

Compensation Rates

01/07/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RL	City Clerical SEIU L888				Hourly Range		Annual Range	
	GRADE	5	HOURLY	ANNUAL	19.70	27.11	35,855.13	49,331.72
	STEP	12	27.11	49,331.72				
	STEP	11	26.85	48,859.87				
	STEP	10	26.59	48,392.70				
	STEP	9	25.61	46,604.18				
	STEP	8	24.65	44,867.28				
	STEP	7	23.74	43,213.84				
	STEP	6	22.87	41,625.03				
	STEP	5	22.03	40,096.08				
	STEP	4	21.22	38,627.00				
	STEP	3	20.45	37,214.94				
	STEP	2	19.70	35,855.13				
	GRADE	05L	HOURLY	ANNUAL	20.45	27.10	37,214.94	49,317.61
	STEP	12	27.10	49,317.61				
	STEP	11	26.84	48,845.90				
	STEP	10	26.58	48,378.87				
	STEP	9	25.60	46,590.87				
	STEP	8	24.65	44,867.28				
	STEP	7	23.74	43,213.84				
	STEP	6	22.87	41,625.03				
	STEP	5	22.03	40,096.08				
	STEP	4	21.22	38,627.00				
	STEP	3	20.45	37,214.94				
	GRADE	6	HOURLY	ANNUAL	20.45	28.15	37,214.94	51,228.53
	STEP	12	28.15	51,228.53				
	STEP	11	27.88	50,737.90				
	STEP	10	27.61	50,252.14				
	STEP	9	26.59	48,392.10				
	STEP	8	25.60	46,586.26				
	STEP	7	24.65	44,867.28				
	STEP	6	23.74	43,213.84				
	STEP	5	22.87	41,625.03				
	STEP	4	22.03	40,096.08				
	STEP	3	21.22	38,627.00				
	STEP	2	20.45	37,214.94				
	GRADE	06L	HOURLY	ANNUAL	21.22	28.15	38,627.00	51,228.53
	STEP	12	28.15	51,228.53				
	STEP	11	27.88	50,737.90				
	STEP	10	27.61	50,252.14				

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RL	<i>City Clerical SEIU L888</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	9	26.59	48,392.10				
	STEP	8	25.60	46,586.26				
	STEP	7	24.65	44,867.28				
	STEP	6	23.74	43,213.84				
	STEP	5	22.87	41,625.03				
	STEP	4	22.03	40,096.08				
	STEP	3	21.22	38,627.00				
	GRADE 7		HOURLY	ANNUAL	21.22	29.23	38,627.00	53,200.99
	STEP	12	29.23	53,200.99				
	STEP	11	28.95	52,690.84				
	STEP	10	28.67	52,185.73				
	STEP	9	27.61	50,251.32				
	STEP	8	26.58	48,373.69				
	STEP	7	25.60	46,586.26				
	STEP	6	24.65	44,867.28				
	STEP	5	23.74	43,213.84				
	STEP	4	22.87	41,625.03				
	STEP	3	22.03	40,096.08				
	STEP	2	21.22	38,627.00				
	GRADE 07L		HOURLY	ANNUAL	22.03	29.23	40,096.08	53,200.07
	STEP	12	29.23	53,200.07				
	STEP	11	28.95	52,689.93				
	STEP	10	28.67	52,184.83				
	STEP	9	27.61	50,250.45				
	STEP	8	26.58	48,373.69				
	STEP	7	25.60	46,586.26				
	STEP	6	24.65	44,867.28				
	STEP	5	23.74	43,213.84				
	STEP	4	22.87	41,625.03				
	STEP	3	22.03	40,096.08				
	GRADE 8		HOURLY	ANNUAL	22.03	30.36	40,096.08	55,254.63
	STEP	12	30.36	55,254.63				
	STEP	11	30.07	54,724.14				
	STEP	10	29.78	54,198.91				
	STEP	9	28.67	52,187.08				
	STEP	8	27.60	50,234.27				
	STEP	7	26.58	48,373.69				
	STEP	6	25.60	46,586.26				
	STEP	5	24.65	44,867.28				

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Salary Plan Code:

RL	<i>City Clerical SEIU L888</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	4	23.74	43,213.84				
	STEP	3	22.87	41,625.03				
	STEP	2	22.03	40,096.08				
	GRADE 08L		HOURLY	ANNUAL	22.87	30.36	41,625.03	55,254.63
	STEP	12	30.36	55,254.63				
	STEP	11	30.07	54,724.14				
	STEP	10	29.78	54,198.91				
	STEP	9	28.67	52,187.08				
	STEP	8	27.60	50,234.27				
	STEP	7	26.58	48,373.69				
	STEP	6	25.60	46,586.26				
	STEP	5	24.65	44,867.28				
	STEP	4	23.74	43,213.84				
	STEP	3	22.87	41,625.03				
	GRADE 9		HOURLY	ANNUAL	22.87	31.53	41,625.03	57,388.54
	STEP	12	31.53	57,388.54				
	STEP	11	31.23	56,836.93				
	STEP	10	30.93	56,290.77				
	STEP	9	29.78	54,198.49				
	STEP	8	28.66	52,167.08				
	STEP	7	27.60	50,234.27				
	STEP	6	26.58	48,373.69				
	STEP	5	25.60	46,586.26				
	STEP	4	24.65	44,867.28				
	STEP	3	23.74	43,213.84				
	STEP	2	22.87	41,625.03				
	GRADE 09L		HOURLY	ANNUAL	23.74	31.53	43,213.84	57,388.54
	STEP	12	31.53	57,388.54				
	STEP	11	31.23	56,836.93				
	STEP	10	30.93	56,290.77				
	STEP	9	29.78	54,198.49				
	STEP	8	28.66	52,167.08				
	STEP	7	27.60	50,234.27				
	STEP	6	26.58	48,373.69				
	STEP	5	25.60	46,586.26				
	STEP	4	24.65	44,867.28				
	STEP	3	23.74	43,213.84				
	GRADE 10L		HOURLY	ANNUAL	24.65	32.75	44,867.28	59,607.34

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RL	<i>City Clerical SEIU L888</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	12	32.75	59,607.34				
	STEP	11	32.44	59,033.75				
	STEP	10	32.12	58,465.85				
	STEP	9	30.93	56,289.90				
	STEP	8	29.77	54,177.80				
	STEP	7	28.66	52,167.08				
	STEP	6	27.60	50,234.27				
	STEP	5	26.58	48,373.69				
	STEP	4	25.60	46,586.26				
	STEP	3	24.65	44,867.28				
	GRADE 10		HOURLY	ANNUAL	23.74	32.75	43,213.84	59,607.34
	STEP	12	32.75	59,607.34				
	STEP	11	32.44	59,033.75				
	STEP	10	32.12	58,465.85				
	STEP	9	30.93	56,289.90				
	STEP	8	29.77	54,177.80				
	STEP	7	28.66	52,167.08				
	STEP	6	27.60	50,234.27				
	STEP	5	26.58	48,373.69				
	STEP	4	25.60	46,586.26				
	STEP	3	24.65	44,867.28				
	STEP	2	23.74	43,213.84				
	GRADE 11L		HOURLY	ANNUAL	25.60	34.02	46,586.27	61,916.53
	STEP	12	34.02	61,916.53				
	STEP	11	33.69	61,320.09				
	STEP	10	33.37	60,729.54				
	STEP	9	32.12	58,466.54				
	STEP	8	30.92	56,269.29				
	STEP	7	29.77	54,177.80				
	STEP	6	28.66	52,167.08				
	STEP	5	27.60	50,234.27				
	STEP	4	26.58	48,373.69				
	STEP	3	25.60	46,586.26				
	GRADE 11		HOURLY	ANNUAL	24.65	34.02	44,867.28	61,916.53
	STEP	12	34.02	61,916.53				
	STEP	11	33.69	61,320.09				
	STEP	10	33.37	60,729.54				
	STEP	9	32.12	58,466.54				
	STEP	8	30.92	56,269.29				

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RL	<i>City Clerical SEIU L888</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	29.77	54,177.80				
	STEP	6	28.66	52,167.08				
	STEP	5	27.60	50,234.27				
	STEP	4	26.58	48,373.69				
	STEP	3	25.60	46,586.26				
	STEP	2	24.65	44,867.28				
	GRADE	12L	HOURLY	ANNUAL	26.58	35.34	48,373.69	64,317.08
	STEP	12	35.34	64,317.08				
	STEP	11	35.00	63,696.86				
	STEP	10	34.66	63,082.79				
	STEP	9	33.37	60,729.26				
	STEP	8	32.11	58,444.40				
	STEP	7	30.92	56,269.29				
	STEP	6	29.77	54,177.80				
	STEP	5	28.66	52,167.08				
	STEP	4	27.60	50,234.27				
	STEP	3	26.58	48,373.69				
	GRADE	12	HOURLY	ANNUAL	25.60	35.34	46,586.27	64,317.08
	STEP	12	35.34	64,317.08				
	STEP	11	35.00	63,696.86				
	STEP	10	34.66	63,082.79				
	STEP	9	33.37	60,729.26				
	STEP	8	32.11	58,444.40				
	STEP	7	30.92	56,269.29				
	STEP	6	29.77	54,177.80				
	STEP	5	28.66	52,167.08				
	STEP	4	27.60	50,234.27				
	STEP	3	26.58	48,373.69				
	STEP	2	25.60	46,586.26				
	GRADE	13	HOURLY	ANNUAL	26.58	36.71	48,373.69	66,813.57
	STEP	12	36.71	66,813.56				
	STEP	11	36.36	66,168.63				
	STEP	10	36.01	65,530.08				
	STEP	9	34.66	63,082.42				
	STEP	8	33.35	60,705.99				
	STEP	7	32.11	58,444.40				
	STEP	6	30.92	56,269.29				
	STEP	5	29.77	54,177.80				
	STEP	4	28.66	52,167.08				

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RL	<i>City Clerical SEIU L888</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	3	27.60	50,234.27				
	STEP	2	26.58	48,373.69				
	GRADE 14		HOURLY	ANNUAL	28.66	39.62	52,167.07	72,110.05
	STEP	12	39.62	72,110.05				
	STEP	11	39.24	71,412.67				
	STEP	10	38.86	70,722.21				
	STEP	9	37.40	68,074.86				
	STEP	8	35.99	65,504.74				
	STEP	7	34.65	63,058.79				
	STEP	6	33.35	60,705.99				
	STEP	5	32.11	58,444.40				
	STEP	4	30.92	56,269.29				
	STEP	3	29.77	54,177.80				
	STEP	2	28.66	52,167.08				
	GRADE 15		HOURLY	ANNUAL	32.11	44.44	58,444.40	80,878.19
	STEP	12	44.44	80,878.19				
	STEP	11	44.01	80,094.00				
	STEP	10	43.58	79,317.58				
	STEP	9	41.94	76,339.63				
	STEP	8	40.36	73,448.80				
	STEP	7	38.84	70,696.89				
	STEP	6	37.39	68,049.50				
	STEP	5	35.99	65,504.74				
	STEP	4	34.65	63,058.79				
	STEP	3	33.35	60,705.99				
	STEP	2	32.11	58,444.40				
	GRADE 16		HOURLY	ANNUAL	34.65	47.98	63,058.79	87,322.36
	STEP	12	47.98	87,322.36				
	STEP	11	47.51	86,474.37				
	STEP	10	47.05	85,634.78				
	STEP	9	45.28	82,413.87				
	STEP	8	43.56	79,287.12				
	STEP	7	41.93	76,311.90				
	STEP	6	40.36	73,448.80				
	STEP	5	38.84	70,696.89				
	STEP	4	37.39	68,049.50				
	STEP	3	35.99	65,504.74				
	STEP	2	34.65	63,058.79				
	GRADE 17		HOURLY	ANNUAL	37.39	51.81	68,049.50	94,295.17

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	STEP	12	51.81	94,295.17				
	STEP	11	51.31	93,378.14				
	STEP	10	50.81	92,470.19				
	STEP	9	48.89	88,986.39				
	STEP	8	47.04	85,604.35				
	STEP	7	45.27	82,384.92				
	STEP	6	43.56	79,287.12				
	STEP	5	41.93	76,311.90				
	STEP	4	40.36	73,448.80				
	STEP	3	38.84	70,696.89				
	STEP	2	37.39	68,049.50				
	GRADE 18		HOURLY	ANNUAL	41.93	58.15	76,311.90	105,831.95
	STEP	12	58.15	105,831.95				
	STEP	11	57.58	104,800.70				
	STEP	10	57.02	103,779.65				
	STEP	9	54.87	99,860.86				
	STEP	8	52.78	96,056.13				
	STEP	7	50.79	92,433.78				
	STEP	6	48.87	88,952.08				
	STEP	5	47.04	85,604.35				
	STEP	4	45.27	82,384.92				
	STEP	3	43.56	79,287.12				
	STEP	2	41.93	76,311.90				
	GRADE 19		HOURLY	ANNUAL	45.27	62.81	82,384.92	114,314.08
	STEP	12	62.81	114,314.08				
	STEP	11	62.20	113,198.85				
	STEP	10	61.59	112,094.65				
	STEP	9	59.26	107,856.06				
	STEP	8	57.00	103,740.77				
	STEP	7	54.85	99,822.91				
	STEP	6	52.78	96,056.13				
	STEP	5	50.79	92,433.78				
	STEP	4	48.87	88,952.08				
	STEP	3	47.04	85,604.35				
	STEP	2	45.27	82,384.92				
	GRADE 20		HOURLY	ANNUAL	48.87	67.85	88,952.08	123,487.23
	STEP	12	67.85	123,487.23				
	STEP	11	67.19	122,281.17				
	STEP	10	66.53	121,087.05				

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	STEP	9	64.01	116,502.60				
	STEP	8	61.57	112,051.62				
	STEP	7	59.24	107,814.48				
	STEP	6	57.00	103,740.77				
	STEP	5	54.85	99,822.91				
	STEP	4	52.78	96,056.13				
	STEP	3	50.79	92,433.78				
	STEP	2	48.87	88,952.08				
	GRADE	21	HOURLY	ANNUAL	52.78	73.30	96,056.13	133,409.33
	STEP	12	73.30	133,409.32				
	STEP	11	72.59	132,105.02				
	STEP	10	71.88	130,813.64				
	STEP	9	69.15	125,855.10				
	STEP	8	66.51	121,040.97				
	STEP	7	63.99	116,457.93				
	STEP	6	61.57	112,051.62				
	STEP	5	59.24	107,814.48				
	STEP	4	57.00	103,740.77				
	STEP	3	54.85	99,822.91				
	STEP	2	52.78	96,056.13				
	GRADE	22	HOURLY	ANNUAL	57.00	79.20	103,740.77	144,138.02
	STEP	12	79.20	144,138.02				
	STEP	11	78.42	142,727.50				
	STEP	10	77.65	141,330.94				
	STEP	9	74.71	135,967.88				
	STEP	8	71.85	130,762.95				
	STEP	7	69.12	125,806.45				
	STEP	6	66.51	121,040.97				
	STEP	5	63.99	116,456.97				
	STEP	4	61.57	112,051.62				
	STEP	3	59.24	107,814.48				
	STEP	2	57.00	103,740.77				