

Compensation Rates

01/07/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RL1	SEIU Local 888-40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE	5	HOURLY	ANNUAL	17.24	23.72	35,855.13	49,331.71
	STEP	12	23.72	49,331.71				
	STEP	11	23.49	48,859.87				
	STEP	10	23.27	48,392.69				
	STEP	9	22.41	46,604.17				
	STEP	8	21.57	44,867.26				
	STEP	7	20.78	43,213.84				
	STEP	6	20.01	41,625.03				
	STEP	5	19.28	40,096.08				
	STEP	4	18.57	38,626.99				
	STEP	3	17.89	37,214.94				
	STEP	2	17.24	35,855.13				
	GRADE	05L	HOURLY	ANNUAL	17.89	23.72	37,214.94	49,331.71
	STEP	12	23.72	49,331.71				
	STEP	11	23.49	48,859.87				
	STEP	10	23.27	48,392.69				
	STEP	9	22.41	46,604.17				
	STEP	8	21.57	44,867.26				
	STEP	7	20.78	43,213.84				
	STEP	6	20.01	41,625.03				
	STEP	5	19.28	40,096.08				
	STEP	4	18.57	38,626.99				
	STEP	3	17.89	37,214.94				
	GRADE	6	HOURLY	ANNUAL	17.89	24.63	37,214.94	51,228.52
	STEP	12	24.63	51,228.52				
	STEP	11	24.39	50,737.90				
	STEP	10	24.16	50,252.13				
	STEP	9	23.27	48,392.09				
	STEP	8	22.40	46,586.27				
	STEP	7	21.57	44,867.26				
	STEP	6	20.78	43,213.84				
	STEP	5	20.01	41,625.03				
	STEP	4	19.28	40,096.08				
	STEP	3	18.57	38,626.99				
	STEP	2	17.89	37,214.94				
	GRADE	06L	HOURLY	ANNUAL	18.57	24.63	38,626.99	51,228.52
	STEP	12	24.63	51,228.52				
	STEP	11	24.39	50,737.90				
	STEP	10	24.16	50,252.13				

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	STEP	9	23.27	48,392.09				
	STEP	8	22.40	46,586.27				
	STEP	7	21.57	44,867.26				
	STEP	6	20.78	43,213.84				
	STEP	5	20.01	41,625.03				
	STEP	4	19.28	40,096.08				
	STEP	3	18.57	38,626.99				
	GRADE 7		HOURLY	ANNUAL	18.57	25.58	38,626.99	53,200.99
	STEP	12	25.58	53,200.99				
	STEP	11	25.33	52,690.83				
	STEP	10	25.09	52,185.73				
	STEP	9	24.16	50,251.32				
	STEP	8	23.26	48,373.69				
	STEP	7	22.40	46,586.27				
	STEP	6	21.57	44,867.26				
	STEP	5	20.78	43,213.84				
	STEP	4	20.01	41,625.03				
	STEP	3	19.28	40,096.08				
	STEP	2	18.57	38,626.99				
	GRADE 07L		HOURLY	ANNUAL	19.28	25.58	40,096.08	53,200.99
	STEP	12	25.58	53,200.99				
	STEP	11	25.33	52,690.83				
	STEP	10	25.09	52,185.73				
	STEP	9	24.16	50,251.32				
	STEP	8	23.26	48,373.69				
	STEP	7	22.40	46,586.27				
	STEP	6	21.57	44,867.26				
	STEP	5	20.78	43,213.84				
	STEP	4	20.01	41,625.03				
	STEP	3	19.28	40,096.08				
	GRADE 8		HOURLY	ANNUAL	19.28	26.56	40,096.08	55,254.64
	STEP	12	26.56	55,254.64				
	STEP	11	26.31	54,724.15				
	STEP	10	26.06	54,198.91				
	STEP	9	25.09	52,187.08				
	STEP	8	24.15	50,234.26				
	STEP	7	23.26	48,373.69				
	STEP	6	22.40	46,586.27				
	STEP	5	21.57	44,867.26				

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RL1	SEIU Local 888-40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	4	20.78	43,213.84				
	STEP	3	20.01	41,625.03				
	STEP	2	19.28	40,096.08				
	GRADE 08L		HOURLY	ANNUAL	20.01	26.56	41,625.03	55,254.64
	STEP	12	26.56	55,254.64				
	STEP	11	26.31	54,724.15				
	STEP	10	26.06	54,198.91				
	STEP	9	25.09	52,187.08				
	STEP	8	24.15	50,234.26				
	STEP	7	23.26	48,373.69				
	STEP	6	22.40	46,586.27				
	STEP	5	21.57	44,867.26				
	STEP	4	20.78	43,213.84				
	STEP	3	20.01	41,625.03				
	GRADE 9		HOURLY	ANNUAL	20.01	27.59	41,625.03	57,388.55
	STEP	12	27.59	57,388.55				
	STEP	11	27.33	56,836.93				
	STEP	10	27.06	56,290.78				
	STEP	9	26.06	54,198.49				
	STEP	8	25.08	52,167.06				
	STEP	7	24.15	50,234.26				
	STEP	6	23.26	48,373.69				
	STEP	5	22.40	46,586.27				
	STEP	4	21.57	44,867.26				
	STEP	3	20.78	43,213.84				
	STEP	2	20.01	41,625.03				
	GRADE 09L		HOURLY	ANNUAL	20.78	27.59	43,213.84	57,388.55
	STEP	12	27.59	57,388.55				
	STEP	11	27.33	56,836.93				
	STEP	10	27.06	56,290.78				
	STEP	9	26.06	54,198.49				
	STEP	8	25.08	52,167.06				
	STEP	7	24.15	50,234.26				
	STEP	6	23.26	48,373.69				
	STEP	5	22.40	46,586.27				
	STEP	4	21.57	44,867.26				
	STEP	3	20.78	43,213.84				
	GRADE 10L		HOURLY	ANNUAL	21.57	28.66	44,867.26	59,607.34

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RL1	SEIU Local 888-40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	12	28.66	59,607.34				
	STEP	11	28.38	59,033.75				
	STEP	10	28.11	58,465.85				
	STEP	9	27.06	56,289.90				
	STEP	8	26.05	54,177.79				
	STEP	7	25.08	52,167.06				
	STEP	6	24.15	50,234.26				
	STEP	5	23.26	48,373.69				
	STEP	4	22.40	46,586.27				
	STEP	3	21.57	44,867.26				
	GRADE 10		HOURLY	ANNUAL	20.78	28.64	43,213.84	59,570.43
	STEP	12	28.64	59,570.43				
	STEP	11	28.36	58,997.21				
	STEP	10	28.09	58,429.67				
	STEP	9	27.06	56,290.78				
	STEP	8	26.05	54,177.79				
	STEP	7	25.08	52,167.06				
	STEP	6	24.15	50,234.26				
	STEP	5	23.26	48,373.69				
	STEP	4	22.40	46,586.27				
	STEP	3	21.57	44,867.26				
	STEP	2	20.78	43,213.84				
	GRADE 11L		HOURLY	ANNUAL	22.40	29.77	46,586.27	61,916.53
	STEP	12	29.77	61,916.53				
	STEP	11	29.48	61,320.08				
	STEP	10	29.20	60,729.55				
	STEP	9	28.11	58,466.53				
	STEP	8	27.05	56,269.28				
	STEP	7	26.05	54,177.79				
	STEP	6	25.08	52,167.06				
	STEP	5	24.15	50,234.26				
	STEP	4	23.26	48,373.69				
	STEP	3	22.40	46,586.27				
	GRADE 11		HOURLY	ANNUAL	21.57	29.77	44,867.26	61,916.53
	STEP	12	29.77	61,916.53				
	STEP	11	29.48	61,320.08				
	STEP	10	29.20	60,729.55				
	STEP	9	28.11	58,466.53				
	STEP	8	27.05	56,269.28				

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Salary Plan Code:

RL1	SEIU Local 888-40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	26.05	54,177.79				
	STEP	6	25.08	52,167.06				
	STEP	5	24.15	50,234.26				
	STEP	4	23.26	48,373.69				
	STEP	3	22.40	46,586.27				
	STEP	2	21.57	44,867.26				
	GRADE	12L	HOURLY	ANNUAL	23.26	30.92	48,373.69	64,317.08
	STEP	12	30.92	64,317.08				
	STEP	11	30.62	63,696.86				
	STEP	10	30.33	63,082.79				
	STEP	9	29.20	60,729.26				
	STEP	8	28.10	58,444.40				
	STEP	7	27.05	56,269.28				
	STEP	6	26.05	54,177.79				
	STEP	5	25.08	52,167.06				
	STEP	4	24.15	50,234.26				
	STEP	3	23.26	48,373.69				
	GRADE	12	HOURLY	ANNUAL	22.40	30.92	46,586.27	64,317.08
	STEP	12	30.92	64,317.08				
	STEP	11	30.62	63,696.86				
	STEP	10	30.33	63,082.79				
	STEP	9	29.20	60,729.26				
	STEP	8	28.10	58,444.40				
	STEP	7	27.05	56,269.28				
	STEP	6	26.05	54,177.79				
	STEP	5	25.08	52,167.06				
	STEP	4	24.15	50,234.26				
	STEP	3	23.26	48,373.69				
	STEP	2	22.40	46,586.27				
	GRADE	13	HOURLY	ANNUAL	23.26	32.12	48,373.69	66,813.55
	STEP	12	32.12	66,813.55				
	STEP	11	31.81	66,168.62				
	STEP	10	31.50	65,530.06				
	STEP	9	30.33	63,082.42				
	STEP	8	29.19	60,705.99				
	STEP	7	28.10	58,444.40				
	STEP	6	27.05	56,269.28				
	STEP	5	26.05	54,177.79				
	STEP	4	25.08	52,167.06				

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RL1	<i>SEIU Local 888-40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	3	24.15	50,234.26				
	STEP	2	23.26	48,373.69				
	GRADE	14	HOURLY	ANNUAL	25.08	34.67	52,167.06	72,110.05
	STEP	12	34.67	72,110.04				
	STEP	11	34.33	71,412.67				
	STEP	10	34.00	70,722.20				
	STEP	9	32.73	68,074.86				
	STEP	8	31.49	65,504.74				
	STEP	7	30.32	63,058.80				
	STEP	6	29.19	60,705.99				
	STEP	5	28.10	58,444.40				
	STEP	4	27.05	56,269.28				
	STEP	3	26.05	54,177.79				
	STEP	2	25.08	52,167.06				
	GRADE	15	HOURLY	ANNUAL	28.10	38.88	58,444.40	80,878.19
	STEP	12	38.88	80,878.19				
	STEP	11	38.51	80,094.00				
	STEP	10	38.13	79,317.58				
	STEP	9	36.70	76,339.64				
	STEP	8	35.31	73,448.80				
	STEP	7	33.99	70,696.88				
	STEP	6	32.72	68,049.50				
	STEP	5	31.49	65,504.74				
	STEP	4	30.32	63,058.80				
	STEP	3	29.19	60,705.99				
	STEP	2	28.10	58,444.40				
	GRADE	16	HOURLY	ANNUAL	30.32	41.98	63,058.80	87,322.36
	STEP	12	41.98	87,322.36				
	STEP	11	41.57	86,474.37				
	STEP	10	41.17	85,634.78				
	STEP	9	39.62	82,413.87				
	STEP	8	38.12	79,287.12				
	STEP	7	36.69	76,311.88				
	STEP	6	35.31	73,448.80				
	STEP	5	33.99	70,696.88				
	STEP	4	32.72	68,049.50				
	STEP	3	31.49	65,504.74				
	STEP	2	30.32	63,058.80				
	GRADE	17	HOURLY	ANNUAL	32.72	45.33	68,049.50	94,295.17

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RL1	<i>SEIU Local 888-40hrs</i>			Hourly Range		Annual Range	
	STEP	12	45.33	94,295.16			
	STEP	11	44.89	93,378.13			
	STEP	10	44.46	92,470.19			
	STEP	9	42.78	88,986.38			
	STEP	8	41.16	85,604.36			
	STEP	7	39.61	82,384.92			
	STEP	6	38.12	79,287.12			
	STEP	5	36.69	76,311.88			
	STEP	4	35.31	73,448.80			
	STEP	3	33.99	70,696.88			
	STEP	2	32.72	68,049.50			
	GRADE	18	HOURLY	ANNUAL	36.69	50.88	76,311.88
	STEP	12	50.88	105,831.77			
	STEP	11	50.38	104,800.52			
	STEP	10	49.89	103,779.48			
	STEP	9	48.01	99,860.69			
	STEP	8	46.18	96,056.12			
	STEP	7	44.44	92,433.78			
	STEP	6	42.77	88,952.07			
	STEP	5	41.16	85,604.36			
	STEP	4	39.61	82,384.92			
	STEP	3	38.12	79,287.12			
	STEP	2	36.69	76,311.88			
	GRADE	19	HOURLY	ANNUAL	39.61	54.96	82,384.92
	STEP	12	54.96	114,313.90			
	STEP	11	54.42	113,198.67			
	STEP	10	53.89	112,094.48			
	STEP	9	51.85	107,855.89			
	STEP	8	49.88	103,740.76			
	STEP	7	47.99	99,822.90			
	STEP	6	46.18	96,056.12			
	STEP	5	44.44	92,433.78			
	STEP	4	42.77	88,952.07			
	STEP	3	41.16	85,604.36			
	STEP	2	39.61	82,384.92			
	GRADE	20	HOURLY	ANNUAL	42.77	59.37	88,952.07
	STEP	12	59.37	123,487.23			
	STEP	11	58.79	122,281.16			
	STEP	10	58.21	121,087.05			

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STEP	9	56.01	116,502.60					
STEP	8	53.87	112,051.63					
STEP	7	51.83	107,814.48					
STEP	6	49.88	103,740.76					
STEP	5	47.99	99,822.90					
STEP	4	46.18	96,056.12					
STEP	3	44.44	92,433.78					
STEP	2	42.77	88,952.07					
GRADE	21	HOURLY	ANNUAL		44.86	64.14	93,313.46	133,409.32
STEP	12	64.14	133,409.32					
STEP	11	63.51	132,105.02					
STEP	10	62.89	130,813.64					
STEP	9	60.51	125,855.09					
STEP	8	56.52	117,570.59					
STEP	7	54.39	113,121.03					
STEP	6	52.33	108,843.08					
STEP	5	50.35	104,729.34					
STEP	4	48.45	100,774.28					
STEP	3	46.62	96,970.52					
STEP	2	44.86	93,313.46					
GRADE	22	HOURLY	ANNUAL		49.88	69.30	103,740.77	144,138.11
STEP	12	69.30	144,138.10					
STEP	11	68.62	142,727.59					
STEP	10	67.95	141,331.03					
STEP	9	65.37	135,967.97					
STEP	8	62.87	130,762.93					
STEP	7	60.48	125,806.46					
STEP	6	58.19	121,040.96					
STEP	5	55.99	116,456.98					
STEP	4	53.87	112,051.63					
STEP	3	51.83	107,814.48					
STEP	2	49.88	103,740.76					