

**APPENDIX E-2
 Compensation Grid 3
 Unit 3 AFSCME Service
 Ranges 42 - 77
 Effective 7/1/2018 - 6/30/2019**

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	11.50	11.75	11.98	12.29	12.54	12.86	13.11	13.45	13.70	14.04	14.33	14.54	14.75	15.04	-	42
	YR	24,012	24,534	25,014	25,662	26,184	26,852	27,374	28,084	28,606	29,316	29,921	30,360	30,798	31,404	-	
43	HR	11.75	11.98	12.29	12.54	12.86	13.11	13.45	13.70	14.04	14.33	14.54	14.75	15.04	15.30	-	43
	YR	24,534	25,014	25,662	26,184	26,852	27,374	28,084	28,606	29,316	29,921	30,360	30,798	31,404	31,946	-	
44	HR	11.98	12.29	12.54	12.86	13.11	13.45	13.70	14.04	14.33	14.54	14.75	15.04	15.30	15.64	-	44
	YR	25,014	25,662	26,184	26,852	27,374	28,084	28,606	29,316	29,921	30,360	30,798	31,404	31,946	32,656	-	
45	HR	12.29	12.54	12.86	13.11	13.45	13.70	14.04	14.33	14.54	14.75	15.04	15.30	15.64	15.97	-	45
	YR	25,662	26,184	26,852	27,374	28,084	28,606	29,316	29,921	30,360	30,798	31,404	31,946	32,656	33,345	-	
46	HR	12.54	12.86	13.11	13.45	13.70	14.04	14.33	14.54	14.75	15.04	15.30	15.64	15.97	16.30	-	46
	YR	26,184	26,852	27,374	28,084	28,606	29,316	29,921	30,360	30,798	31,404	31,946	32,656	33,345	34,034	-	
47	HR	12.86	13.11	13.45	13.70	14.04	14.33	14.54	14.75	15.04	15.30	15.64	15.97	16.30	16.64	-	47
	YR	26,852	27,374	28,084	28,606	29,316	29,921	30,360	30,798	31,404	31,946	32,656	33,345	34,034	34,744	-	
48	HR	13.11	13.45	13.70	14.04	14.33	14.54	14.75	15.04	15.30	15.64	15.97	16.30	16.64	17.01	-	48
	YR	27,374	28,084	28,606	29,316	29,921	30,360	30,798	31,404	31,946	32,656	33,345	34,034	34,744	35,517	-	
49	HR	13.45	13.70	14.04	14.33	14.54	14.75	15.04	15.30	15.59	15.97	16.30	16.64	17.01	17.37	-	49
	YR	28,084	28,606	29,316	29,921	30,360	30,798	31,404	31,946	32,552	33,345	34,034	34,744	35,517	36,269	-	
50	HR	13.70	14.04	14.33	14.54	14.75	15.04	15.30	15.59	15.92	16.28	16.64	17.01	17.37	17.78	-	50
	YR	28,606	29,316	29,921	30,360	30,798	31,404	31,946	32,552	33,241	33,993	34,744	35,517	36,269	37,125	-	
51	HR	14.04	14.33	14.54	14.75	15.04	15.30	15.59	15.92	16.28	16.64	17.01	17.37	17.78	18.18	-	51
	YR	29,316	29,921	30,360	30,798	31,404	31,946	32,552	33,241	33,993	34,744	35,517	36,269	37,125	37,960	-	
52	HR	14.33	14.54	14.75	15.04	15.30	15.59	15.92	16.28	16.64	17.01	17.37	17.78	18.18	18.61	19.17	52
	YR	29,921	30,360	30,798	31,404	31,946	32,552	33,241	33,993	34,744	35,517	36,269	37,125	37,960	38,858	40,027	
53	HR	14.54	14.75	15.04	15.30	15.59	15.92	16.28	16.64	17.01	17.37	17.78	18.18	18.61	19.17	-	53
	YR	30,360	30,798	31,404	31,946	32,552	33,241	33,993	34,744	35,517	36,269	37,125	37,960	38,858	40,027	-	
54	HR	14.75	15.04	15.30	15.59	15.92	16.28	16.64	17.01	17.37	17.78	18.18	18.61	19.17	19.65	-	54
	YR	30,798	31,404	31,946	32,552	33,241	33,993	34,744	35,517	36,269	37,125	37,960	38,858	40,027	41,029	-	
55	HR	15.04	15.30	15.59	15.92	16.28	16.64	17.01	17.37	17.78	18.18	18.61	19.17	19.65	20.12	-	55
	YR	31,404	31,946	32,552	33,241	33,993	34,744	35,517	36,269	37,125	37,960	38,858	40,027	41,029	42,011	-	
56	HR	15.30	15.59	15.92	16.28	16.64	17.01	17.37	17.78	18.18	18.61	19.17	19.65	20.12	20.64	21.22	56
	YR	31,946	32,552	33,241	33,993	34,744	35,517	36,269	37,125	37,960	38,858	40,027	41,029	42,011	43,096	44,307	
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 7/1/2018 - 6/30/2019**

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																	
57	HR	15.59	15.92	16.28	16.64	17.01	17.37	17.78	18.18	18.61	19.17	19.65	20.12	20.64	21.22	21.79	57
	YR	32,552	33,241	33,993	34,744	35,517	36,269	37,125	37,960	38,858	40,027	41,029	42,011	43,096	44,307	45,498	
58	HR	15.92	16.28	16.64	17.01	17.37	17.78	18.18	18.61	19.17	19.65	20.12	20.64	21.22	21.79	-	58
	YR	33,241	33,993	34,744	35,517	36,269	37,125	37,960	38,858	40,027	41,029	42,011	43,096	44,307	45,498	-	
59	HR	16.28	16.64	17.01	17.37	17.78	18.18	18.61	19.17	19.65	20.12	20.64	21.22	21.79	22.34	23.08	59
	YR	33,993	34,744	35,517	36,269	37,125	37,960	38,858	40,027	41,029	42,011	43,096	44,307	45,498	46,646	48,191	
60	HR	16.64	17.01	17.37	17.78	18.18	18.61	19.17	19.65	20.12	20.64	21.22	21.79	22.34	23.08	23.71	60
	YR	34,744	35,517	36,269	37,125	37,960	38,858	40,027	41,029	42,011	43,096	44,307	45,498	46,646	48,191	49,506	
61	HR	17.01	17.37	17.78	18.18	18.61	19.17	19.65	20.12	20.64	21.22	21.79	22.34	23.08	23.71	-	61
	YR	35,517	36,269	37,125	37,960	38,858	40,027	41,029	42,011	43,096	44,307	45,498	46,646	48,191	49,506	-	
62	HR	17.37	17.78	18.18	18.61	19.17	19.65	20.12	20.64	21.22	21.79	22.34	23.08	23.71	24.42	-	62
	YR	36,269	37,125	37,960	38,858	40,027	41,029	42,011	43,096	44,307	45,498	46,646	48,191	49,506	50,989	-	
63	HR	17.78	18.18	18.61	19.17	19.65	20.12	20.64	21.22	21.79	22.34	23.08	23.71	24.42	25.07	-	63
	YR	37,125	37,960	38,858	40,027	41,029	42,011	43,096	44,307	45,498	46,646	48,191	49,506	50,989	52,346	-	
64	HR	18.18	18.61	19.17	19.65	20.12	20.64	21.22	21.79	22.34	23.08	23.71	24.42	25.07	25.71	-	64
	YR	37,960	38,858	40,027	41,029	42,011	43,096	44,307	45,498	46,646	48,191	49,506	50,989	52,346	53,682	-	
65	HR	18.61	19.17	19.65	20.12	20.64	21.22	21.79	22.34	23.08	23.71	24.42	25.07	25.71	26.41	-	65
	YR	38,858	40,027	41,029	42,011	43,096	44,307	45,498	46,646	48,191	49,506	50,989	52,346	53,682	55,144	-	
66	HR	19.17	19.65	20.12	20.64	21.22	21.79	22.34	23.08	23.71	24.42	25.07	25.71	26.41	27.16	-	66
	YR	40,027	41,029	42,011	43,096	44,307	45,498	46,646	48,191	49,506	50,989	52,346	53,682	55,144	56,710	-	
67	HR	19.65	20.12	20.64	21.22	21.79	22.34	23.08	23.71	24.42	25.07	25.71	26.41	27.16	27.88	-	67
	YR	41,029	42,011	43,096	44,307	45,498	46,646	48,191	49,506	50,989	52,346	53,682	55,144	56,710	58,213	-	
68	HR	20.12	20.64	21.22	21.79	22.34	23.08	23.71	24.42	25.07	25.71	26.41	27.16	27.88	28.58	-	68
	YR	42,011	43,096	44,307	45,498	46,646	48,191	49,506	50,989	52,346	53,682	55,144	56,710	58,213	59,675	-	
69	HR	20.64	21.22	21.79	22.34	23.08	23.71	24.42	25.07	25.71	26.41	27.16	27.88	28.58	29.40	-	69
	YR	43,096	44,307	45,498	46,646	48,191	49,506	50,989	52,346	53,682	55,144	56,710	58,213	59,675	61,387	-	
70	HR	21.22	21.79	22.34	23.08	23.71	24.42	25.07	25.71	26.41	27.16	27.88	28.58	29.40	30.13	-	70
	YR	44,307	45,498	46,646	48,191	49,506	50,989	52,346	53,682	55,144	56,710	58,213	59,675	61,387	62,911	-	
71	HR	21.79	22.34	23.08	23.71	24.42	25.07	25.71	26.41	27.16	27.88	28.58	29.40	30.13	30.86	-	71
	YR	45,498	46,646	48,191	49,506	50,989	52,346	53,682	55,144	56,710	58,213	59,675	61,387	62,911	64,436	-	
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

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Monthly Salary Rate - 174 x Hourly Salary Rate

**Compensation Grid 3
Unit 3 AFSCME Service
Ranges 42 - 77
Effective 7/1/2018 - 6/30/2019**

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	22.34	23.08	23.71	24.42	25.07	25.71	26.41	27.16	27.88	28.58	29.40	30.13	30.86	31.62	-	72
	YR	46,646	48,191	49,506	50,989	52,346	53,682	55,144	56,710	58,213	59,675	61,387	62,911	64,436	66,023	-	
73	HR	23.08	23.71	24.42	25.07	25.71	26.41	27.16	27.88	28.58	29.40	30.13	30.86	31.62	32.32	-	73
	YR	48,191	49,506	50,989	52,346	53,682	55,144	56,710	58,213	59,675	61,387	62,911	64,436	66,023	67,484	-	
74	HR	23.71	24.42	25.07	25.71	26.41	27.16	27.88	28.58	29.40	30.13	30.86	31.62	32.32	33.15	-	74
	YR	49,506	50,989	52,346	53,682	55,144	56,710	58,213	59,675	61,387	62,911	64,436	66,023	67,484	69,217	-	
75	HR	24.42	25.07	25.71	26.41	27.16	27.88	28.58	29.40	30.13	30.86	31.62	32.32	33.15	33.82	-	75
	YR	50,989	52,346	53,682	55,144	56,710	58,213	59,675	61,387	62,911	64,436	66,023	67,484	69,217	70,616	-	
76	HR	25.07	25.71	26.41	27.16	27.88	28.58	29.40	30.13	30.86	31.62	32.32	33.15	33.82	34.57	-	76
	YR	52,346	53,682	55,144	56,710	58,213	59,675	61,387	62,911	64,436	66,023	67,484	69,217	70,616	72,182	-	
77	HR	25.71	26.41	27.16	27.88	28.58	29.40	30.13	30.86	31.62	32.32	33.15	33.82	34.57	35.32	-	77
	YR	53,682	55,144	56,710	58,213	59,675	61,387	62,911	64,436	66,023	67,484	69,217	70,616	72,182	73,748	-	
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