62	73,933.23				
	<b>GRADE 19</b>		<b>HOURLY</b>	<b>ANNUAL</b>	43.89	61.09	79,887.18	111,190.28
	<b>STEP</b>	12	61.09	111,190.28				
	<b>STEP</b>	11	60.49	110,096.91				
	<b>STEP</b>	10	59.90	109,014.37				
	<b>STEP</b>	9	57.61	104,858.89				
	<b>STEP</b>	8	55.40	100,824.28				
	<b>STEP</b>	7	53.29	96,983.24				
	<b>STEP</b>	6	51.26	93,290.33				
	<b>STEP</b>	5	49.31	89,739.01				
	<b>STEP</b>	4	47.43	86,325.57				
	<b>STEP</b>	3	45.63	83,043.49				
	<b>STEP</b>	2	43.89	79,887.18				
	<b>GRADE 20</b>		<b>HOURLY</b>	<b>ANNUAL</b>	47.43	66.03	86,325.57	120,183.56
	<b>STEP</b>	12	66.03	120,183.56				
	<b>STEP</b>	11	65.39	119,001.15				
	<b>STEP</b>	10	64.74	117,830.44				

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	STEP	9	62.27	113,335.89				
	STEP	8	59.87	108,972.18				
	STEP	7	57.59	104,818.12				
	STEP	6	55.40	100,824.28				
	STEP	5	53.29	96,983.24				
	STEP	4	51.26	93,290.33				
	STEP	3	49.31	89,739.01				
	STEP	2	47.43	86,325.57				
	<b>GRADE 21</b>		<b>HOURLY</b>	<b>ANNUAL</b>	51.26	71.38	93,290.33	129,911.10
	STEP	12	71.38	129,911.10				
	STEP	11	70.68	128,632.38				
	STEP	10	69.98	127,366.32				
	STEP	9	67.31	122,505.00				
	STEP	8	64.72	117,785.27				
	STEP	7	62.25	113,292.09				
	STEP	6	59.87	108,972.18				
	STEP	5	57.59	104,818.12				
	STEP	4	55.40	100,824.28				
	STEP	3	53.29	96,983.24				
	STEP	2	51.26	93,290.33				
	<b>GRADE 22</b>		<b>HOURLY</b>	<b>ANNUAL</b>	55.40	77.16	100,824.29	140,429.43
	STEP	12	77.16	140,429.43				
	STEP	11	76.40	139,046.57				
	STEP	10	75.65	137,677.39				
	STEP	9	72.76	132,419.49				
	STEP	8	69.95	127,316.62				
	STEP	7	67.28	122,457.31				
	STEP	6	64.72	117,785.27				
	STEP	5	62.25	113,291.15				
	STEP	4	59.87	108,972.18				
	STEP	3	57.59	104,818.12				
	STEP	2	55.40	100,824.28				