

Compensation Rates

01/08/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

SF	Teamsters Local Union, No. 25			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE						
	11	HOURLY	ANNUAL	24.54	31.45	51,043.57	65,412.67
	STEP	9	31.45	65,412.67			
	STEP	8	30.85	64,162.92			
	STEP	7	30.26	62,937.67			
	STEP	6	29.68	61,736.44			
	STEP	5	29.11	60,558.32			
	STEP	4	27.85	57,920.33			
	STEP	3	26.66	55,457.24			
	STEP	2	25.53	53,100.07			
	STEP	1	24.54	51,043.57			
	12	HOURLY	ANNUAL	27.37	35.09	56,929.11	72,983.24
	STEP	9	35.09	72,983.24			
	STEP	8	34.42	71,585.03			
	STEP	7	33.76	70,214.24			
	STEP	6	33.11	68,870.34			
	STEP	5	32.49	67,583.57			
	STEP	4	31.06	64,598.26			
	STEP	3	29.75	61,870.31			
	STEP	2	28.47	59,219.56			
	STEP	1	27.37	56,929.11			
	13	HOURLY	ANNUAL	27.85	35.93	57,920.33	74,742.21
	STEP	9	35.93	74,742.21			
	STEP	8	35.24	73,309.52			
	STEP	7	34.57	71,904.93			
	STEP	6	33.91	70,527.88			
	STEP	5	33.26	69,177.68			
	STEP	4	31.82	66,179.43			
	STEP	3	30.43	63,288.04			
	STEP	2	29.11	60,558.32			
	STEP	1	27.85	57,920.33			
	14	HOURLY	ANNUAL	30.43	39.52	63,288.04	82,208.47
	STEP	9	39.52	82,208.47			
	STEP	8	38.76	80,629.38			
	STEP	7	38.02	79,081.26			
	STEP	6	37.29	77,563.49			
	STEP	5	36.57	76,075.24			
	STEP	4	34.93	72,662.86			
	STEP	3	33.26	69,177.68			
	STEP	2	31.82	66,178.49			

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	STEP	1	30.43	63,288.04				
	GRADE	15	HOURLY	ANNUAL	33.26	43.22	69,177.68	89,905.59
	STEP	9	43.22	89,905.59				
	STEP	8	42.39	88,175.57				
	STEP	7	41.58	86,479.49				
	STEP	6	40.78	84,816.66				
	STEP	5	39.99	83,186.43				
	STEP	4	38.20	79,445.68				
	STEP	3	36.36	75,629.62				
	STEP	2	34.78	72,343.55				
	STEP	1	33.26	69,177.68				
	GRADE	17	HOURLY	ANNUAL	40.00	51.45	83,200.66	107,013.32
	STEP	9	51.45	107,013.32				
	STEP	8	50.46	104,947.87				
	STEP	7	49.48	102,922.91				
	STEP	6	48.53	100,937.67				
	STEP	5	47.59	98,991.80				
	STEP	4	45.58	94,811.65				
	STEP	3	43.54	90,565.33				
	STEP	2	41.67	86,671.67				
	STEP	1	40.00	83,200.66				