

Compensation Rates

01/07/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	City Clericals Afscme				Hourly Range		Annual Range	
	GRADE	5	HOURLY	ANNUAL	18.78	25.86	34,178.34	47,068.57
	STEP	11	25.86	47,068.56				
	STEP	10	25.61	46,619.12				
	STEP	9	25.37	46,174.14				
	STEP	8	24.42	44,446.68				
	STEP	7	23.52	42,801.47				
	STEP	6	22.65	41,219.62				
	STEP	5	21.81	39,699.22				
	STEP	4	21.01	38,236.51				
	STEP	3	20.24	36,831.47				
	STEP	2	19.49	35,477.49				
	STEP	1	18.78	34,178.34				
	GRADE	05L	HOURLY	ANNUAL	20.24	25.86	36,831.47	47,068.57
	STEP	11	25.86	47,068.56				
	STEP	10	25.61	46,619.12				
	STEP	9	25.37	46,174.14				
	STEP	8	24.42	44,446.68				
	STEP	7	23.52	42,801.47				
	STEP	6	22.65	41,219.62				
	STEP	5	21.81	39,699.22				
	STEP	4	21.01	38,236.51				
	STEP	3	20.24	36,831.47				
	GRADE	6	HOURLY	ANNUAL	19.49	26.86	35,477.49	48,886.87
	STEP	11	26.86	48,886.87				
	STEP	10	26.60	48,419.43				
	STEP	9	26.35	47,956.62				
	STEP	8	25.36	46,159.02				
	STEP	7	24.42	44,446.68				
	STEP	6	23.52	42,801.47				
	STEP	5	22.65	41,219.62				
	STEP	4	21.81	39,699.22				
	STEP	3	21.01	38,236.51				
	STEP	2	20.24	36,831.47				
	STEP	1	19.49	35,477.49				
	GRADE	06L	HOURLY	ANNUAL	21.01	26.86	38,236.51	48,886.87
	STEP	11	26.86	48,886.87				
	STEP	10	26.60	48,419.43				
	STEP	9	26.35	47,956.62				
	STEP	8	25.36	46,159.02				

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Salary Plan Code:

RA	City Clericals Afscme				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	24.42	44,446.68				
	STEP	6	23.52	42,801.47				
	STEP	5	22.65	41,219.62				
	STEP	4	21.81	39,699.22				
	STEP	3	21.01	38,236.51				
	GRADE	7	HOURLY	ANNUAL	20.24	27.90	36,831.47	50,772.40
	STEP	11	27.90	50,772.40				
	STEP	10	27.63	50,286.29				
	STEP	9	27.37	49,804.99				
	STEP	8	26.34	47,936.58				
	STEP	7	25.36	46,159.02				
	STEP	6	24.42	44,446.68				
	STEP	5	23.52	42,801.47				
	STEP	4	22.65	41,219.62				
	STEP	3	21.81	39,699.22				
	STEP	2	21.01	38,236.51				
	STEP	1	20.24	36,831.47				
	GRADE	07L	HOURLY	ANNUAL	21.81	27.90	39,699.23	50,772.40
	STEP	11	27.90	50,772.40				
	STEP	10	27.63	50,286.29				
	STEP	9	27.37	49,804.99				
	STEP	8	26.34	47,936.58				
	STEP	7	25.36	46,159.02				
	STEP	6	24.42	44,446.68				
	STEP	5	23.52	42,801.47				
	STEP	4	22.65	41,219.62				
	STEP	3	21.81	39,699.22				
	GRADE	8	HOURLY	ANNUAL	21.01	28.98	38,236.88	52,735.34
	STEP	11	28.98	52,735.34				
	STEP	10	28.70	52,229.80				
	STEP	9	28.42	51,729.26				
	STEP	8	27.35	49,786.02				
	STEP	7	26.34	47,936.58				
	STEP	6	25.36	46,159.02				
	STEP	5	24.42	44,446.68				
	STEP	4	23.52	42,801.68				
	STEP	3	22.65	41,219.62				
	STEP	2	21.81	39,699.21				
	STEP	1	21.01	38,236.88				

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	City Clericals Afsme				Hourly Range		Annual Range	
	GRADE	08L	HOURLY	ANNUAL	22.65	28.98	41,219.62	52,735.34
	STEP	11	28.98	52,735.34				
	STEP	10	28.70	52,229.80				
	STEP	9	28.42	51,729.26				
	STEP	8	27.35	49,786.02				
	STEP	7	26.34	47,936.58				
	STEP	6	25.36	46,159.02				
	STEP	5	24.42	44,446.68				
	STEP	4	23.52	42,801.47				
	STEP	3	22.65	41,219.62				
	GRADE	9	HOURLY	ANNUAL	21.81	30.10	39,699.23	54,779.62
	STEP	11	30.10	54,779.62				
	STEP	10	29.81	54,253.84				
	STEP	9	29.52	53,733.26				
	STEP	8	28.41	51,711.10				
	STEP	7	27.35	49,786.02				
	STEP	6	26.34	47,936.58				
	STEP	5	25.36	46,159.02				
	STEP	4	24.42	44,446.68				
	STEP	3	23.52	42,801.47				
	STEP	2	22.65	41,219.62				
	STEP	1	21.81	39,699.22				
	GRADE	09L	HOURLY	ANNUAL	23.52	30.10	42,801.47	54,779.62
	STEP	11	30.10	54,779.62				
	STEP	10	29.81	54,253.84				
	STEP	9	29.52	53,733.26				
	STEP	8	28.41	51,711.10				
	STEP	7	27.35	49,786.02				
	STEP	6	26.34	47,936.58				
	STEP	5	25.36	46,159.02				
	STEP	4	24.42	44,446.68				
	STEP	3	23.52	42,801.47				
	GRADE	10L	HOURLY	ANNUAL	24.42	31.27	44,446.68	56,902.46
	STEP	11	31.27	56,902.46				
	STEP	10	30.96	56,355.65				
	STEP	9	30.67	55,814.26				
	STEP	8	29.51	53,711.82				
	STEP	7	28.41	51,711.10				

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	City Clericals Afscme				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	27.35	49,786.02				
	STEP	5	26.34	47,936.58				
	STEP	4	25.36	46,159.02				
	STEP	3	24.42	44,446.68				
	GRADE	10	HOURLY	ANNUAL	22.65	31.27	41,219.62	56,902.46
	STEP	11	31.27	56,902.46				
	STEP	10	30.96	56,355.65				
	STEP	9	30.67	55,814.26				
	STEP	8	29.51	53,711.82				
	STEP	7	28.41	51,711.10				
	STEP	6	27.35	49,786.02				
	STEP	5	26.34	47,936.58				
	STEP	4	25.36	46,159.02				
	STEP	3	24.42	44,446.68				
	STEP	2	23.52	42,801.47				
	STEP	1	22.65	41,219.62				
	GRADE	11L	HOURLY	ANNUAL	25.36	32.48	46,159.01	59,112.68
	STEP	11	32.48	59,112.68				
	STEP	10	32.17	58,544.00				
	STEP	9	31.86	57,980.94				
	STEP	8	30.66	55,794.80				
	STEP	7	29.51	53,711.82				
	STEP	6	28.41	51,711.10				
	STEP	5	27.35	49,786.02				
	STEP	4	26.34	47,936.58				
	STEP	3	25.36	46,159.02				
	GRADE	11	HOURLY	ANNUAL	23.52	32.48	42,801.47	59,112.68
	STEP	11	32.48	59,112.68				
	STEP	10	32.17	58,544.00				
	STEP	9	31.86	57,980.94				
	STEP	8	30.66	55,794.80				
	STEP	7	29.51	53,711.82				
	STEP	6	28.41	51,711.10				
	STEP	5	27.35	49,786.02				
	STEP	4	26.34	47,936.58				
	STEP	3	25.36	46,159.02				
	STEP	2	24.42	44,446.68				
	STEP	1	23.52	42,801.47				
	GRADE	12L	HOURLY	ANNUAL	26.34	33.74	47,936.59	61,411.17

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Minimum and Maximums
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Salary Plan Code:

RA	<i>City Clericals Afscme</i>				Hourly Range		Annual Range	
	STEP	11	33.74	61,411.17				
	STEP	10	33.42	60,819.73				
	STEP	9	33.10	60,234.14				
	STEP	8	31.85	57,960.05				
	STEP	7	30.66	55,794.80				
	STEP	6	29.51	53,711.82				
	STEP	5	28.41	51,711.10				
	STEP	4	27.35	49,786.02				
	STEP	3	26.34	47,936.58				
	GRADE	12	HOURLY	ANNUAL	24.42	33.74	44,446.68	61,411.17
	STEP	11	33.74	61,411.17				
	STEP	10	33.42	60,819.73				
	STEP	9	33.10	60,234.14				
	STEP	8	31.85	57,960.05				
	STEP	7	30.66	55,794.80				
	STEP	6	29.51	53,711.82				
	STEP	5	28.41	51,711.10				
	STEP	4	27.35	49,786.02				
	STEP	3	26.34	47,936.58				
	STEP	2	25.36	46,159.02				
	STEP	1	24.42	44,446.68				
	GRADE	13A	HOURLY	ANNUAL	26.34	36.42	47,936.59	66,285.31
	STEP	11	36.42	66,285.31				
	STEP	10	36.07	65,645.60				
	STEP	9	35.72	65,012.23				
	STEP	8	34.37	62,552.42				
	STEP	7	33.08	60,210.37				
	STEP	6	31.85	57,960.05				
	STEP	5	30.66	55,794.80				
	STEP	4	29.51	53,711.82				
	STEP	3	28.41	51,711.10				
	STEP	2	27.35	49,786.02				
	STEP	1	26.34	47,936.58				
	GRADE	13	HOURLY	ANNUAL	25.36	35.05	46,159.01	63,799.69
	STEP	11	35.05	63,799.69				
	STEP	10	34.72	63,184.59				
	STEP	9	34.38	62,575.59				
	STEP	8	33.08	60,210.37				
	STEP	7	31.85	57,960.05				

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	30.66	55,794.80				
	STEP	5	29.51	53,711.82				
	STEP	4	28.41	51,711.10				
	STEP	3	27.35	49,786.02				
	STEP	2	26.34	47,936.58				
	STEP	1	25.36	46,159.02				
	GRADE	14A	HOURLY	ANNUAL	28.41	39.32	51,711.10	71,555.76
	STEP	11	39.32	71,555.76				
	STEP	10	38.94	70,863.88				
	STEP	9	38.56	70,178.85				
	STEP	8	37.10	67,518.30				
	STEP	7	35.71	64,987.14				
	STEP	6	34.37	62,552.42				
	STEP	5	33.08	60,210.37				
	STEP	4	31.85	57,960.05				
	STEP	3	30.66	55,794.80				
	STEP	2	29.51	53,711.82				
	STEP	1	28.41	51,711.10				
	GRADE	14	HOURLY	ANNUAL	27.35	37.84	49,786.02	68,868.90
	STEP	11	37.84	68,868.90				
	STEP	10	37.47	68,203.62				
	STEP	9	37.11	67,544.92				
	STEP	8	35.71	64,987.14				
	STEP	7	34.37	62,552.42				
	STEP	6	33.08	60,210.37				
	STEP	5	31.85	57,960.05				
	STEP	4	30.66	55,794.80				
	STEP	3	29.51	53,711.82				
	STEP	2	28.41	51,711.10				
	STEP	1	27.35	49,786.02				
	GRADE	15A	HOURLY	ANNUAL	31.85	44.11	57,960.05	80,281.91
	STEP	11	44.11	80,281.90				
	STEP	10	43.68	79,503.62				
	STEP	9	43.26	78,733.04				
	STEP	8	41.62	75,741.47				
	STEP	7	40.05	72,893.57				
	STEP	6	38.53	70,132.66				
	STEP	5	37.10	67,518.30				
	STEP	4	35.71	64,987.14				

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Salary Plan Code:

RA	City Clericals Afscme				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	3	34.37	62,552.42				
	STEP	2	33.08	60,210.37				
	STEP	1	31.85	57,960.05				
	GRADE	15	HOURLY	ANNUAL	30.66	42.45	55,794.80	77,259.63
	STEP	11	42.45	77,259.63				
	STEP	10	42.04	76,511.27				
	STEP	9	41.63	75,770.31				
	STEP	8	40.05	72,893.57				
	STEP	7	38.53	70,132.66				
	STEP	6	37.10	67,518.30				
	STEP	5	35.71	64,987.14				
	STEP	4	34.37	62,552.42				
	STEP	3	33.08	60,210.37				
	STEP	2	31.85	57,960.05				
	STEP	1	30.66	55,794.80				
	GRADE	16A	HOURLY	ANNUAL	34.37	47.64	62,552.42	86,698.08
	STEP	11	47.64	86,698.08				
	STEP	10	47.17	85,856.27				
	STEP	9	46.72	85,022.79				
	STEP	8	44.94	81,786.18				
	STEP	7	43.24	78,702.84				
	STEP	6	41.62	75,741.47				
	STEP	5	40.05	72,893.57				
	STEP	4	38.53	70,132.66				
	STEP	3	37.10	67,518.30				
	STEP	2	35.71	64,987.14				
	STEP	1	34.37	62,552.42				
	GRADE	16	HOURLY	ANNUAL	33.08	45.84	60,210.37	83,426.00
	STEP	11	45.84	83,426.00				
	STEP	10	45.39	82,616.58				
	STEP	9	44.95	81,815.19				
	STEP	8	43.24	78,702.84				
	STEP	7	41.62	75,741.47				
	STEP	6	40.05	72,893.57				
	STEP	5	38.53	70,132.66				
	STEP	4	37.10	67,518.30				
	STEP	3	35.71	64,987.14				
	STEP	2	34.37	62,552.42				
	STEP	1	33.08	60,210.37				

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Salary Plan Code:

RA	City Clericals Afsme			<u>Hourly Range</u>		<u>Annual Range</u>	
	<u>GRADE</u>	<u>17A</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	51.45	93,635.03			
	STEP	10	50.95	92,724.54			
	STEP	9	50.45	91,823.07			
	STEP	8	48.53	88,321.61			
	STEP	7	46.68	84,952.72			
	STEP	6	44.94	81,786.18			
	STEP	5	43.24	78,702.84			
	STEP	4	41.62	75,741.47			
	STEP	3	40.05	72,893.57			
	STEP	2	38.53	70,132.66			
	STEP	1	37.10	67,518.30			
	<u>GRADE</u>	<u>17</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	49.48	90,058.44			
	STEP	10	49.00	89,183.35			
	STEP	9	48.53	88,316.94			
	STEP	8	46.68	84,952.72			
	STEP	7	44.94	81,786.18			
	STEP	6	43.24	78,702.84			
	STEP	5	41.62	75,741.47			
	STEP	4	40.05	72,893.57			
	STEP	3	38.53	70,132.66			
	STEP	2	37.10	67,518.30			
	STEP	1	35.71	64,987.14			
	<u>GRADE</u>	<u>18A</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	57.76	105,117.77			
	STEP	10	57.19	104,093.58			
	STEP	9	56.64	103,079.54			
	STEP	8	54.47	99,141.18			
	STEP	7	52.41	95,392.20			
	STEP	6	50.43	91,787.89			
	STEP	5	48.53	88,321.61			
	STEP	4	46.68	84,952.72			
	STEP	3	44.94	81,786.18			
	STEP	2	43.24	78,702.84			
	STEP	1	41.62	75,741.47			
	<u>GRADE</u>	<u>18</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	55.57	101,137.77			

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RA	<i>City Clericals Afscme</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	10	55.03	100,153.00				
	STEP	9	54.49	99,177.97				
	STEP	8	52.41	95,392.20				
	STEP	7	50.43	91,787.89				
	STEP	6	48.53	88,321.61				
	STEP	5	46.68	84,952.72				
	STEP	4	44.94	81,786.18				
	STEP	3	43.24	78,702.84				
	STEP	2	41.62	75,741.47				
	STEP	1	40.05	72,893.57				
	GRADE	19A	HOURLY	ANNUAL	44.94	62.39	81,786.18	113,557.84
	STEP	11	62.39	113,557.84				
	STEP	10	61.79	112,450.09				
	STEP	9	61.18	111,353.31				
	STEP	8	58.84	107,093.94				
	STEP	7	56.62	103,041.45				
	STEP	6	54.47	99,141.18				
	STEP	5	52.41	95,392.20				
	STEP	4	50.43	91,787.89				
	STEP	3	48.53	88,321.61				
	STEP	2	46.68	84,952.72				
	STEP	1	44.94	81,786.18				
	GRADE	19	HOURLY	ANNUAL	43.24	60.03	78,702.84	109,255.76
	STEP	11	60.03	109,255.76				
	STEP	10	59.45	108,190.61				
	STEP	9	58.87	107,136.00				
	STEP	8	56.62	103,041.45				
	STEP	7	54.47	99,141.18				
	STEP	6	52.41	95,392.20				
	STEP	5	50.43	91,787.89				
	STEP	4	48.53	88,321.61				
	STEP	3	46.68	84,952.72				
	STEP	2	44.94	81,786.18				
	STEP	1	43.24	78,702.84				
	GRADE	20A	HOURLY	ANNUAL	48.53	67.41	88,321.61	122,686.55
	STEP	11	67.41	122,686.55				
	STEP	10	66.75	121,488.42				
	STEP	9	66.10	120,302.15				
	STEP	8	63.57	115,695.34				

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RA	<i>City Clericals Afsme</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	61.16	111,311.91				
	STEP	6	58.84	107,093.94				
	STEP	5	56.62	103,041.45				
	STEP	4	54.47	99,141.18				
	STEP	3	52.41	95,392.20				
	STEP	2	50.43	91,787.89				
	STEP	1	48.53	88,321.61				
	GRADE	20	HOURLY	ANNUAL	46.68	64.85	84,952.72	118,033.97
	STEP	11	64.85	118,033.97				
	STEP	10	64.22	116,881.91				
	STEP	9	63.59	115,741.25				
	STEP	8	61.16	111,311.91				
	STEP	7	58.84	107,093.94				
	STEP	6	56.62	103,041.45				
	STEP	5	54.47	99,141.18				
	STEP	4	52.41	95,392.20				
	STEP	3	50.43	91,787.89				
	STEP	2	48.53	88,321.61				
	STEP	1	46.68	84,952.72				
	GRADE	21A	HOURLY	ANNUAL	52.41	72.84	95,392.20	132,561.94
	STEP	11	72.84	132,561.94				
	STEP	10	72.12	131,266.03				
	STEP	9	71.42	129,982.96				
	STEP	8	68.68	125,000.20				
	STEP	7	66.08	120,258.42				
	STEP	6	63.57	115,695.34				
	STEP	5	61.16	111,311.91				
	STEP	4	58.84	107,093.94				
	STEP	3	56.62	103,041.45				
	STEP	2	54.47	99,141.18				
	STEP	1	52.41	95,392.20				
	GRADE	21	HOURLY	ANNUAL	50.43	70.07	91,787.89	127,528.92
	STEP	11	70.07	127,528.92				
	STEP	10	69.39	126,282.85				
	STEP	9	68.71	125,049.11				
	STEP	8	66.08	120,258.42				
	STEP	7	63.57	115,695.34				
	STEP	6	61.16	111,311.91				
	STEP	5	58.84	107,093.94				

Compensation Rates

01/07/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	4	56.62	103,041.45				
	STEP	3	54.47	99,141.18				
	STEP	2	52.41	95,392.20				
	STEP	1	50.43	91,787.89				
	GRADE	22A	HOURLY	ANNUAL	56.62	78.70	103,041.45	143,240.56
	STEP	11	78.70	143,240.56				
	STEP	10	77.93	141,838.92				
	STEP	9	77.17	140,451.16				
	STEP	8	74.21	135,062.41				
	STEP	7	71.39	129,932.97				
	STEP	6	68.68	125,000.20				
	STEP	5	66.08	120,258.42				
	STEP	4	63.57	115,695.34				
	STEP	3	61.16	111,311.91				
	STEP	2	58.84	107,093.94				
	STEP	1	56.62	103,041.45				
	GRADE	22	HOURLY	ANNUAL	54.47	75.71	99,141.18	137,796.21
	STEP	11	75.71	137,796.21				
	STEP	10	74.97	136,448.48				
	STEP	9	74.24	135,114.09				
	STEP	8	71.39	129,932.97				
	STEP	7	68.68	125,000.20				
	STEP	6	66.08	120,258.42				
	STEP	5	63.57	115,695.34				
	STEP	4	61.16	111,311.91				
	STEP	3	58.84	107,093.94				
	STEP	2	56.62	103,041.45				
	STEP	1	54.47	99,141.18				