

Compensation Grid 3A – Unit 3 AFSCME

Effective 7/1/19 – 6/30/20

Laborer – General

AFSCME Grid 3A, Laborer – General, Effective 7/1/19 – 6/30/20

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	16.00	16.38	16.74	17.11	17.48	19.00	19.52	20.00
10	YR	33,408	34,201	34,953	35,726	36,498	39,672	40,758	41,760

HR - Hourly Rate

YR - Yearly Rate

Monthly Rate - 174 x Hourly Rate

General Maintenance Worker

AFSCME Grid 3A, General Maintenance Worker, Effective 7/1/19 – 6/30/20

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
Progression		6 Mos	6 Mos	12 Mos	12 Mos	12 Mos	6 Mos	12 Mos	6 Mos	6 Mos	6 Mos	
Range												
12	HR	14.87	15.08	15.38	15.64	15.94	16.28	18.01	18.41	19.98	20.51	21.03
12	YR	31,049	31,487	32,113	32,656	33,283	33,993	37,605	38,440	41,718	42,825	43,911

HR - Hourly Rate

YR - Yearly Rate

Monthly Rate - 174 x Hourly Rate

General Maintenance Worker Lead

AFSCME Grid 3A, General Maintenance Worker Lead, Effective 7/1/19 – 6/30/20

Comp Code	Rate	A	B	C	D	E	G
Step		01	02	03	04	05	06
Progression		6 Mos	6 Mos	6 Mos	12 Mos	12 Mos	
Range							
16	HR	19.03	19.48	19.98	20.51	21.03	21.56
16	YR	39,735	40,674	41,718	42,825	43,911	45,017

HR - Hourly Rate

YR - Yearly Rate

Monthly Rate - 174 x Hourly Rate

Materials Transfer Driver

AFSCME Grid 3A, Materials Transfer Driver, Effective 7/1/19 – 6/30/20

Comp Code		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	19.98	20.51	21.03	21.56	22.25	22.84
18	YR	41,718	42,825	43,911	45,017	46,458	47,690

HR - Hourly Rate

YR - Yearly Rate

Monthly Rate - 174 x Hourly Rate

Supported Employment Worker

AFSCME Grid 3A, Supported Employment Worker, Effective 7/1/19 – 6/30/20

Comp Code	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	12 Mos	12 Mos	12 Mos	12 Mos	12 Mos		
Range										
20	HR	10.13	10.20	10.62	11.51	12.40	13.38	14.34	15.21	16.01
20	YR	21,151	21,298	22,175	24,033	25,891	27,937	29,942	31,758	33,429

HR - Hourly Rate

YR - Yearly Rate

Monthly Rate - 174 x Hourly Rate