

Compensation Rates

10/10/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscome</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE		HOURLY	ANNUAL				
	5				19.15	26.38	34,861.90	48,009.93
	STEP	11	26.38	48,009.94				
	STEP	10	26.13	47,551.51				
	STEP	9	25.88	47,097.62				
	STEP	8	24.91	45,335.61				
	STEP	7	23.99	43,657.50				
	STEP	6	23.10	42,044.01				
	STEP	5	22.25	40,493.21				
	STEP	4	21.43	39,001.24				
	STEP	3	20.64	37,568.09				
	STEP	2	19.88	36,187.04				
	STEP	1	19.15	34,861.90				
	05L				20.64	26.38	37,568.09	48,009.93
	STEP	11	26.38	48,009.94				
	STEP	10	26.13	47,551.51				
	STEP	9	25.88	47,097.62				
	STEP	8	24.91	45,335.61				
	STEP	7	23.99	43,657.50				
	STEP	6	23.10	42,044.01				
	STEP	5	22.25	40,493.21				
	STEP	4	21.43	39,001.24				
	STEP	3	20.64	37,568.09				
	6				19.88	27.40	36,187.04	49,864.61
	STEP	11	27.40	49,864.61				
	STEP	10	27.14	49,387.82				
	STEP	9	26.88	48,915.75				
	STEP	8	25.87	47,082.19				
	STEP	7	24.91	45,335.61				
	STEP	6	23.99	43,657.50				
	STEP	5	23.10	42,044.01				
	STEP	4	22.25	40,493.21				
	STEP	3	21.43	39,001.24				
	STEP	2	20.64	37,568.09				
	STEP	1	19.88	36,187.04				
	06L				21.43	27.40	39,001.24	49,864.61
	STEP	11	27.40	49,864.61				
	STEP	10	27.14	49,387.82				
	STEP	9	26.88	48,915.75				
	STEP	8	25.87	47,082.19				

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Minimum and Maximums
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Salary Plan Code:

RA	City Clericals Afscme				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	24.91	45,335.61				
	STEP	6	23.99	43,657.50				
	STEP	5	23.10	42,044.01				
	STEP	4	22.25	40,493.21				
	STEP	3	21.43	39,001.24				
	GRADE	7	HOURLY	ANNUAL	20.64	28.45	37,568.09	51,787.85
	STEP	11	28.45	51,787.85				
	STEP	10	28.18	51,292.02				
	STEP	9	27.91	50,801.09				
	STEP	8	26.87	48,895.32				
	STEP	7	25.87	47,082.19				
	STEP	6	24.91	45,335.61				
	STEP	5	23.99	43,657.50				
	STEP	4	23.10	42,044.01				
	STEP	3	22.25	40,493.21				
	STEP	2	21.43	39,001.24				
	STEP	1	20.64	37,568.09				
	GRADE	07L	HOURLY	ANNUAL	22.25	28.45	40,493.21	51,787.85
	STEP	11	28.45	51,787.85				
	STEP	10	28.18	51,292.02				
	STEP	9	27.91	50,801.09				
	STEP	8	26.87	48,895.32				
	STEP	7	25.87	47,082.19				
	STEP	6	24.91	45,335.61				
	STEP	5	23.99	43,657.50				
	STEP	4	23.10	42,044.01				
	STEP	3	22.25	40,493.21				
	GRADE	8	HOURLY	ANNUAL	21.43	29.55	39,001.62	53,790.05
	STEP	11	29.55	53,790.05				
	STEP	10	29.27	53,274.39				
	STEP	9	28.99	52,763.84				
	STEP	8	27.90	50,781.74				
	STEP	7	26.87	48,895.32				
	STEP	6	25.87	47,082.19				
	STEP	5	24.91	45,335.61				
	STEP	4	23.99	43,657.71				
	STEP	3	23.10	42,044.01				
	STEP	2	22.25	40,493.20				
	STEP	1	21.43	39,001.62				

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	City Clericals Afscheme				Hourly Range		Annual Range	
	GRADE	08L	HOURLY	ANNUAL	23.10	29.55	42,044.01	53,790.05
	STEP	11	29.55	53,790.05				
	STEP	10	29.27	53,274.39				
	STEP	9	28.99	52,763.84				
	STEP	8	27.90	50,781.74				
	STEP	7	26.87	48,895.32				
	STEP	6	25.87	47,082.19				
	STEP	5	24.91	45,335.61				
	STEP	4	23.99	43,657.50				
	STEP	3	23.10	42,044.01				
	GRADE	9	HOURLY	ANNUAL	22.25	30.70	40,493.21	55,875.21
	STEP	11	30.70	55,875.21				
	STEP	10	30.41	55,338.91				
	STEP	9	30.11	54,807.93				
	STEP	8	28.98	52,745.32				
	STEP	7	27.90	50,781.74				
	STEP	6	26.87	48,895.32				
	STEP	5	25.87	47,082.19				
	STEP	4	24.91	45,335.61				
	STEP	3	23.99	43,657.50				
	STEP	2	23.10	42,044.01				
	STEP	1	22.25	40,493.21				
	GRADE	09L	HOURLY	ANNUAL	23.99	30.70	43,657.50	55,875.21
	STEP	11	30.70	55,875.21				
	STEP	10	30.41	55,338.91				
	STEP	9	30.11	54,807.93				
	STEP	8	28.98	52,745.32				
	STEP	7	27.90	50,781.74				
	STEP	6	26.87	48,895.32				
	STEP	5	25.87	47,082.19				
	STEP	4	24.91	45,335.61				
	STEP	3	23.99	43,657.50				
	GRADE	10L	HOURLY	ANNUAL	24.91	31.89	45,335.61	58,040.50
	STEP	11	31.89	58,040.50				
	STEP	10	31.58	57,482.76				
	STEP	9	31.28	56,930.55				
	STEP	8	30.10	54,786.05				
	STEP	7	28.98	52,745.32				

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for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afsme</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	27.90	50,781.74				
	STEP	5	26.87	48,895.32				
	STEP	4	25.87	47,082.19				
	STEP	3	24.91	45,335.61				
	GRADE	10	HOURLY	ANNUAL	23.10	31.89	42,044.01	58,040.50
	STEP	11	31.89	58,040.50				
	STEP	10	31.58	57,482.76				
	STEP	9	31.28	56,930.55				
	STEP	8	30.10	54,786.05				
	STEP	7	28.98	52,745.32				
	STEP	6	27.90	50,781.74				
	STEP	5	26.87	48,895.32				
	STEP	4	25.87	47,082.19				
	STEP	3	24.91	45,335.61				
	STEP	2	23.99	43,657.50				
	STEP	1	23.10	42,044.01				
	GRADE	11L	HOURLY	ANNUAL	25.87	33.13	47,082.19	60,294.93
	STEP	11	33.13	60,294.93				
	STEP	10	32.81	59,714.87				
	STEP	9	32.49	59,140.56				
	STEP	8	31.27	56,910.69				
	STEP	7	30.10	54,786.05				
	STEP	6	28.98	52,745.32				
	STEP	5	27.90	50,781.74				
	STEP	4	26.87	48,895.32				
	STEP	3	25.87	47,082.19				
	GRADE	11	HOURLY	ANNUAL	23.99	33.13	43,657.50	60,294.93
	STEP	11	33.13	60,294.93				
	STEP	10	32.81	59,714.87				
	STEP	9	32.49	59,140.56				
	STEP	8	31.27	56,910.69				
	STEP	7	30.10	54,786.05				
	STEP	6	28.98	52,745.32				
	STEP	5	27.90	50,781.74				
	STEP	4	26.87	48,895.32				
	STEP	3	25.87	47,082.19				
	STEP	2	24.91	45,335.61				
	STEP	1	23.99	43,657.50				
	GRADE	12L	HOURLY	ANNUAL	26.87	34.42	48,895.32	62,639.39

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Minimum and Maximums
for Each Grade

Salary Plan Code:

RA	<i>City Clericals Afscme</i>				Hourly Range		Annual Range	
	STEP	11	34.42	62,639.39				
	STEP	10	34.09	62,036.12				
	STEP	9	33.76	61,438.82				
	STEP	8	32.48	59,119.25				
	STEP	7	31.27	56,910.69				
	STEP	6	30.10	54,786.05				
	STEP	5	28.98	52,745.32				
	STEP	4	27.90	50,781.74				
	STEP	3	26.87	48,895.32				
	GRADE	12	HOURLY	ANNUAL	24.91	34.42	45,335.61	62,639.39
	STEP	11	34.42	62,639.39				
	STEP	10	34.09	62,036.12				
	STEP	9	33.76	61,438.82				
	STEP	8	32.48	59,119.25				
	STEP	7	31.27	56,910.69				
	STEP	6	30.10	54,786.05				
	STEP	5	28.98	52,745.32				
	STEP	4	27.90	50,781.74				
	STEP	3	26.87	48,895.32				
	STEP	2	25.87	47,082.19				
	STEP	1	24.91	45,335.61				
	GRADE	13A	HOURLY	ANNUAL	26.87	37.15	48,895.32	67,611.01
	STEP	11	37.15	67,611.01				
	STEP	10	36.79	66,958.52				
	STEP	9	36.44	66,312.48				
	STEP	8	35.06	63,803.47				
	STEP	7	33.74	61,414.58				
	STEP	6	32.48	59,119.25				
	STEP	5	31.27	56,910.69				
	STEP	4	30.10	54,786.05				
	STEP	3	28.98	52,745.32				
	STEP	2	27.90	50,781.74				
	STEP	1	26.87	48,895.32				
	GRADE	13	HOURLY	ANNUAL	25.87	35.76	47,082.19	65,075.68
	STEP	11	35.76	65,075.68				
	STEP	10	35.41	64,448.28				
	STEP	9	35.07	63,827.10				
	STEP	8	33.74	61,414.58				
	STEP	7	32.48	59,119.25				

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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	31.27	56,910.69				
	STEP	5	30.10	54,786.05				
	STEP	4	28.98	52,745.32				
	STEP	3	27.90	50,781.74				
	STEP	2	26.87	48,895.32				
	STEP	1	25.87	47,082.19				
	GRADE	14A	HOURLY	ANNUAL	28.98	40.10	52,745.32	72,986.88
	STEP	11	40.10	72,986.88				
	STEP	10	39.71	72,281.15				
	STEP	9	39.33	71,582.42				
	STEP	8	37.84	68,868.66				
	STEP	7	36.42	66,286.88				
	STEP	6	35.06	63,803.47				
	STEP	5	33.74	61,414.58				
	STEP	4	32.48	59,119.25				
	STEP	3	31.27	56,910.69				
	STEP	2	30.10	54,786.05				
	STEP	1	28.98	52,745.32				
	GRADE	14	HOURLY	ANNUAL	27.90	38.60	50,781.74	70,246.28
	STEP	11	38.60	70,246.28				
	STEP	10	38.22	69,567.69				
	STEP	9	37.85	68,895.82				
	STEP	8	36.42	66,286.88				
	STEP	7	35.06	63,803.47				
	STEP	6	33.74	61,414.58				
	STEP	5	32.48	59,119.25				
	STEP	4	31.27	56,910.69				
	STEP	3	30.10	54,786.05				
	STEP	2	28.98	52,745.32				
	STEP	1	27.90	50,781.74				
	GRADE	15A	HOURLY	ANNUAL	32.48	44.99	59,119.25	81,887.54
	STEP	11	44.99	81,887.54				
	STEP	10	44.56	81,093.70				
	STEP	9	44.13	80,307.70				
	STEP	8	42.45	77,256.30				
	STEP	7	40.85	74,351.44				
	STEP	6	39.31	71,535.31				
	STEP	5	37.84	68,868.66				
	STEP	4	36.42	66,286.88				

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Salary Plan Code:

RA	City Clericals Afscme				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	3	35.06	63,803.47				
	STEP	2	33.74	61,414.58				
	STEP	1	32.48	59,119.25				
	GRADE 15		HOURLY	ANNUAL	31.27	43.30	56,910.69	78,804.82
	STEP	11	43.30	78,804.82				
	STEP	10	42.88	78,041.49				
	STEP	9	42.46	77,285.72				
	STEP	8	40.85	74,351.44				
	STEP	7	39.31	71,535.31				
	STEP	6	37.84	68,868.66				
	STEP	5	36.42	66,286.88				
	STEP	4	35.06	63,803.47				
	STEP	3	33.74	61,414.58				
	STEP	2	32.48	59,119.25				
	STEP	1	31.27	56,910.69				
	GRADE 16A		HOURLY	ANNUAL	35.06	48.59	63,803.47	88,432.04
	STEP	11	48.59	88,432.04				
	STEP	10	48.12	87,573.39				
	STEP	9	47.65	86,723.25				
	STEP	8	45.84	83,421.90				
	STEP	7	44.11	80,276.90				
	STEP	6	42.45	77,256.30				
	STEP	5	40.85	74,351.44				
	STEP	4	39.31	71,535.31				
	STEP	3	37.84	68,868.66				
	STEP	2	36.42	66,286.88				
	STEP	1	35.06	63,803.47				
	GRADE 16		HOURLY	ANNUAL	33.74	46.76	61,414.58	85,094.52
	STEP	11	46.76	85,094.52				
	STEP	10	46.30	84,268.91				
	STEP	9	45.85	83,451.49				
	STEP	8	44.11	80,276.90				
	STEP	7	42.45	77,256.30				
	STEP	6	40.85	74,351.44				
	STEP	5	39.31	71,535.31				
	STEP	4	37.84	68,868.66				
	STEP	3	36.42	66,286.88				
	STEP	2	35.06	63,803.47				
	STEP	1	33.74	61,414.58				

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10/10/2026

Minimum and Maximums
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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	52.48	95,507.73			
	STEP	10	51.97	94,579.04			
	STEP	9	51.46	93,659.53			
	STEP	8	49.50	90,088.04			
	STEP	7	47.61	86,651.78			
	STEP	6	45.84	83,421.90			
	STEP	5	44.11	80,276.90			
	STEP	4	42.45	77,256.30			
	STEP	3	40.85	74,351.44			
	STEP	2	39.31	71,535.31			
	STEP	1	37.84	68,868.66			
	<u>GRADE</u>	<u>17</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	50.47	91,859.60			
	STEP	10	49.98	90,967.02			
	STEP	9	49.50	90,083.27			
	STEP	8	47.61	86,651.78			
	STEP	7	45.84	83,421.90			
	STEP	6	44.11	80,276.90			
	STEP	5	42.45	77,256.30			
	STEP	4	40.85	74,351.44			
	STEP	3	39.31	71,535.31			
	STEP	2	37.84	68,868.66			
	STEP	1	36.42	66,286.88			
	<u>GRADE</u>	<u>18A</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	58.91	107,220.12			
	STEP	10	58.34	106,175.46			
	STEP	9	57.77	105,141.13			
	STEP	8	55.56	101,124.01			
	STEP	7	53.46	97,300.04			
	STEP	6	51.44	93,623.65			
	STEP	5	49.50	90,088.04			
	STEP	4	47.61	86,651.78			
	STEP	3	45.84	83,421.90			
	STEP	2	44.11	80,276.90			
	STEP	1	42.45	77,256.30			
	<u>GRADE</u>	<u>18</u>	<u>HOURLY</u>	<u>ANNUAL</u>			
	STEP	11	56.68	103,160.53			

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Salary Plan Code:

RA	<i>City Clericals Afscme</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	10	56.13	102,156.06				
	STEP	9	55.58	101,161.53				
	STEP	8	53.46	97,300.04				
	STEP	7	51.44	93,623.65				
	STEP	6	49.50	90,088.04				
	STEP	5	47.61	86,651.78				
	STEP	4	45.84	83,421.90				
	STEP	3	44.11	80,276.90				
	STEP	2	42.45	77,256.30				
	STEP	1	40.85	74,351.44				
	GRADE	19A	HOURLY	ANNUAL	45.84	63.64	83,421.90	115,828.99
	STEP	11	63.64	115,828.99				
	STEP	10	63.02	114,699.09				
	STEP	9	62.41	113,580.37				
	STEP	8	60.02	109,235.82				
	STEP	7	57.75	105,102.28				
	STEP	6	55.56	101,124.01				
	STEP	5	53.46	97,300.04				
	STEP	4	51.44	93,623.65				
	STEP	3	49.50	90,088.04				
	STEP	2	47.61	86,651.78				
	STEP	1	45.84	83,421.90				
	GRADE	19	HOURLY	ANNUAL	44.11	61.23	80,276.90	111,440.88
	STEP	11	61.23	111,440.88				
	STEP	10	60.63	110,354.42				
	STEP	9	60.04	109,278.72				
	STEP	8	57.75	105,102.28				
	STEP	7	55.56	101,124.01				
	STEP	6	53.46	97,300.04				
	STEP	5	51.44	93,623.65				
	STEP	4	49.50	90,088.04				
	STEP	3	47.61	86,651.78				
	STEP	2	45.84	83,421.90				
	STEP	1	44.11	80,276.90				
	GRADE	20A	HOURLY	ANNUAL	49.50	68.76	90,088.04	125,140.28
	STEP	11	68.76	125,140.28				
	STEP	10	68.09	123,918.19				
	STEP	9	67.42	122,708.19				
	STEP	8	64.84	118,009.25				

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Salary Plan Code:

RA	<i>City Clericals Afscme</i>				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	62.38	113,538.15				
	STEP	6	60.02	109,235.82				
	STEP	5	57.75	105,102.28				
	STEP	4	55.56	101,124.01				
	STEP	3	53.46	97,300.04				
	STEP	2	51.44	93,623.65				
	STEP	1	49.50	90,088.04				
	GRADE	20	HOURLY	ANNUAL	47.61	66.15	86,651.78	120,394.65
	STEP	11	66.15	120,394.65				
	STEP	10	65.51	119,219.54				
	STEP	9	64.87	118,056.07				
	STEP	8	62.38	113,538.15				
	STEP	7	60.02	109,235.82				
	STEP	6	57.75	105,102.28				
	STEP	5	55.56	101,124.01				
	STEP	4	53.46	97,300.04				
	STEP	3	51.44	93,623.65				
	STEP	2	49.50	90,088.04				
	STEP	1	47.61	86,651.78				
	GRADE	21A	HOURLY	ANNUAL	53.46	74.29	97,300.04	135,213.18
	STEP	11	74.29	135,213.18				
	STEP	10	73.57	133,891.35				
	STEP	9	72.85	132,582.61				
	STEP	8	70.06	127,500.20				
	STEP	7	67.40	122,663.58				
	STEP	6	64.84	118,009.25				
	STEP	5	62.38	113,538.15				
	STEP	4	60.02	109,235.82				
	STEP	3	57.75	105,102.28				
	STEP	2	55.56	101,124.01				
	STEP	1	53.46	97,300.04				
	GRADE	21	HOURLY	ANNUAL	51.44	71.47	93,623.65	130,079.50
	STEP	11	71.47	130,079.50				
	STEP	10	70.77	128,808.50				
	STEP	9	70.08	127,550.09				
	STEP	8	67.40	122,663.58				
	STEP	7	64.84	118,009.25				
	STEP	6	62.38	113,538.15				
	STEP	5	60.02	109,235.82				

Compensation Rates

10/10/2026

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	57.75	105,102.28				
	STEP	3	55.56	101,124.01				
	STEP	2	53.46	97,300.04				
	STEP	1	51.44	93,623.65				
	GRADE	22A	HOURLY	ANNUAL	57.75	80.28	105,102.28	146,105.37
	STEP	11	80.28	146,105.37				
	STEP	10	79.49	144,675.70				
	STEP	9	78.71	143,260.19				
	STEP	8	75.69	137,763.66				
	STEP	7	72.82	132,531.63				
	STEP	6	70.06	127,500.20				
	STEP	5	67.40	122,663.58				
	STEP	4	64.84	118,009.25				
	STEP	3	62.38	113,538.15				
	STEP	2	60.02	109,235.82				
	STEP	1	57.75	105,102.28				
	GRADE	22	HOURLY	ANNUAL	55.56	77.23	101,124.01	140,552.14
	STEP	11	77.23	140,552.14				
	STEP	10	76.47	139,177.45				
	STEP	9	75.72	137,816.37				
	STEP	8	72.82	132,531.63				
	STEP	7	70.06	127,500.20				
	STEP	6	67.40	122,663.58				
	STEP	5	64.84	118,009.25				
	STEP	4	62.38	113,538.15				
	STEP	3	60.02	109,235.82				
	STEP	2	57.75	105,102.28				
	STEP	1	55.56	101,124.01				