

**APPENDIX E-1**  
**Compensation Grid 3**  
**Unit 3 AFSCME Service**  
**Ranges 42 - 77**  
**Effective 7/1/2017 - 6/30/2018**

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Range
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Range																	
42	HR	11.25	11.49	11.72	12.02	12.26	12.58	12.82	13.15	13.40	13.73	14.01	14.22	14.43	14.71	-	42
	YR	23,490	23,991	24,471	25,098	25,599	26,267	26,768	27,457	27,979	28,668	29,253	29,691	30,130	30,714	-	
43	HR	11.49	11.72	12.02	12.26	12.58	12.82	13.15	13.40	13.73	14.01	14.22	14.43	14.71	14.96	-	43
	YR	23,991	24,471	25,098	25,599	26,267	26,768	27,457	27,979	28,668	29,253	29,691	30,130	30,714	31,236	-	
44	HR	11.72	12.02	12.26	12.58	12.82	13.15	13.40	13.73	14.01	14.22	14.43	14.71	14.96	15.30	-	44
	YR	24,471	25,098	25,599	26,267	26,768	27,457	27,979	28,668	29,253	29,691	30,130	30,714	31,236	31,946	-	
45	HR	12.02	12.26	12.58	12.82	13.15	13.40	13.73	14.01	14.22	14.43	14.71	14.96	15.30	15.62	-	45
	YR	25,098	25,599	26,267	26,768	27,457	27,979	28,668	29,253	29,691	30,130	30,714	31,236	31,946	32,615	-	
46	HR	12.26	12.58	12.82	13.15	13.40	13.73	14.01	14.22	14.43	14.71	14.96	15.30	15.62	15.94	-	46
	YR	25,599	26,267	26,768	27,457	27,979	28,668	29,253	29,691	30,130	30,714	31,236	31,946	32,615	33,283	-	
47	HR	12.58	12.82	13.15	13.40	13.73	14.01	14.22	14.43	14.71	14.96	15.30	15.62	15.94	16.27	-	47
	YR	26,267	26,768	27,457	27,979	28,668	29,253	29,691	30,130	30,714	31,236	31,946	32,615	33,283	33,972	-	
48	HR	12.82	13.15	13.40	13.73	14.01	14.22	14.43	14.71	14.96	15.30	15.62	15.94	16.27	16.64	-	48
	YR	26,768	27,457	27,979	28,668	29,253	29,691	30,130	30,714	31,236	31,946	32,615	33,283	33,972	34,744	-	
49	HR	13.15	13.40	13.73	14.01	14.22	14.43	14.71	14.96	15.25	15.62	15.94	16.27	16.64	16.99	-	49
	YR	27,457	27,979	28,668	29,253	29,691	30,130	30,714	31,236	31,842	32,615	33,283	33,972	34,744	35,475	-	
50	HR	13.40	13.73	14.01	14.22	14.43	14.71	14.96	15.25	15.57	15.92	16.27	16.64	16.99	17.39	-	50
	YR	27,979	28,668	29,253	29,691	30,130	30,714	31,236	31,842	32,510	33,241	33,972	34,744	35,475	36,310	-	
51	HR	13.73	14.01	14.22	14.43	14.71	14.96	15.25	15.57	15.92	16.27	16.64	16.99	17.39	17.78	-	51
	YR	28,668	29,253	29,691	30,130	30,714	31,236	31,842	32,510	33,241	33,972	34,744	35,475	36,310	37,125	-	
52	HR	14.01	14.22	14.43	14.71	14.96	15.25	15.57	15.92	16.27	16.64	16.99	17.39	17.78	18.20	18.75	52
	YR	29,253	29,691	30,130	30,714	31,236	31,842	32,510	33,241	33,972	34,744	35,475	36,310	37,125	38,002	39,150	
53	HR	14.22	14.43	14.71	14.96	15.25	15.57	15.92	16.27	16.64	16.99	17.39	17.78	18.20	18.75	-	53
	YR	29,691	30,130	30,714	31,236	31,842	32,510	33,241	33,972	34,744	35,475	36,310	37,125	38,002	39,150	-	
54	HR	14.43	14.71	14.96	15.25	15.57	15.92	16.27	16.64	16.99	17.39	17.78	18.20	18.75	19.22	-	54
	YR	30,130	30,714	31,236	31,842	32,510	33,241	33,972	34,744	35,475	36,310	37,125	38,002	39,150	40,131	-	
55	HR	14.71	14.96	15.25	15.57	15.92	16.27	16.64	16.99	17.39	17.78	18.20	18.75	19.22	19.68	-	55
	YR	30,714	31,236	31,842	32,510	33,241	33,972	34,744	35,475	36,310	37,125	38,002	39,150	40,131	41,092	55-	53
56	HR	14.96	15.25	15.57	15.92	16.27	16.64	16.99	17.39	17.78	18.20	18.75	19.22	19.68	20.19	20.75	56
	YR	31,236	31,842	32,510	33,241	33,972	34,744	35,475	36,310	37,125	38,002	39,150	40,131	41,092	42,157	43,326	
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	

HR - Hourly Salary Rate

YR - Yearly Salary Rate

Monthly Salary Rate - 174 x Hourly Salary Rate

**Compensation Grid 3  
Unit 3 AFSCME Service  
Ranges 42 - 77  
Effective 7/1/2017 - 6/30/2018**

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Range																	Range
57	HR	15.25	15.57	15.92	16.27	16.64	16.99	17.39	17.78	18.20	18.75	19.22	19.68	20.19	20.75	21.31	57
	YR	31,842	32,510	33,241	33,972	34,744	35,475	36,310	37,125	38,002	39,150	40,131	41,092	42,157	43,326	44,495	
58	HR	15.57	15.92	16.27	16.64	16.99	17.39	17.78	18.20	18.75	19.22	19.68	20.19	20.75	21.31	-	58
	YR	32,510	33,241	33,972	34,744	35,475	36,310	37,125	38,002	39,150	40,131	41,092	42,157	43,326	44,495	-	
59	HR	15.92	16.27	16.64	16.99	17.39	17.78	18.20	18.75	19.22	19.68	20.19	20.75	21.31	21.85	22.57	59
	YR	33,241	33,972	34,744	35,475	36,310	37,125	38,002	39,150	40,131	41,092	42,157	43,326	44,495	45,623	47,126	
60	HR	16.27	16.64	16.99	17.39	17.78	18.20	18.75	19.22	19.68	20.19	20.75	21.31	21.85	22.57	23.19	60
	YR	33,972	34,744	35,475	36,310	37,125	38,002	39,150	40,131	41,092	42,157	43,326	44,495	45,623	47,126	48,421	
61	HR	16.64	16.99	17.39	17.78	18.20	18.75	19.22	19.68	20.19	20.75	21.31	21.85	22.57	23.19	-	61
	YR	34,744	35,475	36,310	37,125	38,002	39,150	40,131	41,092	42,157	43,326	44,495	45,623	47,126	48,421	-	
62	HR	16.99	17.39	17.78	18.20	18.75	19.22	19.68	20.19	20.75	21.31	21.85	22.57	23.19	23.88	-	62
	YR	35,475	36,310	37,125	38,002	39,150	40,131	41,092	42,157	43,326	44,495	45,623	47,126	48,421	49,861	-	
63	HR	17.39	17.78	18.20	18.75	19.22	19.68	20.19	20.75	21.31	21.85	22.57	23.19	23.88	24.52	-	63
	YR	36,310	37,125	38,002	39,150	40,131	41,092	42,157	43,326	44,495	45,623	47,126	48,421	49,861	51,198	-	
64	HR	17.78	18.20	18.75	19.22	19.68	20.19	20.75	21.31	21.85	22.57	23.19	23.88	24.52	25.14	-	64
	YR	37,125	38,002	39,150	40,131	41,092	42,157	43,326	44,495	45,623	47,126	48,421	49,861	51,198	52,492	-	
65	HR	18.20	18.75	19.22	19.68	20.19	20.75	21.31	21.85	22.57	23.19	23.88	24.52	25.14	25.83	-	65
	YR	38,002	39,150	40,131	41,092	42,157	43,326	44,495	45,623	47,126	48,421	49,861	51,198	52,492	53,933	-	
66	HR	18.75	19.22	19.68	20.19	20.75	21.31	21.85	22.57	23.19	23.88	24.52	25.14	25.83	26.56	-	66
	YR	39,150	40,131	41,092	42,157	43,326	44,495	45,623	47,126	48,421	49,861	51,198	52,492	53,933	55,457	-	
67	HR	19.22	19.68	20.19	20.75	21.31	21.85	22.57	23.19	23.88	24.52	25.14	25.83	26.56	27.27	-	67
	YR	40,131	41,092	42,157	43,326	44,495	45,623	47,126	48,421	49,861	51,198	52,492	53,933	55,457	56,940	-	
68	HR	19.68	20.19	20.75	21.31	21.85	22.57	23.19	23.88	24.52	25.14	25.83	26.56	27.27	27.95	-	68
	YR	41,092	42,157	43,326	44,495	45,623	47,126	48,421	49,861	51,198	52,492	53,933	55,457	56,940	58,360	-	
69	HR	20.19	20.75	21.31	21.85	22.57	23.19	23.88	24.52	25.14	25.83	26.56	27.27	27.95	28.75	-	69
	YR	42,157	43,326	44,495	45,623	47,126	48,421	49,861	51,198	52,492	53,933	55,457	56,940	58,360	60,030	-	
70	HR	20.75	21.31	21.85	22.57	23.19	23.88	24.52	25.14	25.83	26.56	27.27	27.95	28.75	29.47	-	70
	YR	43,326	44,495	45,623	47,126	48,421	49,861	51,198	52,492	53,933	55,457	56,940	58,360	60,030	61,533	-	
71	HR	21.31	21.85	22.57	23.19	23.88	24.52	25.14	25.83	26.56	27.27	27.95	28.75	29.47	30.18	-	71
	YR	44,495	45,623	47,126	48,421	49,861	51,198	52,492	53,933	55,457	56,940	58,360	60,030	61,533	63,016	-	
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	

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Monthly Salary Rate - 174 x Hourly Salary Rate

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Unit 3 AFSCME Service  
Ranges 42 - 77  
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Comp Code	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
Step	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Range																Range
72	HR	21.85	22.57	23.19	23.88	24.52	25.14	25.83	26.56	27.27	27.95	28.75	29.47	30.18	30.92	72
	YR	45,623	47,126	48,421	49,861	51,198	52,492	53,933	55,457	56,940	58,360	60,030	61,533	63,016	64,561	
73	HR	22.57	23.19	23.88	24.52	25.14	25.83	26.56	27.27	27.95	28.75	29.47	30.18	30.92	31.61	73
	YR	47,126	48,421	49,861	51,198	52,492	53,933	55,457	56,940	58,360	60,030	61,533	63,016	64,561	66,002	
74	HR	23.19	23.88	24.52	25.14	25.83	26.56	27.27	27.95	28.75	29.47	30.18	30.92	31.61	32.42	74
	YR	48,421	49,861	51,198	52,492	53,933	55,457	56,940	58,360	60,030	61,533	63,016	64,561	66,002	67,693	
75	HR	23.88	24.52	25.14	25.83	26.56	27.27	27.95	28.75	29.47	30.18	30.92	31.61	32.42	33.08	75
	YR	49,861	51,198	52,492	53,933	55,457	56,940	58,360	60,030	61,533	63,016	64,561	66,002	67,693	69,071	
76	HR	24.52	25.14	25.83	26.56	27.27	27.95	28.75	29.47	30.18	30.92	31.61	32.42	33.08	33.81	76
	YR	51,198	52,492	53,933	55,457	56,940	58,360	60,030	61,533	63,016	64,561	66,002	67,693	69,071	70,595	
77	HR	25.14	25.83	26.56	27.27	27.95	28.75	29.47	30.18	30.92	31.61	32.42	33.08	33.81	34.54	77
	YR	52,492	53,933	55,457	56,940	58,360	60,030	61,533	63,016	64,561	66,002	67,693	69,071	70,595	72,120	
Step	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Comp Code	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	

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