

Compensation Rates

10/10/2026

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				19.47	23.08
					40,493.20	48,009.74
	STEP	11	23.08	48,009.74		
	STEP	10	22.86	47,551.31		
	STEP	9	22.64	47,097.42		
	STEP	8	21.80	45,335.60		
	STEP	7	20.99	43,657.50		
	STEP	6	20.21	42,044.00		
	STEP	5	19.47	40,493.20		
	05L				18.06	23.08
					37,568.08	48,009.74
	STEP	11	23.08	48,009.74		
	STEP	10	22.86	47,551.31		
	STEP	9	22.64	47,097.42		
	STEP	8	21.80	45,335.60		
	STEP	7	20.99	43,657.50		
	STEP	6	20.21	42,044.00		
	STEP	5	19.47	40,493.20		
	STEP	4	18.75	39,001.23		
	STEP	3	18.06	37,568.08		
	6				17.40	23.97
					36,187.02	49,864.19
	STEP	11	23.97	49,864.19		
	STEP	10	23.74	49,387.41		
	STEP	9	23.52	48,915.34		
	STEP	8	22.64	47,082.18		
	STEP	7	21.80	45,335.60		
	STEP	6	20.99	43,657.50		
	STEP	5	20.21	42,044.00		
	STEP	4	19.47	40,493.20		
	STEP	3	18.75	39,001.23		
	STEP	2	18.06	37,568.08		
	STEP	1	17.40	36,187.02		
	06L				19.47	23.97
					40,493.21	49,864.19
	STEP	11	23.97	49,864.19		
	STEP	10	23.74	49,387.41		
	STEP	9	23.52	48,915.34		
	STEP	8	22.64	47,082.18		
	STEP	7	21.80	45,335.60		
	STEP	6	20.99	43,657.50		
	STEP	5	20.21	42,044.00		
	STEP	4	19.47	40,493.21		

Compensation Rates

10/10/2026

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		
	7				18.06	24.90
					37,568.08	51,787.85
	STEP	11	24.90	51,787.85		
	STEP	10	24.66	51,292.02		
	STEP	9	24.42	50,801.09		
	STEP	8	23.51	48,895.31		
	STEP	7	22.64	47,082.18		
	STEP	6	21.80	45,335.60		
	STEP	5	20.99	43,657.50		
	STEP	4	20.21	42,044.00		
	STEP	3	19.47	40,493.20		
	STEP	2	18.75	39,001.23		
	STEP	1	18.06	37,568.08		
	07L				19.47	24.90
					40,493.20	51,787.85
	STEP	11	24.90	51,787.85		
	STEP	10	24.66	51,292.02		
	STEP	9	24.42	50,801.09		
	STEP	8	23.51	48,895.31		
	STEP	7	22.64	47,082.18		
	STEP	6	21.80	45,335.60		
	STEP	5	20.99	43,657.50		
	STEP	4	20.21	42,044.00		
	STEP	3	19.47	40,493.20		
	8				18.75	25.86
					39,001.23	53,789.85
	STEP	11	25.86	53,789.85		
	STEP	10	25.61	53,274.19		
	STEP	9	25.37	52,763.64		
	STEP	8	24.41	50,781.74		
	STEP	7	23.51	48,895.31		
	STEP	6	22.64	47,082.18		
	STEP	5	21.80	45,335.60		
	STEP	4	20.99	43,657.50		
	STEP	3	20.21	42,044.00		
	STEP	2	19.47	40,493.20		
	STEP	1	18.75	39,001.23		
	08L				20.21	25.86
					42,044.00	53,789.85
	STEP	11	25.86	53,789.85		
	STEP	10	25.61	53,274.19		
	STEP	9	25.37	52,763.64		

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	8	24.41	50,781.74			
	STEP	7	23.51	48,895.31			
	STEP	6	22.64	47,082.18			
	STEP	5	21.80	45,335.60			
	STEP	4	20.99	43,657.50			
	STEP	3	20.21	42,044.00			
	GRADE 9		HOURLY	ANNUAL	19.47	26.86	40,493.20 55,874.09
	STEP	11	26.86	55,874.09			
	STEP	10	26.60	55,337.80			
	STEP	9	26.35	54,806.82			
	STEP	8	25.36	52,745.32			
	STEP	7	24.41	50,781.74			
	STEP	6	23.51	48,895.31			
	STEP	5	22.64	47,082.18			
	STEP	4	21.80	45,335.60			
	STEP	3	20.99	43,657.50			
	STEP	2	20.21	42,044.00			
	STEP	1	19.47	40,493.20			
	GRADE 09L		HOURLY	ANNUAL	20.99	26.86	43,657.50 55,874.09
	STEP	11	26.86	55,874.09			
	STEP	10	26.60	55,337.80			
	STEP	9	26.35	54,806.82			
	STEP	8	25.36	52,745.32			
	STEP	7	24.41	50,781.74			
	STEP	6	23.51	48,895.31			
	STEP	5	22.64	47,082.18			
	STEP	4	21.80	45,335.60			
	STEP	3	20.99	43,657.50			
	GRADE 10L		HOURLY	ANNUAL	21.80	27.90	45,335.60 58,040.63
	STEP	11	27.90	58,040.63			
	STEP	10	27.64	57,482.90			
	STEP	9	27.37	56,930.67			
	STEP	8	26.34	54,786.06			
	STEP	7	25.36	52,745.32			
	STEP	6	24.41	50,781.74			
	STEP	5	23.51	48,895.31			
	STEP	4	22.64	47,082.18			
	STEP	3	21.80	45,335.60			
	GRADE 10		HOURLY	ANNUAL	20.21	27.90	42,044.00 58,040.63

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			Hourly Range		Annual Range	
	STEP	11	27.90	58,040.63			
	STEP	10	27.64	57,482.90			
	STEP	9	27.37	56,930.67			
	STEP	8	26.34	54,786.06			
	STEP	7	25.36	52,745.32			
	STEP	6	24.41	50,781.74			
	STEP	5	23.51	48,895.31			
	STEP	4	22.64	47,082.18			
	STEP	3	21.80	45,335.60			
	STEP	2	20.99	43,657.50			
	STEP	1	20.21	42,044.00			
	GRADE	11L	HOURLY	ANNUAL	22.64	28.99	47,082.19
	STEP	11	28.99	60,295.48			
	STEP	10	28.71	59,715.41			
	STEP	9	28.43	59,141.09			
	STEP	8	27.36	56,910.69			
	STEP	7	26.34	54,786.06			
	STEP	6	25.36	52,745.32			
	STEP	5	24.41	50,781.74			
	STEP	4	23.51	48,895.31			
	STEP	3	22.64	47,082.18			
	GRADE	11	HOURLY	ANNUAL	20.99	28.99	43,657.50
	STEP	11	28.99	60,295.48			
	STEP	10	28.71	59,715.41			
	STEP	9	28.43	59,141.09			
	STEP	8	27.36	56,910.69			
	STEP	7	26.34	54,786.06			
	STEP	6	25.36	52,745.32			
	STEP	5	24.41	50,781.74			
	STEP	4	23.51	48,895.31			
	STEP	3	22.64	47,082.18			
	STEP	2	21.80	45,335.60			
	STEP	1	20.99	43,657.50			
	GRADE	12L	HOURLY	ANNUAL	23.51	30.11	48,895.31
	STEP	11	30.11	62,638.64			
	STEP	10	29.82	62,035.37			
	STEP	9	29.54	61,438.08			
	STEP	8	28.42	59,119.24			
	STEP	7	27.36	56,910.69			

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP							
	STEP	6	26.34	54,786.06				
	STEP	5	25.36	52,745.32				
	STEP	4	24.41	50,781.74				
	STEP	3	23.51	48,895.31				
	GRADE	12	HOURLY	ANNUAL	21.80	30.11	45,335.60	62,638.64
	STEP	11	30.11	62,638.64				
	STEP	10	29.82	62,035.37				
	STEP	9	29.54	61,438.08				
	STEP	8	28.42	59,119.24				
	STEP	7	27.36	56,910.69				
	STEP	6	26.34	54,786.06				
	STEP	5	25.36	52,745.32				
	STEP	4	24.41	50,781.74				
	STEP	3	23.51	48,895.31				
	STEP	2	22.64	47,082.18				
	STEP	1	21.80	45,335.60				
	GRADE	13A	HOURLY	ANNUAL	23.51	32.51	48,895.31	67,610.92
	STEP	11	32.51	67,610.92				
	STEP	10	32.19	66,958.42				
	STEP	9	31.88	66,312.39				
	STEP	8	30.67	63,803.46				
	STEP	7	29.53	61,414.58				
	STEP	6	28.42	59,119.24				
	STEP	5	27.36	56,910.69				
	STEP	4	26.34	54,786.06				
	STEP	3	25.36	52,745.32				
	STEP	2	24.41	50,781.74				
	STEP	1	23.51	48,895.31				
	GRADE	13	HOURLY	ANNUAL	22.64	31.29	47,082.19	65,076.11
	STEP	11	31.29	65,076.10				
	STEP	10	30.98	64,448.71				
	STEP	9	30.69	63,827.52				
	STEP	8	29.53	61,414.58				
	STEP	7	28.42	59,119.24				
	STEP	6	27.36	56,910.69				
	STEP	5	26.34	54,786.06				
	STEP	4	25.36	52,745.32				
	STEP	3	24.41	50,781.74				
	STEP	2	23.51	48,895.31				

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	Apscme/40hrs			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	1	22.64	47,082.18			
	GRADE	14A	HOURLY	ANNUAL	25.36	35.09	52,745.32 72,986.62
	STEP	11	35.09	72,986.62			
	STEP	10	34.75	72,280.90			
	STEP	9	34.41	71,582.17			
	STEP	8	33.11	68,868.66			
	STEP	7	31.87	66,286.87			
	STEP	6	30.67	63,803.46			
	STEP	5	29.53	61,414.58			
	STEP	4	28.42	59,119.24			
	STEP	3	27.36	56,910.69			
	STEP	2	26.34	54,786.06			
	STEP	1	25.36	52,745.32			
	GRADE	14	HOURLY	ANNUAL	24.41	33.77	50,781.74 70,246.09
	STEP	11	33.77	70,246.10			
	STEP	10	33.45	69,567.51			
	STEP	9	33.12	68,895.64			
	STEP	8	31.87	66,286.87			
	STEP	7	30.67	63,803.46			
	STEP	6	29.53	61,414.58			
	STEP	5	28.42	59,119.24			
	STEP	4	27.36	56,910.69			
	STEP	3	26.34	54,786.06			
	STEP	2	25.36	52,745.32			
	STEP	1	24.41	50,781.74			
	GRADE	15A	HOURLY	ANNUAL	28.42	39.37	59,119.23 81,887.59
	STEP	11	39.37	81,887.59			
	STEP	10	38.99	81,093.74			
	STEP	9	38.61	80,307.75			
	STEP	8	37.14	77,256.30			
	STEP	7	35.75	74,351.44			
	STEP	6	34.39	71,535.31			
	STEP	5	33.11	68,868.66			
	STEP	4	31.87	66,286.87			
	STEP	3	30.67	63,803.46			
	STEP	2	29.53	61,414.58			
	STEP	1	28.42	59,119.24			
	GRADE	15	HOURLY	ANNUAL	27.36	37.89	56,910.69 78,804.87

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	11	37.89	78,804.87				
	STEP	10	37.52	78,041.54				
	STEP	9	37.16	77,285.77				
	STEP	8	35.75	74,351.44				
	STEP	7	34.39	71,535.31				
	STEP	6	33.11	68,868.66				
	STEP	5	31.87	66,286.87				
	STEP	4	30.67	63,803.46				
	STEP	3	29.53	61,414.58				
	STEP	2	28.42	59,119.24				
	STEP	1	27.36	56,910.69				
GRADE	16A		HOURLY	ANNUAL	30.67	42.52	63,803.47	88,431.36
STEP	11		42.52	88,431.36				
STEP	10		42.10	87,572.72				
STEP	9		41.69	86,722.58				
STEP	8		40.11	83,421.90				
STEP	7		38.59	80,276.90				
STEP	6		37.14	77,256.30				
STEP	5		35.75	74,351.44				
STEP	4		34.39	71,535.31				
STEP	3		33.11	68,868.66				
STEP	2		31.87	66,286.87				
STEP	1		30.67	63,803.46				
GRADE	16		HOURLY	ANNUAL	29.53	40.91	61,414.58	85,093.74
STEP	11		40.91	85,093.74				
STEP	10		40.51	84,268.15				
STEP	9		40.12	83,450.73				
STEP	8		38.59	80,276.90				
STEP	7		37.14	77,256.30				
STEP	6		35.75	74,351.44				
STEP	5		34.39	71,535.31				
STEP	4		33.11	68,868.66				
STEP	3		31.87	66,286.87				
STEP	2		30.67	63,803.46				
STEP	1		29.53	61,414.58				
GRADE	17A		HOURLY	ANNUAL	33.11	45.92	68,868.66	95,506.98
STEP	11		45.92	95,506.98				
STEP	10		45.47	94,578.28				
STEP	9		45.03	93,658.78				

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	8	43.31	90,088.04			
	STEP	7	41.66	86,651.78			
	STEP	6	40.11	83,421.90			
	STEP	5	38.59	80,276.90			
	STEP	4	37.14	77,256.30			
	STEP	3	35.75	74,351.44			
	STEP	2	34.39	71,535.31			
	STEP	1	33.11	68,868.66			
	GRADE	17	HOURLY	ANNUAL	31.87	44.16	66,286.87 91,860.28
	STEP	11	44.16	91,860.28			
	STEP	10	43.73	90,967.69			
	STEP	9	43.31	90,083.94			
	STEP	8	41.66	86,651.78			
	STEP	7	40.11	83,421.90			
	STEP	6	38.59	80,276.90			
	STEP	5	37.14	77,256.30			
	STEP	4	35.75	74,351.44			
	STEP	3	34.39	71,535.31			
	STEP	2	33.11	68,868.66			
	STEP	1	31.87	66,286.87			
	GRADE	18A	HOURLY	ANNUAL	37.14	51.55	77,256.30 107,219.72
	STEP	11	51.55	107,219.72			
	STEP	10	51.05	106,175.06			
	STEP	9	50.55	105,140.74			
	STEP	8	48.62	101,124.00			
	STEP	7	46.78	97,300.04			
	STEP	6	45.01	93,623.64			
	STEP	5	43.31	90,088.04			
	STEP	4	41.66	86,651.78			
	STEP	3	40.11	83,421.90			
	STEP	2	38.59	80,276.90			
	STEP	1	37.14	77,256.30			
	GRADE	18	HOURLY	ANNUAL	35.75	49.60	74,351.44 103,160.60
	STEP	11	49.60	103,160.60			
	STEP	10	49.11	102,156.13			
	STEP	9	48.64	101,161.60			
	STEP	8	46.78	97,300.04			
	STEP	7	45.01	93,623.64			
	STEP	6	43.31	90,088.04			

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	5	41.66	86,651.78				
	STEP	4	40.11	83,421.90				
	STEP	3	38.59	80,276.90				
	STEP	2	37.14	77,256.30				
	STEP	1	35.75	74,351.44				
	GRADE	19A	HOURLY	ANNUAL	40.11	55.69	83,421.90	115,828.68
	STEP	11	55.69	115,828.68				
	STEP	10	55.14	114,698.78				
	STEP	9	54.61	113,580.06				
	STEP	8	52.52	109,235.82				
	STEP	7	50.53	105,102.28				
	STEP	6	48.62	101,124.00				
	STEP	5	46.78	97,300.04				
	STEP	4	45.01	93,623.64				
	STEP	3	43.31	90,088.04				
	STEP	2	41.66	86,651.78				
	STEP	1	40.11	83,421.90				
	GRADE	19	HOURLY	ANNUAL	38.59	53.58	80,276.90	111,441.41
	STEP	11	53.58	111,441.41				
	STEP	10	53.06	110,354.95				
	STEP	9	52.54	109,279.25				
	STEP	8	50.53	105,102.28				
	STEP	7	48.62	101,124.00				
	STEP	6	46.78	97,300.04				
	STEP	5	45.01	93,623.64				
	STEP	4	43.31	90,088.04				
	STEP	3	41.66	86,651.78				
	STEP	2	40.11	83,421.90				
	STEP	1	38.59	80,276.90				
	GRADE	20A	HOURLY	ANNUAL	43.31	60.16	90,088.04	125,140.07
	STEP	11	60.16	125,140.06				
	STEP	10	59.58	123,917.97				
	STEP	9	58.99	122,707.98				
	STEP	8	56.74	118,009.24				
	STEP	7	54.59	113,538.15				
	STEP	6	52.52	109,235.82				
	STEP	5	50.53	105,102.28				
	STEP	4	48.62	101,124.00				
	STEP	3	46.78	97,300.04				

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	2	45.01	93,623.64				
	STEP	1	43.31	90,088.04				
	GRADE	20	HOURLY	ANNUAL	41.66	57.88	86,651.78	120,394.55
	STEP	11	57.88	120,394.55				
	STEP	10	57.32	119,219.44				
	STEP	9	56.76	118,055.97				
	STEP	8	54.59	113,538.15				
	STEP	7	52.52	109,235.82				
	STEP	6	50.53	105,102.28				
	STEP	5	48.62	101,124.00				
	STEP	4	46.78	97,300.04				
	STEP	3	45.01	93,623.64				
	STEP	2	43.31	90,088.04				
	STEP	1	41.66	86,651.78				
	GRADE	21A	HOURLY	ANNUAL	46.78	65.01	97,300.05	135,213.11
	STEP	11	65.01	135,213.11				
	STEP	10	64.37	133,891.29				
	STEP	9	63.74	132,582.55				
	STEP	8	61.30	127,500.19				
	STEP	7	58.97	122,663.58				
	STEP	6	56.74	118,009.24				
	STEP	5	54.59	113,538.15				
	STEP	4	52.52	109,235.82				
	STEP	3	50.53	105,102.28				
	STEP	2	48.62	101,124.00				
	STEP	1	46.78	97,300.04				
	GRADE	21	HOURLY	ANNUAL	45.01	62.54	93,623.64	130,079.25
	STEP	11	62.54	130,079.25				
	STEP	10	61.93	128,808.25				
	STEP	9	61.32	127,549.84				
	STEP	8	58.97	122,663.58				
	STEP	7	56.74	118,009.24				
	STEP	6	54.59	113,538.15				
	STEP	5	52.52	109,235.82				
	STEP	4	50.53	105,102.28				
	STEP	3	48.62	101,124.00				
	STEP	2	46.78	97,300.04				
	STEP	1	45.01	93,623.64				
	GRADE	22A	HOURLY	ANNUAL	50.53	70.24	105,102.28	146,106.00

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	11	70.24	146,106.00			
	STEP	10	69.56	144,676.32			
	STEP	9	68.88	143,260.81			
	STEP	8	66.23	137,763.65			
	STEP	7	63.72	132,531.63			
	STEP	6	61.30	127,500.19			
	STEP	5	58.97	122,663.58			
	STEP	4	56.74	118,009.24			
	STEP	3	54.59	113,538.15			
	STEP	2	52.52	109,235.82			
	STEP	1	50.53	105,102.28			
	GRADE	22	HOURLY	ANNUAL	48.62	67.57	101,124.00 140,552.13
	STEP	11	67.57	140,552.13			
	STEP	10	66.91	139,177.44			
	STEP	9	66.26	137,816.36			
	STEP	8	63.72	132,531.42			
	STEP	7	61.30	127,500.19			
	STEP	6	58.97	122,663.58			
	STEP	5	56.74	118,009.24			
	STEP	4	54.59	113,538.16			
	STEP	3	52.67	109,553.56			
	STEP	2	50.53	105,102.28			
	STEP	1	48.62	101,124.00			