

Compensation Rates

01/07/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE		HOURLY	ANNUAL				
	5				19.09	22.63	39,699.22	47,068.37
	STEP	11	22.63	47,068.37				
	STEP	10	22.41	46,618.93				
	STEP	9	22.20	46,173.94				
	STEP	8	21.37	44,446.67				
	STEP	7	20.58	42,801.48				
	STEP	6	19.82	41,219.61				
	STEP	5	19.09	39,699.22				
	GRADE	05L	HOURLY	ANNUAL	17.71	22.63	36,831.46	47,068.37
	STEP	11	22.63	47,068.37				
	STEP	10	22.41	46,618.93				
	STEP	9	22.20	46,173.94				
	STEP	8	21.37	44,446.67				
	STEP	7	20.58	42,801.48				
	STEP	6	19.82	41,219.61				
	STEP	5	19.09	39,699.22				
	STEP	4	18.38	38,236.50				
	STEP	3	17.71	36,831.46				
	GRADE	6	HOURLY	ANNUAL	17.06	23.50	35,477.47	48,886.46
	STEP	11	23.50	48,886.46				
	STEP	10	23.28	48,419.03				
	STEP	9	23.06	47,956.22				
	STEP	8	22.19	46,159.01				
	STEP	7	21.37	44,446.67				
	STEP	6	20.58	42,801.48				
	STEP	5	19.82	41,219.61				
	STEP	4	19.09	39,699.22				
	STEP	3	18.38	38,236.50				
	STEP	2	17.71	36,831.46				
	STEP	1	17.06	35,477.47				
	GRADE	06L	HOURLY	ANNUAL	19.09	23.50	39,699.22	48,886.47
	STEP	11	23.50	48,886.46				
	STEP	10	23.28	48,419.03				
	STEP	9	23.06	47,956.22				
	STEP	8	22.19	46,159.01				
	STEP	7	21.37	44,446.67				
	STEP	6	20.58	42,801.48				
	STEP	5	19.38	40,319.61				
	STEP	4	19.09	39,699.22				

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RA1	<i>Afscme/40hrs</i>		<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE		HOURLY	ANNUAL		
	7				17.71	24.41
					36,831.46	50,772.40
	STEP	11	24.41	50,772.40		
	STEP	10	24.18	50,286.29		
	STEP	9	23.94	49,805.00		
	STEP	8	23.05	47,936.58		
	STEP	7	22.19	46,159.01		
	STEP	6	21.37	44,446.67		
	STEP	5	20.58	42,801.48		
	STEP	4	19.82	41,219.61		
	STEP	3	19.09	39,699.22		
	STEP	2	18.38	38,236.50		
	STEP	1	17.71	36,831.46		
	07L				19.09	24.41
					39,699.22	50,772.40
	STEP	11	24.41	50,772.40		
	STEP	10	24.18	50,286.29		
	STEP	9	23.94	49,805.00		
	STEP	8	23.05	47,936.58		
	STEP	7	22.19	46,159.01		
	STEP	6	21.37	44,446.67		
	STEP	5	20.58	42,801.48		
	STEP	4	19.82	41,219.61		
	STEP	3	19.09	39,699.22		
	8				18.38	25.35
					38,236.50	52,735.14
	STEP	11	25.35	52,735.14		
	STEP	10	25.11	52,229.60		
	STEP	9	24.87	51,729.06		
	STEP	8	23.94	49,786.02		
	STEP	7	23.05	47,936.58		
	STEP	6	22.19	46,159.01		
	STEP	5	21.37	44,446.67		
	STEP	4	20.58	42,801.48		
	STEP	3	19.82	41,219.61		
	STEP	2	19.09	39,699.22		
	STEP	1	18.38	38,236.50		
	08L				19.82	25.35
					41,219.61	52,735.14
	STEP	11	25.35	52,735.14		
	STEP	10	25.11	52,229.60		
	STEP	9	24.87	51,729.06		

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RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	8	23.94	49,786.02			
	STEP	7	23.05	47,936.58			
	STEP	6	22.19	46,159.01			
	STEP	5	21.37	44,446.67			
	STEP	4	20.58	42,801.48			
	STEP	3	19.82	41,219.61			
	GRADE 9		HOURLY	ANNUAL	19.09	26.34	39,699.22 54,778.52
	STEP	11	26.34	54,778.52			
	STEP	10	26.08	54,252.75			
	STEP	9	25.83	53,732.18			
	STEP	8	24.86	51,711.10			
	STEP	7	23.94	49,786.02			
	STEP	6	23.05	47,936.58			
	STEP	5	22.19	46,159.01			
	STEP	4	21.37	44,446.67			
	STEP	3	20.58	42,801.48			
	STEP	2	19.82	41,219.61			
	STEP	1	19.09	39,699.22			
	GRADE 09L		HOURLY	ANNUAL	20.58	26.34	42,801.47 54,778.52
	STEP	11	26.34	54,778.52			
	STEP	10	26.08	54,252.75			
	STEP	9	25.83	53,732.18			
	STEP	8	24.86	51,711.10			
	STEP	7	23.94	49,786.02			
	STEP	6	23.05	47,936.58			
	STEP	5	22.19	46,159.01			
	STEP	4	21.37	44,446.67			
	STEP	3	20.58	42,801.48			
	GRADE 10L		HOURLY	ANNUAL	21.37	27.36	44,446.67 56,902.58
	STEP	11	27.36	56,902.58			
	STEP	10	27.09	56,355.78			
	STEP	9	26.83	55,814.39			
	STEP	8	25.82	53,711.82			
	STEP	7	24.86	51,711.10			
	STEP	6	23.94	49,786.02			
	STEP	5	23.05	47,936.58			
	STEP	4	22.19	46,159.01			
	STEP	3	21.37	44,446.67			
	GRADE 10		HOURLY	ANNUAL	19.82	27.36	41,219.61 56,902.58

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Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			Hourly Range		Annual Range	
	STEP	11	27.36	56,902.58			
	STEP	10	27.09	56,355.78			
	STEP	9	26.83	55,814.39			
	STEP	8	25.82	53,711.82			
	STEP	7	24.86	51,711.10			
	STEP	6	23.94	49,786.02			
	STEP	5	23.05	47,936.58			
	STEP	4	22.19	46,159.01			
	STEP	3	21.37	44,446.67			
	STEP	2	20.58	42,801.48			
	STEP	1	19.82	41,219.61			
	GRADE	11L	HOURLY	ANNUAL	22.19	28.42	46,159.01 59,113.21
	STEP	11	28.42	59,113.21			
	STEP	10	28.15	58,544.52			
	STEP	9	27.88	57,981.46			
	STEP	8	26.82	55,794.80			
	STEP	7	25.82	53,711.82			
	STEP	6	24.86	51,711.10			
	STEP	5	23.94	49,786.02			
	STEP	4	23.05	47,936.58			
	STEP	3	22.19	46,159.01			
	GRADE	11	HOURLY	ANNUAL	20.58	28.42	42,801.47 59,113.21
	STEP	11	28.42	59,113.21			
	STEP	10	28.15	58,544.52			
	STEP	9	27.88	57,981.46			
	STEP	8	26.82	55,794.80			
	STEP	7	25.82	53,711.82			
	STEP	6	24.86	51,711.10			
	STEP	5	23.94	49,786.02			
	STEP	4	23.05	47,936.58			
	STEP	3	22.19	46,159.01			
	STEP	2	21.37	44,446.67			
	STEP	1	20.58	42,801.48			
	GRADE	12L	HOURLY	ANNUAL	23.05	29.52	47,936.58 61,410.43
	STEP	11	29.52	61,410.43			
	STEP	10	29.24	60,818.99			
	STEP	9	28.96	60,233.41			
	STEP	8	27.87	57,960.03			
	STEP	7	26.82	55,794.80			

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Salary Plan Code:

RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP							
	STEP	6	25.82	53,711.82				
	STEP	5	24.86	51,711.10				
	STEP	4	23.94	49,786.02				
	STEP	3	23.05	47,936.58				
	GRADE	12	HOURLY	ANNUAL	21.37	29.52	44,446.67	61,410.43
	STEP	11	29.52	61,410.43				
	STEP	10	29.24	60,818.99				
	STEP	9	28.96	60,233.41				
	STEP	8	27.87	57,960.03				
	STEP	7	26.82	55,794.80				
	STEP	6	25.82	53,711.82				
	STEP	5	24.86	51,711.10				
	STEP	4	23.94	49,786.02				
	STEP	3	23.05	47,936.58				
	STEP	2	22.19	46,159.01				
	STEP	1	21.37	44,446.67				
	GRADE	13A	HOURLY	ANNUAL	23.05	31.87	47,936.58	66,285.21
	STEP	11	31.87	66,285.21				
	STEP	10	31.56	65,645.52				
	STEP	9	31.26	65,012.14				
	STEP	8	30.07	62,552.42				
	STEP	7	28.95	60,210.37				
	STEP	6	27.87	57,960.03				
	STEP	5	26.82	55,794.80				
	STEP	4	25.82	53,711.82				
	STEP	3	24.86	51,711.10				
	STEP	2	23.94	49,786.02				
	STEP	1	23.05	47,936.58				
	GRADE	13	HOURLY	ANNUAL	22.19	30.67	46,159.01	63,800.10
	STEP	11	30.67	63,800.10				
	STEP	10	30.38	63,185.01				
	STEP	9	30.08	62,576.00				
	STEP	8	28.95	60,210.37				
	STEP	7	27.87	57,960.03				
	STEP	6	26.82	55,794.80				
	STEP	5	25.82	53,711.82				
	STEP	4	24.86	51,711.10				
	STEP	3	23.94	49,786.02				
	STEP	2	23.05	47,936.58				

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RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	1	22.19	46,159.01				
	GRADE	14A	HOURLY	ANNUAL	24.86	34.40	51,711.10	71,555.52
	STEP	11	34.40	71,555.52				
	STEP	10	34.07	70,863.63				
	STEP	9	33.74	70,178.60				
	STEP	8	32.46	67,518.29				
	STEP	7	31.24	64,987.13				
	STEP	6	30.07	62,552.42				
	STEP	5	28.95	60,210.37				
	STEP	4	27.87	57,960.03				
	STEP	3	26.82	55,794.80				
	STEP	2	25.82	53,711.82				
	STEP	1	24.86	51,711.10				
	GRADE	14	HOURLY	ANNUAL	23.94	33.11	49,786.02	68,868.72
	STEP	11	33.11	68,868.72				
	STEP	10	32.79	68,203.44				
	STEP	9	32.47	67,544.75				
	STEP	8	31.24	64,987.13				
	STEP	7	30.07	62,552.42				
	STEP	6	28.95	60,210.37				
	STEP	5	27.87	57,960.03				
	STEP	4	26.82	55,794.80				
	STEP	3	25.82	53,711.82				
	STEP	2	24.86	51,711.10				
	STEP	1	23.94	49,786.02				
	GRADE	15A	HOURLY	ANNUAL	27.87	38.60	57,960.03	80,281.96
	STEP	11	38.60	80,281.96				
	STEP	10	38.22	79,503.67				
	STEP	9	37.85	78,733.09				
	STEP	8	36.41	75,741.47				
	STEP	7	35.04	72,893.57				
	STEP	6	33.72	70,132.66				
	STEP	5	32.46	67,518.29				
	STEP	4	31.24	64,987.13				
	STEP	3	30.07	62,552.42				
	STEP	2	28.95	60,210.37				
	STEP	1	27.87	57,960.03				
	GRADE	15	HOURLY	ANNUAL	26.82	37.14	55,794.80	77,259.68

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Salary Plan Code:

RA1	Apscme/40hrs			Hourly Range		Annual Range		
	STEP	11	37.14	77,259.68				
	STEP	10	36.78	76,511.32				
	STEP	9	36.43	75,770.37				
	STEP	8	35.04	72,893.57				
	STEP	7	33.72	70,132.66				
	STEP	6	32.46	67,518.29				
	STEP	5	31.24	64,987.13				
	STEP	4	30.07	62,552.42				
	STEP	3	28.95	60,210.37				
	STEP	2	27.87	57,960.03				
	STEP	1	26.82	55,794.80				
	GRADE	16A	HOURLY	ANNUAL	30.07	41.68	62,552.42	86,697.41
	STEP	11	41.68	86,697.41				
	STEP	10	41.28	85,855.61				
	STEP	9	40.88	85,022.14				
	STEP	8	39.32	81,786.18				
	STEP	7	37.84	78,702.84				
	STEP	6	36.41	75,741.47				
	STEP	5	35.04	72,893.57				
	STEP	4	33.72	70,132.66				
	STEP	3	32.46	67,518.29				
	STEP	2	31.24	64,987.13				
	STEP	1	30.07	62,552.42				
	GRADE	16	HOURLY	ANNUAL	28.95	40.11	60,210.37	83,425.24
	STEP	11	40.11	83,425.24				
	STEP	10	39.72	82,615.83				
	STEP	9	39.33	81,814.44				
	STEP	8	37.84	78,702.84				
	STEP	7	36.41	75,741.47				
	STEP	6	35.04	72,893.57				
	STEP	5	33.72	70,132.66				
	STEP	4	32.46	67,518.29				
	STEP	3	31.24	64,987.13				
	STEP	2	30.07	62,552.42				
	STEP	1	28.95	60,210.37				
	GRADE	17A	HOURLY	ANNUAL	32.46	45.02	67,518.29	93,634.30
	STEP	11	45.02	93,634.30				
	STEP	10	44.58	92,723.81				
	STEP	9	44.15	91,822.34				

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RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	8	42.46	88,321.60			
	STEP	7	40.84	84,952.72			
	STEP	6	39.32	81,786.18			
	STEP	5	37.84	78,702.84			
	STEP	4	36.41	75,741.47			
	STEP	3	35.04	72,893.57			
	STEP	2	33.72	70,132.66			
	STEP	1	32.46	67,518.29			
	GRADE	17	HOURLY	ANNUAL	31.24	43.30	64,987.13 90,059.10
	STEP	11	43.30	90,059.10			
	STEP	10	42.88	89,184.01			
	STEP	9	42.46	88,317.59			
	STEP	8	40.84	84,952.72			
	STEP	7	39.32	81,786.18			
	STEP	6	37.84	78,702.84			
	STEP	5	36.41	75,741.47			
	STEP	4	35.04	72,893.57			
	STEP	3	33.72	70,132.66			
	STEP	2	32.46	67,518.29			
	STEP	1	31.24	64,987.13			
	GRADE	18A	HOURLY	ANNUAL	36.41	50.54	75,741.47 105,117.37
	STEP	11	50.54	105,117.37			
	STEP	10	50.04	104,093.19			
	STEP	9	49.56	103,079.16			
	STEP	8	47.66	99,141.18			
	STEP	7	45.86	95,392.20			
	STEP	6	44.13	91,787.88			
	STEP	5	42.46	88,321.60			
	STEP	4	40.84	84,952.72			
	STEP	3	39.32	81,786.18			
	STEP	2	37.84	78,702.84			
	STEP	1	36.41	75,741.47			
	GRADE	18	HOURLY	ANNUAL	35.04	48.62	72,893.57 101,137.85
	STEP	11	48.62	101,137.84			
	STEP	10	48.15	100,153.06			
	STEP	9	47.68	99,178.04			
	STEP	8	45.86	95,392.20			
	STEP	7	44.13	91,787.88			
	STEP	6	42.46	88,321.60			

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RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	5	40.84	84,952.72				
	STEP	4	39.32	81,786.18				
	STEP	3	37.84	78,702.84				
	STEP	2	36.41	75,741.47				
	STEP	1	35.04	72,893.57				
	GRADE	19A	HOURLY	ANNUAL	39.32	54.59	81,786.18	113,557.53
	STEP	11	54.59	113,557.53				
	STEP	10	54.06	112,449.78				
	STEP	9	53.54	111,353.00				
	STEP	8	51.49	107,093.94				
	STEP	7	49.54	103,041.45				
	STEP	6	47.66	99,141.18				
	STEP	5	45.86	95,392.20				
	STEP	4	44.13	91,787.88				
	STEP	3	42.46	88,321.60				
	STEP	2	40.84	84,952.72				
	STEP	1	39.32	81,786.18				
	GRADE	19	HOURLY	ANNUAL	37.84	52.53	78,702.84	109,256.29
	STEP	11	52.53	109,256.29				
	STEP	10	52.01	108,191.13				
	STEP	9	51.51	107,136.52				
	STEP	8	49.54	103,041.45				
	STEP	7	47.66	99,141.18				
	STEP	6	45.86	95,392.20				
	STEP	5	44.13	91,787.88				
	STEP	4	42.46	88,321.61				
	STEP	3	40.84	84,952.72				
	STEP	2	39.32	81,786.18				
	STEP	1	37.84	78,702.84				
	GRADE	20A	HOURLY	ANNUAL	42.46	58.98	88,321.60	122,686.34
	STEP	11	58.98	122,686.34				
	STEP	10	58.41	121,488.21				
	STEP	9	57.84	120,301.95				
	STEP	8	55.62	115,695.33				
	STEP	7	53.52	111,311.91				
	STEP	6	51.49	107,093.94				
	STEP	5	49.54	103,041.45				
	STEP	4	47.66	99,141.18				
	STEP	3	45.86	95,392.20				

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RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP							
	STEP	2	44.13	91,787.88				
	STEP	1	42.46	88,321.60				
	GRADE	20	HOURLY	ANNUAL	40.84	56.75	84,952.72	118,033.87
	STEP	11	56.75	118,033.87				
	STEP	10	56.19	116,881.81				
	STEP	9	55.64	115,741.15				
	STEP	8	53.52	111,311.91				
	STEP	7	51.49	107,093.94				
	STEP	6	49.54	103,041.45				
	STEP	5	47.66	99,141.18				
	STEP	4	45.86	95,392.20				
	STEP	3	44.13	91,787.88				
	STEP	2	42.46	88,321.60				
	STEP	1	40.84	84,952.72				
	GRADE	21A	HOURLY	ANNUAL	45.86	63.73	95,392.20	132,561.88
	STEP	11	63.73	132,561.88				
	STEP	10	63.11	131,265.97				
	STEP	9	62.49	129,982.89				
	STEP	8	60.10	125,000.19				
	STEP	7	57.82	120,258.41				
	STEP	6	55.62	115,695.33				
	STEP	5	53.52	111,311.91				
	STEP	4	51.49	107,093.94				
	STEP	3	49.54	103,041.45				
	STEP	2	47.66	99,141.18				
	STEP	1	45.86	95,392.20				
	GRADE	21	HOURLY	ANNUAL	44.13	61.31	91,787.88	127,528.68
	STEP	11	61.31	127,528.68				
	STEP	10	60.71	126,282.60				
	STEP	9	60.12	125,048.87				
	STEP	8	57.82	120,258.41				
	STEP	7	55.62	115,695.33				
	STEP	6	53.52	111,311.91				
	STEP	5	51.49	107,093.94				
	STEP	4	49.54	103,041.45				
	STEP	3	47.66	99,141.18				
	STEP	2	45.86	95,392.20				
	STEP	1	44.13	91,787.88				
	GRADE	22A	HOURLY	ANNUAL	49.54	68.87	103,041.45	143,241.18

Compensation Rates

01/07/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			Hourly Range		Annual Range	
	STEP	11	68.87	143,241.18			
	STEP	10	68.19	141,839.54			
	STEP	9	67.52	140,451.77			
	STEP	8	64.93	135,062.40			
	STEP	7	62.47	129,932.97			
	STEP	6	60.10	125,000.19			
	STEP	5	57.82	120,258.41			
	STEP	4	55.62	115,695.33			
	STEP	3	53.52	111,311.91			
	STEP	2	51.49	107,093.94			
	STEP	1	49.54	103,041.45			
	GRADE	22	HOURLY	ANNUAL	47.66	66.25	99,141.18 137,796.21
	STEP	11	66.25	137,796.21			
	STEP	10	65.60	136,448.47			
	STEP	9	64.96	135,114.09			
	STEP	8	62.47	129,932.77			
	STEP	7	60.10	125,000.19			
	STEP	6	57.82	120,258.41			
	STEP	5	55.62	115,695.33			
	STEP	4	53.52	111,311.92			
	STEP	3	51.64	107,405.45			
	STEP	2	49.54	103,041.45			
	STEP	1	47.66	99,141.18			