

**APPENDIX E-2  
Compensation Grid 3  
Unit 3 AFSCME Service  
Ranges 42 - 77  
Effective 7/1/2016 - 6/30/2017**

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	11.03	11.26	11.49	11.78	12.02	12.33	12.57	12.89	13.14	13.46	13.74	13.94	14.15	14.42		42	
	YR	23,031	23,511	23,991	24,597	25,098	25,745	26,246	26,914	27,436	28,104	28,689	29,107	29,545	30,109			
43	HR	11.26	11.49	11.78	12.02	12.33	12.57	12.89	13.14	13.46	13.74	13.94	14.15	14.42	14.67		43	
	YR	23,511	23,991	24,597	25,098	25,745	26,246	26,914	27,436	28,104	28,689	29,107	29,545	30,109	30,631			
44	HR	11.49	11.78	12.02	12.33	12.57	12.89	13.14	13.46	13.74	13.94	14.15	14.42	14.67	15.00		44	
	YR	23,991	24,597	25,098	25,745	26,246	26,914	27,436	28,104	28,689	29,107	29,545	30,109	30,631	31,320			
45	HR	11.78	12.02	12.33	12.57	12.89	13.14	13.46	13.74	13.94	14.15	14.42	14.67	15.00	15.31		45	
	YR	24,597	25,098	25,745	26,246	26,914	27,436	28,104	28,689	29,107	29,545	30,109	30,631	31,320	31,967			
46	HR	12.02	12.33	12.57	12.89	13.14	13.46	13.74	13.94	14.15	14.42	14.67	15.00	15.31	15.63		46	
	YR	25,098	25,745	26,246	26,914	27,436	28,104	28,689	29,107	29,545	30,109	30,631	31,320	31,967	32,635			
47	HR	12.33	12.57	12.89	13.14	13.46	13.74	13.94	14.15	14.42	14.67	15.00	15.31	15.63	15.95		47	
	YR	25,745	26,246	26,914	27,436	28,104	28,689	29,107	29,545	30,109	30,631	31,320	31,967	32,635	33,304			
48	HR	12.57	12.89	13.14	13.46	13.74	13.94	14.15	14.42	14.67	15.00	15.31	15.63	15.95	16.31		48	
	YR	26,246	26,914	27,436	28,104	28,689	29,107	29,545	30,109	30,631	31,320	31,967	32,635	33,304	34,055			
49	HR	12.89	13.14	13.46	13.74	13.94	14.15	14.42	14.67	14.95	15.31	15.63	15.95	16.31	16.66		49	
	YR	26,914	27,436	28,104	28,689	29,107	29,545	30,109	30,631	31,216	31,967	32,635	33,304	34,055	34,786			
50	HR	13.14	13.46	13.74	13.94	14.15	14.42	14.67	14.95	15.26	15.61	15.95	16.31	16.66	17.05		50	
	YR	27,436	28,104	28,689	29,107	29,545	30,109	30,631	31,216	31,863	32,594	33,304	34,055	34,786	35,600			
51	HR	13.46	13.74	13.94	14.15	14.42	14.67	14.95	15.26	15.61	15.95	16.31	16.66	17.05	17.43		51	
	YR	28,104	28,689	29,107	29,545	30,109	30,631	31,216	31,863	32,594	33,304	34,055	34,786	35,600	36,394			
52	HR	13.74	13.94	14.15	14.42	14.67	14.95	15.26	15.61	15.95	16.31	16.66	17.05	17.43	17.84	18.38		52
	YR	28,689	29,107	29,545	30,109	30,631	31,216	31,863	32,594	33,304	34,055	34,786	35,600	36,394	37,250	38,377		
53	HR	13.94	14.15	14.42	14.67	14.95	15.26	15.61	15.95	16.31	16.66	17.05	17.43	17.84	18.38		53	
	YR	29,107	29,545	30,109	30,631	31,216	31,863	32,594	33,304	34,055	34,786	35,600	36,394	37,250	38,377			
54	HR	14.15	14.42	14.67	14.95	15.26	15.61	15.95	16.31	16.66	17.05	17.43	17.84	18.38	18.84		54	
	YR	29,545	30,109	30,631	31,216	31,863	32,594	33,304	34,055	34,786	35,600	36,394	37,250	38,377	39,338			
55	HR	14.42	14.67	14.95	15.26	15.61	15.95	16.31	16.66	17.05	17.43	17.84	18.38	18.84	19.29		55	
	YR	30,109	30,631	31,216	31,863	32,594	33,304	34,055	34,786	35,600	36,394	37,250	38,377	39,338	40,278			
56	HR	14.67	14.95	15.26	15.61	15.95	16.31	16.66	17.05	17.43	17.84	18.38	18.84	19.29	19.79	20.34		56
	YR	30,631	31,216	31,863	32,594	33,304	34,055	34,786	35,600	36,394	37,250	38,377	39,338	40,278	41,322	42,470		
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-2  
Compensation Grid 3 (cont.)  
Unit 3 AFSCME Service  
Ranges 42 - 77  
Effective 7/1/2016 - 6/30/2017**

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	14.95	15.26	15.61	15.95	16.31	16.66	17.05	17.43	17.84	18.38	18.84	19.29	19.79	20.34	20.89	57
	YR	31,216	31,863	32,594	33,304	34,055	34,786	35,600	36,394	37,250	38,377	39,338	40,278	41,322	42,470	43,618	
58	HR	15.26	15.61	15.95	16.31	16.66	17.05	17.43	17.84	18.38	18.84	19.29	19.79	20.34	20.89		58
	YR	31,863	32,594	33,304	34,055	34,786	35,600	36,394	37,250	38,377	39,338	40,278	41,322	42,470	43,618		
59	HR	15.61	15.95	16.31	16.66	17.05	17.43	17.84	18.38	18.84	19.29	19.79	20.34	20.89	21.42	22.13	59
	YR	32,594	33,304	34,055	34,786	35,600	36,394	37,250	38,377	39,338	40,278	41,322	42,470	43,618	44,725	46,207	
60	HR	15.95	16.31	16.66	17.05	17.43	17.84	18.38	18.84	19.29	19.79	20.34	20.89	21.42	22.13	22.74	60
	YR	33,304	34,055	34,786	35,600	36,394	37,250	38,377	39,338	40,278	41,322	42,470	43,618	44,725	46,207	47,481	
61	HR	16.31	16.66	17.05	17.43	17.84	18.38	18.84	19.29	19.79	20.34	20.89	21.42	22.13	22.74		61
	YR	34,055	34,786	35,600	36,394	37,250	38,377	39,338	40,278	41,322	42,470	43,618	44,725	46,207	47,481		
62	HR	16.66	17.05	17.43	17.84	18.38	18.84	19.29	19.79	20.34	20.89	21.42	22.13	22.74	23.41		62
	YR	34,786	35,600	36,394	37,250	38,377	39,338	40,278	41,322	42,470	43,618	44,725	46,207	47,481	48,880		
63	HR	17.05	17.43	17.84	18.38	18.84	19.29	19.79	20.34	20.89	21.42	22.13	22.74	23.41	24.04		63
	YR	35,600	36,394	37,250	38,377	39,338	40,278	41,322	42,470	43,618	44,725	46,207	47,481	48,880	50,196		
64	HR	17.43	17.84	18.38	18.84	19.29	19.79	20.34	20.89	21.42	22.13	22.74	23.41	24.04	24.65		64
	YR	36,394	37,250	38,377	39,338	40,278	41,322	42,470	43,618	44,725	46,207	47,481	48,880	50,196	51,469		
65	HR	17.84	18.38	18.84	19.29	19.79	20.34	20.89	21.42	22.13	22.74	23.41	24.04	24.65	25.32		65
	YR	37,250	38,377	39,338	40,278	41,322	42,470	43,618	44,725	46,207	47,481	48,880	50,196	51,469	52,868		
66	HR	18.38	18.84	19.29	19.79	20.34	20.89	21.42	22.13	22.74	23.41	24.04	24.65	25.32	26.04		66
	YR	38,377	39,338	40,278	41,322	42,470	43,618	44,725	46,207	47,481	48,880	50,196	51,469	52,868	54,372		
67	HR	18.84	19.29	19.79	20.34	20.89	21.42	22.13	22.74	23.41	24.04	24.65	25.32	26.04	26.74		67
	YR	39,338	40,278	41,322	42,470	43,618	44,725	46,207	47,481	48,880	50,196	51,469	52,868	54,372	55,833		
68	HR	19.29	19.79	20.34	20.89	21.42	22.13	22.74	23.41	24.04	24.65	25.32	26.04	26.74	27.40		68
	YR	40,278	41,322	42,470	43,618	44,725	46,207	47,481	48,880	50,196	51,469	52,868	54,372	55,833	57,211		
69	HR	19.79	20.34	20.89	21.42	22.13	22.74	23.41	24.04	24.65	25.32	26.04	26.74	27.40	28.19		69
	YR	41,322	42,470	43,618	44,725	46,207	47,481	48,880	50,196	51,469	52,868	54,372	55,833	57,211	58,861		
70	HR	20.34	20.89	21.42	22.13	22.74	23.41	24.04	24.65	25.32	26.04	26.74	27.40	28.19	28.89		70
	YR	42,470	43,618	44,725	46,207	47,481	48,880	50,196	51,469	52,868	54,372	55,833	57,211	58,861	60,322		
71	HR	20.89	21.42	22.13	22.74	23.41	24.04	24.65	25.32	26.04	26.74	27.40	28.19	28.89	29.59		71
	YR	43,618	44,725	46,207	47,481	48,880	50,196	51,469	52,868	54,372	55,833	57,211	58,861	60,322	61,784		
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-2  
 Compensation Grid 3 (cont.)  
 Unit 3 AFSCME Service  
 Ranges 42 - 77  
 Effective 7/1/2016 - 6/30/2017**

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	21.42	22.13	22.74	23.41	24.04	24.65	25.32	26.04	26.74	27.40	28.19	28.89	29.59	30.31		72
	YR	44,725	46,207	47,481	48,880	50,196	51,469	52,868	54,372	55,833	57,211	58,861	60,322	61,784	63,287		
		22.13	22.74	23.41	24.04	24.65	25.32	26.04	26.74	27.40	28.19	28.89	29.59	30.31	30.99		
73	HR	46,207	47,481	48,880	50,196	51,469	52,868	54,372	55,833	57,211	58,861	60,322	61,784	63,287	64,707		73
	YR																
74	HR	22.74	23.41	24.04	24.65	25.32	26.04	26.74	27.40	28.19	28.89	29.59	30.31	30.99	31.78		74
	YR	47,481	48,880	50,196	51,469	52,868	54,372	55,833	57,211	58,861	60,322	61,784	63,287	64,707	66,357		
75	HR	23.41	24.04	24.65	25.32	26.04	26.74	27.40	28.19	28.89	29.59	30.31	30.99	31.78	32.43		75
	YR	48,880	50,196	51,469	52,868	54,372	55,833	57,211	58,861	60,322	61,784	63,287	64,707	66,357	67,714		
76	HR	24.04	24.65	25.32	26.04	26.74	27.40	28.19	28.89	29.59	30.31	30.99	31.78	32.43	33.15		76
	YR	50,196	51,469	52,868	54,372	55,833	57,211	58,861	60,322	61,784	63,287	64,707	66,357	67,714	69,217		
77	HR	24.65	25.32	26.04	26.74	27.40	28.19	28.89	29.59	30.31	30.99	31.78	32.43	33.15	33.86		77
	YR	51,469	52,868	54,372	55,833	57,211	58,861	60,322	61,784	63,287	64,707	66,357	67,714	69,217	70,700		
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