

**APPENDIX E-1
Compensation Grid 3
Unit 3 AFSCME Service
Ranges 42 - 77**

Effective 7/1/2015 – 6/30/2016

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	
42	HR	10.76	10.99	11.21	11.49	11.73	12.03	12.26	12.58	12.82	13.13	13.40	13.60	13.80	14.07		42	
	YR	22,467	22,947	23,406	23,991	24,492	25,119	25,599	26,267	26,768	27,415	27,979	28,397	28,814	29,378			
43	HR	10.99	11.21	11.49	11.73	12.03	12.26	12.58	12.82	13.13	13.40	13.60	13.80	14.07	14.31		43	
	YR	22,947	23,406	23,991	24,492	25,119	25,599	26,267	26,768	27,415	27,979	28,397	28,814	29,378	29,879			
44	HR	11.21	11.49	11.73	12.03	12.26	12.58	12.82	13.13	13.40	13.60	13.80	14.07	14.31	14.63		44	
	YR	23,406	23,991	24,492	25,119	25,599	26,267	26,768	27,415	27,979	28,397	28,814	29,378	29,879	30,547			
45	HR	11.49	11.73	12.03	12.26	12.58	12.82	13.13	13.40	13.60	13.80	14.07	14.31	14.63	14.94		45	
	YR	23,991	24,492	25,119	25,599	26,267	26,768	27,415	27,979	28,397	28,814	29,378	29,879	30,547	31,195			
46	HR	11.73	12.03	12.26	12.58	12.82	13.13	13.40	13.60	13.80	14.07	14.31	14.63	14.94	15.25		46	
	YR	24,492	25,119	25,599	26,267	26,768	27,415	27,979	28,397	28,814	29,378	29,879	30,547	31,195	31,842			
47	HR	12.03	12.26	12.58	12.82	13.13	13.40	13.60	13.80	14.07	14.31	14.63	14.94	15.25	15.56		47	
	YR	25,119	25,599	26,267	26,768	27,415	27,979	28,397	28,814	29,378	29,879	30,547	31,195	31,842	32,489			
48	HR	12.26	12.58	12.82	13.13	13.40	13.60	13.80	14.07	14.31	14.63	14.94	15.25	15.56	15.91		48	
	YR	25,599	26,267	26,768	27,415	27,979	28,397	28,814	29,378	29,879	30,547	31,195	31,842	32,489	33,220			
49	HR	12.58	12.82	13.13	13.40	13.60	13.80	14.07	14.31	14.59	14.94	15.25	15.56	15.91	16.25		49	
	YR	26,267	26,768	27,415	27,979	28,397	28,814	29,378	29,879	30,464	31,195	31,842	32,489	33,220	33,930			
50	HR	12.82	13.13	13.40	13.60	13.80	14.07	14.31	14.59	14.89	15.23	15.56	15.91	16.25	16.63		50	
	YR	26,768	27,415	27,979	28,397	28,814	29,378	29,879	30,464	31,090	31,800	32,489	33,220	33,930	34,723			
51	HR	13.13	13.40	13.60	13.80	14.07	14.31	14.59	14.89	15.23	15.56	15.91	16.25	16.63	17.00		51	
	YR	27,415	27,979	28,397	28,814	29,378	29,879	30,464	31,090	31,800	32,489	33,220	33,930	34,723	35,496			
52	HR	13.40	13.60	13.80	14.07	14.31	14.59	14.89	15.23	15.56	15.91	16.25	16.63	17.00	17.40	17.93		52
	YR	27,979	28,397	28,814	29,378	29,879	30,464	31,090	31,800	32,489	33,220	33,930	34,723	35,496	36,331	37,438		
53	HR	13.60	13.80	14.07	14.31	14.59	14.89	15.23	15.56	15.91	16.25	16.63	17.00	17.40	17.93		53	
	YR	28,397	28,814	29,378	29,879	30,464	31,090	31,800	32,489	33,220	33,930	34,723	35,496	36,331	37,438			
54	HR	13.80	14.07	14.31	14.59	14.89	15.23	15.56	15.91	16.25	16.63	17.00	17.40	17.93	18.38		54	
	YR	28,814	29,378	29,879	30,464	31,090	31,800	32,489	33,220	33,930	34,723	35,496	36,331	37,438	38,377			
55	HR	14.07	14.31	14.59	14.89	15.23	15.56	15.91	16.25	16.63	17.00	17.40	17.93	18.38	18.82		55	
	YR	29,378	29,879	30,464	31,090	31,800	32,489	33,220	33,930	34,723	35,496	36,331	37,438	38,377	39,296			
56	HR	14.31	14.59	14.89	15.23	15.56	15.91	16.25	16.63	17.00	17.40	17.93	18.38	18.82	19.31	19.84		56
	YR	29,879	30,464	31,090	31,800	32,489	33,220	33,930	34,723	35,496	36,331	37,438	38,377	39,296	40,319	41,426		
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

**APPENDIX E-1
 Compensation Grid 3 (cont.)
 Unit 3 AFSCME Service
 Ranges 42 - 77
 Effective 7/1/2015 – 6/30/2016**

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	14.59	14.89	15.23	15.56	15.91	16.25	16.63	17.00	17.40	17.93	18.38	18.82	19.31	19.84	20.38	57
	YR	30,464	31,090	31,800	32,489	33,220	33,930	34,723	35,496	36,331	37,438	38,377	39,296	40,319	41,426	42,553	
58	HR	14.89	15.23	15.56	15.91	16.25	16.63	17.00	17.40	17.93	18.38	18.82	19.31	19.84	20.38		58
	YR	31,090	31,800	32,489	33,220	33,930	34,723	35,496	36,331	37,438	38,377	39,296	40,319	41,426	42,553		
59	HR	15.23	15.56	15.91	16.25	16.63	17.00	17.40	17.93	18.38	18.82	19.31	19.84	20.38	20.90	21.59	59
	YR	31,800	32,489	33,220	33,930	34,723	35,496	36,331	37,438	38,377	39,296	40,319	41,426	42,553	43,639	45,080	
60	HR	15.56	15.91	16.25	16.63	17.00	17.40	17.93	18.38	18.82	19.31	19.84	20.38	20.90	21.59	22.19	60
	YR	32,489	33,220	33,930	34,723	35,496	36,331	37,438	38,377	39,296	40,319	41,426	42,553	43,639	45,080	46,333	
61	HR	15.91	16.25	16.63	17.00	17.40	17.93	18.38	18.82	19.31	19.84	20.38	20.90	21.59	22.19		61
	YR	33,220	33,930	34,723	35,496	36,331	37,438	38,377	39,296	40,319	41,426	42,553	43,639	45,080	46,333		
62	HR	16.25	16.63	17.00	17.40	17.93	18.38	18.82	19.31	19.84	20.38	20.90	21.59	22.19	22.84		62
	YR	33,930	34,723	35,496	36,331	37,438	38,377	39,296	40,319	41,426	42,553	43,639	45,080	46,333	47,690		
63	HR	16.63	17.00	17.40	17.93	18.38	18.82	19.31	19.84	20.38	20.90	21.59	22.19	22.84	23.45		63
	YR	34,723	35,496	36,331	37,438	38,377	39,296	40,319	41,426	42,553	43,639	45,080	46,333	47,690	48,964		
64	HR	17.00	17.40	17.93	18.38	18.82	19.31	19.84	20.38	20.90	21.59	22.19	22.84	23.45	24.05		64
	YR	35,496	36,331	37,438	38,377	39,296	40,319	41,426	42,553	43,639	45,080	46,333	47,690	48,964	50,216		
65	HR	17.40	17.93	18.38	18.82	19.31	19.84	20.38	20.90	21.59	22.19	22.84	23.45	24.05	24.70		65
	YR	36,331	37,438	38,377	39,296	40,319	41,426	42,553	43,639	45,080	46,333	47,690	48,964	50,216	51,574		
66	HR	17.93	18.38	18.82	19.31	19.84	20.38	20.90	21.59	22.19	22.84	23.45	24.05	24.70	25.40		66
	YR	37,438	38,377	39,296	40,319	41,426	42,553	43,639	45,080	46,333	47,690	48,964	50,216	51,574	53,035		
67	HR	18.38	18.82	19.31	19.84	20.38	20.90	21.59	22.19	22.84	23.45	24.05	24.70	25.40	26.09		67
	YR	38,377	39,296	40,319	41,426	42,553	43,639	45,080	46,333	47,690	48,964	50,216	51,574	53,035	54,476		
68	HR	18.82	19.31	19.84	20.38	20.90	21.59	22.19	22.84	23.45	24.05	24.70	25.40	26.09	26.73		68
	YR	39,296	40,319	41,426	42,553	43,639	45,080	46,333	47,690	48,964	50,216	51,574	53,035	54,476	55,812		
69	HR	19.31	19.84	20.38	20.90	21.59	22.19	22.84	23.45	24.05	24.70	25.40	26.09	26.73	27.50		69
	YR	40,319	41,426	42,553	43,639	45,080	46,333	47,690	48,964	50,216	51,574	53,035	54,476	55,812	57,420		
70	HR	19.84	20.38	20.90	21.59	22.19	22.84	23.45	24.05	24.70	25.40	26.09	26.73	27.50	28.19		70
	YR	41,426	42,553	43,639	45,080	46,333	47,690	48,964	50,216	51,574	53,035	54,476	55,812	57,420	58,861		
71	HR	20.38	20.90	21.59	22.19	22.84	23.45	24.05	24.70	25.40	26.09	26.73	27.50	28.19	28.87		71
	YR	42,553	43,639	45,080	46,333	47,690	48,964	50,216	51,574	53,035	54,476	55,812	57,420	58,861	60,281		
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

**APPENDIX E-1
 Compensation Grid 3 (cont.)
 Unit 3 AFSCME Service
 Ranges 42 - 77
 Effective 7/1/2015 – 6/30/2016**

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	20.90	21.59	22.19	22.84	23.45	24.05	24.70	25.40	26.09	26.73	27.50	28.19	28.87	29.57		72
	YR	43,639	45,080	46,333	47,690	48,964	50,216	51,574	53,035	54,476	55,812	57,420	58,861	60,281	61,742		
73	HR	21.59	22.19	22.84	23.45	24.05	24.70	25.40	26.09	26.73	27.50	28.19	28.87	29.57	30.23		73
	YR	45,080	46,333	47,690	48,964	50,216	51,574	53,035	54,476	55,812	57,420	58,861	60,281	61,742	63,120		
74	HR	22.19	22.84	23.45	24.05	24.70	25.40	26.09	26.73	27.50	28.19	28.87	29.57	30.23	31.00		74
	YR	46,333	47,690	48,964	50,216	51,574	53,035	54,476	55,812	57,420	58,861	60,281	61,742	63,120	64,728		
75	HR	22.84	23.45	24.05	24.70	25.40	26.09	26.73	27.50	28.19	28.87	29.57	30.23	31.00	31.64		75
	YR	47,690	48,964	50,216	51,574	53,035	54,476	55,812	57,420	58,861	60,281	61,742	63,120	64,728	66,064		
76	HR	23.45	24.05	24.70	25.40	26.09	26.73	27.50	28.19	28.87	29.57	30.23	31.00	31.64	32.34		76
	YR	48,964	50,216	51,574	53,035	54,476	55,812	57,420	58,861	60,281	61,742	63,120	64,728	66,064	67,526		
77	HR	24.05	24.70	25.40	26.09	26.73	27.50	28.19	28.87	29.57	30.23	31.00	31.64	32.34	33.03		77
	YR	50,216	51,574	53,035	54,476	55,812	57,420	58,861	60,281	61,742	63,120	64,728	66,064	67,526	68,967		
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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