

Compensation Grid 3A – Unit 3 AFSCME

Effective 7/1/20 – 6/30-21

Laborer – General

AFSCME Grid 3A, Laborer – General, Effective 7/1/20 – 6/30/21

Comp Code	Rate	A	B	C	D	E	F	G	H
Step		01	02	03	04	05	06	07	08
Progression		12 Mos	12 Mos	12 Mos	12 Mos	12 Mos	12 Mos	12 Mos	
Range									
10	HR	16.40	16.79	17.16	17.54	17.92	19.48	20.01	20.50
10	YR	34,243	35,058	35,830	36,624	37,417	40,674	41,781	42,804

HR - Hourly Rate

YR - Yearly Rate

Monthly Rate - 174 x Hourly Salary Rate

General Maintenance Worker

AFSCME Grid 3A, General Maintenance Worker, Effective 7/1/20 – 6/30/21

Comp Code	Rate	A	B	C	D	E	F	G	H	I	J	K
Step		01	02	03	04	05	06	07	08	09	10	11
					12	12	12		12			
Progression		6 Mos	6 Mos	6 Mos	Mos	Mos	Mos	6 Mos	Mos	6 Mos	6 Mos	
Range												
12	HR	15.24	15.46	15.76	16.03	16.34	16.69	18.46	18.87	20.48	21.02	21.56
12	YR	31,821	32,280	32,907	33,471	34,118	34,849	38,544	39,401	42,762	43,890	45,017

HR - Hourly Rate

YR - Yearly Rate

Monthly Rate - 174 x Hourly Salary Rate

General Maintenance Worker Lead

AFSCME Grid 3A, General Maintenance Worker Lead, Effective 7/1/20 – 6/30/21

Comp Code	Rate	A	B	C	D	E	F
Step		01	02	03	04	05	06
Progression		6 Mos	6 Mos	6 Mos	12 Mos	12 Mos	
Range							
16	HR	19.51	19.97	20.48	21.02	21.56	22.10
16	YR	40,737	41,697	42,762	43,890	45,017	46,145

HR - Hourly Rate

YR - Yearly Rate

Monthly Rate - 174 x Hourly Rate

Materials Transfer Driver

AFSCME Grid 3A, Materials Transfer Driver, Effective 7/1/20 – 6/30/21

Comp Code	Rate	A	B	C	D	E	F
Step		01	02	03	04	05	06
Progression		6 Mos	6 Mos	6 Mos	12 Mos	12 Mos	
Range							
18	HR	20.48	21.02	21.56	22.10	22.81	23.41
18	YR	42,762	43,890	45,017	46,145	47,627	48,880

HR - Hourly Rate

YR - Yearly Rate

Monthly Rate - 174 x Hourly Rate

Supported Employment Worker

AFSCME Grid 3A, Supported Employment Worker, Effective 7/1/20 – 6/30/21

Comp Code	Rate	A	B	C	D	E	F	G	H	I
Step		01	02	03	04	05	06	07	08	09
Progression		6 Mos	6 Mos	6 Mos	Mos	Mos	Mos	Mos	Mos	
Range										
20	HR	10.38	10.46	10.89	11.80	12.71	13.71	14.70	15.59	16.41
20	YR	21,673	21,840	22,738	24,638	26,538	28,626	30,694	32,552	34,264

HR - Hourly Rate

YR - Yearly Rate

Monthly Rate - 174 x Hourly Rate