

# Compensation Rates

04/04/2024

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>	18.33	25.44	33,352.69	46,305.96
	STEP	12	25.44	46,305.96				
	STEP	11	25.19	45,852.44				
	STEP	10	24.95	45,403.41				
	STEP	9	24.00	43,684.34				
	STEP	8	23.09	42,014.88				
	STEP	7	22.21	40,425.65				
	STEP	6	21.37	38,898.53				
	STEP	5	20.57	37,428.96				
	STEP	4	19.79	36,016.92				
	STEP	3	19.04	34,659.69				
	STEP	2	18.33	33,352.69				
	<b>GRADE 05L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.04	25.44	34,659.69	46,292.40
	STEP	12	25.44	46,292.40				
	STEP	11	25.19	45,839.01				
	STEP	10	24.94	45,390.11				
	STEP	9	24.00	43,671.54				
	STEP	8	23.09	42,014.88				
	STEP	7	22.21	40,425.65				
	STEP	6	21.37	38,898.53				
	STEP	5	20.57	37,428.96				
	STEP	4	19.79	36,016.92				
	STEP	3	19.04	34,659.69				
	<b>GRADE 6</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.04	26.44	34,659.69	48,129.11
	STEP	12	26.44	48,129.11				
	STEP	11	26.19	47,657.54				
	STEP	10	25.93	47,190.64				
	STEP	9	24.95	45,402.83				
	STEP	8	23.99	43,667.12				
	STEP	7	23.09	42,014.88				
	STEP	6	22.21	40,425.65				
	STEP	5	21.37	38,898.53				
	STEP	4	20.57	37,428.96				
	STEP	3	19.79	36,016.92				
	STEP	2	19.04	34,659.69				
	<b>GRADE 06L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.79	26.44	36,016.92	48,129.11
	STEP	12	26.44	48,129.11				
	STEP	11	26.19	47,657.54				
	STEP	10	25.93	47,190.64				

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	STEP	9	24.95	45,402.83				
	STEP	8	23.99	43,667.12				
	STEP	7	23.09	42,014.88				
	STEP	6	22.21	40,425.65				
	STEP	5	21.37	38,898.53				
	STEP	4	20.57	37,428.96				
	STEP	3	19.79	36,016.92				
	<b>GRADE 7</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.79	27.49	36,016.92	50,024.99
	STEP	12	27.49	50,024.99				
	STEP	11	27.22	49,534.64				
	STEP	10	26.95	49,049.15				
	STEP	9	25.93	47,189.86				
	STEP	8	24.94	45,385.13				
	STEP	7	23.99	43,667.12				
	STEP	6	23.09	42,014.88				
	STEP	5	22.21	40,425.65				
	STEP	4	21.37	38,898.53				
	STEP	3	20.57	37,428.96				
	STEP	2	19.79	36,016.92				
	<b>GRADE 07L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.57	27.49	37,428.96	50,024.10
	STEP	12	27.49	50,024.10				
	STEP	11	27.22	49,533.77				
	STEP	10	26.95	49,048.28				
	STEP	9	25.93	47,189.01				
	STEP	8	24.94	45,385.13				
	STEP	7	23.99	43,667.12				
	STEP	6	23.09	42,014.88				
	STEP	5	22.21	40,425.65				
	STEP	4	21.37	38,898.53				
	STEP	3	20.57	37,428.96				
	<b>GRADE 8</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.57	28.57	37,428.96	51,998.88
	STEP	12	28.57	51,998.88				
	STEP	11	28.29	51,488.99				
	STEP	10	28.01	50,984.15				
	STEP	9	26.95	49,050.45				
	STEP	8	25.92	47,173.47				
	STEP	7	24.94	45,385.13				
	STEP	6	23.99	43,667.12				
	STEP	5	23.09	42,014.88				

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04/04/2024

Minimum and Maximums  
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	STEP	4	22.21	40,425.65			
	STEP	3	21.37	38,898.53			
	STEP	2	20.57	37,428.96			
	<b>GRADE 08L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	21.37	28.57	38,898.53	51,998.88
	STEP	12	28.57	51,998.88			
	STEP	11	28.29	51,488.99			
	STEP	10	28.01	50,984.15			
	STEP	9	26.95	49,050.45			
	STEP	8	25.92	47,173.47			
	STEP	7	24.94	45,385.13			
	STEP	6	23.99	43,667.12			
	STEP	5	23.09	42,014.88			
	STEP	4	22.21	40,425.65			
	STEP	3	21.37	38,898.53			
	<b>GRADE 9</b>	<b>HOURLY</b>	<b>ANNUAL</b>	21.37	29.70	38,898.53	54,049.93
	STEP	12	29.70	54,049.93			
	STEP	11	29.41	53,519.73			
	STEP	10	29.12	52,994.78			
	STEP	9	28.01	50,983.75			
	STEP	8	26.94	49,031.22			
	STEP	7	25.92	47,173.47			
	STEP	6	24.94	45,385.13			
	STEP	5	23.99	43,667.12			
	STEP	4	23.09	42,014.88			
	STEP	3	22.21	40,425.65			
	STEP	2	21.37	38,898.53			
	<b>GRADE 09L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	22.21	29.70	40,425.65	54,049.93
	STEP	12	29.70	54,049.93			
	STEP	11	29.41	53,519.73			
	STEP	10	29.12	52,994.78			
	STEP	9	28.01	50,983.75			
	STEP	8	26.94	49,031.22			
	STEP	7	25.92	47,173.47			
	STEP	6	24.94	45,385.13			
	STEP	5	23.99	43,667.12			
	STEP	4	23.09	42,014.88			
	STEP	3	22.21	40,425.65			
	<b>GRADE 10L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	23.09	30.87	42,014.88	56,182.56

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04/04/2024

Minimum and Maximums  
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RL	<i>City Clerical SEIU L888</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	12	30.87	56,182.56				
	STEP	11	30.57	55,631.25				
	STEP	10	30.27	55,085.40				
	STEP	9	29.12	52,993.95				
	STEP	8	28.00	50,963.86				
	STEP	7	26.94	49,031.22				
	STEP	6	25.92	47,173.47				
	STEP	5	24.94	45,385.13				
	STEP	4	23.99	43,667.12				
	STEP	3	23.09	42,014.88				
	<b>GRADE 10</b>		<b>HOURLY</b>	<b>ANNUAL</b>	22.21	30.87	40,425.65	56,182.56
	STEP	12	30.87	56,182.56				
	STEP	11	30.57	55,631.25				
	STEP	10	30.27	55,085.40				
	STEP	9	29.12	52,993.95				
	STEP	8	28.00	50,963.86				
	STEP	7	26.94	49,031.22				
	STEP	6	25.92	47,173.47				
	STEP	5	24.94	45,385.13				
	STEP	4	23.99	43,667.12				
	STEP	3	23.09	42,014.88				
	STEP	2	22.21	40,425.65				
	<b>GRADE 11L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	23.99	32.09	43,667.12	58,402.09
	STEP	12	32.09	58,402.09				
	STEP	11	31.77	57,828.81				
	STEP	10	31.46	57,261.20				
	STEP	9	30.27	55,086.06				
	STEP	8	29.11	52,974.14				
	STEP	7	28.00	50,963.86				
	STEP	6	26.94	49,031.22				
	STEP	5	25.92	47,173.47				
	STEP	4	24.94	45,385.13				
	STEP	3	23.99	43,667.12				
	<b>GRADE 11</b>		<b>HOURLY</b>	<b>ANNUAL</b>	23.09	32.09	42,014.88	58,402.09
	STEP	12	32.09	58,402.09				
	STEP	11	31.77	57,828.81				
	STEP	10	31.46	57,261.20				
	STEP	9	30.27	55,086.06				
	STEP	8	29.11	52,974.14				

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04/04/2024

Minimum and Maximums  
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RL	<i>City Clerical SEIU L888</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	28.00	50,963.86			
	STEP	6	26.94	49,031.22			
	STEP	5	25.92	47,173.47			
	STEP	4	24.94	45,385.13			
	STEP	3	23.99	43,667.12			
	STEP	2	23.09	42,014.88			
	<b>GRADE</b>	<b>12L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	24.94	33.36	45,385.13 60,709.42
	STEP	12	33.36	60,709.42			
	STEP	11	33.03	60,113.29			
	STEP	10	32.70	59,523.06			
	STEP	9	31.46	57,260.92			
	STEP	8	30.26	55,064.79			
	STEP	7	29.11	52,974.14			
	STEP	6	28.00	50,963.86			
	STEP	5	26.94	49,031.22			
	STEP	4	25.92	47,173.47			
	STEP	3	24.94	45,385.13			
	<b>GRADE</b>	<b>12</b>	<b>HOURLY</b>	<b>ANNUAL</b>	23.99	33.36	43,667.12 60,709.42
	STEP	12	33.36	60,709.42			
	STEP	11	33.03	60,113.29			
	STEP	10	32.70	59,523.06			
	STEP	9	31.46	57,260.92			
	STEP	8	30.26	55,064.79			
	STEP	7	29.11	52,974.14			
	STEP	6	28.00	50,963.86			
	STEP	5	26.94	49,031.22			
	STEP	4	25.92	47,173.47			
	STEP	3	24.94	45,385.13			
	STEP	2	23.99	43,667.12			
	<b>GRADE</b>	<b>13</b>	<b>HOURLY</b>	<b>ANNUAL</b>	24.94	34.68	45,385.13 63,108.97
	STEP	12	34.68	63,108.97			
	STEP	11	34.33	62,489.07			
	STEP	10	34.00	61,875.32			
	STEP	9	32.70	59,522.71			
	STEP	8	31.45	57,238.56			
	STEP	7	30.26	55,064.79			
	STEP	6	29.11	52,974.14			
	STEP	5	28.00	50,963.86			
	STEP	4	26.94	49,031.22			

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	STEP	3	25.92	47,173.47				
	STEP	2	24.94	45,385.13				
	<b>GRADE 14</b>		<b>HOURLY</b>	<b>ANNUAL</b>	26.94	37.47	49,031.22	68,199.78
	STEP	12	37.47	68,199.78				
	STEP	11	37.10	67,529.49				
	STEP	10	36.74	66,865.83				
	STEP	9	35.34	64,321.28				
	STEP	8	33.98	61,850.96				
	STEP	7	32.69	59,500.00				
	STEP	6	31.45	57,238.56				
	STEP	5	30.26	55,064.79				
	STEP	4	29.11	52,974.14				
	STEP	3	28.00	50,963.86				
	STEP	2	26.94	49,031.22				
	<b>GRADE 15</b>		<b>HOURLY</b>	<b>ANNUAL</b>	30.26	42.10	55,064.79	76,627.45
	STEP	12	42.10	76,627.45				
	STEP	11	41.69	75,873.71				
	STEP	10	41.28	75,127.43				
	STEP	9	39.71	72,265.13				
	STEP	8	38.18	69,486.54				
	STEP	7	36.73	66,841.50				
	STEP	6	35.33	64,296.91				
	STEP	5	33.98	61,850.96				
	STEP	4	32.69	59,500.00				
	STEP	3	31.45	57,238.56				
	STEP	2	30.26	55,064.79				
	<b>GRADE 16</b>		<b>HOURLY</b>	<b>ANNUAL</b>	32.69	45.51	59,500.00	82,821.38
	STEP	12	45.51	82,821.38				
	STEP	11	45.06	82,006.32				
	STEP	10	44.62	81,199.33				
	STEP	9	42.91	78,103.49				
	STEP	8	41.26	75,098.16				
	STEP	7	39.69	72,238.47				
	STEP	6	38.18	69,486.54				
	STEP	5	36.73	66,841.50				
	STEP	4	35.33	64,296.91				
	STEP	3	33.98	61,850.96				
	STEP	2	32.69	59,500.00				
	<b>GRADE 17</b>		<b>HOURLY</b>	<b>ANNUAL</b>	35.33	49.19	64,296.91	89,523.43

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	<b>STEP</b>	12	49.19	89,523.43				
	<b>STEP</b>	11	48.70	88,642.01				
	<b>STEP</b>	10	48.22	87,769.32				
	<b>STEP</b>	9	46.39	84,420.79				
	<b>STEP</b>	8	44.60	81,170.09				
	<b>STEP</b>	7	42.90	78,075.67				
	<b>STEP</b>	6	41.26	75,098.16				
	<b>STEP</b>	5	39.69	72,238.47				
	<b>STEP</b>	4	38.18	69,486.54				
	<b>STEP</b>	3	36.73	66,841.50				
	<b>STEP</b>	2	35.33	64,296.91				
	<b>GRADE 18</b>		<b>HOURLY</b>	<b>ANNUAL</b>	39.69	55.28	72,238.47	100,612.22
	<b>STEP</b>	12	55.28	100,612.22				
	<b>STEP</b>	11	54.74	99,621.01				
	<b>STEP</b>	10	54.20	98,639.62				
	<b>STEP</b>	9	52.13	94,873.00				
	<b>STEP</b>	8	50.12	91,216.01				
	<b>STEP</b>	7	48.21	87,734.32				
	<b>STEP</b>	6	46.37	84,387.81				
	<b>STEP</b>	5	44.60	81,170.09				
	<b>STEP</b>	4	42.90	78,075.67				
	<b>STEP</b>	3	41.26	75,098.16				
	<b>STEP</b>	2	39.69	72,238.47				
	<b>GRADE 19</b>		<b>HOURLY</b>	<b>ANNUAL</b>	42.90	59.76	78,075.67	108,764.98
	<b>STEP</b>	12	59.76	108,764.98				
	<b>STEP</b>	11	59.17	107,693.05				
	<b>STEP</b>	10	58.59	106,631.73				
	<b>STEP</b>	9	56.35	102,557.73				
	<b>STEP</b>	8	54.18	98,602.24				
	<b>STEP</b>	7	52.11	94,836.52				
	<b>STEP</b>	6	50.12	91,216.01				
	<b>STEP</b>	5	48.21	87,734.32				
	<b>STEP</b>	4	46.37	84,387.81				
	<b>STEP</b>	3	44.60	81,170.09				
	<b>STEP</b>	2	42.90	78,075.67				
	<b>GRADE 20</b>		<b>HOURLY</b>	<b>ANNUAL</b>	46.37	64.61	84,387.81	117,581.92
	<b>STEP</b>	12	64.61	117,581.92				
	<b>STEP</b>	11	63.97	116,422.70				
	<b>STEP</b>	10	63.34	115,274.95				

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04/04/2024

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	STEP	9	60.92	110,868.52				
	STEP	8	58.57	106,590.38				
	STEP	7	56.33	102,517.77				
	STEP	6	54.18	98,602.24				
	STEP	5	52.11	94,836.52				
	STEP	4	50.12	91,216.01				
	STEP	3	48.21	87,734.32				
	STEP	2	46.37	84,387.81				
	<b>GRADE</b>	<b>21</b>	<b>HOURLY</b>	<b>ANNUAL</b>	50.12	69.85	91,216.01	127,118.73
	STEP	12	69.85	127,118.73				
	STEP	11	69.16	125,865.08				
	STEP	10	68.47	124,623.84				
	STEP	9	65.86	119,857.84				
	STEP	8	63.31	115,230.66				
	STEP	7	60.89	110,825.58				
	STEP	6	58.57	106,590.38				
	STEP	5	56.33	102,517.77				
	STEP	4	54.18	98,602.24				
	STEP	3	52.11	94,836.52				
	STEP	2	50.12	91,216.01				
	<b>GRADE</b>	<b>22</b>	<b>HOURLY</b>	<b>ANNUAL</b>	54.18	75.51	98,602.24	137,430.82
	STEP	12	75.51	137,430.82				
	STEP	11	74.77	136,075.07				
	STEP	10	74.03	134,732.74				
	STEP	9	71.20	129,577.93				
	STEP	8	68.45	124,575.12				
	STEP	7	65.83	119,811.09				
	STEP	6	63.31	115,230.66				
	STEP	5	60.89	110,824.66				
	STEP	4	58.57	106,590.38				
	STEP	3	56.33	102,517.77				
	STEP	2	54.18	98,602.24				