

Compensation Rates

10/05/2022

Minimum and Maximums
for Each Grade

Salary Plan Code:

RA1	Afscme/40hrs			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE 5	HOURLY	ANNUAL	14.73	20.56	30,628.44	42,775.00
	STEP 11	20.56	42,775.00				
	STEP 10	20.36	42,351.49				
	STEP 9	20.16	41,932.17				
	STEP 8	19.38	40,304.52				
	STEP 7	18.63	38,754.21				
	STEP 6	17.92	37,263.59				
	STEP 5	17.23	35,830.89				
	STEP 4	16.56	34,452.54				
	STEP 3	15.93	33,128.53				
	STEP 2	15.31	31,852.64				
	STEP 1	14.73	30,628.44				
	GRADE 05L	HOURLY	ANNUAL	15.93	20.56	33,128.53	42,775.00
	STEP 11	20.56	42,775.00				
	STEP 10	20.36	42,351.49				
	STEP 9	20.16	41,932.17				
	STEP 8	19.38	40,304.52				
	STEP 7	18.63	38,754.21				
	STEP 6	17.92	37,263.59				
	STEP 5	17.23	35,830.89				
	STEP 4	16.56	34,452.54				
	STEP 3	15.93	33,128.53				
	GRADE 6	HOURLY	ANNUAL	15.31	21.39	31,852.64	44,488.23
	STEP 11	21.39	44,488.23				
	STEP 10	21.18	44,047.76				
	STEP 9	20.97	43,611.64				
	STEP 8	20.15	41,918.09				
	STEP 7	19.38	40,304.52				
	STEP 6	18.63	38,754.21				
	STEP 5	17.92	37,263.59				
	STEP 4	17.23	35,830.89				
	STEP 3	16.56	34,452.54				
	STEP 2	15.93	33,128.53				
	STEP 1	15.31	31,852.64				
	GRADE 06L	HOURLY	ANNUAL	16.56	21.39	34,452.54	44,488.23
	STEP 11	21.39	44,488.23				
	STEP 10	21.18	44,047.76				
	STEP 9	20.97	43,611.64				
	STEP 8	20.15	41,918.09				

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	19.38	40,304.52				
	STEP	6	18.63	38,754.21				
	STEP	5	17.92	37,263.59				
	STEP	4	17.23	35,830.89				
	STEP	3	16.56	34,452.54				
	GRADE 7		HOURLY	ANNUAL	15.93	22.24	33,128.53	46,265.39
	STEP	11	22.24	46,265.39				
	STEP	10	22.02	45,807.32				
	STEP	9	21.80	45,353.79				
	STEP	8	20.96	43,593.14				
	STEP	7	20.15	41,918.09				
	STEP	6	19.38	40,304.52				
	STEP	5	18.63	38,754.21				
	STEP	4	17.92	37,263.59				
	STEP	3	17.23	35,830.89				
	STEP	2	16.56	34,452.54				
	STEP	1	15.93	33,128.53				
	GRADE 07L		HOURLY	ANNUAL	17.23	22.24	35,830.89	46,265.39
	STEP	11	22.24	46,265.39				
	STEP	10	22.02	45,807.32				
	STEP	9	21.80	45,353.79				
	STEP	8	20.96	43,593.14				
	STEP	7	20.15	41,918.09				
	STEP	6	19.38	40,304.52				
	STEP	5	18.63	38,754.21				
	STEP	4	17.92	37,263.59				
	STEP	3	17.23	35,830.89				
	GRADE 8		HOURLY	ANNUAL	16.56	23.13	34,452.54	48,114.93
	STEP	11	23.13	48,114.93				
	STEP	10	22.90	47,638.55				
	STEP	9	22.68	47,166.88				
	STEP	8	21.80	45,335.90				
	STEP	7	20.96	43,593.14				
	STEP	6	20.15	41,918.09				
	STEP	5	19.38	40,304.52				
	STEP	4	18.63	38,754.21				
	STEP	3	17.92	37,263.59				
	STEP	2	17.23	35,830.89				
	STEP	1	16.56	34,452.54				

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RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE 08L	HOURLY	ANNUAL	17.92	23.13	37,263.59	48,114.93
	STEP 11	23.13	48,114.93				
	STEP 10	22.90	47,638.55				
	STEP 9	22.68	47,166.88				
	STEP 8	21.80	45,335.90				
	STEP 7	20.96	43,593.14				
	STEP 6	20.15	41,918.09				
	STEP 5	19.38	40,304.52				
	STEP 4	18.63	38,754.21				
	STEP 3	17.92	37,263.59				
	GRADE 9	HOURLY	ANNUAL	17.23	24.06	35,830.89	50,040.45
	STEP 11	24.06	50,040.45				
	STEP 10	23.82	49,545.00				
	STEP 9	23.58	49,054.46				
	STEP 8	22.67	47,149.95				
	STEP 7	21.80	45,335.90				
	STEP 6	20.96	43,593.14				
	STEP 5	20.15	41,918.09				
	STEP 4	19.38	40,304.52				
	STEP 3	18.63	38,754.21				
	STEP 2	17.92	37,263.59				
	STEP 1	17.23	35,830.89				
	GRADE 09L	HOURLY	ANNUAL	18.63	24.06	38,754.21	50,040.45
	STEP 11	24.06	50,040.45				
	STEP 10	23.82	49,545.00				
	STEP 9	23.58	49,054.46				
	STEP 8	22.67	47,149.95				
	STEP 7	21.80	45,335.90				
	STEP 6	20.96	43,593.14				
	STEP 5	20.15	41,918.09				
	STEP 4	19.38	40,304.52				
	STEP 3	18.63	38,754.21				
	GRADE 10L	HOURLY	ANNUAL	19.38	25.02	40,304.52	52,042.00
	STEP 11	25.02	52,042.00				
	STEP 10	24.77	51,526.74				
	STEP 9	24.53	51,016.57				
	STEP 8	23.57	49,035.27				
	STEP 7	22.67	47,149.95				

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Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	21.80	45,335.90				
	STEP	5	20.96	43,593.14				
	STEP	4	20.15	41,918.09				
	STEP	3	19.38	40,304.52				
	GRADE 10		HOURLY	ANNUAL	17.92	25.02	37,263.59	52,042.00
	STEP	11	25.02	52,042.00				
	STEP	10	24.77	51,526.74				
	STEP	9	24.53	51,016.57				
	STEP	8	23.57	49,035.27				
	STEP	7	22.67	47,149.95				
	STEP	6	21.80	45,335.90				
	STEP	5	20.96	43,593.14				
	STEP	4	20.15	41,918.09				
	STEP	3	19.38	40,304.52				
	STEP	2	18.63	38,754.21				
	STEP	1	17.92	37,263.59				
	GRADE 11L		HOURLY	ANNUAL	20.15	26.02	41,918.09	54,125.13
	STEP	11	26.02	54,125.13				
	STEP	10	25.76	53,589.23				
	STEP	9	25.51	53,058.65				
	STEP	8	24.52	50,998.11				
	STEP	7	23.57	49,035.27				
	STEP	6	22.67	47,149.95				
	STEP	5	21.80	45,335.90				
	STEP	4	20.96	43,593.14				
	STEP	3	20.15	41,918.09				
	GRADE 11		HOURLY	ANNUAL	18.63	26.02	38,754.21	54,125.13
	STEP	11	26.02	54,125.13				
	STEP	10	25.76	53,589.23				
	STEP	9	25.51	53,058.65				
	STEP	8	24.52	50,998.11				
	STEP	7	23.57	49,035.27				
	STEP	6	22.67	47,149.95				
	STEP	5	21.80	45,335.90				
	STEP	4	20.96	43,593.14				
	STEP	3	20.15	41,918.09				
	STEP	2	19.38	40,304.52				
	STEP	1	18.63	38,754.21				
	GRADE 12L		HOURLY	ANNUAL	20.96	27.06	43,593.14	56,289.85

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Salary Plan Code:

RA1	Afscme/40hrs			Hourly Range		Annual Range	
	STEP 11	27.06	56,289.85				
	STEP 10	26.79	55,732.52				
	STEP 9	26.53	55,180.71				
	STEP 8	25.50	53,038.46				
	STEP 7	24.52	50,998.11				
	STEP 6	23.57	49,035.27				
	STEP 5	22.67	47,149.95				
	STEP 4	21.80	45,335.90				
	STEP 3	20.96	43,593.14				
	GRADE 12	HOURLY	ANNUAL	19.38	27.06	40,304.52	56,289.85
	STEP 11	27.06	56,289.85				
	STEP 10	26.79	55,732.52				
	STEP 9	26.53	55,180.71				
	STEP 8	25.50	53,038.46				
	STEP 7	24.52	50,998.11				
	STEP 6	23.57	49,035.27				
	STEP 5	22.67	47,149.95				
	STEP 4	21.80	45,335.90				
	STEP 3	20.96	43,593.14				
	STEP 2	20.15	41,918.09				
	STEP 1	19.38	40,304.52				
	GRADE 13A	HOURLY	ANNUAL	20.96	29.27	43,593.14	60,883.47
	STEP 11	29.27	60,883.47				
	STEP 10	28.98	60,280.66				
	STEP 9	28.69	59,683.82				
	STEP 8	27.58	57,365.97				
	STEP 7	26.52	55,159.00				
	STEP 6	25.50	53,038.46				
	STEP 5	24.52	50,998.11				
	STEP 4	23.57	49,035.27				
	STEP 3	22.67	47,149.95				
	STEP 2	21.80	45,335.90				
	STEP 1	20.96	43,593.14				
	GRADE 13	HOURLY	ANNUAL	20.15	28.15	41,918.09	58,541.69
	STEP 11	28.15	58,541.69				
	STEP 10	27.87	57,962.07				
	STEP 9	27.59	57,388.19				
	STEP 8	26.52	55,159.00				
	STEP 7	25.50	53,038.46				

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Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	6	24.52	50,998.11				
	STEP	5	23.57	49,035.27				
	STEP	4	22.67	47,149.95				
	STEP	3	21.80	45,335.90				
	STEP	2	20.96	43,593.14				
	STEP	1	20.15	41,918.09				
	GRADE 14A		HOURLY	ANNUAL	22.67	31.66	47,149.95	65,849.79
	STEP	11	31.66	65,849.79				
	STEP	10	31.35	65,197.81				
	STEP	9	31.03	64,552.29				
	STEP	8	29.83	62,045.42				
	STEP	7	28.68	59,660.25				
	STEP	6	27.58	57,365.97				
	STEP	5	26.52	55,159.00				
	STEP	4	25.50	53,038.46				
	STEP	3	24.52	50,998.11				
	STEP	2	23.57	49,035.27				
	STEP	1	22.67	47,149.95				
	GRADE 14		HOURLY	ANNUAL	21.80	30.44	45,335.90	63,317.96
	STEP	11	30.44	63,317.96				
	STEP	10	30.14	62,691.05				
	STEP	9	29.84	62,070.35				
	STEP	8	28.68	59,660.25				
	STEP	7	27.58	57,365.97				
	STEP	6	26.52	55,159.00				
	STEP	5	25.50	53,038.46				
	STEP	4	24.52	50,998.11				
	STEP	3	23.57	49,035.27				
	STEP	2	22.67	47,149.95				
	STEP	1	21.80	45,335.90				
	GRADE 15A		HOURLY	ANNUAL	25.50	35.61	53,038.46	74,072.91
	STEP	11	35.61	74,072.91				
	STEP	10	35.26	73,339.51				
	STEP	9	34.91	72,613.38				
	STEP	8	33.55	69,794.31				
	STEP	7	32.26	67,110.66				
	STEP	6	31.01	64,509.00				
	STEP	5	29.83	62,045.42				
	STEP	4	28.68	59,660.25				

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Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	3	27.58	57,365.97				
	STEP	2	26.52	55,159.00				
	STEP	1	25.50	53,038.46				
	GRADE 15		HOURLY	ANNUAL	24.52	34.24	50,998.11	71,224.95
	STEP	11	34.24	71,224.95				
	STEP	10	33.90	70,519.75				
	STEP	9	33.57	69,821.54				
	STEP	8	32.26	67,110.66				
	STEP	7	31.01	64,509.00				
	STEP	6	29.83	62,045.42				
	STEP	5	28.68	59,660.25				
	STEP	4	27.58	57,365.97				
	STEP	3	26.52	55,159.00				
	STEP	2	25.50	53,038.46				
	STEP	1	24.52	50,998.11				
	GRADE 16A		HOURLY	ANNUAL	27.58	38.52	57,365.97	80,118.33
	STEP	11	38.52	80,118.33				
	STEP	10	38.14	79,325.08				
	STEP	9	37.76	78,539.69				
	STEP	8	36.29	75,490.37				
	STEP	7	34.90	72,584.87				
	STEP	6	33.55	69,794.31				
	STEP	5	32.26	67,110.66				
	STEP	4	31.01	64,509.00				
	STEP	3	29.83	62,045.42				
	STEP	2	28.68	59,660.25				
	STEP	1	27.58	57,365.97				
	GRADE 16		HOURLY	ANNUAL	26.52	37.04	55,159.00	77,034.89
	STEP	11	37.04	77,034.90				
	STEP	10	36.67	76,272.17				
	STEP	9	36.31	75,517.00				
	STEP	8	34.90	72,584.87				
	STEP	7	33.55	69,794.31				
	STEP	6	32.26	67,110.66				
	STEP	5	31.01	64,509.00				
	STEP	4	29.83	62,045.42				
	STEP	3	28.68	59,660.25				
	STEP	2	27.58	57,365.97				
	STEP	1	26.52	55,159.00				

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RA1	<i>Afscme/40hrs</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	GRADE 17A	HOURLY	ANNUAL	29.83	41.66	62,045.42	86,655.11
	STEP 11	41.66	86,655.11				
	STEP 10	41.25	85,797.14				
	STEP 9	40.84	84,947.67				
	STEP 8	39.25	81,648.85				
	STEP 7	37.73	78,474.27				
	STEP 6	36.29	75,490.37				
	STEP 5	34.90	72,584.87				
	STEP 4	33.55	69,794.31				
	STEP 3	32.26	67,110.66				
	STEP 2	31.01	64,509.00				
	STEP 1	29.83	62,045.42				
	GRADE 17	HOURLY	ANNUAL	28.68	40.04	59,660.25	83,286.13
	STEP 11	40.04	83,286.13				
	STEP 10	39.64	82,461.52				
	STEP 9	39.25	81,645.07				
	STEP 8	37.73	78,474.27				
	STEP 7	36.29	75,490.37				
	STEP 6	34.90	72,584.87				
	STEP 5	33.55	69,794.31				
	STEP 4	32.26	67,110.66				
	STEP 3	31.01	64,509.00				
	STEP 2	29.83	62,045.42				
	STEP 1	28.68	59,660.25				
	GRADE 18A	HOURLY	ANNUAL	33.55	46.86	69,794.31	97,475.87
	STEP 11	46.86	97,475.87				
	STEP 10	46.40	96,510.77				
	STEP 9	45.94	95,555.22				
	STEP 8	44.16	91,844.37				
	STEP 7	42.46	88,311.63				
	STEP 6	40.82	84,915.20				
	STEP 5	39.25	81,648.85				
	STEP 4	37.73	78,474.27				
	STEP 3	36.29	75,490.37				
	STEP 2	34.90	72,584.87				
	STEP 1	33.55	69,794.31				
	GRADE 18	HOURLY	ANNUAL	32.26	45.06	67,110.67	93,725.88
	STEP 11	45.06	93,725.88				

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Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>	<u>Annual Range</u>		
	STEP	10	44.61	92,797.90				
	STEP	9	44.17	91,879.11				
	STEP	8	42.46	88,311.63				
	STEP	7	40.82	84,915.20				
	STEP	6	39.25	81,648.85				
	STEP	5	37.73	78,474.27				
	STEP	4	36.29	75,490.37				
	STEP	3	34.90	72,584.87				
	STEP	2	33.55	69,794.31				
	STEP	1	32.26	67,110.66				
GRADE	19A		HOURLY	ANNUAL	36.29	50.69	75,490.37	105,429.22
	STEP	11	50.69	105,429.22				
	STEP	10	50.19	104,385.37				
	STEP	9	49.69	103,351.85				
	STEP	8	47.76	99,338.44				
	STEP	7	45.92	95,519.69				
	STEP	6	44.16	91,844.37				
	STEP	5	42.46	88,311.63				
	STEP	4	40.82	84,915.20				
	STEP	3	39.25	81,648.85				
	STEP	2	37.73	78,474.27				
	STEP	1	36.29	75,490.37				
GRADE	19		HOURLY	ANNUAL	34.90	48.74	72,584.87	101,376.07
	STEP	11	48.74	101,376.07				
	STEP	10	48.26	100,372.34				
	STEP	9	47.78	99,378.56				
	STEP	8	45.92	95,519.69				
	STEP	7	44.16	91,844.38				
	STEP	6	42.46	88,311.63				
	STEP	5	40.82	84,915.20				
	STEP	4	39.25	81,648.85				
	STEP	3	37.73	78,474.28				
	STEP	2	36.29	75,490.37				
	STEP	1	34.90	72,584.87				
GRADE	20A		HOURLY	ANNUAL	39.25	54.82	81,648.85	114,031.51
	STEP	11	54.82	114,031.50				
	STEP	10	54.28	112,902.48				
	STEP	9	53.74	111,784.64				
	STEP	8	51.66	107,443.72				

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RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	7	49.67	103,313.13				
	STEP	6	47.76	99,338.44				
	STEP	5	45.92	95,519.69				
	STEP	4	44.16	91,844.37				
	STEP	3	42.46	88,311.63				
	STEP	2	40.82	84,915.20				
	STEP	1	39.25	81,648.85				
	GRADE 20		HOURLY	ANNUAL	37.73	52.72	78,474.27	109,647.38
	STEP	11	52.72	109,647.38				
	STEP	10	52.19	108,561.76				
	STEP	9	51.68	107,486.90				
	STEP	8	49.67	103,313.13				
	STEP	7	47.76	99,338.44				
	STEP	6	45.92	95,519.69				
	STEP	5	44.16	91,844.37				
	STEP	4	42.46	88,311.63				
	STEP	3	40.82	84,915.20				
	STEP	2	39.25	81,648.85				
	STEP	1	37.73	78,474.27				
	GRADE 21A		HOURLY	ANNUAL	42.46	59.30	88,311.63	123,337.44
	STEP	11	59.30	123,337.44				
	STEP	10	58.71	122,116.28				
	STEP	9	58.13	120,907.21				
	STEP	8	55.87	116,211.89				
	STEP	7	53.72	111,743.61				
	STEP	6	51.66	107,443.72				
	STEP	5	49.67	103,313.13				
	STEP	4	47.76	99,338.44				
	STEP	3	45.92	95,519.69				
	STEP	2	44.16	91,844.37				
	STEP	1	42.46	88,311.63				
	GRADE 21		HOURLY	ANNUAL	40.82	57.02	84,915.20	118,594.54
	STEP	11	57.02	118,594.54				
	STEP	10	56.45	117,420.34				
	STEP	9	55.89	116,257.77				
	STEP	8	53.72	111,743.61				
	STEP	7	51.66	107,443.72				
	STEP	6	49.67	103,313.13				
	STEP	5	47.76	99,338.44				

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for Each Grade

Salary Plan Code:

RA1	Afscme/40hrs				<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	4	45.92	95,519.69				
	STEP	3	44.16	91,844.37				
	STEP	2	42.46	88,311.63				
	STEP	1	40.82	84,915.20				
	GRADE	22A	HOURLY	ANNUAL	45.92	64.13	95,519.69	133,400.79
	STEP	11	64.13	133,400.79				
	STEP	10	63.50	132,079.99				
	STEP	9	62.87	130,772.27				
	STEP	8	60.43	125,693.75				
	STEP	7	58.11	120,860.17				
	STEP	6	55.87	116,211.89				
	STEP	5	53.72	111,743.61				
	STEP	4	51.66	107,443.72				
	STEP	3	49.67	103,313.13				
	STEP	2	47.76	99,338.44				
	STEP	1	45.92	95,519.69				
	GRADE	22	HOURLY	ANNUAL	44.16	61.67	91,844.38	128,269.87
	STEP	11	61.67	128,269.87				
	STEP	10	61.06	126,999.87				
	STEP	9	60.45	125,742.45				
	STEP	8	58.11	120,859.98				
	STEP	7	55.87	116,211.90				
	STEP	6	53.72	111,743.62				
	STEP	5	51.66	107,443.72				
	STEP	4	49.67	103,313.13				
	STEP	3	47.90	99,631.98				
	STEP	2	45.92	95,519.69				
	STEP	1	44.16	91,844.38				