

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	<b>GRADE 5</b>	<b>HOURLY</b>	<b>ANNUAL</b>	18.17	21.64	37,788.45	45,013.11
	STEP 11	21.64	45,013.11				
	STEP 10	21.43	44,572.49				
	STEP 9	21.22	44,136.22				
	STEP 8	20.41	42,442.82				
	STEP 7	19.63	40,829.88				
	STEP 6	18.88	39,279.03				
	STEP 5	18.17	37,788.45				
	<b>GRADE 05L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	16.82	21.64	34,976.92	45,013.11
	STEP 11	21.64	45,013.11				
	STEP 10	21.43	44,572.49				
	STEP 9	21.22	44,136.22				
	STEP 8	20.41	42,442.82				
	STEP 7	19.63	40,829.88				
	STEP 6	18.88	39,279.03				
	STEP 5	18.17	37,788.45				
	STEP 4	17.48	36,354.42				
	STEP 3	16.82	34,976.92				
	<b>GRADE 6</b>	<b>HOURLY</b>	<b>ANNUAL</b>	16.18	22.50	33,649.49	46,795.56
	STEP 11	22.50	46,795.56				
	STEP 10	22.28	46,337.28				
	STEP 9	22.06	45,883.55				
	STEP 8	21.21	44,121.58				
	STEP 7	20.41	42,442.82				
	STEP 6	19.63	40,829.88				
	STEP 5	18.88	39,279.03				
	STEP 4	18.17	37,788.45				
	STEP 3	17.48	36,354.42				
	STEP 2	16.82	34,976.92				
	STEP 1	16.18	33,649.49				
	<b>GRADE 06L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	18.17	22.50	37,788.46	46,795.56
	STEP 11	22.50	46,795.56				
	STEP 10	22.28	46,337.28				
	STEP 9	22.06	45,883.55				
	STEP 8	21.21	44,121.58				
	STEP 7	20.41	42,442.82				
	STEP 6	19.63	40,829.88				
	STEP 5	18.88	39,279.03				
	STEP 4	18.17	37,788.46				

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	<b>GRADE 7</b>	<b>HOURLY</b>	<b>ANNUAL</b>	16.82	23.39	34,976.92	48,644.51
	STEP 11	23.39	48,644.51				
	STEP 10	23.16	48,167.94				
	STEP 9	22.93	47,696.08				
	STEP 8	22.05	45,864.30				
	STEP 7	21.21	44,121.58				
	STEP 6	20.41	42,442.82				
	STEP 5	19.63	40,829.88				
	STEP 4	18.88	39,279.03				
	STEP 3	18.17	37,788.45				
	STEP 2	17.48	36,354.42				
	STEP 1	16.82	34,976.92				
	<b>GRADE 07L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	18.17	23.39	37,788.45	48,644.51
	STEP 11	23.39	48,644.51				
	STEP 10	23.16	48,167.94				
	STEP 9	22.93	47,696.08				
	STEP 8	22.05	45,864.30				
	STEP 7	21.21	44,121.58				
	STEP 6	20.41	42,442.82				
	STEP 5	19.63	40,829.88				
	STEP 4	18.88	39,279.03				
	STEP 3	18.17	37,788.45				
	<b>GRADE 8</b>	<b>HOURLY</b>	<b>ANNUAL</b>	17.48	24.31	36,354.41	50,568.77
	STEP 11	24.31	50,568.77				
	STEP 10	24.07	50,073.14				
	STEP 9	23.84	49,582.42				
	STEP 8	22.92	47,677.47				
	STEP 7	22.05	45,864.30				
	STEP 6	21.21	44,121.58				
	STEP 5	20.41	42,442.82				
	STEP 4	19.63	40,829.88				
	STEP 3	18.88	39,279.03				
	STEP 2	18.17	37,788.45				
	STEP 1	17.48	36,354.42				
	<b>GRADE 08L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	18.88	24.31	39,279.03	50,568.77
	STEP 11	24.31	50,568.77				
	STEP 10	24.07	50,073.14				
	STEP 9	23.84	49,582.42				

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Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	8	22.92	47,677.47				
	STEP	7	22.05	45,864.30				
	STEP	6	21.21	44,121.58				
	STEP	5	20.41	42,442.82				
	STEP	4	19.63	40,829.88				
	STEP	3	18.88	39,279.03				
	<b>GRADE 9</b>		<b>HOURLY</b>	<b>ANNUAL</b>	18.17	25.28	37,788.45	52,572.09
	STEP	11	25.28	52,572.08				
	STEP	10	25.03	52,056.62				
	STEP	9	24.78	51,546.26				
	STEP	8	23.83	49,564.80				
	STEP	7	22.92	47,677.47				
	STEP	6	22.05	45,864.30				
	STEP	5	21.21	44,121.58				
	STEP	4	20.41	42,442.82				
	STEP	3	19.63	40,829.88				
	STEP	2	18.88	39,279.03				
	STEP	1	18.17	37,788.45				
	<b>GRADE 09L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.63	25.28	40,829.88	52,572.09
	STEP	11	25.28	52,572.08				
	STEP	10	25.03	52,056.62				
	STEP	9	24.78	51,546.26				
	STEP	8	23.83	49,564.80				
	STEP	7	22.92	47,677.47				
	STEP	6	22.05	45,864.30				
	STEP	5	21.21	44,121.58				
	STEP	4	20.41	42,442.82				
	STEP	3	19.63	40,829.88				
	<b>GRADE 10L</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.41	26.28	42,442.82	54,654.50
	STEP	11	26.28	54,654.50				
	STEP	10	26.02	54,118.41				
	STEP	9	25.76	53,587.64				
	STEP	8	24.77	51,526.30				
	STEP	7	23.83	49,564.80				
	STEP	6	22.92	47,677.47				
	STEP	5	22.05	45,864.30				
	STEP	4	21.21	44,121.58				
	STEP	3	20.41	42,442.82				
	<b>GRADE 10</b>		<b>HOURLY</b>	<b>ANNUAL</b>	18.88	26.28	39,279.03	54,654.50

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RA1	Afscme/40hrs			Hourly Range		Annual Range	
	STEP 11	26.28	54,654.50				
	STEP 10	26.02	54,118.41				
	STEP 9	25.76	53,587.64				
	STEP 8	24.77	51,526.30				
	STEP 7	23.83	49,564.80				
	STEP 6	22.92	47,677.47				
	STEP 5	22.05	45,864.30				
	STEP 4	21.21	44,121.58				
	STEP 3	20.41	42,442.82				
	STEP 2	19.63	40,829.88				
	STEP 1	18.88	39,279.03				
	<b>GRADE 11L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	21.21	27.32	44,121.58	56,821.78
	STEP 11	27.32	56,821.78				
	STEP 10	27.05	56,264.24				
	STEP 9	26.78	55,712.22				
	STEP 8	25.75	53,568.43				
	STEP 7	24.77	51,526.30				
	STEP 6	23.83	49,564.80				
	STEP 5	22.92	47,677.47				
	STEP 4	22.05	45,864.30				
	STEP 3	21.21	44,121.58				
	<b>GRADE 11</b>	<b>HOURLY</b>	<b>ANNUAL</b>	19.63	27.32	40,829.88	56,821.78
	STEP 11	27.32	56,821.78				
	STEP 10	27.05	56,264.24				
	STEP 9	26.78	55,712.22				
	STEP 8	25.75	53,568.43				
	STEP 7	24.77	51,526.30				
	STEP 6	23.83	49,564.80				
	STEP 5	22.92	47,677.47				
	STEP 4	22.05	45,864.30				
	STEP 3	21.21	44,121.58				
	STEP 2	20.41	42,442.82				
	STEP 1	19.63	40,829.88				
	<b>GRADE 12L</b>	<b>HOURLY</b>	<b>ANNUAL</b>	22.05	28.40	45,864.30	59,073.95
	STEP 11	28.40	59,073.95				
	STEP 10	28.12	58,494.11				
	STEP 9	27.85	57,920.01				
	STEP 8	26.77	55,691.21				
	STEP 7	25.75	53,568.43				

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for Each Grade

Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	24.77	51,526.30				
	STEP	5	23.83	49,564.80				
	STEP	4	22.92	47,677.47				
	STEP	3	22.05	45,864.30				
	<b>GRADE 12</b>		<b>HOURLY</b>	<b>ANNUAL</b>	20.41	28.40	42,442.82	59,073.95
	STEP	11	28.40	59,073.95				
	STEP	10	28.12	58,494.11				
	STEP	9	27.85	57,920.01				
	STEP	8	26.77	55,691.21				
	STEP	7	25.75	53,568.43				
	STEP	6	24.77	51,526.30				
	STEP	5	23.83	49,564.80				
	STEP	4	22.92	47,677.47				
	STEP	3	22.05	45,864.30				
	STEP	2	21.21	44,121.58				
	STEP	1	20.41	42,442.82				
	<b>GRADE 13A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	22.05	30.70	45,864.30	63,853.15
	STEP	11	30.70	63,853.15				
	STEP	10	30.40	63,226.00				
	STEP	9	30.10	62,605.05				
	STEP	8	28.94	60,193.55				
	STEP	7	27.84	57,897.42				
	STEP	6	26.77	55,691.21				
	STEP	5	25.75	53,568.43				
	STEP	4	24.77	51,526.30				
	STEP	3	23.83	49,564.80				
	STEP	2	22.92	47,677.47				
	STEP	1	22.05	45,864.30				
	<b>GRADE 13</b>		<b>HOURLY</b>	<b>ANNUAL</b>	21.21	29.53	44,121.58	61,416.77
	STEP	11	29.53	61,416.77				
	STEP	10	29.24	60,813.73				
	STEP	9	28.95	60,216.67				
	STEP	8	27.84	57,897.42				
	STEP	7	26.77	55,691.21				
	STEP	6	25.75	53,568.43				
	STEP	5	24.77	51,526.30				
	STEP	4	23.83	49,564.80				
	STEP	3	22.92	47,677.47				
	STEP	2	22.05	45,864.30				

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	1	21.21	44,121.58				
	<b>GRADE 14A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	23.83	33.18	49,564.80	69,020.12
	STEP	11	33.18	69,020.12				
	STEP	10	32.86	68,341.80				
	STEP	9	32.53	67,670.20				
	STEP	8	31.28	65,062.05				
	STEP	7	30.09	62,580.52				
	STEP	6	28.94	60,193.55				
	STEP	5	27.84	57,897.42				
	STEP	4	26.77	55,691.21				
	STEP	3	25.75	53,568.43				
	STEP	2	24.77	51,526.30				
	STEP	1	23.83	49,564.80				
	<b>GRADE 14</b>		<b>HOURLY</b>	<b>ANNUAL</b>	22.92	31.92	47,677.47	66,386.00
	STEP	11	31.92	66,386.00				
	STEP	10	31.60	65,733.77				
	STEP	9	31.29	65,087.99				
	STEP	8	30.09	62,580.52				
	STEP	7	28.94	60,193.55				
	STEP	6	27.84	57,897.42				
	STEP	5	26.77	55,691.21				
	STEP	4	25.75	53,568.43				
	STEP	3	24.77	51,526.30				
	STEP	2	23.83	49,564.80				
	STEP	1	22.92	47,677.47				
	<b>GRADE 15A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	26.77	37.30	55,691.21	77,575.45
	STEP	11	37.30	77,575.45				
	STEP	10	36.93	76,812.43				
	STEP	9	36.57	76,056.96				
	STEP	8	35.16	73,123.99				
	STEP	7	33.81	70,331.93				
	STEP	6	32.51	67,625.16				
	STEP	5	31.28	65,062.05				
	STEP	4	30.09	62,580.52				
	STEP	3	28.94	60,193.55				
	STEP	2	27.84	57,897.42				
	STEP	1	26.77	55,691.21				
	<b>GRADE 15</b>		<b>HOURLY</b>	<b>ANNUAL</b>	25.75	35.87	53,568.43	74,612.43

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	11	35.87	74,612.43				
	STEP	10	35.52	73,878.74				
	STEP	9	35.17	73,152.32				
	STEP	8	33.81	70,331.93				
	STEP	7	32.51	67,625.16				
	STEP	6	31.28	65,062.05				
	STEP	5	30.09	62,580.52				
	STEP	4	28.94	60,193.55				
	STEP	3	27.84	57,897.42				
	STEP	2	26.77	55,691.21				
	STEP	1	25.75	53,568.43				
<b>GRADE</b>	<b>16A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	28.94	40.32	60,193.55	83,865.11
	STEP	11	40.32	83,865.11				
	STEP	10	39.92	83,039.81				
	STEP	9	39.53	82,222.69				
	STEP	8	38.00	79,050.18				
	STEP	7	36.55	76,027.30				
	STEP	6	35.16	73,123.99				
	STEP	5	33.81	70,331.93				
	STEP	4	32.51	67,625.16				
	STEP	3	31.28	65,062.05				
	STEP	2	30.09	62,580.52				
	STEP	1	28.94	60,193.55				
<b>GRADE</b>	<b>16</b>		<b>HOURLY</b>	<b>ANNUAL</b>	27.84	38.78	57,897.42	80,657.10
	STEP	11	38.78	80,657.10				
	STEP	10	38.40	79,863.57				
	STEP	9	38.02	79,077.89				
	STEP	8	36.55	76,027.30				
	STEP	7	35.16	73,123.99				
	STEP	6	33.81	70,331.93				
	STEP	5	32.51	67,625.16				
	STEP	4	31.28	65,062.05				
	STEP	3	30.09	62,580.52				
	STEP	2	28.94	60,193.55				
	STEP	1	27.84	57,897.42				
<b>GRADE</b>	<b>17A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	31.28	43.59	65,062.05	90,665.98
	STEP	11	43.59	90,665.98				
	STEP	10	43.16	89,773.34				
	STEP	9	42.74	88,889.55				

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	STEP	8	41.09	85,457.46				
	STEP	7	39.50	82,154.63				
	STEP	6	38.00	79,050.18				
	STEP	5	36.55	76,027.30				
	STEP	4	35.16	73,123.99				
	STEP	3	33.81	70,331.93				
	STEP	2	32.51	67,625.16				
	STEP	1	31.28	65,062.05				
	<b>GRADE 17</b>		<b>HOURLY</b>	<b>ANNUAL</b>	30.09	41.90	62,580.52	87,160.89
	STEP	11	41.90	87,160.89				
	STEP	10	41.49	86,302.96				
	STEP	9	41.08	85,453.52				
	STEP	8	39.50	82,154.63				
	STEP	7	38.00	79,050.18				
	STEP	6	36.55	76,027.30				
	STEP	5	35.16	73,123.99				
	STEP	4	33.81	70,331.93				
	STEP	3	32.51	67,625.16				
	STEP	2	31.28	65,062.05				
	STEP	1	30.09	62,580.52				
	<b>GRADE 18A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	35.16	49.00	73,123.99	101,923.90
	STEP	11	49.00	101,923.90				
	STEP	10	48.52	100,919.80				
	STEP	9	48.04	99,925.65				
	STEP	8	46.19	96,064.88				
	STEP	7	44.42	92,389.42				
	STEP	6	42.72	88,855.77				
	STEP	5	41.09	85,457.46				
	STEP	4	39.50	82,154.63				
	STEP	3	38.00	79,050.18				
	STEP	2	36.55	76,027.30				
	STEP	1	35.16	73,123.99				
	<b>GRADE 18</b>		<b>HOURLY</b>	<b>ANNUAL</b>	33.81	47.13	70,331.93	98,022.40
	STEP	11	47.13	98,022.40				
	STEP	10	46.66	97,056.93				
	STEP	9	46.20	96,101.02				
	STEP	8	44.42	92,389.42				
	STEP	7	42.72	88,855.77				
	STEP	6	41.09	85,457.46				



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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	5	39.50	82,154.63				
	STEP	4	38.00	79,050.18				
	STEP	3	36.55	76,027.30				
	STEP	2	35.16	73,123.99				
	STEP	1	33.81	70,331.93				
<b>GRADE</b>	<b>19A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	38.00	52.98	79,050.18	110,198.56
STEP	11		52.98	110,198.56				
STEP	10		52.46	109,112.53				
STEP	9		51.94	108,037.26				
STEP	8		49.93	103,861.71				
STEP	7		48.02	99,888.68				
STEP	6		46.19	96,064.88				
STEP	5		44.42	92,389.42				
STEP	4		42.72	88,855.77				
STEP	3		41.09	85,457.46				
STEP	2		39.50	82,154.63				
STEP	1		38.00	79,050.18				
<b>GRADE</b>	<b>19</b>		<b>HOURLY</b>	<b>ANNUAL</b>	36.55	50.95	76,027.30	105,981.66
STEP	11		50.95	105,981.66				
STEP	10		50.45	104,937.38				
STEP	9		49.95	103,903.46				
STEP	8		48.02	99,888.68				
STEP	7		46.19	96,064.89				
STEP	6		44.42	92,389.42				
STEP	5		42.72	88,855.77				
STEP	4		41.09	85,457.46				
STEP	3		39.50	82,154.63				
STEP	2		38.00	79,050.18				
STEP	1		36.55	76,027.30				
<b>GRADE</b>	<b>20A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	41.09	57.28	85,457.46	119,148.37
STEP	11		57.28	119,148.37				
STEP	10		56.72	117,973.74				
STEP	9		56.16	116,810.74				
STEP	8		53.99	112,294.44				
STEP	7		51.92	107,996.97				
STEP	6		49.93	103,861.71				
STEP	5		48.02	99,888.68				
STEP	4		46.19	96,064.88				
STEP	3		44.42	92,389.42				

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	2	42.72	88,855.77				
	STEP	1	41.09	85,457.46				
	<b>GRADE 20</b>		<b>HOURLY</b>	<b>ANNUAL</b>	39.50	55.09	82,154.63	114,587.13
	STEP	11	55.09	114,587.13				
	STEP	10	54.55	113,457.66				
	STEP	9	54.01	112,339.36				
	STEP	8	51.92	107,996.97				
	STEP	7	49.93	103,861.71				
	STEP	6	48.02	99,888.68				
	STEP	5	46.19	96,064.88				
	STEP	4	44.42	92,389.42				
	STEP	3	42.72	88,855.77				
	STEP	2	41.09	85,457.46				
	STEP	1	39.50	82,154.63				
	<b>GRADE 21A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	44.42	61.94	92,389.42	128,830.27
	STEP	11	61.94	128,830.27				
	STEP	10	61.33	127,559.78				
	STEP	9	60.72	126,301.86				
	STEP	8	58.37	121,416.85				
	STEP	7	56.14	116,768.05				
	STEP	6	53.99	112,294.44				
	STEP	5	51.92	107,996.97				
	STEP	4	49.93	103,861.71				
	STEP	3	48.02	99,888.68				
	STEP	2	46.19	96,064.88				
	STEP	1	44.42	92,389.42				
	<b>GRADE 21</b>		<b>HOURLY</b>	<b>ANNUAL</b>	42.72	59.57	88,855.77	123,895.76
	STEP	11	59.57	123,895.76				
	STEP	10	58.98	122,674.12				
	STEP	9	58.40	121,464.58				
	STEP	8	56.14	116,768.05				
	STEP	7	53.99	112,294.44				
	STEP	6	51.92	107,996.97				
	STEP	5	49.93	103,861.71				
	STEP	4	48.02	99,888.68				
	STEP	3	46.19	96,064.88				
	STEP	2	44.42	92,389.42				
	STEP	1	42.72	88,855.77				
	<b>GRADE 22A</b>		<b>HOURLY</b>	<b>ANNUAL</b>	48.02	66.97	99,888.68	139,300.18

# Compensation Rates

10/09/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

RA1	Afscme/40hrs	Hourly Range		Annual Range			
STEP	11	66.97	139,300.18				
STEP	10	66.31	137,926.02				
STEP	9	65.66	136,565.47				
STEP	8	63.12	131,281.77				
STEP	7	60.70	126,252.91				
STEP	6	58.37	121,416.85				
STEP	5	56.14	116,768.05				
STEP	4	53.99	112,294.44				
STEP	3	51.92	107,996.97				
STEP	2	49.93	103,861.71				
STEP	1	48.02	99,888.68				
<b>GRADE</b>	<b>22</b>	<b>HOURLY</b>	<b>ANNUAL</b>	46.19	64.40	96,064.89	133,961.97
STEP	11	64.40	133,961.97				
STEP	10	63.77	132,640.66				
STEP	9	63.14	131,332.44				
STEP	8	60.70	126,252.72				
STEP	7	58.37	121,416.86				
STEP	6	56.14	116,768.06				
STEP	5	53.99	112,294.44				
STEP	4	51.92	107,996.98				
STEP	3	50.08	104,167.11				
STEP	2	48.02	99,888.68				
STEP	1	46.19	96,064.89				