

# Compensation Rates

1/5/2016

Salary Plan Code:

Minimum and Maximums  
for Each Grade

| CC | <i>BCYF SEIU L888</i> |               |               | <u>Hourly Range</u> |       | <u>Annual Range</u> |           |
|----|-----------------------|---------------|---------------|---------------------|-------|---------------------|-----------|
|    | <b>GRADE 1</b>        | <b>HOURLY</b> | <b>ANNUAL</b> | 15.35               | 20.18 | 27,945.82           | 36,719.00 |
|    | STEP 9                | 20.18         | 36,719.00     |                     |       |                     |           |
|    | STEP 8                | 19.40         | 35,313.69     |                     |       |                     |           |
|    | STEP 7                | 18.66         | 33,962.57     |                     |       |                     |           |
|    | STEP 6                | 17.95         | 32,662.87     |                     |       |                     |           |
|    | STEP 5                | 17.26         | 31,413.79     |                     |       |                     |           |
|    | STEP 4                | 16.60         | 30,212.18     |                     |       |                     |           |
|    | STEP 3                | 15.97         | 29,056.45     |                     |       |                     |           |
|    | STEP 2                | 15.35         | 27,945.82     |                     |       |                     |           |
|    |                       |               |               |                     |       |                     |           |
|    | <b>GRADE 2</b>        | <b>HOURLY</b> | <b>ANNUAL</b> | 15.97               | 20.98 | 29,058.03           | 38,181.84 |
|    | STEP 9                | 20.98         | 38,181.84     |                     |       |                     |           |
|    | STEP 8                | 20.18         | 36,720.18     |                     |       |                     |           |
|    | STEP 7                | 19.40         | 35,315.27     |                     |       |                     |           |
|    | STEP 6                | 18.66         | 33,964.15     |                     |       |                     |           |
|    | STEP 5                | 17.95         | 32,664.45     |                     |       |                     |           |
|    | STEP 4                | 17.26         | 31,413.79     |                     |       |                     |           |
|    | STEP 3                | 16.60         | 30,213.77     |                     |       |                     |           |
|    | STEP 2                | 15.97         | 29,058.03     |                     |       |                     |           |
|    |                       |               |               |                     |       |                     |           |
|    | <b>GRADE 3</b>        | <b>HOURLY</b> | <b>ANNUAL</b> | 16.60               | 21.81 | 30,212.18           | 39,700.26 |
|    | STEP 9                | 21.81         | 39,700.26     |                     |       |                     |           |
|    | STEP 8                | 20.98         | 38,180.47     |                     |       |                     |           |
|    | STEP 7                | 20.18         | 36,718.60     |                     |       |                     |           |
|    | STEP 6                | 19.40         | 35,313.69     |                     |       |                     |           |
|    | STEP 5                | 18.66         | 33,962.57     |                     |       |                     |           |
|    | STEP 4                | 17.95         | 32,662.87     |                     |       |                     |           |
|    | STEP 3                | 17.26         | 31,413.79     |                     |       |                     |           |
|    | STEP 2                | 16.60         | 30,212.18     |                     |       |                     |           |
|    |                       |               |               |                     |       |                     |           |
|    | <b>GRADE 4</b>        | <b>HOURLY</b> | <b>ANNUAL</b> | 17.26               | 22.68 | 31,413.79           | 41,280.70 |
|    | STEP 9                | 22.68         | 41,280.70     |                     |       |                     |           |
|    | STEP 8                | 21.81         | 39,700.08     |                     |       |                     |           |
|    | STEP 7                | 20.98         | 38,180.47     |                     |       |                     |           |
|    | STEP 6                | 20.18         | 36,718.60     |                     |       |                     |           |
|    | STEP 5                | 19.40         | 35,313.69     |                     |       |                     |           |
|    | STEP 4                | 18.66         | 33,962.57     |                     |       |                     |           |
|    | STEP 3                | 17.95         | 32,662.87     |                     |       |                     |           |
|    | STEP 2                | 17.26         | 31,413.79     |                     |       |                     |           |

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|----|-----------------------|---------------|---------------|---------------------|-------|---------------------|-----------|
|    | <b>GRADE 5</b>        | <b>HOURLY</b> | <b>ANNUAL</b> | 17.95               | 23.59 | 32,662.87           | 42,925.75 |
|    | STEP 9                | 23.59         | 42,925.75     |                     |       |                     |           |
|    | STEP 8                | 22.68         | 41,281.40     |                     |       |                     |           |
|    | STEP 7                | 21.81         | 39,700.88     |                     |       |                     |           |
|    | STEP 6                | 20.98         | 38,180.47     |                     |       |                     |           |
|    | STEP 5                | 20.18         | 36,718.60     |                     |       |                     |           |
|    | STEP 4                | 19.40         | 35,313.69     |                     |       |                     |           |
|    | STEP 3                | 18.66         | 33,962.57     |                     |       |                     |           |
|    | STEP 2                | 17.95         | 32,662.87     |                     |       |                     |           |
|    |                       |               |               |                     |       |                     |           |
|    | <b>GRADE 6</b>        | <b>HOURLY</b> | <b>ANNUAL</b> | 18.66               | 24.53 | 33,962.57           | 44,636.07 |
|    | STEP 9                | 24.53         | 44,636.07     |                     |       |                     |           |
|    | STEP 8                | 23.59         | 42,926.00     |                     |       |                     |           |
|    | STEP 7                | 22.68         | 41,281.40     |                     |       |                     |           |
|    | STEP 6                | 21.81         | 39,700.88     |                     |       |                     |           |
|    | STEP 5                | 20.98         | 38,180.47     |                     |       |                     |           |
|    | STEP 4                | 20.18         | 36,718.60     |                     |       |                     |           |
|    | STEP 3                | 19.40         | 35,313.69     |                     |       |                     |           |
|    | STEP 2                | 18.66         | 33,962.57     |                     |       |                     |           |
|    |                       |               |               |                     |       |                     |           |
|    | <b>GRADE 7</b>        | <b>HOURLY</b> | <b>ANNUAL</b> | 19.40               | 25.50 | 35,313.69           | 46,413.58 |
|    | STEP 9                | 25.50         | 46,413.58     |                     |       |                     |           |
|    | STEP 8                | 24.52         | 44,635.47     |                     |       |                     |           |
|    | STEP 7                | 23.59         | 42,926.00     |                     |       |                     |           |
|    | STEP 6                | 22.68         | 41,281.40     |                     |       |                     |           |
|    | STEP 5                | 21.81         | 39,700.88     |                     |       |                     |           |
|    | STEP 4                | 20.98         | 38,180.47     |                     |       |                     |           |
|    | STEP 3                | 20.18         | 36,718.60     |                     |       |                     |           |
|    | STEP 2                | 19.40         | 35,313.69     |                     |       |                     |           |
|    |                       |               |               |                     |       |                     |           |
|    | <b>GRADE 8</b>        | <b>HOURLY</b> | <b>ANNUAL</b> | 20.18               | 26.52 | 36,718.60           | 48,263.45 |
|    | STEP 9                | 26.52         | 48,263.45     |                     |       |                     |           |
|    | STEP 8                | 25.50         | 46,413.76     |                     |       |                     |           |
|    | STEP 7                | 24.52         | 44,635.47     |                     |       |                     |           |
|    | STEP 6                | 23.59         | 42,926.00     |                     |       |                     |           |
|    | STEP 5                | 22.68         | 41,281.40     |                     |       |                     |           |
|    | STEP 4                | 21.81         | 39,700.88     |                     |       |                     |           |
|    | STEP 3                | 20.98         | 38,180.47     |                     |       |                     |           |
|    | STEP 2                | 20.18         | 36,718.60     |                     |       |                     |           |

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|----|-----------------------|---------------|---------------|---------------------|-------|---------------------|-----------|
|    | <b>GRADE 9</b>        | <b>HOURLY</b> | <b>ANNUAL</b> | 20.98               | 27.57 | 38,180.47           | 50,186.34 |
|    | STEP 9                | 27.57         | 50,186.34     |                     |       |                     |           |
|    | STEP 8                | 26.52         | 48,263.24     |                     |       |                     |           |
|    | STEP 7                | 25.50         | 46,413.76     |                     |       |                     |           |
|    | STEP 6                | 24.52         | 44,635.47     |                     |       |                     |           |
|    | STEP 5                | 23.59         | 42,926.00     |                     |       |                     |           |
|    | STEP 4                | 22.68         | 41,281.40     |                     |       |                     |           |
|    | STEP 3                | 21.81         | 39,700.88     |                     |       |                     |           |
|    | STEP 2                | 20.98         | 38,180.47     |                     |       |                     |           |
|    |                       |               |               |                     |       |                     |           |
|    | <b>GRADE 10</b>       | <b>HOURLY</b> | <b>ANNUAL</b> | 21.81               | 28.67 | 39,700.08           | 52,186.77 |
|    | STEP 9                | 28.67         | 52,186.77     |                     |       |                     |           |
|    | STEP 8                | 27.57         | 50,186.29     |                     |       |                     |           |
|    | STEP 7                | 26.52         | 48,262.45     |                     |       |                     |           |
|    | STEP 6                | 25.50         | 46,412.96     |                     |       |                     |           |
|    | STEP 5                | 24.52         | 44,635.47     |                     |       |                     |           |
|    | STEP 4                | 23.59         | 42,925.21     |                     |       |                     |           |
|    | STEP 3                | 22.68         | 41,280.61     |                     |       |                     |           |
|    | STEP 2                | 21.81         | 39,700.08     |                     |       |                     |           |
|    |                       |               |               |                     |       |                     |           |
|    | <b>GRADE 11</b>       | <b>HOURLY</b> | <b>ANNUAL</b> | 22.68               | 29.82 | 41,280.61           | 54,266.67 |
|    | STEP 9                | 29.82         | 54,266.67     |                     |       |                     |           |
|    | STEP 8                | 28.67         | 52,186.07     |                     |       |                     |           |
|    | STEP 7                | 27.57         | 50,185.49     |                     |       |                     |           |
|    | STEP 6                | 26.52         | 48,262.45     |                     |       |                     |           |
|    | STEP 5                | 25.50         | 46,412.96     |                     |       |                     |           |
|    | STEP 4                | 24.52         | 44,634.67     |                     |       |                     |           |
|    | STEP 3                | 23.59         | 42,925.21     |                     |       |                     |           |
|    | STEP 2                | 22.68         | 41,280.61     |                     |       |                     |           |
|    |                       |               |               |                     |       |                     |           |
|    | <b>GRADE 12</b>       | <b>HOURLY</b> | <b>ANNUAL</b> | 23.59               | 31.01 | 42,925.21           | 56,431.22 |
|    | STEP 9                | 31.01         | 56,431.22     |                     |       |                     |           |
|    | STEP 8                | 29.82         | 54,267.33     |                     |       |                     |           |
|    | STEP 7                | 28.67         | 52,186.07     |                     |       |                     |           |
|    | STEP 6                | 27.57         | 50,185.49     |                     |       |                     |           |
|    | STEP 5                | 26.52         | 48,262.45     |                     |       |                     |           |
|    | STEP 4                | 25.50         | 46,412.96     |                     |       |                     |           |
|    | STEP 3                | 24.52         | 44,634.67     |                     |       |                     |           |
|    | STEP 2                | 23.59         | 42,925.21     |                     |       |                     |           |

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BCYF SEIU L888

Hourly Range

Annual Range

| GRADE | 13 | HOURLY | ANNUAL    | 24.52 | 32.24 | 44,634.67 | 58,680.40 |
|-------|----|--------|-----------|-------|-------|-----------|-----------|
| STEP  | 9  | 32.24  | 58,680.40 |       |       |           |           |
| STEP  | 8  | 31.01  | 56,430.07 |       |       |           |           |
| STEP  | 7  | 29.82  | 54,267.33 |       |       |           |           |
| STEP  | 6  | 28.67  | 52,186.07 |       |       |           |           |
| STEP  | 5  | 27.57  | 50,185.49 |       |       |           |           |
| STEP  | 4  | 26.52  | 48,262.45 |       |       |           |           |
| STEP  | 3  | 25.50  | 46,412.96 |       |       |           |           |
| STEP  | 2  | 24.52  | 44,634.67 |       |       |           |           |
|       |    |        |           |       |       |           |           |
| GRADE | 14 | HOURLY | ANNUAL    | 25.50 | 33.53 | 46,412.96 | 61,020.05 |
| STEP  | 9  | 33.53  | 61,020.05 |       |       |           |           |
| STEP  | 8  | 32.24  | 58,679.83 |       |       |           |           |
| STEP  | 7  | 31.01  | 56,430.07 |       |       |           |           |
| STEP  | 6  | 29.82  | 54,267.33 |       |       |           |           |
| STEP  | 5  | 28.67  | 52,186.07 |       |       |           |           |
| STEP  | 4  | 27.57  | 50,185.49 |       |       |           |           |
| STEP  | 3  | 26.52  | 48,262.45 |       |       |           |           |
| STEP  | 2  | 25.50  | 46,412.96 |       |       |           |           |
|       |    |        |           |       |       |           |           |
| GRADE | 15 | HOURLY | ANNUAL    | 26.52 | 34.86 | 48,262.45 | 63,453.38 |
| STEP  | 9  | 34.86  | 63,453.38 |       |       |           |           |
| STEP  | 8  | 33.53  | 61,019.77 |       |       |           |           |
| STEP  | 7  | 32.24  | 58,679.83 |       |       |           |           |
| STEP  | 6  | 31.01  | 56,430.07 |       |       |           |           |
| STEP  | 5  | 29.82  | 54,267.33 |       |       |           |           |
| STEP  | 4  | 28.67  | 52,186.07 |       |       |           |           |
| STEP  | 3  | 27.57  | 50,185.49 |       |       |           |           |
| STEP  | 2  | 26.52  | 48,262.45 |       |       |           |           |