

Compensation Rates

01/07/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

CC	BCYF SEIU L888				<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE 1		HOURLY	ANNUAL	19.55	26.01	35,573.99	47,338.49
	STEP	12	26.01	47,338.49				
	STEP	11	25.89	47,111.31				
	STEP	10	25.64	46,661.45				
	STEP	9	25.39	46,216.04				
	STEP	8	24.46	44,511.36				
	STEP	7	23.56	42,872.43				
	STEP	6	22.69	41,295.86				
	STEP	5	21.86	39,780.71				
	STEP	4	21.06	38,323.14				
	STEP	3	20.29	36,921.22				
	STEP	2	19.55	35,573.99				
	GRADE 2		HOURLY	ANNUAL	20.29	27.01	36,923.13	49,157.65
	STEP	12	27.01	49,157.65				
	STEP	11	26.88	48,921.42				
	STEP	10	26.62	48,453.64				
	STEP	9	26.37	47,990.49				
	STEP	8	25.39	46,217.46				
	STEP	7	24.46	44,513.28				
	STEP	6	23.56	42,874.35				
	STEP	5	22.69	41,297.79				
	STEP	4	21.86	39,780.71				
	STEP	3	21.06	38,325.06				
	STEP	2	20.29	36,923.13				
	GRADE 3		HOURLY	ANNUAL	21.06	28.05	38,323.14	51,045.93
	STEP	12	28.05	51,045.93				
	STEP	11	27.91	50,800.30				
	STEP	10	27.65	50,313.92				
	STEP	9	27.38	49,832.35				
	STEP	8	26.37	47,988.81				
	STEP	7	25.39	46,215.54				
	STEP	6	24.46	44,511.36				
	STEP	5	23.56	42,872.43				
	STEP	4	22.69	41,295.86				
	STEP	3	21.86	39,780.71				
	STEP	2	21.06	38,323.14				
	GRADE 4		HOURLY	ANNUAL	21.86	29.13	39,780.71	53,011.35
	STEP	12	29.13	53,011.35				
	STEP	11	28.99	52,755.95				

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STEP	10	28.71	52,250.20				
STEP	9	28.43	51,749.46				
STEP	8	27.38	49,832.14				
STEP	7	26.37	47,988.81				
STEP	6	25.39	46,215.54				
STEP	5	24.46	44,511.36				
STEP	4	23.56	42,872.43				
STEP	3	22.69	41,295.86				
STEP	2	21.86	39,780.71				
GRADE 5				HOURLY	ANNUAL		
				22.69	30.25	41,295.86	55,057.12
STEP	12	30.25	55,057.12				
STEP	11	30.11	54,791.53				
STEP	10	29.82	54,265.63				
STEP	9	29.53	53,744.94				
STEP	8	28.43	51,750.30				
STEP	7	27.38	49,833.10				
STEP	6	26.37	47,988.81				
STEP	5	25.39	46,215.54				
STEP	4	24.46	44,511.36				
STEP	3	23.56	42,872.43				
STEP	2	22.69	41,295.86				
GRADE 6				HOURLY	ANNUAL		
				23.56	31.42	42,872.43	57,184.04
STEP	12	31.42	57,184.04				
STEP	11	31.27	56,907.88				
STEP	10	30.97	56,361.02				
STEP	9	30.67	55,819.58				
STEP	8	29.53	53,745.24				
STEP	7	28.43	51,750.30				
STEP	6	27.38	49,833.10				
STEP	5	26.37	47,988.81				
STEP	4	25.39	46,215.54				
STEP	3	24.46	44,511.36				
STEP	2	23.56	42,872.43				
GRADE 7				HOURLY	ANNUAL		
				24.46	32.63	44,511.36	59,394.54
STEP	12	32.63	59,394.54				
STEP	11	32.48	59,107.38				
STEP	10	32.16	58,538.74				
STEP	9	31.85	57,975.73				
STEP	8	30.67	55,818.85				

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CC	BCYF SEIU L888			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	29.53	53,745.24			
	STEP	6	28.43	51,750.30			
	STEP	5	27.38	49,833.10			
	STEP	4	26.37	47,988.81			
	STEP	3	25.39	46,215.54			
	STEP	2	24.46	44,511.36			
	GRADE 8		HOURLY	ANNUAL	25.39	33.90	46,215.54 61,695.02
	STEP	12	33.90	61,695.02			
	STEP	11	33.73	61,396.41			
	STEP	10	33.41	60,805.11			
	STEP	9	33.09	60,219.67			
	STEP	8	31.85	57,975.95			
	STEP	7	30.67	55,818.85			
	STEP	6	29.53	53,745.24			
	STEP	5	28.43	51,750.30			
	STEP	4	27.38	49,833.10			
	STEP	3	26.37	47,988.81			
	STEP	2	25.39	46,215.54			
	GRADE 9		HOURLY	ANNUAL	26.37	35.21	47,988.81 64,086.30
	STEP	12	35.21	64,086.30			
	STEP	11	35.04	63,775.80			
	STEP	10	34.70	63,160.94			
	STEP	9	34.37	62,552.17			
	STEP	8	33.09	60,219.41			
	STEP	7	31.85	57,975.95			
	STEP	6	30.67	55,818.85			
	STEP	5	29.53	53,745.24			
	STEP	4	28.43	51,750.30			
	STEP	3	27.38	49,833.10			
	STEP	2	26.37	47,988.81			
	GRADE 10		HOURLY	ANNUAL	27.38	36.58	49,832.14 66,574.01
	STEP	12	36.58	66,574.01			
	STEP	11	36.40	66,251.13			
	STEP	10	36.05	65,611.76			
	STEP	9	35.70	64,978.73			
	STEP	8	34.37	62,552.11			
	STEP	7	33.09	60,218.45			
	STEP	6	31.85	57,974.99			
	STEP	5	30.67	55,818.85			

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STEP	4	29.53	53,744.28				
STEP	3	28.43	51,749.34				
STEP	2	27.38	49,832.14				
GRADE	11	HOURLY	ANNUAL	28.43	38.00	51,749.34	69,160.55
STEP	12	38.00	69,160.55				
STEP	11	37.82	68,824.80				
STEP	10	37.45	68,159.96				
STEP	9	37.09	67,501.69				
STEP	8	35.70	64,977.88				
STEP	7	34.37	62,551.14				
STEP	6	33.09	60,218.45				
STEP	5	31.85	57,974.99				
STEP	4	30.67	55,817.89				
STEP	3	29.53	53,744.28				
STEP	2	28.43	51,749.34				
GRADE	12	HOURLY	ANNUAL	29.53	39.48	53,744.28	71,852.35
STEP	12	39.48	71,852.35				
STEP	11	39.29	71,503.21				
STEP	10	38.91	70,811.84				
STEP	9	38.53	70,127.32				
STEP	8	37.09	67,502.49				
STEP	7	35.70	64,977.88				
STEP	6	34.37	62,551.14				
STEP	5	33.09	60,218.45				
STEP	4	31.85	57,974.99				
STEP	3	30.67	55,817.89				
STEP	2	29.53	53,744.28				
GRADE	13	HOURLY	ANNUAL	30.67	41.02	55,817.89	74,649.40
STEP	12	41.02	74,649.40				
STEP	11	40.82	74,286.35				
STEP	10	40.42	73,567.43				
STEP	9	40.03	72,855.63				
STEP	8	38.53	70,125.93				
STEP	7	37.09	67,502.49				
STEP	6	35.70	64,977.88				
STEP	5	34.37	62,551.14				
STEP	4	33.09	60,218.45				
STEP	3	31.85	57,974.99				
STEP	2	30.67	55,817.89				

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CC		BCYF SEIU L888		<u>Hourly Range</u>		<u>Annual Range</u>	
GRADE	14	HOURLY	ANNUAL	31.85	42.61	57,974.99	77,558.96
STEP	12	42.61	77,558.96				
STEP	11	42.41	77,181.43				
STEP	10	42.00	76,433.84				
STEP	9	41.59	75,693.66				
STEP	8	40.03	72,854.93				
STEP	7	38.53	70,125.93				
STEP	6	37.09	67,502.49				
STEP	5	35.70	64,977.88				
STEP	4	34.37	62,551.14				
STEP	3	33.09	60,218.45				
STEP	2	31.85	57,974.99				
GRADE	15	HOURLY	ANNUAL	33.09	44.28	60,218.45	80,585.02
STEP	12	44.28	80,585.02				
STEP	11	44.06	80,192.44				
STEP	10	43.63	79,415.04				
STEP	9	43.21	78,645.34				
STEP	8	41.59	75,693.31				
STEP	7	40.03	72,854.93				
STEP	6	38.53	70,125.93				
STEP	5	37.09	67,502.49				
STEP	4	35.70	64,977.88				
STEP	3	34.37	62,551.14				
STEP	2	33.09	60,218.45				