

Compensation Rates

10/5/2015

Salary Plan Code:

Minimum and Maximums
for Each Grade

RA1	<i>Afscme/40hrs</i>		<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE 5	HOURLY	ANNUAL	12.88	17.64	26,795.26
	STEP 9	17.64	36,684.31			36,684.31
	STEP 8	16.95	35,260.36			
	STEP 7	16.30	33,904.08			
	STEP 6	15.67	32,600.01			
	STEP 5	15.07	31,346.61			
	STEP 4	14.49	30,140.76			
	STEP 3	13.93	28,982.46			
	STEP 2	13.40	27,866.25			
	STEP 1	12.88	26,795.26			
	GRADE 05L	HOURLY	ANNUAL	13.93	17.64	28,982.46
	STEP 9	17.64	36,684.31			36,684.31
	STEP 8	16.95	35,260.36			
	STEP 7	16.30	33,904.08			
	STEP 6	15.67	32,600.01			
	STEP 5	15.07	31,346.61			
	STEP 4	14.49	30,140.76			
	STEP 3	13.93	28,982.46			
	GRADE 6	HOURLY	ANNUAL	13.40	18.34	27,866.25
	STEP 9	18.34	38,153.60			38,153.60
	STEP 8	17.63	36,671.99			
	STEP 7	16.95	35,260.36			
	STEP 6	16.30	33,904.08			
	STEP 5	15.67	32,600.01			
	STEP 4	15.07	31,346.61			
	STEP 3	14.49	30,140.76			
	STEP 2	13.93	28,982.46			
	STEP 1	13.40	27,866.25			
	GRADE 06L	HOURLY	ANNUAL	14.49	18.34	30,140.76
	STEP 9	18.34	38,153.60			38,153.60
	STEP 8	17.63	36,671.99			
	STEP 7	16.95	35,260.36			
	STEP 6	16.30	33,904.08			
	STEP 5	15.67	32,600.01			
	STEP 4	15.07	31,346.61			
	STEP 3	14.49	30,140.76			

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RA1	<i>Afscme/40hrs</i>	<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE 7	HOURLY	ANNUAL	13.93 19.08	28,982.46 39,677.71
	STEP 9	19.08	39,677.71		
	STEP 8	18.34	38,137.41		
	STEP 7	17.63	36,671.99		
	STEP 6	16.95	35,260.36		
	STEP 5	16.30	33,904.08		
	STEP 4	15.67	32,600.01		
	STEP 3	15.07	31,346.61		
	STEP 2	14.49	30,140.76		
	STEP 1	13.93	28,982.46		
	GRADE 07L	HOURLY	ANNUAL	15.07 19.08	31,346.61 39,677.71
	STEP 9	19.08	39,677.71		
	STEP 8	18.34	38,137.41		
	STEP 7	17.63	36,671.99		
	STEP 6	16.95	35,260.36		
	STEP 5	16.30	33,904.08		
	STEP 4	15.67	32,600.01		
	STEP 3	15.07	31,346.61		
	GRADE 8	HOURLY	ANNUAL	14.49 19.84	30,140.76 41,263.89
	STEP 9	19.84	41,263.89		
	STEP 8	19.07	39,662.06		
	STEP 7	18.34	38,137.41		
	STEP 6	17.63	36,671.99		
	STEP 5	16.95	35,260.36		
	STEP 4	16.30	33,904.08		
	STEP 3	15.67	32,600.01		
	STEP 2	15.07	31,346.61		
	STEP 1	14.49	30,140.76		
	GRADE 08L	HOURLY	ANNUAL	15.67 19.84	32,600.01 41,263.89
	STEP 9	19.84	41,263.89		
	STEP 8	19.07	39,662.06		
	STEP 7	18.34	38,137.41		
	STEP 6	17.63	36,671.99		
	STEP 5	16.95	35,260.36		
	STEP 4	16.30	33,904.08		
	STEP 3	15.67	32,600.01		

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RA1	Afscme/40hrs			Hourly Range		Annual Range		
	GRADE	9	HOURLY	ANNUAL	15.07	20.63	31,346.61	42,915.24
	STEP	9	20.63	42,915.24				
	STEP	8	19.83	41,249.07				
	STEP	7	19.07	39,662.06				
	STEP	6	18.34	38,137.41				
	STEP	5	17.63	36,671.99				
	STEP	4	16.95	35,260.36				
	STEP	3	16.30	33,904.08				
	STEP	2	15.67	32,600.01				
	STEP	1	15.07	31,346.61				
	GRADE	09L	HOURLY	ANNUAL	16.30	20.63	33,904.08	42,915.24
	STEP	9	20.63	42,915.24				
	STEP	8	19.83	41,249.07				
	STEP	7	19.07	39,662.06				
	STEP	6	18.34	38,137.41				
	STEP	5	17.63	36,671.99				
	STEP	4	16.95	35,260.36				
	STEP	3	16.30	33,904.08				
	GRADE	10	HOURLY	ANNUAL	15.67	21.46	32,600.01	44,631.79
	STEP	9	21.46	44,631.79				
	STEP	8	20.62	42,898.45				
	STEP	7	19.83	41,249.07				
	STEP	6	19.07	39,662.06				
	STEP	5	18.34	38,137.41				
	STEP	4	17.63	36,671.99				
	STEP	3	16.95	35,260.36				
	STEP	2	16.30	33,904.08				
	STEP	1	15.67	32,600.01				
	GRADE	10L	HOURLY	ANNUAL	16.95	21.46	35,260.36	44,631.79
	STEP	9	21.46	44,631.79				
	STEP	8	20.62	42,898.45				
	STEP	7	19.83	41,249.07				
	STEP	6	19.07	39,662.06				
	STEP	5	18.34	38,137.41				
	STEP	4	17.63	36,671.99				
	STEP	3	16.95	35,260.36				

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RA1	Afscme/40hrs			Hourly Range		Annual Range		
	GRADE	11	HOURLY	ANNUAL	16.30	22.32	33,904.08	46,418.30
	STEP	9	22.32	46,418.30				
	STEP	8	21.45	44,615.63				
	STEP	7	20.62	42,898.45				
	STEP	6	19.83	41,249.07				
	STEP	5	19.07	39,662.06				
	STEP	4	18.34	38,137.41				
	STEP	3	17.63	36,671.99				
	STEP	2	16.95	35,260.36				
	STEP	1	16.30	33,904.08				
	GRADE	11L	HOURLY	ANNUAL	17.63	22.32	36,671.99	46,418.30
	STEP	9	22.32	46,418.30				
	STEP	8	21.45	44,615.63				
	STEP	7	20.62	42,898.45				
	STEP	6	19.83	41,249.07				
	STEP	5	19.07	39,662.06				
	STEP	4	18.34	38,137.41				
	STEP	3	17.63	36,671.99				
	GRADE	12	HOURLY	ANNUAL	16.95	23.21	35,260.36	48,274.78
	STEP	9	23.21	48,274.78				
	STEP	8	22.31	46,400.64				
	STEP	7	21.45	44,615.63				
	STEP	6	20.62	42,898.45				
	STEP	5	19.83	41,249.07				
	STEP	4	19.07	39,662.06				
	STEP	3	18.34	38,137.41				
	STEP	2	17.63	36,671.99				
	STEP	1	16.95	35,260.36				
	GRADE	12L	HOURLY	ANNUAL	18.34	23.21	38,137.41	48,274.78
	STEP	9	23.21	48,274.78				
	STEP	8	22.31	46,400.64				
	STEP	7	21.45	44,615.63				
	STEP	6	20.62	42,898.45				
	STEP	5	19.83	41,249.07				
	STEP	4	19.07	39,662.06				
	STEP	3	18.34	38,137.41				

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RA1	Afsme/40hrs			Hourly Range		Annual Range		
	GRADE	13	HOURLY	ANNUAL	17.63	24.14	36,671.99	50,205.99
	STEP	9	24.14	50,205.99				
	STEP	8	23.20	48,255.79				
	STEP	7	22.31	46,400.64				
	STEP	6	21.45	44,615.63				
	STEP	5	20.62	42,898.45				
	STEP	4	19.83	41,249.07				
	STEP	3	19.07	39,662.06				
	STEP	2	18.34	38,137.41				
	STEP	1	17.63	36,671.99				
	GRADE	13A	HOURLY	ANNUAL	18.34	25.10	38,137.41	52,214.32
	STEP	9	25.10	52,214.32				
	STEP	8	24.13	50,186.55				
	STEP	7	23.20	48,255.79				
	STEP	6	22.31	46,400.64				
	STEP	5	21.45	44,615.63				
	STEP	4	20.62	42,898.45				
	STEP	3	19.83	41,249.07				
	STEP	2	19.07	39,662.06				
	STEP	1	18.34	38,137.41				
	GRADE	14	HOURLY	ANNUAL	19.07	26.11	39,662.06	54,302.17
	STEP	9	26.11	54,302.17				
	STEP	8	25.09	52,193.70				
	STEP	7	24.13	50,186.55				
	STEP	6	23.20	48,255.79				
	STEP	5	22.31	46,400.64				
	STEP	4	21.45	44,615.63				
	STEP	3	20.62	42,898.45				
	STEP	2	19.83	41,249.07				
	STEP	1	19.07	39,662.06				
	GRADE	14A	HOURLY	ANNUAL	19.83	27.15	41,249.07	56,473.49
	STEP	9	27.15	56,473.49				
	STEP	8	26.10	54,280.36				
	STEP	7	25.09	52,193.70				
	STEP	6	24.13	50,186.55				
	STEP	5	23.20	48,255.79				
	STEP	4	22.31	46,400.64				
	STEP	3	21.45	44,615.63				
	STEP	2	20.62	42,898.45				
	STEP	1	19.83	41,249.07				

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RA1	<i>Afscme/40hrs</i>		<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE	15	HOURLY	ANNUAL		
	STEP	9	29.37	61,083.28	21.45	29.37
	STEP	8	28.23	58,711.68		
	STEP	7	27.13	56,435.61		
	STEP	6	26.10	54,280.36		
	STEP	5	25.09	52,193.70		
	STEP	4	24.13	50,186.55		
	STEP	3	23.20	48,255.79		
	STEP	2	22.31	46,400.64		
	STEP	1	21.45	44,615.63		
	GRADE	15A	HOURLY	ANNUAL	22.31	30.54
	STEP	9	30.54	63,525.73		
	STEP	8	29.36	61,059.46		
	STEP	7	28.23	58,711.68		
	STEP	6	27.13	56,435.61		
	STEP	5	26.10	54,280.36		
	STEP	4	25.09	52,193.70		
	STEP	3	24.13	50,186.55		
	STEP	2	23.20	48,255.79		
	STEP	1	22.31	46,400.64		
	GRADE	16	HOURLY	ANNUAL	23.20	31.76
	STEP	9	31.76	66,065.96		
	STEP	8	30.53	63,500.78		
	STEP	7	29.36	61,059.46		
	STEP	6	28.23	58,711.68		
	STEP	5	27.13	56,435.61		
	STEP	4	26.10	54,280.36		
	STEP	3	25.09	52,193.70		
	STEP	2	24.13	50,186.55		
	STEP	1	23.20	48,255.79		
	GRADE	16A	HOURLY	ANNUAL	24.13	33.03
	STEP	9	33.03	68,710.35		
	STEP	8	31.75	66,042.66		
	STEP	7	30.53	63,500.78		
	STEP	6	29.36	61,059.46		
	STEP	5	28.23	58,711.68		
	STEP	4	27.13	56,435.61		
	STEP	3	26.10	54,280.36		
	STEP	2	25.09	52,193.70		
	STEP	1	24.13	50,186.55		

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RA1	Afscme/40hrs	Hourly Range		Annual Range			
	GRADE 17	HOURLY	ANNUAL	25.09	34.34	52,193.70	71,427.09
	STEP 9	34.34	71,427.09				
	STEP 8	33.01	68,653.12				
	STEP 7	31.75	66,042.66				
	STEP 6	30.53	63,500.78				
	STEP 5	29.36	61,059.46				
	STEP 4	28.23	58,711.68				
	STEP 3	27.13	56,435.61				
	STEP 2	26.10	54,280.36				
	STEP 1	25.09	52,193.70				
	GRADE 17A	HOURLY	ANNUAL	26.10	35.73	54,280.36	74,316.36
	STEP 9	35.73	74,316.36				
	STEP 8	34.34	71,430.39				
	STEP 7	33.01	68,653.12				
	STEP 6	31.75	66,042.66				
	STEP 5	30.53	63,500.78				
	STEP 4	29.36	61,059.46				
	STEP 3	28.23	58,711.68				
	STEP 2	27.13	56,435.61				
	STEP 1	26.10	54,280.36				
	GRADE 18	HOURLY	ANNUAL	28.23	38.64	58,711.68	80,380.32
	STEP 9	38.64	80,380.32				
	STEP 8	37.14	77,259.31				
	STEP 7	35.72	74,287.95				
	STEP 6	34.34	71,430.39				
	STEP 5	33.01	68,653.12				
	STEP 4	31.75	66,042.66				
	STEP 3	30.53	63,500.78				
	STEP 2	29.36	61,059.46				
	STEP 1	28.23	58,711.68				
	GRADE 18A	HOURLY	ANNUAL	29.36	40.19	61,059.46	83,596.36
	STEP 9	40.19	83,596.36				
	STEP 8	38.63	80,349.93				
	STEP 7	37.14	77,259.31				
	STEP 6	35.72	74,287.95				
	STEP 5	34.34	71,430.39				
	STEP 4	33.01	68,653.12				
	STEP 3	31.75	66,042.66				
	STEP 2	30.53	63,500.78				
	STEP 1	29.36	61,059.46				

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RA1	Afscme/40hrs			Hourly Range		Annual Range		
	GRADE	19	HOURLY	ANNUAL	30.53	41.80	63,500.79	86,941.21
	STEP	9	41.80	86,941.21				
	STEP	8	40.18	83,565.28				
	STEP	7	38.63	80,349.94				
	STEP	6	37.14	77,259.31				
	STEP	5	35.72	74,287.95				
	STEP	4	34.34	71,430.39				
	STEP	3	33.01	68,653.12				
	STEP	2	31.75	66,042.66				
	STEP	1	30.53	63,500.79				
	GRADE	19A	HOURLY	ANNUAL	31.75	43.47	66,042.66	90,417.23
	STEP	9	43.47	90,417.23				
	STEP	8	41.78	86,906.11				
	STEP	7	40.18	83,565.28				
	STEP	6	38.63	80,349.93				
	STEP	5	37.14	77,259.31				
	STEP	4	35.72	74,287.95				
	STEP	3	34.34	71,430.39				
	STEP	2	33.01	68,653.12				
	STEP	1	31.75	66,042.66				
	GRADE	20	HOURLY	ANNUAL	33.01	45.21	68,653.12	94,034.77
	STEP	9	45.21	94,034.77				
	STEP	8	43.45	90,383.36				
	STEP	7	41.78	86,906.11				
	STEP	6	40.18	83,565.28				
	STEP	5	38.63	80,349.93				
	STEP	4	37.14	77,259.31				
	STEP	3	35.72	74,287.95				
	STEP	2	34.34	71,430.39				
	STEP	1	33.01	68,653.12				
	GRADE	20A	HOURLY	ANNUAL	34.34	47.02	71,430.39	97,794.65
	STEP	9	47.02	97,794.65				
	STEP	8	45.19	93,997.00				
	STEP	7	43.45	90,383.36				
	STEP	6	41.78	86,906.11				
	STEP	5	40.18	83,565.28				
	STEP	4	38.63	80,349.93				
	STEP	3	37.14	77,259.31				
	STEP	2	35.72	74,287.95				
	STEP	1	34.34	71,430.39				

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE	21	HOURLY	ANNUAL	35.72	48.90	74,287.95	101,707.96
	STEP	9	48.90	101,707.96				
	STEP	8	47.00	97,758.76				
	STEP	7	45.19	93,997.00				
	STEP	6	43.45	90,383.36				
	STEP	5	41.78	86,906.11				
	STEP	4	40.18	83,565.28				
	STEP	3	38.63	80,349.93				
	STEP	2	37.14	77,259.31				
	STEP	1	35.72	74,287.95				
	GRADE	21A	HOURLY	ANNUAL	37.14	50.85	77,259.31	105,775.52
	STEP	9	50.85	105,775.52				
	STEP	8	48.88	101,667.83				
	STEP	7	47.00	97,758.76				
	STEP	6	45.19	93,997.00				
	STEP	5	43.45	90,383.36				
	STEP	4	41.78	86,906.11				
	STEP	3	40.18	83,565.28				
	STEP	2	38.63	80,349.93				
	STEP	1	37.14	77,259.31				
	GRADE	22	HOURLY	ANNUAL	38.63	52.89	80,349.94	110,005.62
	STEP	9	52.89	110,005.62				
	STEP	8	50.83	105,734.20				
	STEP	7	48.88	101,667.83				
	STEP	6	47.00	97,758.76				
	STEP	5	45.19	93,997.01				
	STEP	4	43.45	90,383.36				
	STEP	3	41.91	87,162.91				
	STEP	2	40.18	83,565.28				
	STEP	1	38.63	80,349.94				
	GRADE	22A	HOURLY	ANNUAL	40.18	55.00	83,565.28	114,405.95
	STEP	9	55.00	114,405.95				
	STEP	8	52.87	109,963.01				
	STEP	7	50.83	105,734.36				
	STEP	6	48.88	101,667.83				
	STEP	5	47.00	97,758.76				
	STEP	4	45.19	93,997.00				
	STEP	3	43.45	90,383.36				
	STEP	2	41.78	86,906.11				
	STEP	1	40.18	83,565.28				

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RA1	<i>Afscme/40hrs</i>	<u>Hourly Range</u>	<u>Annual Range</u>