

Compensation Rates

04/09/2024

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	Apscme/40hrs			<u>Hourly Range</u>		<u>Annual Range</u>			
		GRADE		HOURLY	ANNUAL				
	5								
		STEP	11	21.22	44,130.50	15.26	21.22	31,741.01	44,130.50
		STEP	10	21.01	43,698.52				
		STEP	9	20.80	43,270.81				
		STEP	8	20.01	41,610.61				
		STEP	7	19.24	40,029.29				
		STEP	6	18.51	38,508.86				
		STEP	5	17.81	37,047.50				
		STEP	4	17.14	35,641.58				
		STEP	3	16.49	34,291.10				
		STEP	2	15.86	32,989.69				
		STEP	1	15.26	31,741.01				
	05L								
		STEP	11	21.22	44,130.50	16.49	21.22	34,291.10	44,130.50
		STEP	10	21.01	43,698.52				
		STEP	9	20.80	43,270.81				
		STEP	8	20.01	41,610.61				
		STEP	7	19.24	40,029.29				
		STEP	6	18.51	38,508.86				
		STEP	5	17.81	37,047.50				
		STEP	4	17.14	35,641.58				
		STEP	3	16.49	34,291.10				
	6								
		STEP	11	22.06	45,878.00	15.86	22.06	32,989.69	45,878.00
		STEP	10	21.84	45,428.71				
		STEP	9	21.63	44,983.87				
		STEP	8	20.80	43,256.45				
		STEP	7	20.01	41,610.61				
		STEP	6	19.24	40,029.29				
		STEP	5	18.51	38,508.86				
		STEP	4	17.81	37,047.50				
		STEP	3	17.14	35,641.58				
		STEP	2	16.49	34,291.10				
		STEP	1	15.86	32,989.69				
	06L								
		STEP	11	22.06	45,878.00	17.14	22.06	35,641.58	45,878.00
		STEP	10	21.84	45,428.71				
		STEP	9	21.63	44,983.87				
		STEP	8	20.80	43,256.45				

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Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	20.01	41,610.61				
	STEP	6	19.24	40,029.29				
	STEP	5	18.51	38,508.86				
	STEP	4	17.81	37,047.50				
	STEP	3	17.14	35,641.58				
	GRADE 7		HOURLY	ANNUAL	16.49	22.93	34,291.10	47,690.70
	STEP	11	22.93	47,690.70				
	STEP	10	22.70	47,223.47				
	STEP	9	22.48	46,760.86				
	STEP	8	21.62	44,965.00				
	STEP	7	20.80	43,256.45				
	STEP	6	20.01	41,610.61				
	STEP	5	19.24	40,029.29				
	STEP	4	18.51	38,508.86				
	STEP	3	17.81	37,047.50				
	STEP	2	17.14	35,641.58				
	STEP	1	16.49	34,291.10				
	GRADE 07L		HOURLY	ANNUAL	17.81	22.93	37,047.50	47,690.70
	STEP	11	22.93	47,690.70				
	STEP	10	22.70	47,223.47				
	STEP	9	22.48	46,760.86				
	STEP	8	21.62	44,965.00				
	STEP	7	20.80	43,256.45				
	STEP	6	20.01	41,610.61				
	STEP	5	19.24	40,029.29				
	STEP	4	18.51	38,508.86				
	STEP	3	17.81	37,047.50				
	GRADE 8		HOURLY	ANNUAL	17.14	23.84	35,641.58	49,577.23
	STEP	11	23.84	49,577.23				
	STEP	10	23.60	49,091.32				
	STEP	9	23.37	48,610.22				
	STEP	8	22.47	46,742.62				
	STEP	7	21.62	44,965.00				
	STEP	6	20.80	43,256.45				
	STEP	5	20.01	41,610.61				
	STEP	4	19.24	40,029.29				
	STEP	3	18.51	38,508.86				
	STEP	2	17.81	37,047.50				
	STEP	1	17.14	35,641.58				

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for Each Grade

Salary Plan Code:

RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE 08L	HOURLY	ANNUAL	18.51	23.84	38,508.86	49,577.23
	STEP 11	23.84	49,577.23				
	STEP 10	23.60	49,091.32				
	STEP 9	23.37	48,610.22				
	STEP 8	22.47	46,742.62				
	STEP 7	21.62	44,965.00				
	STEP 6	20.80	43,256.45				
	STEP 5	20.01	41,610.61				
	STEP 4	19.24	40,029.29				
	STEP 3	18.51	38,508.86				
	GRADE 9	HOURLY	ANNUAL	17.81	24.78	37,047.50	51,541.26
	STEP 11	24.78	51,541.26				
	STEP 10	24.54	51,035.90				
	STEP 9	24.30	50,535.55				
	STEP 8	23.36	48,592.94				
	STEP 7	22.47	46,742.62				
	STEP 6	21.62	44,965.00				
	STEP 5	20.80	43,256.45				
	STEP 4	20.01	41,610.61				
	STEP 3	19.24	40,029.29				
	STEP 2	18.51	38,508.86				
	STEP 1	17.81	37,047.50				
	GRADE 09L	HOURLY	ANNUAL	19.24	24.78	40,029.29	51,541.26
	STEP 11	24.78	51,541.26				
	STEP 10	24.54	51,035.90				
	STEP 9	24.30	50,535.55				
	STEP 8	23.36	48,592.94				
	STEP 7	22.47	46,742.62				
	STEP 6	21.62	44,965.00				
	STEP 5	20.80	43,256.45				
	STEP 4	20.01	41,610.61				
	STEP 3	19.24	40,029.29				
	GRADE 10L	HOURLY	ANNUAL	20.01	25.76	41,610.61	53,582.84
	STEP 11	25.76	53,582.84				
	STEP 10	25.51	53,057.27				
	STEP 9	25.26	52,536.90				
	STEP 8	24.29	50,515.98				
	STEP 7	23.36	48,592.94				

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for Each Grade

Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	22.47	46,742.62				
	STEP	5	21.62	44,965.00				
	STEP	4	20.80	43,256.45				
	STEP	3	20.01	41,610.61				
	GRADE 10		HOURLY	ANNUAL	18.51	25.76	38,508.86	53,582.84
	STEP	11	25.76	53,582.84				
	STEP	10	25.51	53,057.27				
	STEP	9	25.26	52,536.90				
	STEP	8	24.29	50,515.98				
	STEP	7	23.36	48,592.94				
	STEP	6	22.47	46,742.62				
	STEP	5	21.62	44,965.00				
	STEP	4	20.80	43,256.45				
	STEP	3	20.01	41,610.61				
	STEP	2	19.24	40,029.29				
	STEP	1	18.51	38,508.86				
	GRADE 11L		HOURLY	ANNUAL	20.80	26.78	43,256.45	55,707.63
	STEP	11	26.78	55,707.63				
	STEP	10	26.52	55,161.02				
	STEP	9	26.26	54,619.82				
	STEP	8	25.25	52,518.07				
	STEP	7	24.29	50,515.98				
	STEP	6	23.36	48,592.94				
	STEP	5	22.47	46,742.62				
	STEP	4	21.62	44,965.00				
	STEP	3	20.80	43,256.45				
	GRADE 11		HOURLY	ANNUAL	19.24	26.78	40,029.29	55,707.63
	STEP	11	26.78	55,707.63				
	STEP	10	26.52	55,161.02				
	STEP	9	26.26	54,619.82				
	STEP	8	25.25	52,518.07				
	STEP	7	24.29	50,515.98				
	STEP	6	23.36	48,592.94				
	STEP	5	22.47	46,742.62				
	STEP	4	21.62	44,965.00				
	STEP	3	20.80	43,256.45				
	STEP	2	20.01	41,610.61				
	STEP	1	19.24	40,029.29				
	GRADE 12L		HOURLY	ANNUAL	21.62	27.84	44,965.00	57,915.64

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for Each Grade

Salary Plan Code:

RA1	Afscme/40hrs			Hourly Range		Annual Range	
	STEP 11	27.84	57,915.64				
	STEP 10	27.57	57,347.17				
	STEP 9	27.30	56,784.32				
	STEP 8	26.25	54,599.23				
	STEP 7	25.25	52,518.07				
	STEP 6	24.29	50,515.98				
	STEP 5	23.36	48,592.94				
	STEP 4	22.47	46,742.62				
	STEP 3	21.62	44,965.00				
	GRADE 12	HOURLY	ANNUAL	20.01	27.84	41,610.61	57,915.64
	STEP 11	27.84	57,915.64				
	STEP 10	27.57	57,347.17				
	STEP 9	27.30	56,784.32				
	STEP 8	26.25	54,599.23				
	STEP 7	25.25	52,518.07				
	STEP 6	24.29	50,515.98				
	STEP 5	23.36	48,592.94				
	STEP 4	22.47	46,742.62				
	STEP 3	21.62	44,965.00				
	STEP 2	20.80	43,256.45				
	STEP 1	20.01	41,610.61				
	GRADE 13A	HOURLY	ANNUAL	21.62	30.10	44,965.00	62,601.13
	STEP 11	30.10	62,601.13				
	STEP 10	29.80	61,986.27				
	STEP 9	29.51	61,377.50				
	STEP 8	28.37	59,013.29				
	STEP 7	27.29	56,762.18				
	STEP 6	26.25	54,599.23				
	STEP 5	25.25	52,518.07				
	STEP 4	24.29	50,515.98				
	STEP 3	23.36	48,592.94				
	STEP 2	22.47	46,742.62				
	STEP 1	21.62	44,965.00				
	GRADE 13	HOURLY	ANNUAL	20.80	28.95	43,256.45	60,212.52
	STEP 11	28.95	60,212.52				
	STEP 10	28.66	59,621.31				
	STEP 9	28.38	59,035.95				
	STEP 8	27.29	56,762.18				
	STEP 7	26.25	54,599.23				

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for Each Grade

Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	25.25	52,518.07				
	STEP	5	24.29	50,515.98				
	STEP	4	23.36	48,592.94				
	STEP	3	22.47	46,742.62				
	STEP	2	21.62	44,965.00				
	STEP	1	20.80	43,256.45				
	GRADE 14A		HOURLY	ANNUAL	23.36	32.53	48,592.95	67,666.78
	STEP	11	32.53	67,666.78				
	STEP	10	32.21	67,001.76				
	STEP	9	31.90	66,343.34				
	STEP	8	30.67	63,786.33				
	STEP	7	29.50	61,353.45				
	STEP	6	28.37	59,013.29				
	STEP	5	27.29	56,762.18				
	STEP	4	26.25	54,599.23				
	STEP	3	25.25	52,518.07				
	STEP	2	24.29	50,515.98				
	STEP	1	23.36	48,592.94				
	GRADE 14		HOURLY	ANNUAL	22.47	31.29	46,742.62	65,084.32
	STEP	11	31.29	65,084.32				
	STEP	10	30.98	64,444.87				
	STEP	9	30.68	63,811.76				
	STEP	8	29.50	61,353.45				
	STEP	7	28.37	59,013.29				
	STEP	6	27.29	56,762.18				
	STEP	5	26.25	54,599.23				
	STEP	4	25.25	52,518.07				
	STEP	3	24.29	50,515.98				
	STEP	2	23.36	48,592.94				
	STEP	1	22.47	46,742.62				
	GRADE 15A		HOURLY	ANNUAL	26.25	36.56	54,599.23	76,054.36
	STEP	11	36.56	76,054.36				
	STEP	10	36.20	75,306.30				
	STEP	9	35.85	74,565.64				
	STEP	8	34.47	71,690.19				
	STEP	7	33.15	68,952.88				
	STEP	6	31.87	66,299.17				
	STEP	5	30.67	63,786.33				
	STEP	4	29.50	61,353.45				

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Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	3	28.37	59,013.29				
	STEP	2	27.29	56,762.18				
	STEP	1	26.25	54,599.23				
	GRADE 15		HOURLY	ANNUAL	25.25	35.17	52,518.07	73,149.44
	STEP	11	35.17	73,149.44				
	STEP	10	34.82	72,430.14				
	STEP	9	34.48	71,717.96				
	STEP	8	33.15	68,952.88				
	STEP	7	31.87	66,299.17				
	STEP	6	30.67	63,786.33				
	STEP	5	29.50	61,353.45				
	STEP	4	28.37	59,013.29				
	STEP	3	27.29	56,762.18				
	STEP	2	26.25	54,599.23				
	STEP	1	25.25	52,518.07				
	GRADE 16A		HOURLY	ANNUAL	28.37	39.53	59,013.29	82,220.70
	STEP	11	39.53	82,220.70				
	STEP	10	39.14	81,411.58				
	STEP	9	38.76	80,610.48				
	STEP	8	37.26	77,500.18				
	STEP	7	35.83	74,536.57				
	STEP	6	34.47	71,690.19				
	STEP	5	33.15	68,952.88				
	STEP	4	31.87	66,299.17				
	STEP	3	30.67	63,786.33				
	STEP	2	29.50	61,353.45				
	STEP	1	28.37	59,013.29				
	GRADE 16		HOURLY	ANNUAL	27.29	38.02	56,762.18	79,075.59
	STEP	11	38.02	79,075.59				
	STEP	10	37.64	78,297.62				
	STEP	9	37.27	77,527.34				
	STEP	8	35.83	74,536.57				
	STEP	7	34.47	71,690.19				
	STEP	6	33.15	68,952.88				
	STEP	5	31.87	66,299.17				
	STEP	4	30.67	63,786.33				
	STEP	3	29.50	61,353.45				
	STEP	2	28.37	59,013.29				
	STEP	1	27.29	56,762.18				

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RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE 17A	HOURLY	ANNUAL	30.67	42.73	63,786.33	88,888.21
	STEP 11	42.73	88,888.21				
	STEP 10	42.31	88,013.08				
	STEP 9	41.90	87,146.62				
	STEP 8	40.28	83,781.82				
	STEP 7	38.72	80,543.76				
	STEP 6	37.26	77,500.18				
	STEP 5	35.83	74,536.57				
	STEP 4	34.47	71,690.19				
	STEP 3	33.15	68,952.88				
	STEP 2	31.87	66,299.17				
	STEP 1	30.67	63,786.33				
	GRADE 17	HOURLY	ANNUAL	29.50	41.08	61,353.45	85,451.85
	STEP 11	41.08	85,451.85				
	STEP 10	40.68	84,610.74				
	STEP 9	40.28	83,777.96				
	STEP 8	38.72	80,543.76				
	STEP 7	37.26	77,500.18				
	STEP 6	35.83	74,536.57				
	STEP 5	34.47	71,690.19				
	STEP 4	33.15	68,952.88				
	STEP 3	31.87	66,299.17				
	STEP 2	30.67	63,786.33				
	STEP 1	29.50	61,353.45				
	GRADE 18A	HOURLY	ANNUAL	34.47	48.04	71,690.19	99,925.39
	STEP 11	48.04	99,925.39				
	STEP 10	47.57	98,940.98				
	STEP 9	47.10	97,966.32				
	STEP 8	45.28	94,181.26				
	STEP 7	43.55	90,577.86				
	STEP 6	41.88	87,113.50				
	STEP 5	40.28	83,781.82				
	STEP 4	38.72	80,543.76				
	STEP 3	37.26	77,500.18				
	STEP 2	35.83	74,536.57				
	STEP 1	34.47	71,690.19				
	GRADE 18	HOURLY	ANNUAL	33.15	46.20	68,952.88	96,100.39
	STEP 11	46.20	96,100.39				

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RA1	Afscme/40hrs				<u>Hourly Range</u>	<u>Annual Range</u>		
	STEP	10	45.75	95,153.85				
	STEP	9	45.30	94,216.69				
	STEP	8	43.55	90,577.86				
	STEP	7	41.88	87,113.50				
	STEP	6	40.28	83,781.82				
	STEP	5	38.72	80,543.76				
	STEP	4	37.26	77,500.18				
	STEP	3	35.83	74,536.57				
	STEP	2	34.47	71,690.19				
	STEP	1	33.15	68,952.88				
GRADE	19A		HOURLY	ANNUAL	37.26	51.94	77,500.18	108,037.80
	STEP	11	51.94	108,037.80				
	STEP	10	51.43	106,973.07				
	STEP	9	50.92	105,918.88				
	STEP	8	48.95	101,825.21				
	STEP	7	47.08	97,930.08				
	STEP	6	45.28	94,181.26				
	STEP	5	43.55	90,577.86				
	STEP	4	41.88	87,113.50				
	STEP	3	40.28	83,781.82				
	STEP	2	38.72	80,543.76				
	STEP	1	37.26	77,500.18				
GRADE	19		HOURLY	ANNUAL	35.83	49.95	74,536.57	103,903.59
	STEP	11	49.95	103,903.59				
	STEP	10	49.46	102,879.79				
	STEP	9	48.97	101,866.13				
	STEP	8	47.08	97,930.08				
	STEP	7	45.28	94,181.26				
	STEP	6	43.55	90,577.86				
	STEP	5	41.88	87,113.50				
	STEP	4	40.28	83,781.82				
	STEP	3	38.72	80,543.76				
	STEP	2	37.26	77,500.18				
	STEP	1	35.83	74,536.57				
GRADE	20A		HOURLY	ANNUAL	40.28	56.16	83,781.82	116,812.13
	STEP	11	56.16	116,812.13				
	STEP	10	55.61	115,660.53				
	STEP	9	55.06	114,520.33				
	STEP	8	52.93	110,092.59				

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	50.90	105,879.39				
	STEP	6	48.95	101,825.21				
	STEP	5	47.08	97,930.08				
	STEP	4	45.28	94,181.26				
	STEP	3	43.55	90,577.86				
	STEP	2	41.88	87,113.50				
	STEP	1	40.28	83,781.82				
	GRADE 20		HOURLY	ANNUAL	38.72	54.01	80,543.76	112,340.33
	STEP	11	54.01	112,340.33				
	STEP	10	53.48	111,233.00				
	STEP	9	52.95	110,136.63				
	STEP	8	50.90	105,879.39				
	STEP	7	48.95	101,825.21				
	STEP	6	47.08	97,930.08				
	STEP	5	45.28	94,181.26				
	STEP	4	43.55	90,577.86				
	STEP	3	41.88	87,113.50				
	STEP	2	40.28	83,781.82				
	STEP	1	38.72	80,543.76				
	GRADE 21A		HOURLY	ANNUAL	43.55	60.72	90,577.86	126,304.19
	STEP	11	60.72	126,304.19				
	STEP	10	60.12	125,058.60				
	STEP	9	59.53	123,825.35				
	STEP	8	57.23	119,036.13				
	STEP	7	55.04	114,478.48				
	STEP	6	52.93	110,092.59				
	STEP	5	50.90	105,879.39				
	STEP	4	48.95	101,825.21				
	STEP	3	47.08	97,930.08				
	STEP	2	45.28	94,181.26				
	STEP	1	43.55	90,577.86				
	GRADE 21		HOURLY	ANNUAL	41.88	58.40	87,113.50	121,466.43
	STEP	11	58.40	121,466.43				
	STEP	10	57.82	120,268.75				
	STEP	9	57.25	119,082.92				
	STEP	8	55.04	114,478.48				
	STEP	7	52.93	110,092.59				
	STEP	6	50.90	105,879.39				
	STEP	5	48.95	101,825.21				

Compensation Rates

04/09/2024

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	4	47.08	97,930.08				
	STEP	3	45.28	94,181.26				
	STEP	2	43.55	90,577.86				
	STEP	1	41.88	87,113.50				
	GRADE	22A	HOURLY	ANNUAL	47.08	65.66	97,930.08	136,568.80
	STEP	11	65.66	136,568.80				
	STEP	10	65.01	135,221.59				
	STEP	9	64.37	133,887.71				
	STEP	8	61.88	128,707.62				
	STEP	7	59.51	123,777.37				
	STEP	6	57.23	119,036.13				
	STEP	5	55.04	114,478.48				
	STEP	4	52.93	110,092.59				
	STEP	3	50.90	105,879.39				
	STEP	2	48.95	101,825.21				
	STEP	1	47.08	97,930.08				
	GRADE	22	HOURLY	ANNUAL	45.28	63.14	94,181.26	131,335.26
	STEP	11	63.14	131,335.26				
	STEP	10	62.52	130,039.86				
	STEP	9	61.90	128,757.30				
	STEP	8	59.51	123,777.17				
	STEP	7	57.23	119,036.13				
	STEP	6	55.04	114,478.49				
	STEP	5	52.93	110,092.60				
	STEP	4	50.90	105,879.39				
	STEP	3	49.10	102,124.62				
	STEP	2	47.08	97,930.08				
	STEP	1	45.28	94,181.26				