

Compensation Rates

01/09/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

| RA1 | <i>Afscme/40hrs</i> | | | <u>Hourly Range</u> | | <u>Annual Range</u> | |
|-----|---------------------|---------------|---------------|---------------------|-------|---------------------|-----------|
| | GRADE 5 | HOURLY | ANNUAL | 18.29 | 21.76 | 38,038.45 | 45,263.11 |
| | STEP 11 | 21.76 | 45,263.11 | | | | |
| | STEP 10 | 21.55 | 44,822.49 | | | | |
| | STEP 9 | 21.34 | 44,386.22 | | | | |
| | STEP 8 | 20.53 | 42,692.82 | | | | |
| | STEP 7 | 19.75 | 41,079.88 | | | | |
| | STEP 6 | 19.00 | 39,529.03 | | | | |
| | STEP 5 | 18.29 | 38,038.45 | | | | |
| | GRADE 05L | HOURLY | ANNUAL | 16.94 | 21.76 | 35,226.92 | 45,263.11 |
| | STEP 11 | 21.76 | 45,263.11 | | | | |
| | STEP 10 | 21.55 | 44,822.49 | | | | |
| | STEP 9 | 21.34 | 44,386.22 | | | | |
| | STEP 8 | 20.53 | 42,692.82 | | | | |
| | STEP 7 | 19.75 | 41,079.88 | | | | |
| | STEP 6 | 19.00 | 39,529.03 | | | | |
| | STEP 5 | 18.29 | 38,038.45 | | | | |
| | STEP 4 | 17.60 | 36,604.41 | | | | |
| | STEP 3 | 16.94 | 35,226.92 | | | | |
| | GRADE 6 | HOURLY | ANNUAL | 16.30 | 22.62 | 33,899.49 | 47,045.55 |
| | STEP 11 | 22.62 | 47,045.55 | | | | |
| | STEP 10 | 22.40 | 46,587.28 | | | | |
| | STEP 9 | 22.18 | 46,133.55 | | | | |
| | STEP 8 | 21.33 | 44,371.58 | | | | |
| | STEP 7 | 20.53 | 42,692.82 | | | | |
| | STEP 6 | 19.75 | 41,079.88 | | | | |
| | STEP 5 | 19.00 | 39,529.03 | | | | |
| | STEP 4 | 18.29 | 38,038.45 | | | | |
| | STEP 3 | 17.60 | 36,604.41 | | | | |
| | STEP 2 | 16.94 | 35,226.92 | | | | |
| | STEP 1 | 16.30 | 33,899.49 | | | | |
| | GRADE 06L | HOURLY | ANNUAL | 18.29 | 22.62 | 38,038.46 | 47,045.55 |
| | STEP 11 | 22.62 | 47,045.55 | | | | |
| | STEP 10 | 22.40 | 46,587.28 | | | | |
| | STEP 9 | 22.18 | 46,133.55 | | | | |
| | STEP 8 | 21.33 | 44,371.58 | | | | |
| | STEP 7 | 20.53 | 42,692.82 | | | | |
| | STEP 6 | 19.75 | 41,079.88 | | | | |
| | STEP 5 | 19.00 | 39,529.03 | | | | |
| | STEP 4 | 18.29 | 38,038.46 | | | | |

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01/09/2025

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for Each Grade

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| RA1 | <i>Afscme/40hrs</i> | | | <u>Hourly Range</u> | | <u>Annual Range</u> | |
|-----|---------------------|---------------|---------------|---------------------|-------|---------------------|-----------|
| | GRADE 7 | HOURLY | ANNUAL | 16.94 | 23.51 | 35,226.92 | 48,894.51 |
| | STEP 11 | 23.51 | 48,894.51 | | | | |
| | STEP 10 | 23.28 | 48,417.93 | | | | |
| | STEP 9 | 23.05 | 47,946.08 | | | | |
| | STEP 8 | 22.17 | 46,114.30 | | | | |
| | STEP 7 | 21.33 | 44,371.58 | | | | |
| | STEP 6 | 20.53 | 42,692.82 | | | | |
| | STEP 5 | 19.75 | 41,079.88 | | | | |
| | STEP 4 | 19.00 | 39,529.03 | | | | |
| | STEP 3 | 18.29 | 38,038.45 | | | | |
| | STEP 2 | 17.60 | 36,604.41 | | | | |
| | STEP 1 | 16.94 | 35,226.92 | | | | |
| | GRADE 07L | HOURLY | ANNUAL | 18.29 | 23.51 | 38,038.45 | 48,894.51 |
| | STEP 11 | 23.51 | 48,894.51 | | | | |
| | STEP 10 | 23.28 | 48,417.93 | | | | |
| | STEP 9 | 23.05 | 47,946.08 | | | | |
| | STEP 8 | 22.17 | 46,114.30 | | | | |
| | STEP 7 | 21.33 | 44,371.58 | | | | |
| | STEP 6 | 20.53 | 42,692.82 | | | | |
| | STEP 5 | 19.75 | 41,079.88 | | | | |
| | STEP 4 | 19.00 | 39,529.03 | | | | |
| | STEP 3 | 18.29 | 38,038.45 | | | | |
| | GRADE 8 | HOURLY | ANNUAL | 17.60 | 24.43 | 36,604.41 | 50,818.77 |
| | STEP 11 | 24.43 | 50,818.77 | | | | |
| | STEP 10 | 24.19 | 50,323.14 | | | | |
| | STEP 9 | 23.96 | 49,832.42 | | | | |
| | STEP 8 | 23.04 | 47,927.47 | | | | |
| | STEP 7 | 22.17 | 46,114.30 | | | | |
| | STEP 6 | 21.33 | 44,371.58 | | | | |
| | STEP 5 | 20.53 | 42,692.82 | | | | |
| | STEP 4 | 19.75 | 41,079.88 | | | | |
| | STEP 3 | 19.00 | 39,529.03 | | | | |
| | STEP 2 | 18.29 | 38,038.45 | | | | |
| | STEP 1 | 17.60 | 36,604.41 | | | | |
| | GRADE 08L | HOURLY | ANNUAL | 19.00 | 24.43 | 39,529.03 | 50,818.77 |
| | STEP 11 | 24.43 | 50,818.77 | | | | |
| | STEP 10 | 24.19 | 50,323.14 | | | | |
| | STEP 9 | 23.96 | 49,832.42 | | | | |

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01/09/2025

Minimum and Maximums
for Each Grade

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| RA1 | Afscme/40hrs | | | | <u>Hourly Range</u> | | <u>Annual Range</u> | |
|-----|------------------|----|---------------|---------------|---------------------|-------|---------------------|-----------|
| | STEP | 8 | 23.04 | 47,927.47 | | | | |
| | STEP | 7 | 22.17 | 46,114.30 | | | | |
| | STEP | 6 | 21.33 | 44,371.58 | | | | |
| | STEP | 5 | 20.53 | 42,692.82 | | | | |
| | STEP | 4 | 19.75 | 41,079.88 | | | | |
| | STEP | 3 | 19.00 | 39,529.03 | | | | |
| | GRADE 9 | | HOURLY | ANNUAL | 18.29 | 25.40 | 38,038.45 | 52,822.08 |
| | STEP | 11 | 25.40 | 52,822.08 | | | | |
| | STEP | 10 | 25.15 | 52,306.62 | | | | |
| | STEP | 9 | 24.90 | 51,796.26 | | | | |
| | STEP | 8 | 23.95 | 49,814.80 | | | | |
| | STEP | 7 | 23.04 | 47,927.47 | | | | |
| | STEP | 6 | 22.17 | 46,114.30 | | | | |
| | STEP | 5 | 21.33 | 44,371.58 | | | | |
| | STEP | 4 | 20.53 | 42,692.82 | | | | |
| | STEP | 3 | 19.75 | 41,079.88 | | | | |
| | STEP | 2 | 19.00 | 39,529.03 | | | | |
| | STEP | 1 | 18.29 | 38,038.45 | | | | |
| | GRADE 09L | | HOURLY | ANNUAL | 19.75 | 25.40 | 41,079.88 | 52,822.08 |
| | STEP | 11 | 25.40 | 52,822.08 | | | | |
| | STEP | 10 | 25.15 | 52,306.62 | | | | |
| | STEP | 9 | 24.90 | 51,796.26 | | | | |
| | STEP | 8 | 23.95 | 49,814.80 | | | | |
| | STEP | 7 | 23.04 | 47,927.47 | | | | |
| | STEP | 6 | 22.17 | 46,114.30 | | | | |
| | STEP | 5 | 21.33 | 44,371.58 | | | | |
| | STEP | 4 | 20.53 | 42,692.82 | | | | |
| | STEP | 3 | 19.75 | 41,079.88 | | | | |
| | GRADE 10L | | HOURLY | ANNUAL | 20.53 | 26.40 | 42,692.82 | 54,904.50 |
| | STEP | 11 | 26.40 | 54,904.50 | | | | |
| | STEP | 10 | 26.14 | 54,368.41 | | | | |
| | STEP | 9 | 25.88 | 53,837.64 | | | | |
| | STEP | 8 | 24.89 | 51,776.30 | | | | |
| | STEP | 7 | 23.95 | 49,814.80 | | | | |
| | STEP | 6 | 23.04 | 47,927.47 | | | | |
| | STEP | 5 | 22.17 | 46,114.30 | | | | |
| | STEP | 4 | 21.33 | 44,371.58 | | | | |
| | STEP | 3 | 20.53 | 42,692.82 | | | | |
| | GRADE 10 | | HOURLY | ANNUAL | 19.00 | 26.40 | 39,529.03 | 54,904.50 |

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for Each Grade

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| RA1 | Afscme/40hrs | | | <u>Hourly Range</u> | | <u>Annual Range</u> | | |
|-----|------------------|----|---------------|---------------------|-------|---------------------|-----------|-----------|
| | STEP | 11 | 26.40 | 54,904.50 | | | | |
| | STEP | 10 | 26.14 | 54,368.41 | | | | |
| | STEP | 9 | 25.88 | 53,837.64 | | | | |
| | STEP | 8 | 24.89 | 51,776.30 | | | | |
| | STEP | 7 | 23.95 | 49,814.80 | | | | |
| | STEP | 6 | 23.04 | 47,927.47 | | | | |
| | STEP | 5 | 22.17 | 46,114.30 | | | | |
| | STEP | 4 | 21.33 | 44,371.58 | | | | |
| | STEP | 3 | 20.53 | 42,692.82 | | | | |
| | STEP | 2 | 19.75 | 41,079.88 | | | | |
| | STEP | 1 | 19.00 | 39,529.03 | | | | |
| | GRADE 11L | | HOURLY | ANNUAL | 21.33 | 27.44 | 44,371.58 | 57,071.78 |
| | STEP | 11 | 27.44 | 57,071.78 | | | | |
| | STEP | 10 | 27.17 | 56,514.24 | | | | |
| | STEP | 9 | 26.90 | 55,962.22 | | | | |
| | STEP | 8 | 25.87 | 53,818.43 | | | | |
| | STEP | 7 | 24.89 | 51,776.30 | | | | |
| | STEP | 6 | 23.95 | 49,814.80 | | | | |
| | STEP | 5 | 23.04 | 47,927.47 | | | | |
| | STEP | 4 | 22.17 | 46,114.30 | | | | |
| | STEP | 3 | 21.33 | 44,371.58 | | | | |
| | GRADE 11 | | HOURLY | ANNUAL | 19.75 | 27.44 | 41,079.88 | 57,071.78 |
| | STEP | 11 | 27.44 | 57,071.78 | | | | |
| | STEP | 10 | 27.17 | 56,514.24 | | | | |
| | STEP | 9 | 26.90 | 55,962.22 | | | | |
| | STEP | 8 | 25.87 | 53,818.43 | | | | |
| | STEP | 7 | 24.89 | 51,776.30 | | | | |
| | STEP | 6 | 23.95 | 49,814.80 | | | | |
| | STEP | 5 | 23.04 | 47,927.47 | | | | |
| | STEP | 4 | 22.17 | 46,114.30 | | | | |
| | STEP | 3 | 21.33 | 44,371.58 | | | | |
| | STEP | 2 | 20.53 | 42,692.82 | | | | |
| | STEP | 1 | 19.75 | 41,079.88 | | | | |
| | GRADE 12L | | HOURLY | ANNUAL | 22.17 | 28.52 | 46,114.29 | 59,323.95 |
| | STEP | 11 | 28.52 | 59,323.95 | | | | |
| | STEP | 10 | 28.24 | 58,744.11 | | | | |
| | STEP | 9 | 27.97 | 58,170.01 | | | | |
| | STEP | 8 | 26.89 | 55,941.21 | | | | |
| | STEP | 7 | 25.87 | 53,818.43 | | | | |

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01/09/2025

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for Each Grade

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| RA1 | Afscme/40hrs | | | | <u>Hourly Range</u> | | <u>Annual Range</u> | |
|-----|------------------|----|---------------|---------------|---------------------|-------|---------------------|-----------|
| | STEP | 6 | 24.89 | 51,776.30 | | | | |
| | STEP | 5 | 23.95 | 49,814.80 | | | | |
| | STEP | 4 | 23.04 | 47,927.47 | | | | |
| | STEP | 3 | 22.17 | 46,114.30 | | | | |
| | GRADE 12 | | HOURLY | ANNUAL | 20.53 | 28.52 | 42,692.82 | 59,323.95 |
| | STEP | 11 | 28.52 | 59,323.95 | | | | |
| | STEP | 10 | 28.24 | 58,744.11 | | | | |
| | STEP | 9 | 27.97 | 58,170.01 | | | | |
| | STEP | 8 | 26.89 | 55,941.21 | | | | |
| | STEP | 7 | 25.87 | 53,818.43 | | | | |
| | STEP | 6 | 24.89 | 51,776.30 | | | | |
| | STEP | 5 | 23.95 | 49,814.80 | | | | |
| | STEP | 4 | 23.04 | 47,927.47 | | | | |
| | STEP | 3 | 22.17 | 46,114.30 | | | | |
| | STEP | 2 | 21.33 | 44,371.58 | | | | |
| | STEP | 1 | 20.53 | 42,692.82 | | | | |
| | GRADE 13A | | HOURLY | ANNUAL | 22.17 | 30.82 | 46,114.29 | 64,103.15 |
| | STEP | 11 | 30.82 | 64,103.15 | | | | |
| | STEP | 10 | 30.52 | 63,476.00 | | | | |
| | STEP | 9 | 30.22 | 62,855.05 | | | | |
| | STEP | 8 | 29.06 | 60,443.55 | | | | |
| | STEP | 7 | 27.96 | 58,147.42 | | | | |
| | STEP | 6 | 26.89 | 55,941.21 | | | | |
| | STEP | 5 | 25.87 | 53,818.43 | | | | |
| | STEP | 4 | 24.89 | 51,776.30 | | | | |
| | STEP | 3 | 23.95 | 49,814.80 | | | | |
| | STEP | 2 | 23.04 | 47,927.47 | | | | |
| | STEP | 1 | 22.17 | 46,114.30 | | | | |
| | GRADE 13 | | HOURLY | ANNUAL | 21.33 | 29.65 | 44,371.58 | 61,666.77 |
| | STEP | 11 | 29.65 | 61,666.77 | | | | |
| | STEP | 10 | 29.36 | 61,063.73 | | | | |
| | STEP | 9 | 29.07 | 60,466.67 | | | | |
| | STEP | 8 | 27.96 | 58,147.42 | | | | |
| | STEP | 7 | 26.89 | 55,941.21 | | | | |
| | STEP | 6 | 25.87 | 53,818.43 | | | | |
| | STEP | 5 | 24.89 | 51,776.30 | | | | |
| | STEP | 4 | 23.95 | 49,814.80 | | | | |
| | STEP | 3 | 23.04 | 47,927.47 | | | | |
| | STEP | 2 | 22.17 | 46,114.30 | | | | |

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01/09/2025

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| RA1 | Afscme/40hrs | | | | <u>Hourly Range</u> | | <u>Annual Range</u> | |
|-----|------------------|----|---------------|---------------|---------------------|-------|---------------------|-----------|
| | STEP | 1 | 21.33 | 44,371.58 | | | | |
| | GRADE 14A | | HOURLY | ANNUAL | 23.95 | 33.30 | 49,814.80 | 69,270.12 |
| | STEP | 11 | 33.30 | 69,270.12 | | | | |
| | STEP | 10 | 32.98 | 68,591.80 | | | | |
| | STEP | 9 | 32.65 | 67,920.20 | | | | |
| | STEP | 8 | 31.40 | 65,312.05 | | | | |
| | STEP | 7 | 30.21 | 62,830.52 | | | | |
| | STEP | 6 | 29.06 | 60,443.55 | | | | |
| | STEP | 5 | 27.96 | 58,147.42 | | | | |
| | STEP | 4 | 26.89 | 55,941.21 | | | | |
| | STEP | 3 | 25.87 | 53,818.43 | | | | |
| | STEP | 2 | 24.89 | 51,776.30 | | | | |
| | STEP | 1 | 23.95 | 49,814.80 | | | | |
| | GRADE 14 | | HOURLY | ANNUAL | 23.04 | 32.04 | 47,927.47 | 66,636.00 |
| | STEP | 11 | 32.04 | 66,636.00 | | | | |
| | STEP | 10 | 31.72 | 65,983.77 | | | | |
| | STEP | 9 | 31.41 | 65,337.99 | | | | |
| | STEP | 8 | 30.21 | 62,830.52 | | | | |
| | STEP | 7 | 29.06 | 60,443.55 | | | | |
| | STEP | 6 | 27.96 | 58,147.42 | | | | |
| | STEP | 5 | 26.89 | 55,941.21 | | | | |
| | STEP | 4 | 25.87 | 53,818.43 | | | | |
| | STEP | 3 | 24.89 | 51,776.30 | | | | |
| | STEP | 2 | 23.95 | 49,814.80 | | | | |
| | STEP | 1 | 23.04 | 47,927.47 | | | | |
| | GRADE 15A | | HOURLY | ANNUAL | 26.89 | 37.42 | 55,941.21 | 77,825.45 |
| | STEP | 11 | 37.42 | 77,825.45 | | | | |
| | STEP | 10 | 37.05 | 77,062.42 | | | | |
| | STEP | 9 | 36.69 | 76,306.96 | | | | |
| | STEP | 8 | 35.28 | 73,373.99 | | | | |
| | STEP | 7 | 33.93 | 70,581.93 | | | | |
| | STEP | 6 | 32.63 | 67,875.16 | | | | |
| | STEP | 5 | 31.40 | 65,312.05 | | | | |
| | STEP | 4 | 30.21 | 62,830.52 | | | | |
| | STEP | 3 | 29.06 | 60,443.55 | | | | |
| | STEP | 2 | 27.96 | 58,147.42 | | | | |
| | STEP | 1 | 26.89 | 55,941.21 | | | | |
| | GRADE 15 | | HOURLY | ANNUAL | 25.87 | 35.99 | 53,818.43 | 74,862.43 |

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|--------------|--------------|----|---------------|---------------|---------------------|-------|---------------------|-----------|
| | STEP | 11 | 35.99 | 74,862.43 | | | | |
| | STEP | 10 | 35.64 | 74,128.74 | | | | |
| | STEP | 9 | 35.29 | 73,402.32 | | | | |
| | STEP | 8 | 33.93 | 70,581.93 | | | | |
| | STEP | 7 | 32.63 | 67,875.16 | | | | |
| | STEP | 6 | 31.40 | 65,312.05 | | | | |
| | STEP | 5 | 30.21 | 62,830.52 | | | | |
| | STEP | 4 | 29.06 | 60,443.55 | | | | |
| | STEP | 3 | 27.96 | 58,147.42 | | | | |
| | STEP | 2 | 26.89 | 55,941.21 | | | | |
| | STEP | 1 | 25.87 | 53,818.43 | | | | |
| GRADE | 16A | | HOURLY | ANNUAL | 29.06 | 40.44 | 60,443.55 | 84,115.11 |
| | STEP | 11 | 40.44 | 84,115.11 | | | | |
| | STEP | 10 | 40.04 | 83,289.81 | | | | |
| | STEP | 9 | 39.65 | 82,472.69 | | | | |
| | STEP | 8 | 38.13 | 79,300.18 | | | | |
| | STEP | 7 | 36.67 | 76,277.30 | | | | |
| | STEP | 6 | 35.28 | 73,373.99 | | | | |
| | STEP | 5 | 33.93 | 70,581.93 | | | | |
| | STEP | 4 | 32.63 | 67,875.16 | | | | |
| | STEP | 3 | 31.40 | 65,312.05 | | | | |
| | STEP | 2 | 30.21 | 62,830.52 | | | | |
| | STEP | 1 | 29.06 | 60,443.55 | | | | |
| GRADE | 16 | | HOURLY | ANNUAL | 27.96 | 38.90 | 58,147.42 | 80,907.10 |
| | STEP | 11 | 38.90 | 80,907.10 | | | | |
| | STEP | 10 | 38.52 | 80,113.56 | | | | |
| | STEP | 9 | 38.14 | 79,327.89 | | | | |
| | STEP | 8 | 36.67 | 76,277.30 | | | | |
| | STEP | 7 | 35.28 | 73,373.99 | | | | |
| | STEP | 6 | 33.93 | 70,581.93 | | | | |
| | STEP | 5 | 32.63 | 67,875.16 | | | | |
| | STEP | 4 | 31.40 | 65,312.05 | | | | |
| | STEP | 3 | 30.21 | 62,830.52 | | | | |
| | STEP | 2 | 29.06 | 60,443.55 | | | | |
| | STEP | 1 | 27.96 | 58,147.42 | | | | |
| GRADE | 17A | | HOURLY | ANNUAL | 31.40 | 43.71 | 65,312.05 | 90,915.98 |
| | STEP | 11 | 43.71 | 90,915.98 | | | | |
| | STEP | 10 | 43.28 | 90,023.34 | | | | |
| | STEP | 9 | 42.86 | 89,139.55 | | | | |

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| RA1 | Afscme/40hrs | | | | <u>Hourly Range</u> | | <u>Annual Range</u> | |
|-----|------------------|----|---------------|---------------|---------------------|-------|---------------------|------------|
| | STEP | 8 | 41.21 | 85,707.46 | | | | |
| | STEP | 7 | 39.62 | 82,404.63 | | | | |
| | STEP | 6 | 38.13 | 79,300.18 | | | | |
| | STEP | 5 | 36.67 | 76,277.30 | | | | |
| | STEP | 4 | 35.28 | 73,373.99 | | | | |
| | STEP | 3 | 33.93 | 70,581.93 | | | | |
| | STEP | 2 | 32.63 | 67,875.16 | | | | |
| | STEP | 1 | 31.40 | 65,312.05 | | | | |
| | GRADE 17 | | HOURLY | ANNUAL | 30.21 | 42.02 | 62,830.52 | 87,410.89 |
| | STEP | 11 | 42.02 | 87,410.88 | | | | |
| | STEP | 10 | 41.61 | 86,552.96 | | | | |
| | STEP | 9 | 41.20 | 85,703.52 | | | | |
| | STEP | 8 | 39.62 | 82,404.63 | | | | |
| | STEP | 7 | 38.13 | 79,300.18 | | | | |
| | STEP | 6 | 36.67 | 76,277.30 | | | | |
| | STEP | 5 | 35.28 | 73,373.99 | | | | |
| | STEP | 4 | 33.93 | 70,581.93 | | | | |
| | STEP | 3 | 32.63 | 67,875.16 | | | | |
| | STEP | 2 | 31.40 | 65,312.05 | | | | |
| | STEP | 1 | 30.21 | 62,830.52 | | | | |
| | GRADE 18A | | HOURLY | ANNUAL | 35.28 | 49.12 | 73,373.99 | 102,173.90 |
| | STEP | 11 | 49.12 | 102,173.90 | | | | |
| | STEP | 10 | 48.64 | 101,169.80 | | | | |
| | STEP | 9 | 48.16 | 100,175.64 | | | | |
| | STEP | 8 | 46.31 | 96,314.88 | | | | |
| | STEP | 7 | 44.54 | 92,639.42 | | | | |
| | STEP | 6 | 42.84 | 89,105.77 | | | | |
| | STEP | 5 | 41.21 | 85,707.46 | | | | |
| | STEP | 4 | 39.62 | 82,404.63 | | | | |
| | STEP | 3 | 38.13 | 79,300.18 | | | | |
| | STEP | 2 | 36.67 | 76,277.30 | | | | |
| | STEP | 1 | 35.28 | 73,373.99 | | | | |
| | GRADE 18 | | HOURLY | ANNUAL | 33.93 | 47.25 | 70,581.93 | 98,272.40 |
| | STEP | 11 | 47.25 | 98,272.40 | | | | |
| | STEP | 10 | 46.78 | 97,306.93 | | | | |
| | STEP | 9 | 46.32 | 96,351.02 | | | | |
| | STEP | 8 | 44.54 | 92,639.42 | | | | |
| | STEP | 7 | 42.84 | 89,105.77 | | | | |
| | STEP | 6 | 41.21 | 85,707.46 | | | | |

Compensation Rates

01/09/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

| RA1 | Afscme/40hrs | | | | <u>Hourly Range</u> | | <u>Annual Range</u> | |
|--------------|--------------|---|---------------|---------------|---------------------|-------|---------------------|------------|
| | STEP | 5 | 39.62 | 82,404.63 | | | | |
| | STEP | 4 | 38.13 | 79,300.18 | | | | |
| | STEP | 3 | 36.67 | 76,277.30 | | | | |
| | STEP | 2 | 35.28 | 73,373.99 | | | | |
| | STEP | 1 | 33.93 | 70,581.93 | | | | |
| GRADE | 19A | | HOURLY | ANNUAL | 38.13 | 53.10 | 79,300.18 | 110,448.56 |
| STEP | 11 | | 53.10 | 110,448.56 | | | | |
| STEP | 10 | | 52.58 | 109,362.53 | | | | |
| STEP | 9 | | 52.06 | 108,287.26 | | | | |
| STEP | 8 | | 50.05 | 104,111.71 | | | | |
| STEP | 7 | | 48.14 | 100,138.68 | | | | |
| STEP | 6 | | 46.31 | 96,314.88 | | | | |
| STEP | 5 | | 44.54 | 92,639.42 | | | | |
| STEP | 4 | | 42.84 | 89,105.77 | | | | |
| STEP | 3 | | 41.21 | 85,707.46 | | | | |
| STEP | 2 | | 39.62 | 82,404.63 | | | | |
| STEP | 1 | | 38.13 | 79,300.18 | | | | |
| GRADE | 19 | | HOURLY | ANNUAL | 36.67 | 51.07 | 76,277.30 | 106,231.65 |
| STEP | 11 | | 51.07 | 106,231.66 | | | | |
| STEP | 10 | | 50.57 | 105,187.38 | | | | |
| STEP | 9 | | 50.07 | 104,153.45 | | | | |
| STEP | 8 | | 48.14 | 100,138.68 | | | | |
| STEP | 7 | | 46.31 | 96,314.89 | | | | |
| STEP | 6 | | 44.54 | 92,639.42 | | | | |
| STEP | 5 | | 42.84 | 89,105.77 | | | | |
| STEP | 4 | | 41.21 | 85,707.46 | | | | |
| STEP | 3 | | 39.62 | 82,404.63 | | | | |
| STEP | 2 | | 38.13 | 79,300.18 | | | | |
| STEP | 1 | | 36.67 | 76,277.30 | | | | |
| GRADE | 20A | | HOURLY | ANNUAL | 41.21 | 57.40 | 85,707.46 | 119,398.37 |
| STEP | 11 | | 57.40 | 119,398.37 | | | | |
| STEP | 10 | | 56.84 | 118,223.74 | | | | |
| STEP | 9 | | 56.28 | 117,060.73 | | | | |
| STEP | 8 | | 54.11 | 112,544.44 | | | | |
| STEP | 7 | | 52.04 | 108,246.97 | | | | |
| STEP | 6 | | 50.05 | 104,111.71 | | | | |
| STEP | 5 | | 48.14 | 100,138.68 | | | | |
| STEP | 4 | | 46.31 | 96,314.88 | | | | |
| STEP | 3 | | 44.54 | 92,639.42 | | | | |

Compensation Rates

01/09/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

| RA1 | Afscme/40hrs | | | | <u>Hourly Range</u> | | <u>Annual Range</u> | |
|-----|------------------|----|---------------|---------------|---------------------|-------|---------------------|------------|
| | STEP | 2 | 42.84 | 89,105.77 | | | | |
| | STEP | 1 | 41.21 | 85,707.46 | | | | |
| | GRADE 20 | | HOURLY | ANNUAL | 39.62 | 55.21 | 82,404.63 | 114,837.13 |
| | STEP | 11 | 55.21 | 114,837.13 | | | | |
| | STEP | 10 | 54.67 | 113,707.66 | | | | |
| | STEP | 9 | 54.13 | 112,589.36 | | | | |
| | STEP | 8 | 52.04 | 108,246.97 | | | | |
| | STEP | 7 | 50.05 | 104,111.71 | | | | |
| | STEP | 6 | 48.14 | 100,138.68 | | | | |
| | STEP | 5 | 46.31 | 96,314.88 | | | | |
| | STEP | 4 | 44.54 | 92,639.42 | | | | |
| | STEP | 3 | 42.84 | 89,105.77 | | | | |
| | STEP | 2 | 41.21 | 85,707.46 | | | | |
| | STEP | 1 | 39.62 | 82,404.63 | | | | |
| | GRADE 21A | | HOURLY | ANNUAL | 44.54 | 62.06 | 92,639.42 | 129,080.27 |
| | STEP | 11 | 62.06 | 129,080.27 | | | | |
| | STEP | 10 | 61.45 | 127,809.78 | | | | |
| | STEP | 9 | 60.84 | 126,551.86 | | | | |
| | STEP | 8 | 58.49 | 121,666.85 | | | | |
| | STEP | 7 | 56.26 | 117,018.05 | | | | |
| | STEP | 6 | 54.11 | 112,544.44 | | | | |
| | STEP | 5 | 52.04 | 108,246.97 | | | | |
| | STEP | 4 | 50.05 | 104,111.71 | | | | |
| | STEP | 3 | 48.14 | 100,138.68 | | | | |
| | STEP | 2 | 46.31 | 96,314.88 | | | | |
| | STEP | 1 | 44.54 | 92,639.42 | | | | |
| | GRADE 21 | | HOURLY | ANNUAL | 42.84 | 59.69 | 89,105.77 | 124,145.76 |
| | STEP | 11 | 59.69 | 124,145.76 | | | | |
| | STEP | 10 | 59.10 | 122,924.12 | | | | |
| | STEP | 9 | 58.52 | 121,714.58 | | | | |
| | STEP | 8 | 56.26 | 117,018.05 | | | | |
| | STEP | 7 | 54.11 | 112,544.44 | | | | |
| | STEP | 6 | 52.04 | 108,246.97 | | | | |
| | STEP | 5 | 50.05 | 104,111.71 | | | | |
| | STEP | 4 | 48.14 | 100,138.68 | | | | |
| | STEP | 3 | 46.31 | 96,314.88 | | | | |
| | STEP | 2 | 44.54 | 92,639.42 | | | | |
| | STEP | 1 | 42.84 | 89,105.77 | | | | |
| | GRADE 22A | | HOURLY | ANNUAL | 48.14 | 67.09 | 100,138.68 | 139,550.18 |

Compensation Rates

01/09/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

| RA1 | <i>Afscme/40hrs</i> | | Hourly Range | | Annual Range | | | |
|-----|---------------------|-----------|---------------------|---------------|---------------------|-------|-----------|------------|
| | STEP | 11 | 67.09 | 139,550.18 | | | | |
| | STEP | 10 | 66.43 | 138,176.02 | | | | |
| | STEP | 9 | 65.78 | 136,815.46 | | | | |
| | STEP | 8 | 63.24 | 131,531.77 | | | | |
| | STEP | 7 | 60.82 | 126,502.91 | | | | |
| | STEP | 6 | 58.49 | 121,666.85 | | | | |
| | STEP | 5 | 56.26 | 117,018.05 | | | | |
| | STEP | 4 | 54.11 | 112,544.44 | | | | |
| | STEP | 3 | 52.04 | 108,246.97 | | | | |
| | STEP | 2 | 50.05 | 104,111.71 | | | | |
| | STEP | 1 | 48.14 | 100,138.68 | | | | |
| | GRADE | 22 | HOURLY | ANNUAL | 46.31 | 64.52 | 96,314.89 | 134,211.97 |
| | STEP | 11 | 64.52 | 134,211.97 | | | | |
| | STEP | 10 | 63.89 | 132,890.66 | | | | |
| | STEP | 9 | 63.26 | 131,582.44 | | | | |
| | STEP | 8 | 60.82 | 126,502.72 | | | | |
| | STEP | 7 | 58.49 | 121,666.85 | | | | |
| | STEP | 6 | 56.26 | 117,018.05 | | | | |
| | STEP | 5 | 54.11 | 112,544.44 | | | | |
| | STEP | 4 | 52.04 | 108,246.98 | | | | |
| | STEP | 3 | 50.20 | 104,417.11 | | | | |
| | STEP | 2 | 48.14 | 100,138.68 | | | | |
| | STEP | 1 | 46.31 | 96,314.89 | | | | |